

Thesis Title	Opinions of Superintendents and Subordinators on the Causes of and the Strategies to Manage Conflicts in the Educational Offices , Region XI.
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### ABSTRACT

The major purpose of this study was to examine the opinions of superintendents and subordinators on the causes of and the strategies to manage conflicts in the educational offices , Region XI. The minor purposes were 1) to examine the level of the causes of the conflicts 2) to examine the strategies manage those conflicts and 3) survey the correlation between the causes and the strategies in manageing conflicts.

The population in the study includes 134 superintendents and subordinators working in the educational offices , Region XI. The data were collected through a questionnaire survey. They were calculated and analyzed using percentage (%) , mode , mean , standard deviation and Spearman rank-order correlation coefficient.

The results of the study were :

1. Considering from every aspect , it was found that there was a medium level of the conflicts. "Individual Factors" was ranked first of all causes of the conflict. "Organizational Conditions" and "Working Interaction" were ranked second and last respectively.
2. The superintendents in the educational offices, Region XI selected "Compromising" as the first strategy to deal with the conflicts ; "collaborating", "avoiding", "accommodating" and "competing" were used as the second , third , fourth and the last strategies respectively.

3. There only little relationship between the perceived causes of and the strategies to manage the conflicts used by the superintendents.