

Abstract

The study on “Occupational Security of Silpakorn University’s General Administrative Employees” aims at studying job relationship, job security, and factors influencing job security of administrative and operational employees of Silpakorn University. Population for the study consists of 103 University employees who have been working for at least one year and have their employment contract extended for at least one time. Instrument for data collection is questionnaire. The data are analyzed by Computer Program, and statistics used are Arithmetic Mean, Average Value, Standard Deviation Variance, and relationship between groups.

The study finds that the University employees in both lines have their job security and job relationship with other personnel in the organization at moderate level. Their opinions on job security after job termination are at low level, while their opinions on job security concerning contract extension are at the highest level. Besides, it is found that the University employees have their relationship with fellow personnel at higher level than with their superiors, and that the superiors, regardless of being civil servants or University employees, all treat the subordinates equally the same.

Factors affecting job security and relationship with fellow personnel in the organization are educational attainment, duration of work, and salary steps. Educational attainment affects the security after termination of employment, job evaluation, and extension of employment contract. Duration of work affects job evaluation and relationship with the superiors. Salary steps affects security after termination of employment, opportunity for job advancement, job evaluation, and relationship with the superiors.

Recommendations are proposed that Silpakorn University should improve medical welfare for its personnel and provide them with appropriate security such as provident fund upon termination of work. The University should develop clear and accountable criteria for job evaluation. For the extension of employment contract, progressive model should be introduced. After 10 years of successive employment, the University should have the contract extended with no time constraint. Besides, the University should provide some budget to support higher education and training for the employees.