

DE LA SALLE UNIVERSITY

**CORRELATES OF JOB SATISFACTION OF TEACHERS OF
SELECTED SECONDARY SCHOOLS IN THAILAND**

A Thesis

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**The Faculty of the Graduate School
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ABSTRACT

Most private secondary school teachers in Thailand would prefer to be employed in government schools because of the prospects of a definite salary-increase, of good fringe as well as retirement benefits. This causes a lack of competent teachers in private schools. This research attempts to analyze and determine the correlates and predictors of school teachers' job satisfaction in selected private and government schools in the academic year 1991-1992.

Specifically, the study attempts to answer the following questions: 1) What is the profile of secondary teachers; 2) What is the level of job satisfaction of secondary teachers; 3) Is there a relationship between the level of job satisfaction and teachers' profile according to the following eleven variables, age, sex, marital status, religious background, work classification, monthly salary, educational qualification, duration of service, proximity of teacher residences to the schools, having student boarders in their residences, and type of the school(private and government); and 4) What is the best predictor of teachers' job satisfaction?



The study makes use of descriptive statistics; frequency and percentage are used to analyze the teachers' profile; mean, standard deviation, multiple correlations through stepwise regression are used to determine the correlates, relationships, predictors of teachers' job satisfaction, and also motivation and hygiene factors.

Respondents in the study consisted of 150 private and 150 government school teachers who answered the Personal Data Sheet and Job Satisfaction Questionnaires concerning ten factors which affect the job satisfaction or dissatisfaction of teachers.

The findings of the study are as follows:

1. The profile of respondent-teacher indicates that both private and government teachers are similar in the following areas: most are within the range 21-41 years; the largest number are married; female teachers predominate; a very high percentage are Buddhists and hold at least a Bachelor's Degree; approximately 70% are ordinary teachers; their residences are near the school; and more than 90% do not have student boarders in their residences. Regarding salaries, the private teachers who have served the schools from 1-15 years receive a salary between 2,430 to 5,429 Baht, while the government teachers who have served the same number of year receive



a salary, between 3,430 to 8,429 Baht.

2. The private and government teachers are equally satisfied with these factors: work itself, responsibility and achievement. Generally, the private teachers are satisfied with their jobs, whereas the government teachers are neither satisfied nor dissatisfied.

3. There is a significant relationship at .05 level of the significance between the level of job satisfaction and work classification, monthly salary, duration of service and type of school (private and government). Consequently, the type of school and duration of service are the best predictors.

This study also recommends that the private school and government school teachers administrators must seek ways to remedy the causes of job dissatisfaction which are inadequate salaries and unrealistic school policies/administration.

Further research is encouraged to study Muslim and Christian teachers in the provincial areas, kindergarten faculty, maintenance personnel and non-academic staff.

