

ABSTRACT

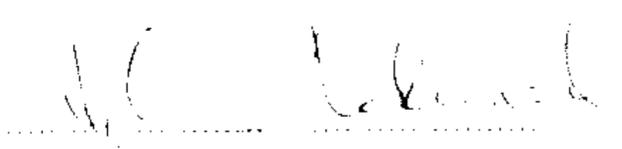
Title : Factors affecting working conditions of the officials and employees in the Agricultural Cooperatives and the Land Settlement Cooperatives in Lampang Province, 1996

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The achievement in running the Agricultural Cooperatives and the Land Settlement Cooperatives is divided into 2 aspects : the achievement as a cooperative and as a business organization. There are 3 groups of people who take part in the businesses: the members, the committee, and the managing group. The committee employs the managing group to work for the cooperatives. These people run the businesses and take charge of the membership of all the members.

Main objective of this study is to study certain factors that affect the working procedure of the officials and the employees of the Agricultural Cooperatives and the Land Settlement Cooperatives by studying their economic and social fundamentals, the opinions towards the operations in the aspect of the quality of work life, authority and responsibility related to it, and their opinions towards their welfare and benefit.

The study found that 50.80 % of the officials are male. The average age is 32 years, 25.6 % of them holding bachelor degree, and 73.30 % of them are married. Their average experience of working with the cooperatives is 6 years. The average income is 5,970 baht per month, 68.6 % of them attended the workshop concerning cooperative, and 94.2 % of their hometown is in the vicinity where they work. They consider their quality of work life quite moderate but their payment quite low. Among the group of managers, assistants, loan and credit officials, accountants, financial officials, and marketing officials, they consider their work on certain assignment and responsibilities quite overloaded. Most of them are informed about welfare and benefits provided by the

cooperative ; some of them used the service, and some are using them. They agree to all of the regulations concerning payment, welfare and benefit.

The quantity of work for which each official is responsible to is so high that he can not handle it efficiently.