

ABSTRACT

The Morale of the Bangkok Municipality Teachers

The recent news topic which was very much interested among the public was one about the Ministerial Council's solution to transfer teachers from the Educational Ministry to be under the local authority's responsibility- the municipality's. Those teachers are more or less affected by this change from the points of view of attachment to the organization, supervision, promotion and security. This in turn has a strong influence upon the morale of the teachers.

The object of this study is to investigate the attitude of the teachers to wards this change. The teachers in the Bangkok Municipality (on 20 March 1965) were divided into two groups as follows:

- i) those who were transferred from the Educational Ministry (706 teachers):
- ii) those who were directly recruited by the Bangkok Municipality (1,215 teachers),

The random sampling without replacement was used throughout. A sample of 125 teachers was selected from each group and assumed to be a fair cross-section of the teachers in the group. From these two groups of sample a detail study was made as regard the morale effect resulted from the change.

The study was made in two ways-documentary and field research. From documentary research, it was found that teachers were only socially affected by this change. There was no indication that the teachers were losing any rights or status. On the other hand they are now in a better position as far as welfare and benefits are concerned.

In carrying out the field research, questionnaires were sent to both groups of the teachers. The degree of responses were 66 percent from group one and 51 percent from group two which were considered to be acceptable. A detail analysis of the information received indicated that there was no strong difference from both groups in attitude towards attachment to the organization, supervision, promotion and security. It could be concluded that there was no change in morale of those who were transferred.

However, there was a few different opinions concerning the improving of the administration system and the general condition of the welfare organization. On the administration side, the writer has recommended, as far as he can see at this stage, the theory of organization and

management. It is emphasized that the simplification of work is necessary in order to avoid any "red-tape". Furthermore, training opportunity should be arranged from time to time to introduce new technique and to encourage more responsibility. On the welfare organization side, the writer has suggested the centralization of all welfare units in one authority, if possible. This idea is to economize personnel and to increase the efficiency of the service.

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