

Abstract

The main purposes of this research, "The relationships between Quality of Work Life, Adversity Quotient and Work Ethics of the Police Officers in Police Stations under the Metropolitan Police Division" were to investigate (1) the levels of quality of work life, adversity quotient and work ethics of the Police Officers in Police Stations under the Metropolitan Police Division; (2) the effect of personal characteristics on these factors; (3) the relationships between quality of work life, adversity quotient and work ethics; and (4) the predictors of work ethics.

The questionnaires used in collecting data were divided into 4 parts: personal data, quality of work life, work ethics and adversity quotient. The reliability of questionnaires was 0.914, 0.919 and 0.901 respectively. Samples were 362 police officers at the police stations under the Metropolitan Police Division. They were randomly selected by using the stratified random method. The statistical methods were descriptive statistics, t-test, One-way ANOVA, Pearson's product moment correlation and stepwise multiple regression analysis. The findings were as follows:

1. Position level had an effect on three dimensions of quality of work life: adequate and fair compensation, total life space, and security while work line had an effect on social integration, growth, and organizational pride. For tenure had an effect on total life space.

2. The analysis indicated that position level had no effect on adversity quotient while work line had an effect on the overall of adversity quotient and of each dimensions. For tenure had an effect on ownership and endurance.

3. In additional to work ethics, position level had no effect on it whereas work line had an effect on the overall of work ethics and of each dimensions. For tenure had an effect on sacrifice and fairness.

4. The quality of work life as a whole and of seven dimensions: safe environment, development of human capacities, social integration, constitutionalism, growth, security, and organizational pride had positive relationship with work ethics.

However there is no significant correlation in adequate and fair compensation, and total life space.

5. The overall of adversity quotient and of each dimensions correlated positively with work ethics.

6. Quality of work life as a whole and of eight dimensions: adequate and fair compensation, safe environment, development of human capacities, social integration, constitutionalism, growth, security, and organizational pride had positive relationship with adversity quotient but not total life space.

7. Factors significantly predicted work ethics were six dimensions of quality of work life (adequate and fair compensation, development of human capacities, social integration, constitutionalism, security, and organizational pride) and two dimensions of adversity quotient (ownership and reach). These predictors were accounted for 50.7 percents of variance.