

This study has the three objectives: 1) to study attitude of the Chiang Rai Municipal employees towards the welfare system, 2) to study the Chiang Rai Municipal employees' personal factors, which affected their attitude towards the welfare system, and 3) to give suggestions for further improvement of the welfare system.

As regards research methodology, data are collected through constructed questionnaire designated for 173 Chiang Rai Municipal employees and through interviewing other 10 Chiang Rai Municipal employees. Data analysis is made by means of statistics in order to find out percentage and mean. In addition, hypothesis is proved by T-test; One-way ANOVA is made and the summary of interviews is made by description. Results of the study are turned out as follows:

1. The municipal employees have attitude towards the welfare system at a moderate scale and have alike attitude towards all aspects of welfare system at a moderate scale, in respective of the appropriateness of special welfare management, of management system, of welfare service, and of the benefits received. Yet, the employees expressed their opinion that a good welfare service is expected to help create more incentive in duty performances on the part of personnel concerned.

2. The elder employees have the attitude towards management system higher than the younger ones; the 1-4 class employees have the attitude towards the appropriateness of welfare management higher than the untenured employees as well as the higher-ranking personnel. The employees holding a diploma and over have the attitude towards the appropriateness of welfare service higher than those who have a lower education, while the personal factors on sex, status, and salary have nothing to do with such attitude.

3. The Chiang Rai Municipality should raise the benefits higher than the present and try to get rid of the delay of welfare remittance.