

Title : A Study of Correlation Between Job Satisfaction and National Development Commitment : A Case Study of Police Officers in Sub-Division 3, Criminal Records Division.

By : Pol. Lt. Col. Pao Mawintorn

Degree : Master of Business Administration

Major Field : Personnel Administration

Thesis Advisor : Tin Prachyapruit
(Professor Dr. Tin Prachyapruit)

3 / September / 1992

The works of Tin Prachyapruit serve as a basis for the hypotheses that :

(1) Socioeconomic characteristics of the police officers in Sub-Division 3, Criminal Records Division are related to their macro and micro job satisfaction;

(2) Socioeconomic characteristics of the police officers in Sub-Division 3, Criminal Records Division are related to their macro and micro national development commitment; and

(3) Macro job satisfaction of the police officers in Sub-Division 3, Criminal Records Division is related to their Macro national development commitment.

The data were drawn from the questionnaire mailed to 300 police officers of the said division.

of these, 155 or approximately 51.67 % have returned the questionnaire. Questionnaire items on job satisfaction and national development commitment were Cronbach-tested and it turned out that their reliability (r_{kk}) are 79.2 % and 81.0 % respectively.

In order to test the aforementioned hypotheses, the SPSS computer program was utilized in order to find the mean scores (\bar{x}) and a percentage of the distribution of the questionnaire items. Crosstabulation was also administered; the χ^2 and tau c values at .05 and higher of the relationships between and among the variables were used as a basis for confirming the hypotheses.

It was found from this research that :

(1) The majority of the police officers in Sub-Division 3, Criminal Records Division possess the following socioeconomic characteristics : have an old and new domiciles in the Central Plain of the country; female police officers; 30 years of age and lower; have a tenure of 15 years and less; married; belong to the civil servant families; an education below a Bachelor's Degree; have the rank below Sub-Lieutenant; and have a salary scale of ₱2,501-3,000.

(2) The level of the macro job satisfaction of the police officers studied is rather high -- approximately 65.16 %

(3) The socioeconomic characteristics of the police officers studied are not found to be related to the macro job satisfaction.

(4) The micro job satisfaction level of the police officers studied is rather low; seven out of 11 dimensions or approximately 63.7 %.

(5) The police officers studied with the highest and lowest level of the micro job satisfaction resulting from the relationship between micro job satisfaction and socioeconomic characteristics are as follows :

<u>Dimensions of micro job satisfaction</u>	<u>Police officers' socioeconomic characteristics with highest level of micro job satisfaction</u>	<u>Police officers' socioeconomic characteristics with lowest level of micro job satisfaction</u>
5.1 Esprit de corps of the superordinates.	<ul style="list-style-type: none"> - have old domicile in the Eastern part of the country - 41-50 years of age - single - salary scale of ₦3,001-4,000. 	<ul style="list-style-type: none"> - have old domicile in the Northeastern part of the country - 30 years of age and lower - separated and widow/ widower - salary scale below ₦2,500.

Dimensions of micro

Police officers'

Police officers'

Job satisfaction

socioeconomic
characteristics
with highest
level of micro
job satisfaction

socioeconomic
characteristics
with lowest level
of micro job
satisfaction

5.2 Esprit de corps
of same level

- 31-40 years of age - 30 years of age
and lower
- married - separated
- high rank - low rank

5.3 Esprit de corps
of the
subordinates

- have old domicile - have old domicile
in the Central in the Eastern
Plain of the part of the
country country
- more than 50 years - 30 years of age
of age and lower

5.4 Advancement

- married - single

5.5 Desire for
transfer

- have old domicile - have old domicile
in the Eastern in the Northern
part of the part of the
country country
- 41-50 years of - more than 50 years
age of age

Dimensions of micro
job satisfaction

Police officers'
socioeconomic
characteristics
with highest
level of micro
job satisfaction

- short tenure
- education below
a Bachelor's
Degree level
- Low ranking
- Salary scale of
₱2,501-3,000.

- old aged
- a tenure of
26-35 years
- a rank of the
Police Major and
higher
- Salary scale of
more than ₱5,000.

Police officers'
socioeconomic
characteristics
with lowest level
of micro job
satisfaction

- long tenure
- education at a
Bachelor's Degree
level
- high ranking
- Salary scale below
₱2,501.
- young
- a tenure of 15
years and less
- a rank of
Sub-Lieutenant and
Police Captain
- Salary scale of
₱2,501-3,000.

5.6 Pride

5.7 Boredom resulting
from working
condition

(no relationship)

(no relationship)

5.8 Desire for
changing job

- more than 50 years
of age
- belong to civil
servant families
- 41-50 years of
age
- belong to non-civil
servant families

<u>Dimensions of micro</u> <u>job satisfaction</u>	<u>Police officers'</u> <u>socioeconomic</u> <u>characteristics</u> <u>with highest</u> <u>level of micro</u> <u>job satisfaction</u>	<u>Police officers'</u> <u>socioeconomic</u> <u>characteristics</u> <u>with lowest level</u> <u>of micro job</u> <u>satisfaction</u>
	- salary scale below ₦2,500.	- salary scale of ₦2,501-3,000.
5.9 Teamwork	- education at a Bachelor's Degree level	- education below a Bachelor's Degree level
	- high ranking	- low ranking
	- salary scale of more than ₦5,000.	- salary scale of ₦2,501-3,000.
5.10 Recognition	- 31-40 years of age	- 30 years of age and lower
	- long tenure	- short tenure
	- a rank of Police Sub-lieutenant to Police Captain	- a rank below Police Sub-lieutenant
	- salary scale of ₦3,001-4,000.	- salary scale below ₦2,500.

<u>Dimensions of micro</u>	<u>Police officers'</u>	<u>Police officers'</u>
<u>job satisfaction</u>	<u>socioeconomic</u>	<u>socioeconomic</u>
	<u>characteristics</u>	<u>characteristics</u>
	<u>with highest</u>	<u>with lowest level</u>
	<u>level of micro</u>	<u>of micro job</u>
	<u>job satisfaction</u>	<u>satisfaction</u>

5.11 Fairness

- | | |
|--------------------|-----------------|
| - married | - widow/widower |
| - a rank of Police | - a rank below |
| Sub-lieutenant | Police |
| to Police Captain | Sub-lieutenant |

(6) The level of the macro national development commitment of the police officers studied is rather low.

(7) The police officers studied with the highest and lowest level of the macro national development commitment resulting from the relationship between macro national development commitment and socioeconomic characteristics are as follows:

<u>Dimensions of macro</u>	<u>Police officers'</u>	<u>Police officers'</u>
<u>national development</u>	<u>socioeconomic</u>	<u>socioeconomic</u>
<u>commitment</u>	<u>characteristics</u>	<u>characteristics</u>
	<u>with highest</u>	<u>with lowest level</u>
	<u>level of macro</u>	<u>of macro national</u>
	<u>national development</u>	<u>development</u>
	<u>commitment</u>	<u>commitment</u>

(a composite mean	- have old domicile	- have old domicile
score of 10	in the Southern	in the Northern
dimensions)	part of the	part of the
	country	country
	- high ranking	- low ranking

(8) The level of the micro national development commitment of the police officers studied is high in all 10 dimensions.

(9) The police officers studied with the highest and lowest level of the micro national development commitment resulting from the relationship between micro national development commitment and socioeconomic characteristics are as follows:

Dimensions of micro
national development
commitment

Police officers'
socioeconomic
characteristics
with highest
level of micro
national development
commitment

Police officers'
socioeconomic
characteristics
with lowest level
of micro national
development
commitment

9.1 Change

- a tenure of 26-35
years

- a tenure of 15
years and lower

9.2 Citizen
participation

- male police
officers

- female police
officers

- 41-50 years of age

- 30 years of age
and lower

- salary scale of
\$3,001-4,000.

- salary scale of
\$2,501-3,000.

9.3 Tolerance

- salary scale of
\$4,001-5,000.

- salary scale of
\$2,501-3,000.

9.4 Equality

- female police
officers

- male police
officers

- 31-40 years of
age

- more than 50
years of age

- salary scale of
\$4,001-5,000.

- salary scale
below \$2,500.

<u>Dimensions of micro national development commitment</u>	<u>Police officers' socioeconomic characteristics with highest level of micro national development commitment</u>	<u>Police officers' socioeconomic characteristics with lowest level of micro national development commitment</u>
9.5 Economic development	<ul style="list-style-type: none"> - have old domicile in the Northern part of the country - 41-50 years of age - high ranking - high salary scale 	<ul style="list-style-type: none"> - have old domicile in the Eastern part of the country - 30 years of age and lower - low ranking - low salary scale
9.6 Concern for nation	<ul style="list-style-type: none"> - a tenure of 26-35 years - high ranking 	<ul style="list-style-type: none"> - a tenure of 16-25 years - low ranking
9.7 Selflessness	(no relationship)	(no relationship)
9.8 Action propensity	<ul style="list-style-type: none"> - a tenure of 26-35 years - salary scale of ₦3,001-4,000. 	<ul style="list-style-type: none"> - a tenure of more than 35 years - salary scale of more than ₦5,000.

Dimensions of micro
national development
commitment

Police officers'
socioeconomic
characteristics
with highest
level of micro
national development
commitment

Police officers'
socioeconomic
characteristics
with lowest level
of micro national
development
commitment

9.9 Commitment to
work

- have present
domicile in the
Central Plian of
the country
- B.A.
- high ranking
- salary scale of
more than \$5,000.

- have present
domicile in the
Southern part of
the country
- Below B.A.
- low ranking
- salary scale
below \$2,500.

9.10 Result
orientation

- have present
domicile in the
Northeastern
part of the
country

- have present
domicile in the
Southern part
of the country
- divorced

(10) Macro job satisfaction was not found to be
related to macro national development commitment.

In the end the researcher proposes that, other than their benefits for the academic purposes, these research findings are very beneficial for the improvement of the personnel administration of the Sub-Division 3, Criminal Records Division, especially in the areas of personnel morale vis-a-vis national development of the country as a whole. However, this researcher still lacks some detail in certain areas. It is proposed, therefore, that similar projects should also be carried out in other divisions of the Royal Police Department.