

Title : Morale and Job Satisfaction of the Civil Service Officials of Thammasat University

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This research is aimed at of the following objectives : (1) to study the levels morale and job satisfaction of the civil service officials of Thammasat University categorized in lines B and C, classified according to their sexes, ages, length of service, education, working condition and job description, (2) to study factors which influence on morale and job satisfaction of these officials. As regards the research methodology, the sampling group the civil service officials of Thammasat University (Thaprachan Campus and Rungsit Campus) totally 178 personnels, are selected. Sampling performance is observed by systematic sampling method and by using questionnaires instrument, and by questionnaires classified in 2 parts. Part 1 will be about the status of the respondent. Part 2 will discuss the

data regarding morale and job satisfaction of the civil service officials, which the reliability coefficient is 0.91238. Data research is used to percentage by the method of arithmetic mean standard deviation correlation coefficient.

The findings of this research are :

1. That the civil service officials of Thammasat University have morale and job satisfaction at medium levels (average 3.205). However, if we consider each element of every aspect of morale and job satisfaction it is also found out that the civil service officials have moral and job satisfaction at medium levels (average 2.839 - 3.652) ,

2. That the factors which give influence on moral and job satisfaction of the civil service performance are sufficient income, fair treatment in administration within organization, working condition, equality of opportunity and welfare.