

Abstract

The thesis titled “Determination of Factors and Proposal to Reduce Resignation for Royal Thai Air-Force Transport Pilot” was conducted in order to (1) study the personal factors affecting the resignation of Royal Thai air-force pilots from the air-force and becoming the commercial pilots, (2) study the satisfaction level of such pilots serving in the air-force, and (3) suggest the possible solutions for reducing the pilot resignation issue.

This work utilized quantitative analysis using questionnaires to collect the data from Royal Thai air-force transportation pilots in the year 2550. The ranks of pilots included in the study were from Pilot Officer to Wing commander. The collected data, then, were statistically analyzed using percentage, mean, and standard deviation values. Furthermore, the relationships between the variables were tested using One-Way ANOVA and Chi-Square via SPSS program.

The results revealed that the variables affecting the satisfaction level of pilots serving in the air force were age, salary, and rank. Variables that did not affect such level were special additional income, aircraft type, family situation, and number of children. Factors that influence the resignation of pilots from the air-force pilots and become the commercial pilots were income and benefits. Factors that did not influence such resignation were job security and job duty.

The analysis on the resignation of Royal Thai air-force pilots suggested that the chief commanders should maintain the satisfaction level in the area of job security and job duty, but increase the satisfaction level in the area of income and benefits for the pilots in order to reduce the resignations of Royal Thai air-force pilots.