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JOB SATISFACTION OF THE VILLAGE HEADMEN IN HAT YAI
DISTRICT, SONGKHLA PROVINCE, THAILAND

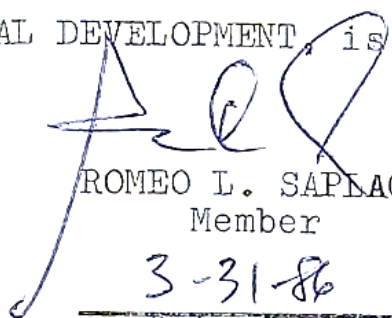
NUKOOL TANTIPONG
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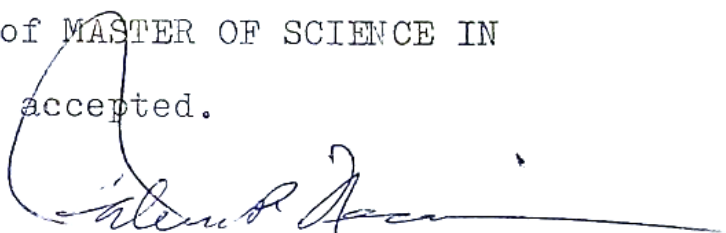
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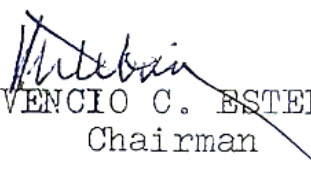
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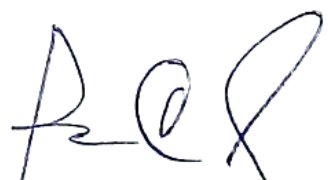
The thesis entitled, JOB SATISFACTION OF THE VILLAGE HEADMEN IN HAT YAI DISTRICT, SONGKHLA PROVINCE, THAILAND, prepared and submitted by NUKOOL TANTIPONG in partial fulfillment of the requirements for the degree of MASTER OF SCIENCE IN RURAL DEVELOPMENT, is hereby accepted.


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BIOGRAPHICAL SKETCH

The author was born on January 10, 1946 at Songkhla, a province in the southern part of Thailand. He is the third of the six children of Mr. Sangob and Mrs. Leum Tantipong.

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After graduation, he joined the Thai government service as a Development Officer of the Rubber Research Center, Hat Yai Songkhla of the Department of Agriculture in Bangkok.

In 1984, while working at the same center, he requested his superiors to allow him to pursue a Master of Science degree in Rural Development with Animal Science as minor at the Central Luzon State University (CLSU), Muñoz, Nueva Ecija, Philippines.

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Nukool Tantipong
NUKOOL TANTIPONG

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ABSTRACT

NUKOOL TANTIPONG, Institute of Graduate Studies,
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Philippines, March, 1986. Job Satisfaction of the
Village Headmen in Hat Yai District, Thailand.

Major Adviser: Dr. Vivencio C. Esteban

This study aimed to determine the level of job satisfaction of the village headmen in Hat Yai District and the factors that affected it. It involved 146 (100%) village headmen coming from all villages in Hat Yai.

The main instrument used in gathering the data was the questionnaire. The data were analyzed with the use of frequency count, percentage, mean, rank, standard deviation, Pearson's Product Moment Correlation Coefficient, and chi-square test.

The findings were **as follows:**

1. The typical respondents were 48.47 years old, males, married, Buddhists, finished only up to elementary school, with an average of six members in the family, ten years in the service, and received a salary of 833.06 Bahts per month.
2. The respondents were satisfied with their job.

3. Of the intrinsic work motivation factors present the respondents declared that they were satisfied with their achievement, responsibility, influence, and the work itself. The desired motivation factors were all ranked high.
4. The respondents were satisfied with all the extrinsic/maintenance factors, both present and desired.
5. Salary affects the level of job satisfaction.
6. "Responsibility" and "the work itself" are associated with level of job satisfaction.

Based on the findings, the following are the author's recommendations:

1. There is a need to provide for a better salary scheme, more fringe benefits, and other facilities to the village headmen in order to help them feel more secure in their jobs.
2. The government should allocate additional budget together with the human resources in order to help the village headmen in implementing and maintaining the government projects/programs for the progress of their village. The village headman should also be given full authority and freedom for management in the village.

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