

## Abstract

The study on "Directions of Welfare Provisions of King Prajadhipok's Institute (KPI)" is aimed at exploring staff members' satisfaction with welfare provisions and staff demands for provisions additional welfare. The study proposes appropriate options for future welfare provisions for KPI's staff members. With the population of 78 persons, The Questionnaires were used for collecting data from permanent staff and employees. Five executive members and policy-makers were also interviewed. The data were analyzed using SPSS, calculating percentage, arithmetic mean and standard deviation, t-test, F-test, and variable comparison (Scheffe's).

Most of the staff members were female, aged between 31-40 years old, held a master's degree and had five years work experience. Their positions were professional staff with the salary between 10,001-30,000 baht per month. Most were single and had no children. The study on the motivation in organization founded that the staff members were most satisfied with the organization's image. The result of the study on satisfaction of both financial and non-financial welfares indicated that the staff members were moderate satisfied. The Satisfaction with bonuses or premiums and health-related welfare was higher than satisfaction with other forms of welfare. As for the study on demand for financial and non-financial welfare, the health-related welfare was most demanded, in particular medical treatment expenses (dental care) and the adjustment of the health-related welfare to cover all in-patient expenses.

Based on the study, the writer recommends that KPI should review policy and administration measures in order to implement welfare development. The implementation should be separated into 2 phases:

1. Short-term implementation: pro-active welfare development measures that can be immediately implemented, for example, the review of regulations, rules, notifications and information dissemination related to welfare provided.

2. Long-term implementation: sustainable welfare development by focusing on staff's participation in welfare provision, provision of security establishment and staff's career advancement.