

THE GUIDELINE OF SECURITY AND WELFARE SERVICES FOR TEACHERS AND EDUCATIONAL PERSONNEL IN THE UPPER CENTRAL REGION

TIPPAWAN KHUMKHONG

Faculty of Education, Thepsatri Rajabhat University, Bangkok, Thailand

ABSTRACT

This research aimed to 1) evaluate the results of the security and welfare management of the Office of the Welfare Promotion Commission for Teachers and Educational Personnel (OTEP) in the upper central region 2) study a new way of a security and welfare management based on the needs of the teachers and educational personnel (TEP), and 3) propose a set of guidelines to manage the security and welfare management based on the needs of the TEP using a mixed method of research between quantitative research and qualitative research. The 396 samples were the TEP who were the cremation welfare service members during the year 2013 in the upper central region, obtained by stratified random sampling with regard to the ratio and purposive selection on the key informants. The questionnaires were used to collect data. Part two of the questionnaire estimates scale with the reliability value of 0.9890, using the interview and focus group. The quantitative data was analyzed by percentage, mean and standard deviation. The qualitative data was analyzed by analytic inductive using methodological triangulation and key informants.

The findings showed as follows:

- The results of the security and welfare management: 1) only the cremation welfare service appropriateness was at a high level while the others were rated at a moderate level and 2) the housing service appropriateness was rated at a high level while the others were rated at a moderate level
- The new way for security and welfare management: 1) The most needed service of the members was the benefit added to reciprocate and to honor them as the TEP 2) the 5 services that corresponded to the members needs were ranged in descending order as follows: (1) health (2) cremation welfare service (3) housing (4) security and career advancement and support when facing disaster and (5) economy and 3) a guideline to manage security and welfare services of OTEP must be concrete, truly beneficial to all members, in principle, be quick, clear, have quality assurance, be fair, have no overlap, be decentralized and have publicity.
- A form of the security and welfare management guideline: The OTEP must gain income from the Printing House of the OTEP Business organization, to get funds and banking for teachers and for OTEP's management. The services provided for members should be concrete, effective, aggressive, decentralized, involve participation of members, have publication, have honesty, be encouraging, have counseling and be supportive, These should be done till the members sense that OTEP is another important organization, apart from their places of work, that helps and supports them and gives them true encouragement.

KEYWORDS: Security and Welfare Service, Teachers and Educational Personnel, Mixed Method