

Title Development Approach for Quality of Work Life of Service Staff in Pibulsongkram Rajabhat University

Author Mrs. Marin Juntrawong

Advisors Dr. Lamnao lamsa-art
Asst. Prof. Dr. Phongluck Jitgaroon

Abstract

The purposes of this study were to examine the quality of work life of supporting staff in Pibulsongkram Rajabhat University and to study the possible guidelines on their quality of work life. The population was 421 service staff and 201 staff was selected as samples by stratified random sampling method. The data were collected by using questionnaires, including close-ended and open-ended questions. The data from close-ended questions was analyzed by means, standard deviation, t-test, while the data from open-ended questions were analyzed by content analysis.

The study revealed that 1) on average, supporting staff's perception towards the conditions of their quality of work life as a whole was at good level, including the organizational relationship and organizational pride, respectively. The finding on perception were also at fair level, including the balance between individual and work life, opportunity to continued growth and employment security, and fair and suitable wages, respectively. 2) The guidelines on improving their quality of work life were suggested as the following; first the university should provide adequate and fair wages and welfare for its staff, such as increasing wages and base salary as high as other universities, increasing cost of living and emoluments should also be adequate, fair and be dispersed; second there should be various ways on improving progress with work and employment security; finally the university should put the right man on the right job and provide them breaking time for rest during office hours.

Degree of Master of Arts
Field in Applied Management Program
Academic Year 2013

Student's signature.....*Marin Juntrawong*
Advisor's signature*Dr.*
Co-advisor's signature.....*Phongluck*