

TITLE : THE IMPACT FROM ADJUSTING A STRUCTURE OF SALARY

RATING GIVEN TO THE GOVERNMENT OFFICIALS IN 1992

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THIS RESEARCH OBJECT IS TO STUDY THAT THE GOVERNMENT SERVICE, PUBLIC ENTERPRISE AND INDIVIDUAL BUSINESS HAVE DIFFERENT SALARY RATES. ALTHOUGH THE CABINET RESOLVED ON ADJUSTING THE SALARY RATE STRUCTURES OF SERVANT OFFICIALS, AS ACCOUNT 1, ON APRIL 1, 2535 B.E., THOSE SALARY RATES AS MENTIONED HAVE NOT BEEN EQUAL, HOWEVER, SERVANT OFFICIALS WHO RECEIVE HIGHER ADJUSTED SALARIES ARE SATISFIED AT JUST ONE LEVEL. BY THEORY AND EXECUTION, THERE ARE OTHER FACTORS WHICH SATISFY SERVANT OFFICIALS TOO SUCH AS MONEY WELFARE, REMEDY WELFARE, PENSION AND HONOUR.

SIMPLE RANDOM SAMPLING METHOD FROM 160 TARGET POPULATION GROUPS, DESCRIBED AS 40 GROUPS OF SERVANT OFFICIALS, 40 GROUPS OF PUBLIC ENTERPRISE, 40 GROUPS OF INDIVIDUAL BUSINESS MEN AND 40 GROUPS OF FARMERS, GARDENERS, MERCHANTS, STUDENTS, EMPLOYEES, HOUSEWIVES ETC, WAS USED IN THE RESEARCH BY INTERVIEWING AND FILLING INQUIRING FORMS. BESIDES SOME INFORMATIONS WERE TAKEN FROM CONCERNING DEPARTMENTS. THE INFORMATIONS FROM THE INQUIRING FORMS WERE ANALYSED BY MATHEMATICS AND STATISTICS METHOD TO FIND PERCENTAGE,

MEAN, F-TEST (ONE WAY ANOVA), MEDIUM, CHI-SQUARE, CO-EFFICIENCY INCLUDING CONDITION AND HYPOTHESIS TEST FOR MOST COMPLETION.

THE RESULTS ARE FOUND. SERVANT OFFICIALS, THE GOVERNMENTS, PUBLIC ENTERPRISE AND INDIVIDUAL BUSINESS EMPLOYEES HAVE VERY DIFFERENT SALARY RATES. AFTER THE SALARY RATE STRUCTURES OF THE GOVERNMENT SERVICE WERE ADJUSTED, BUREAUCRATS AT 32.50 % LEVEL WERE SATISFIED. IN ADDITION TO, THERE ARE HIGHER LEVEL OF SATISFACTION IN SUCCESS, COMMAND, ASSOCIATE, TYPES OF JOB AND CONDITION OF WORK. ALSO THERE ARE LOWER THAN MEAN OF SATISFACTION FOR ADVANTAGES IN RESPECTABILITY, POLICY, ADMINISTRATION, RESPONSIBILITY AND PROGRESS. IN GENERAL, SERVANT OFFICIALS ARE MORE SATISFIED SUPPORTING FACTORS THAN MOTIVATIVE FACTORS. BESIDE POSITION, SEX, AGE, MARRIAGE STATUS AND OCCUPATION DIFFERENTLY SATISFY SERVANT OFFICIALS TO WORK. THESE RESULTS COME FROM F-TEST (ONE WAY ANOVA) AT IMPORTANT LEVEL FOR STATISTICS, 0.05, THAT IS ONE WAY ANALYSIS OF CHANGE AND TO FIND PERCENTAGE FOR HYPOTHESIS TEST. OTHERWISE, THERE ARE OTHER FACTORS INFLUENCE ON SERVANT OFFICIALS AND INDIVIDUAL BUSINESS EMPLOYEES SUCH AS CONTRIBUTORY FACTORS WHICH TREND TO BE MORE IMPORTANT FOR PERSONAL MANAGEMENT NOW AND IN FUTURE.

THE RESEARCH DOES NOT COVER ALL THE MATTER. THIS IS JUST SOME PARTS OF THE IMPACTS FROM ADJUSTING SALARY RATE STRUCTURES OF THE GOVERNMENT SERVICE AND INDIVIDUAL BUSINESS. HOWEVER THIS RESEARCH SHOULD BE USEFUL FOR NEXT RESEARCH IN DEEP MATTER TO FIND HOW TO SOLVE OFFICIALS OF DEPARTURE PROBLEM. IN INCLUSIVE SECTION, IT SHOWS DESCRIPTION AND WAYS OF HUMAN PLANNING FOR THE GOVERNMENT AND INDIVIDUALS. THESE ALWAYS OUGHT TO BE FOLLOWED.

THE RESULT OF THE RESEARCHING SHOWS THAT

1. FROM THE F-TEST ANALYSYS (ONE WAY ANOVA) AT A SIGNIFICANT LEVEL OF 0.05, IT IS FOUND OUT THAT THE DIFFERECE BETWEEN THE SALARY OF GOVERNMENT OFFICIALS AND PRIVATE SECTER EMPLOYEE DOES ACTUALY EXIST.

2. IT IS FOUND OUT THAT EVEN AFTER THE ADJUSTMENT OF SALARY STRUCTURE IN LAST APRIL 1992, ONLY 32.50 % OF TOTAL GOVERNMENT OFFICIALS SATISFIED WITH THE SALARY INCREASE.

3. GOVERNMENT OFFICIALS SATISFACTION IN THEIR WORKS DOES NOT ONLY DEPEND ON THEIR SALARY BUT ALSO IN MANY FACTORS SUCH AS SUPPORT FROM THEIR CO-WORKS, MOTIVATION FROM THEIR WORK, AND ATTRIBUTION FROM THEIR CO-WORKS. IT IS ALSO FOUND OUT THAT THE IMPORTANCE OF ATTRIBUTION FACTOR IS GETTING MORE AND MORE.

THE MATTERS IN THE RESEARCH ARE IMPORTANT FOR THE GOVERNMENT TO KNOW THROUGHOUT. BESIDE THE FACTORS AS ABOVE - MENTIONED, THERE ARE OTHER FACTORS WHICH THE GOVERNMENT MUST ALSO CONSIDER SUCH AS THE STATUS OF THE COUNTRY IN POLITICS, ADMINISTRATION AND ECONOMIC.