



Relationship between motivation and the morale of non-commissioned civil servant Under the 1st Frigate Squadron, Royal Thai Navy

Supakran Mangkronsurakarn¹, Phongchanesh Thitikhunphong², Prasan Songsri³, Phakhrubaidika Phongsakon Sunksom⁴

¹Shinawatra University, ²⁻⁴Independent Scholar

e-mail: noykondee.ch@gmail.com

1st International Conference on Multidisciplinary Research (ICMR2024)

16 May 2024 | Shinawatra University, Thailand

Abstract

This research has the objectives to study the motivation and morale levels of non-commissioned civil servants under the 1st Frigate Fleet, Royal Thai Navy. and to study the relationship between motivation and morale of non-commissioned officers under the 1st Frigate Squadron, Royal Thai Navy. The sample group used was non-commissioned civil servants. working on ships under the 1st Frigate Fleet, Royal Thai Navy, totaling 269 people. The data collection tool was a questionnaire and the statistics used to analyze the data were frequency (Frequency), percentage (Percentage), mean (Mean). Standard Deviation (S.D.) and Correlation

The results showed that Motivation for non-commissioned officials Under the 1st Frigate Squadron, the overall level was moderate. When considering each side, it was found that the aspect with the highest mean was the relationship with colleagues and supervisors followed by suitability. and job satisfaction and management policy and leadership of the commander as for the morale of non-commissioned civil servants under the frigate fleet at 1 overall was at the highest level when considering each aspect found that the aspect with the highest mean was the self-confidence aspect, followed by the feeling of being part of the organization. and enthusiasm and the study of the relationship between motivation and morale of non-commissioned civil servants under the 1st Frigate Fleet, Royal Thai Fleet found that the overall motivation and appropriateness motivation and job satisfaction ship environment Management policy and leadership of supervisors and opportunities for advancement in work positions There is a relationship in the same direction as morale. of non-commissioned officials the motivation part of salary sufficiency. allowance and welfare have a relationship in the opposite direction with the morale of civil servants the statistical significance was at the .05 level by the motivation for relations with colleagues and supervisors. Rewards and punishments were not related. with morale of non-commissioned officials

Keywords : relationship; motivation; morale

Introduction

the 1st Frigate Squadron was established in 1953 by the Navy and received approval from the Ministry of Defence. the 1st Frigate Squadron are responsible for Organize and prepare forces for surface combat operations. submarine suppression and air defense in order to fulfill the mission. of the Navy in various areas, including protecting national interests at sea, maintaining sovereignty in territorial waters, maintaining sea transportation routes, providing safety to all royalty, supporting the operations of other armed forces, delivering ships Off to perform official duties in the 1st, 2nd and 3rd Naval Regions according to the ship use plan There are patrol operations to protect fishing boats and prevent illegal activities at sea. Protection of natural gas and oil drilling bases, assistance to people in coastal cities and joint patrols with Vietnamese and Malaysian navies, training personnel Increase knowledge and experience to be able to carry out official duties efficiently, taking care of the maintenance of ships and weapons and equipment to be in readiness condition Perform official duties all the time and practice various tactical operations at sea. and various branches of operations with the fleets in the navy and with the navies of friendly countries in order to have the capability and expertise in combat, including development all the time. (Royal Thai Navy, online, 2563)

From the aforementioned missions and duties of the 1st Frigate Squadron, it can be seen that even though Thailand is currently not at war, But there are still important missions and it is necessary to use equipment. that is ready, modern, and must have personnel with knowledge and expertise to carry out assigned missions successfully effectively. (Navy Commander's Policy, 2008)

Non - commissioned officers working on ships It is a personnel level of practitioners. who perform their duties and follow the orders of the commander on the ship who is a commissioned officer. If we compare a boat to a human body then Non-commissioned civil servants are like the various organs of the body. If the body had only the brain to give orders, but lacks organs that respond unable to accomplish any work The same is true of operations on a ship. If there is a lack of cooperation Join the spirit of non-commissioned government officials. The ship was unable to perform any mission. assigned efficiently In addition, non-commissioned officers are also those who receive welfare. Compensation for performing duties and have a living convenience less than commissioned officers The researcher is therefore interested in studying the relationship between motivation. and morale while working on the ship of non-commissioned government officials It belongs to the 1st Frigate Squadron, Royal Thai Navy. To provide information to strengthen the morale of those working on the ship.

Research Objectives

1. Study the motivation level of non - commissioned civil servants belonging to the 1st Frigate Squadron, Royal Thai Navy.
2. Study the morale level of non-commissioned officers belonging to the 1st Frigate Squadron, Royal Thai Navy.
3. Study the relationship between motivation and morale of non - commissioned officers belonging to the 1st Frigate Squadron, Royal Thai Navy.



Research Methodology

This research is a survey research.

The population is non-commissioned government officials. who work on the ship Belonging to the 1st Frigate Squadron, Royal Thai Navy, 11 ships, with a total of 821 non - commissioned personnel (Personnel Division 1st Frigate Squadron, Operational Fleet, 2010)

The sampling used in this research was non - commissioned government officials. who work on the ship Belonging to the 1st Frigate Squadron, Royal Thai Navy, totaling 11 ships, which determines the sample size used in the research. By using Yamane's sample size calculation formula. (Tanin Sincharu, 2020, P.45) The confidence level was set at 95% and stratified random sampling was done to get a sample of 269 people. Then stratified sampling was done to average the sample population from all 11 ships. Proportionally, because the researcher has a list of the personnel of each ship, a simple random sampling method was used to draw lots until the desired number was obtained.

Research Methodology

Research Tools is questionnaire about motivation and morale of non-commissioned government official belongs to the 1st Frigate Squadron, Royal Thai Navy. The questionnaire was divided into 3 parts as follows.

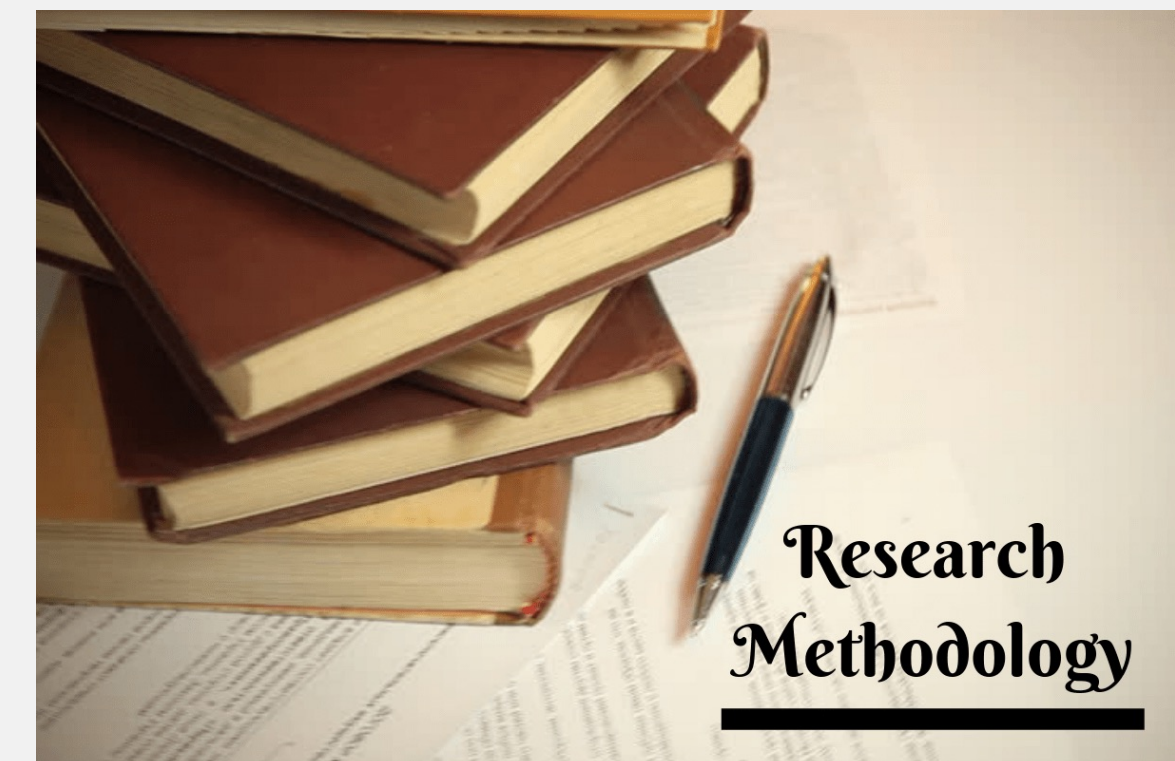
Part 1 Personal Information Questionnaire

Part 2 Questionnaire regarding work motivation.

Part 3 Questionnaire to measure morale level at work.

Data Analysis

Frequency, Percentage, Mean, Standard Deviation (S.D.) and Correlation



Research Results and Discussion

The research results found that Incentives for non - commissioned officials It belongs to the frigate fleet. 1 overall is at a moderate level When considering each aspect, it was found that The most average aspect is Relationship aspect with co - workers and supervisors, followed by suitability aspect. and satisfaction with responsible work and management policy and leadership of commanders As for the morale of non - commissioned officers It belongs to the frigate fleet. 1 overall is at the highest level when considering each aspect, it is found that The most average aspect is Confidence in oneself, followed by the feeling of being a part of the organization and enthusiasm



Conclusion and Recommendations

1. The Navy should give importance to the various benefits of its personnel in order to alleviate the economic problems of non-commissioned officers, such as expediting the disbursement of house rent. Child's tuition To be more rapid and the amount of money should be increased according to personnel rights. to be equal to commissioned civil servants and give importance to various welfare add even more
2. Commanders should pay attention to living conditions on the ship. There should be more emphasis on facilities. To make non-commissioned officers feel like they are in their own homes. When it's time to go on guard duty or on official duty that requires living on a ship There will be a feeling of relaxation and no stress.
3. The research should be conducted qualitatively. In terms of factors that are related to the morale of non-commissioned officers with in-depth interviews to obtain additional answers on issues that quantitative studies cannot.
4. Should use observation It is a tool for collecting data on morale. In order to make the data collected more qualitative.