

The independent study has the following objectives which are:

1. To learn about levels of satisfaction in the performance of subdistrict officers in Chiang Mai province.
2. To learn about the ways to create work satisfaction among Chiang Mai's subdistrict officers.
3. To present the study to the administration of subdistrict and other form of local government.

The study uses gathered data and information from 323 subdistrict officials, divided in to groups according to topics of satisfaction and according to relationship of ranks, salaries and levels of income to test the hypotheses with percentage distribution, SPSS and other descriptive analyses.

The study finds that:

The levels of satisfaction of subdistrict officers are at median levels. According to each category of satisfaction, the levels of satisfaction from the most to the least are :

1. Relationship with peers
2. Occupational security

3. Work policy of the work place
4. Relationship with superior
5. General working atmosphere
6. Work advancement opportunity
7. Income and fringe benefits

Other background factors of the subdistrict officers such as age, work duration and other income, have no relationship with work satisfaction. Whereas sex, income and welfare, work policy and levels of education have relationship with work satisfaction.

The study recommends that income and welfare should be increased in return to having a higher level of work satisfaction among Chiang Mai's subdistrict officers.