

The Performance Motivation of Cha-am Municipality Officers Phetchaburi Province

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Abstract

The purpose of this research was to the performance motivation of Cha-am Municipality officers Phetchaburi Province. This is a quantitative method. Samples group classified by gender, age, educational level and average monthly income with the level of motivation in the performance of Cha-am Municipality Officers Phetchaburi Province. The statistics used in the data analysis were frequency, percentage, mean, standard deviation and the variance t-test, F-test. The result showed that: performance motivation of Cha-am Municipality officers Phetchaburi Province according to the motivating factor overall, it is at a high level. When considering each aspect, it was found that the nature of the work performed with the highest average, followed by recognition and respect the success of a person's work in terms of progress in work and responsibility with the lowest mean, respectively, according to the tuning factor overall, it is at a high level when considering each aspect working environment with the highest average, followed by interpersonal relations in the department

Keywords: Motivation, Performance, Municipality Officers

Introduction

The Department of Local Government, as the body responsible for encouraging local governments to have the potential to provide public services to the people. Therefore, we have conducted studies and observations in the operation to increase the efficiency of local governments and to reflect disruptions in the operation of local governments. It found that the

reasons the local government identified as a problem. The 1st most common obstacle is personnel issues (Department of Local Government, 2016). The department of local government has therefore taken steps to address personnel issues. By promoting and improving the personnel efficiency of local governments, both public servants and political departments. Build the right understanding of compliance with the law. As well as creating attitudes, good values to work to meet the needs of the people through local personnel development institutions, and also have training courses to improve the personnel efficiency of the Department of Local Government, especially those working at the Office of Local Government.

Motivation in the agency is one of the important burdens that executives need to take into account by studying processes and techniques to motivate and rely on motivation as a tool to motivate people to be satisfied with the tasks performed in their assigned duties with pleasure. Willingness and faith for the success of the work. It is an attempt to satisfy the needs or goals of the organization to be satisfied by the government's policy on granting local autonomy by decentralizing power to local governments in accordance with the constitution of the Kingdom of Thailand B.E. 2550 (2007). municipality and the district administration, which in the organization includes civil servants, local employees, and elected personnel to manage and operate in local communities. The personnel who entered such duties differed from concepts. Knowledge, competence and experience in community and local operations can cause problems and obstacles to practice. Job development, coordination, regulations the public may lack confidence in personnel officers. This may result in the intention of setting up a local government body to respond and address local issues unfulfilled as it should be. In order for the work to achieve its objectives requires cooperation from all parties in the agency, and for a person to dedicate themselves to the agency, there must be something that motivates the personnel to fulfill their goals and convince their minds to have the power to work together. Motivating people, it is because the person is pleased and satisfied. In assignments or practices, where job satisfaction is recognized as being very important. Work that will help achieve the best laid-back objectives. The most economical and efficient.

Objectives of Research

To study the level of performance motivation of Cha-am Municipality officers Phetchaburi Province

Research hypothesis

1. Municipal personnel in Cha-am, Phetchaburi province with different genders have different motivations to perform different tasks.
2. Municipal personnel in Cha-am, Phetchaburi province, with different ages, have different incentives to perform their tasks.
3. Municipal personnel in Cha-am, Phetchaburi province with different educational levels Different operational incentives are created.
4. Municipal personnel in Cha-am, Phetchaburi province with different average monthly incomes. Different operational incentives are created.

Research Methodology

Population and samples

The population used in this research includes municipal personnel in Cha-am, Phetchaburi Province. 125 persons (Cha-am Municipality, 2021)

The samples used in this research include municipal personnel in Cha-am, Phetchaburi Province. 95 people

The researchers determined the size of the sample using the calculations of Yamane, 1973.

Research instruments

In this research, Investigators used the questionnaire as a tool to collect the generated data. The inquiry covers the objectives of the research, analyzing the quality of the instrument by determining the IOC (Item-objective congruence Index) to determine validity, the conformity index of 0.7 or higher, with the IOC value of 1 to calculate the consistency index between the question and the objective (IOC). Revise and test the qualified questionnaires. (Try-out) with a non-sample population of 30 people and take a test for confidence by determining the alpha coefficient according to the Cronbach formula of 0.89, which is greater than 0.7.

Data Analysis

The researchers used the data obtained from personnel questionnaires to process the analytical data using computer statistics programs. To process descriptive statistics, including frequency, percentage, mean, and standard deviation, t-test, F-test, to be analyzed with the questionnaire, the following steps:

Part 1: Respondents' personal factors using baseline statistics for frequency and percentage

Part 2: Data obtained from questionnaires on the level of motivation in the performance of Cha-am municipal personnel Phetchaburi Province Descriptive statistics use basic statistics, including mean and standard deviation.

Part 3: The hypothesis test compares the differences between variables using statistics to analyze data for two groups of factors: a t-test and a one-way ANOVA test for factors greater than two groups.

Results

Level of motivation in the performance of Cha-am municipal personnel According to the data analysis, the incentives of the work of cha-am municipal personnel were created. Phetchaburi province according to the motivation factors, the overall picture is very high. According to the tuning factor, the picture is very much included. When considering the individual aspects of the work environment. The second highest average in agency relationships, income and compensation, policy and administration, and job security. Has the lowest average, respectively.

Comparison of operational motivation of Cha-am municipal personnel Phetchaburi Province Classified by personal factors

Tables 1 Average and standard deviation of the performance motivation of Cha-am Municipality officers Phetchaburi Province, as a whole

List	performance motivation		
	\bar{X}	S.D.	mean
Motivation factors			
1. Person's work success	3.82	0.69	high
2. Respected	3.89	0.64	high
3. Work performed	4.04	0.61	high
4. Responsibilities	3.73	0.70	high
5. Career Progression	3.82	0.45	high
sum	3.86	0.42	high
Sustaining factors			
1. Policy and Management	3.79	0.66	high
2. Interpersonal relationships	3.94	0.51	high
3. Work stability	3.76	0.68	high
4. Work environment	3.98	0.90	high
5. Income and Compensation	3.82	0.83	high
sum	3.85	0.43	high

Hypothesis 1: Cha-am municipal personnel of different genders have different operational incentives. The results showed that samples of different genders were different. Different operational incentives are created. Statistically significant at .05 levels, therefore, it is based on the established assumptions.

Hypothesis 2: Cha-am municipal personnel of different ages have different operational incentives. The results showed that samples of different ages Statistically significantly significantly different operational incentives are established at .05, thus based on the established assumptions.

Hypothesis 3: Cha-am municipal personnel with different levels of education have different operational incentives. The results showed that samples with different levels of education were conducted. Operational incentives are created that are not statistically significantly different at .05, so they do not meet the established assumptions.

Hypothesis 4: Cha-am municipal personnel with different average monthly incomes have different operational incentives. The analysis showed that the samples had different average monthly incomes. Statistically significantly significantly different operational incentives are established at .05, thus based on the established assumptions.

Discussion

The study of motivation in the performance of Cha-am municipal personnel According to the study, the level of motivation for the performance of personnel in Cha-am Municipality, Phetchaburi Province. The results of the study are consistent with Sirivaj's results. Siriwat Patianvipas (2018) Motivation for personnel operations in Aranyik Sub-district, Nakhon Luang District, Ayutthaya Province. The results showed that the level of motivation for the performance of personnel in Aranyik Subdistrict, Nakhon Luang District, Ayutthaya Province. In line with the results of the Study of Oranuch Patitin (2016), the motivation for the performance of personnel under the Trat Area Excise Office, the findings showed that the personnel were motivated to perform the work. The findings can be discussed on each side as follows:

1. In terms of the success of the work of individuals, it was found that the level of motivation in the performance of cha-am municipal personnel was found to be incentive to perform the work of cha-am municipal personnel. Phetchaburi Province In terms of the success of a person's work. In the picture is included at a very large level, which corresponds to the results of the study Thammanoon Siricharoen (2013) studied the motivation for the performance of chaman municipal personnel. Makham District, Chanthaburi Province The success aspect of work is very high.

2. Respected It found that the level of motivation in the performance of cha-am municipal personnel was found to be incentives. Phetchaburi Province In the field of respectability. In the picture, it is very inclusive, which is consistent with the results of the Study of Oranuch Patitin (2016), the motivation for the performance of personnel under the Trat Area Excise Office.

3. In terms of the nature of the work performed, it was found that the level of motivation in the performance of cha-am municipal personnel was found to be incentives. Phetchaburi Province The picture is included at a large level, which is consistent with the results of the study of Pathomwong Sihasena (2014), the motivation for the performance of the municipal personnel

of Khai Noen Wong Municipality. Bangkaja Subdistrict, Mueang Chanthaburi District, Chanthaburi Province, the nature of the work performed is very high.

4. Responsibility, level of motivation in the performance of cha-am municipal personnel Phetchaburi Province The picture is included at a large level, which is consistent with the results of the study of Pathomwong Sihasena (2014), the motivation for the performance of the municipal personnel of Khai Noen Wong Municipality. Tumbol Bangkaja Amphoe Mueang Chanthaburi Chanthaburi Province The responsibility aspect is very level.

Suggestion

Suggestions for applying the research results

1. Studies have shown that incentives in the performance of cha-am municipal personnel Phetchaburi province, according to the motivation factors, has the following recommendations:

1.1 Aspects of a person's work success Executives should provide advice to address work issues, should allocate adequate work support budgets, and encourage subordinates.

1.2 Respected Management should accept and trust the competence of personnel and should allow people to express their opinions and suggestions on various occasions.

1.3 Aspects of the nature of the work performed Executives should clearly divide their duties and scope of work for easy implementation.

1.4 In terms of responsibility, executives should assign tasks to match the individual's aptitudes, and the work should be distributed to the responsible personnel thoroughly.

Suggestions for further research

1. Research should be conducted on motivation in the performance of cha-am municipal personnel. Phetchaburi Province Qualitatively

2. Cha-am Municipality, Phetchaburi Province, should encourage personnel to receive self-improvement training to increase their work potential.

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