

ห้องสมุดงานวิจัย สำนักงานคณะกรรมการการวิจัยแห่งชาติ



E47208



A STUDY OF POSTGRADUATE WORKING ADULTS'
EDUCATIONAL BACKGROUND, CAREER
CHOICE, AND JOB SATISFACTION

MICHELA DE GENNARO

A DISSERTATION PRESENTED TO RAMKHAMHAENG UNIVERSITY
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE DEGREE OF DOCTOR OF PHILOSOPHY
(EDUCATIONAL ADMINISTRATION)

2011

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Dissertation Title / A Study of Postgraduate Working Adults' Educational Background,
Career Choice, and Job Satisfaction

Student's Name / การศึกษาพื้นฐานทางการศึกษา การเลือกประกอบอาชีพและ
Field of Study / ความพึงพอใจในการทำงาน ของมหาบัณฑิตศึกษา
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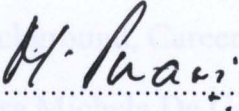
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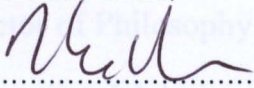
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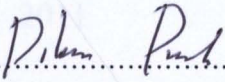
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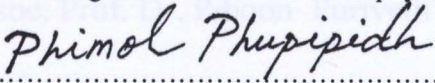
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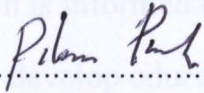
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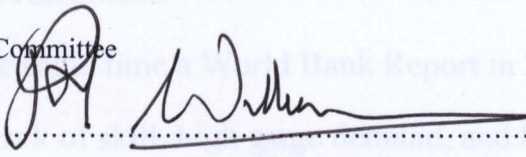
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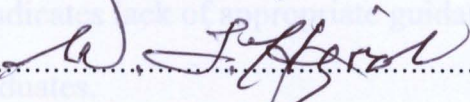
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ABSTRACT

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Background, Career Choice, and Job Satisfaction

Student's Name Miss Michela De Gennaro

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This dissertation is informed by the Thai government's goal for education, which is to develop education in a manner to which is conducive to economic development.

At the same time a World Bank Report in 2009 showed that 22% of the firms cited lack of skill, high wage demand, and high labor turnover as a major problem. Skill shortcomings and mismatch between education and job requirements are major problems amongst professional workers.

All this indicates lack of appropriate guidance and career advice for students and graduates.

This dissertation examined various educational theories and amongst the lofty aims, it concludes that the governments and employers main concern is that education should provide efficient and effective human resource for the development of the country. Whilst this may be unfortunate, it remains a reality.

In a modern society, work is what defines a person and numerous researches have shown that productivity depends on the levels of satisfaction of the workers.

The research is based on the widely accepted theory of careers, by Holland, which argues that there need to be a 'fit' or congruence between one's career orientation (as measured by an instrument) and the job they are performing. If this 'fit' is not there then job holders will be dissatisfied.

Holland's vocational typology is used to sort people and work environments into six types; realistic, investigative, artistic, social, enterprising, and conventional. The work environment should allow individuals to express their attitudes values and personality and if there is a mismatch of 'fit' or 'congruence', in his words, individuals will be dissatisfied with their work with its consequences for the economy. Another theory of person-job for used is by Dawis and Lofquist. They also argued that persons' career orientation has to match the work they are doing.

Holland's career orientation was converted to a questionnaire using five points Likert scale. The instrument was pretested.

The samples were postgraduate students who were studying part time and holding a job. A total of 400 usable responses, consisting of males and females and representing a range of occupations were analyzed using various statistical techniques.

The major research questions were:

- (i) What, if any, is the 'fit' between career orientation, personality, and job satisfaction?
- (ii) Have the respondents received career advice? And How far is this effective?
- (iii) What is the relationship between various demographic variables, career interest, personality, values, and job satisfaction?

Apart from Holland's questions, Jung's, as adapted by Eysenck, theory of personality in terms of extraverts and introverts was used as well as recognized instrument for measuring job satisfaction.

The major findings are:

- (i) There is very little career advice available in schools and universities.
- (ii) There is disjunction or lack of 'fit' between the jobs held and career interest.
- (iii) There was very high level of job dissatisfaction.
- (iv) The lack of 'fit' or congruence between career orientation and job held.
- (v) There is a lack of 'fit' between personality type and the job held.

- (vi) There is a strong relationship between ‘personality’ type and career orientation.
- (vii) There was very little difference in job satisfaction levels between genders.
- (viii) There was a general acceptance that females were less likely to become general managers.
- (ix) There was lack of ‘fit’ or congruence between values in job and job satisfaction.

Hopefully, this dissertation will contribute toward reexamining education systems and providing appropriate career advice at every level.

บทคัดย่อ

ชื่อเรื่องคุณิพนธ์ การศึกษาพื้นฐานทางการศึกษา การเลือกประกอบอาชีพและ
ความพึงพอใจในการทำงาน ของมหาบัณฑิตศึกษา
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คุณิพนธ์นี้ได้รับแจ้งจากเป้าหมายที่รัฐบาลไทยเพื่อการศึกษาซึ่งก็คือการ
พัฒนาการศึกษาในลักษณะที่เอื้อต่อการพัฒนาเศรษฐกิจ

ในขณะเดียวกันรายงานของธนาคารโลกในปี 2009 พบว่า 22% ของ บริษัทที่ถูก
อ้างถึงการขาดทักษะความต้องการค่าจ้างสูงและการหมุนเวียนของแรงงานสูงเป็นปัญหา
ใหญ่ ทักษะและความบกพร่องที่ไม่ตรงกันระหว่างการศึกษาดูและความต้องการของงาน
เป็นปัญหาที่สำคัญในหมู่คนงานมืออาชีพ

ทั้งหมดนี้บ่งชี้ว่าการขาดคำแนะนำที่เหมาะสมและแนะนำอาชีพสำหรับนักเรียน
นักศึกษาและผู้สำเร็จการศึกษา

วิทยานิพนธ์นี้การตรวจสอบทฤษฎีการศึกษาที่หลากหลายและมีเป้าหมายที่สูงส่ง
ในหมู่นั้นจะสรุปว่ารัฐบาลและนายจ้างกังวลหลักคือการศึกษาที่ควรจัดให้มีทรัพยากร
มนุษย์ที่มีประสิทธิภาพและมีประสิทธิภาพสำหรับการพัฒนาของประเทศ ขณะนี้อาจจะ
โชคร้ายก็ยังคงเป็นความจริง

ในสังคมสมัยใหม่ที่ทำงานเป็นสิ่งที่กำหนดคนและหลายงานวิจัยได้แสดงให้เห็นว่าผลผลิตขึ้นอยู่กับระดับของความพึงพอใจของแรงงาน

การวิจัยที่ตั้งอยู่บนทฤษฎีที่ยอมรับอย่างกว้างขวางของอาชีฟโดยฮอลแลนด์ซึ่งระบุว่ามีความจำเป็นต้องเป็น 'พอดี' หรือความสอดคล้องกันระหว่างการปฐมนิเทศอาชีพหนึ่งของ (วัด โดยเครื่องมือที่) และงานที่พวกเขา กำลังดำเนินการถ้า 'พอดี' คือไม่ได้มีผู้ถือแล้วงานจะไม่พอใจ

การศึกษาอาชีพของ ฮอลแลนด์ จะใช้ในการเรียงลำดับผู้คนและสภาพแวดล้อมการทำงานออกเป็นหกประเภทคือเหตุผล สืบสวน ศิลปะ สังคม องค์กร และธรรมดา สภาพแวดล้อมการทำงานที่ควรอนุญาตให้บุคคลที่จะแสดงทัศนคติค่านิยมและบุคลิกภาพและหากมีความไม่ตรงกันของ 'พอดี' หรือ 'สม' ในคำพูดของเขาบุคคลที่จะไม่พอใจกับการทำงานของพวกเขา กับผลกระทบของการเศรษฐกิจ ทฤษฎีอีกอย่างหนึ่งของคนงานสำหรับการใช้ เป็น โดย Dawis และ Lofquist พวกเขา ยังถกเถียงกันอยู่ว่า การปฐมนิเทศอาชีพคนได้เพื่อให้ตรงกับงานที่พวกเขา กำลังทำอยู่

ปฐมนิเทศอาชีพฮอลแลนด์ถูกแปลงเป็นแบบสอบถามที่ใช้มาตราส่วน Likert หัวจุดตราสารที่ถูก Pretested

กลุ่มตัวอย่างที่เป็นนักศึกษาระดับปริญญาโทที่ถูกศึกษาส่วนเวลาและการถือครองงาน รวมของการตอบสนองการใช้งาน 400 ประกอบด้วยเพศชายและหญิงและเป็นตัวแทนในช่วงของการประกอบอาชีพได้วิเคราะห์โดยใช้เทคนิคทางสถิติต่าง ๆ

คำถามการวิจัยที่สำคัญสรุปได้:

1. คืออะไรถ้ามีคือ 'พอดี' ระหว่างการปฐมนิเทศอาชีพบุคลิกภาพและความพึงพอใจ? ผู้ตอบแบบสอบถามมี
2. การแนะนำอาชีพที่ได้รับ? และวิธีการไกลนี้จะมีประสิทธิภาพ?
3. ความสัมพันธ์ระหว่างตัวแปรทางประชากรต่าง ๆ ที่น่าสนใจอาชีพบุคลิกภาพค่านิยมและความพึงพอใจในงานคือ อะไร?

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นอกเหนือจากคำถามที่ฮอลแลนด์ Jung ของการปรับเป็นไปตามที่ Eysenck, ทฤษฎีของบุคลิกภาพในแง่ และถูกนำมาใช้เป็นเครื่องมือที่ได้รับการยอมรับสำหรับการวัดความพึงพอใจ

ผลการวิจัยที่สำคัญมีดังนี้:

1. การแนะนำอาชีพมีน้อยมากที่มีอยู่ในโรงเรียนและมหาวิทยาลัยเป็น
2. การมีความร่าจวนหรือการขาด 'พอดี' ระหว่างงานที่จัดขึ้นและดอกเบี้ยเป็นอาชีพ
3. การมีระดับที่สูงมากจากความไม่พอใจงานที่ถูก
4. การขาด 'พอดี' หรือความสอดคล้องกันระหว่างการปฐมนิเทศอาชีพและงานที่จัดขึ้น
5. มีการขาด 'พอดี' ระหว่างประเภทของบุคลิกภาพและงานที่จัดขึ้นเป็น
6. การมีความสัมพันธ์ที่แข็งแกร่งระหว่าง 'บุคลิก' ประเภทและการวางแผนเป็นอาชีพ
7. มีมากแตกต่างกันเล็กน้อยในระดับที่พึงพอใจในงานระหว่างเพศคือ
8. มีการยอมรับทั่วไปว่าเพศหญิงมีโอกาสน้อยที่จะกลายเป็นผู้จัดการทั่วไปคือ
9. มีการขาด 'พอดี' หรือความสอดคล้องกันระหว่างค่าในความพึงพอใจในงานและงานคือ

หวังว่าวิทยานิพนธ์นี้จะส่งผลต่อการทำการทดสอบระบบการศึกษาและให้คำแนะนำอาชีพที่เหมาะสมในทุกระดับ

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Special thanks to all my colleagues and supporters who always lent me their hand in addition to motivating and emotionally supporting me during difficult times.

I would like to dedicate this dissertation to my parents, Francesco and Pornpan De Gennaro, my sister, Pimpilai Choopan and my grandmother. Their loves and prayers have been factors that have inspired me to work, to accomplish my goals and, moreover, to believe in myself and my capabilities.

I would not have been able to arrive at this day without you.

Michela De Gennaro

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