

## Abstract

The objective of the study on “Decision to Choose Careers as Social Welfare Workers of the Department of Social Development and Welfare” is to study factors leading to the decision to choose careers as social welfare workers of the Department of Social Development and Welfare through documents and field work. The study population consists of 76 social welfare workers at the Department of Social Development and Welfare. Data are collected using the questionnaire and analyzed using SPSS and statistical tools of frequency distribution, percentage, and mean.

The study shows that most social welfare workers are female, aged more than 40 years, with a bachelor's degree education level, with service of over seven years, and single. In addition, it is found that most samples decide to choose to be social welfare workers of the Department of Social Development and Welfare because of internal and external factors. The internal factors are career value and work freedom. The external factors are job security, working environment found to be at a moderate level. For their decision to work as social welfare workers of the Department of Social Development and Welfare, economic returns are found to be at a low level. With regard to the relationship between variables, the study shows that basic factors that lead to their decision to choose careers as social welfare workers at the said department are gender, age, education level, work experience and status. Factors of economic returns, work security, working environment and work freedom all have different impacts on their career decision, while the personal factor of career value has no effect on their career choice.

The study recommends that social welfare agencies should have in place a policy on the development of a system to employ more career social welfare workers, attach importance to their employment as professionals, and improve the working environment to facilitate social welfare work. Social welfare workers themselves should be further developed and promoted through education and skill training to accommodate work with greater responsibility and to enhance their working potentials.

Finally, social welfare education institutes should inculcate values for social welfare work in students until they graduate and work as social welfare workers.