

Thesis Title Factors Affecting Morale of Non-Commissioner
Police : A Case Study of Nakorn Ratchasrima
Provincial Sub-Division

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ABSTRACT

The purpose of this research to study the morale of non-commissioner police in Nakorn Ratchasrima Provincial Sub Division and to identify factors that affect the police morale.

Data for this analysis has collected through the questionnaire instrument from non-commissioner police in Nakorn Ratchasrima Province Sub-Division. There are 319 respondents in this research. Variables of each respondent are put on the computer for analyzing the distribution and relationships. Results of this analysis are presenting below.

Researcher finds that the general morale of non-commissioners are at middle level. However, in some dimensions, the police have different-levels of morale with distributing by categories of high, middle, or low level.

The only factor of high morale level is job and organizational satisfaction, For the middle level and employee relation, supervisory-subordinate relation, adequacy of communication, status and recognition, job security, chance for with and advancement, relation between job and skill, and organizational justice, And For the low level are meagre salary, working condition, appropriateness of quantity of work and organizational welfare.

According to the difference of morale of non-commissioners by the place of work, period of work and position factors, there is no difference between non-commissioners who work in the police station and the non-commissioners who in police sub-station. The non-commissioners who are different in period of work (less than 5-years 5.1-10 years, 10.1-15 years, and more than 15.1 years) have some differences of morale which are employee relation, status and recognition, job security, chance for with and advancement. By the same the non-commissioner who are different in position (administrative section, patrol section, investigation section, traffic section, and other sections) have some differences of morale which are appropriateness of the quantity of work and salary. From the mention of different morale that is only difference within group (More or less), but not difference between the group.)

And according to the factors affecting the morale of non-commissioners, it finds that place of work has no any effect on this morale at all.

But there are two factors which really have the effect.

Firstly, the factor of period of time in the position which affects the morale in the areas of employee relation, status and recognition, job security and chance for advancement. Lastly, the factor of work position which affects the morale in the area of adequacy of salary and the appropriateness between work and responsibility.