

Thesis Title	A Study of Staff's Morale in the Job Performance of KSCOM Enterprise Co.,Ltd
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### ABSTRACT

This survey is a research aimed at study Staff the morale in the Job Performance of KSCOM Enterprise Co., Ltd. in accordance with n 10 aspects as achievement, recognition, position advancement, position satisfaction, responsibility, administration satisfaction, interpersonal relation with superiors, income satisfaction, working condition, working security.

The self-made questionnaires include 10 aspects concerning the morale in the Job Performance. The Population of this were 120 employees of KSCOM Enterprise Co., Ltd. in B.E. 2541. The employed statistics were percentage, arithmetic mean ( $\mu$ ) and standard deviation. The SPSS/PC+ program was applied.

The findings revealed that the morale in Staff's performance was at a moderate level on the whole and the individual aspects. Only the exception, the morale of achievement was at the high level. They were ranged respectively from high to low as achievement, responsibility, position satisfaction, working condition, interpersonal relation with superiors, working security, administration satisfaction, recognition, income satisfaction, position advancement.

In comparing in the degree of Staff's Morale in the Job Performance which is divided into period of time and income, the result appear as the following : Who have different period of time have different degree of morale in recognition and income satisfaction.

1. The Staff's Morale in the Job Performance of KSCOM Enterprise Co., Ltd.  
Who have different period of time have different degree of morale in recognition and income satisfaction.

2. The Staff's Morale in the Job Performance of KSCOM Enterprise Co., Ltd.  
Who have different income have different degree of morale in recognition.