

Thesis Title : Relationship Between Iddhipadadhamma and Work Performance Efficiency of Employee in mueang Phichit Municipality, Phichit Province

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ABSTRACT

This research had 3 objectives : 1) to study the personnels' behavior accordance Iddhipādādhama in Muang Phichit Municipality, Phichit Province, 2) to study the efficiency of personnels' performance in Muang Phichit Municipality, Phichit Province and 3) to study the relationship between Iddhipādādhama and efficiency of personnels' performance in Muang Phichit Municipality, Phichit Province. This study was carried on through the Mixed Method Research consisting of quantitative, survey and qualitative research. The sampling group used in this study were 230 persons working for Muang Phichit Municipality, Phichit Province. The Questionnaire was used as the research tool to collect the data. The Data analysis was done by using statistics at frequency, percentage, mean, standard deviation, Pearson's Product Moment Correlation Coefficient to test the hypothesis and Chi-Square test. The qualitative research, the In-Depth Interview with a key informant used in this study and data analysis used descriptive content analysis technique.

The results of this study revealed as follows:

1) The personnels' behavior accordance Iddhipādādhama in Muang Phichit Municipality, Phichit Province, it appeared in average at the middle level ($\bar{X}=3.16$). When considered into each aspect ranging from high to low of the means, it showed respectively as : Viriya : (effort) ($\bar{X}=3.22$), Citta : (thoughtfulness) at ($\bar{X}=3.20$), Chanda : (aspiration) at ($\bar{X}=3.13$) and Vimamsā : (examination) at ($\bar{X}=3.10$).

2) Personal factors affecting towards the efficiency of personnels' performance in Muang Phichit Municipality, Phichit Province, it found that the following factors had no relationship with the efficiency of personnels' performance : sex, age, educational level, the period of being in the position, position and income per month, so the hypothesis was denied.

The relationship between Iddhipādadham and efficiency of personnels' performance in Muang Phichit Municipality, Phichit Province, it disclosed that each aspect of Iddhipādadham showed in average having relationship with the efficiency of personnels' performance at the low level with positive relationship ($R=0.041$).

3) The problems, obstacles and suggestions concerning the efficiency of personnels' performance in Muang Phichit Municipality, Phichit Province, it revealed that the problems and obstacles were some personnels lacked of love and like to work some jobs, they should be built the conscious minds to realize of the jobs in duty and the jobs to perform, job assessments should be done straight forwardly and transparently, the personnels of the Municipality still worked without paying more attention to the jobs seriously by taking the official time to do another jobs without devotion on their own ones, working with selfishness, the executive called for some personnel to do his personal personnel to do his personal jobs, the personnels lacked of diligence, avoided working, threw away their responsibilities, working with ignorance, the personnels lacked of real interests to the jobs in duty, working without concentration causing some inaccuracy and neat less which needed to be corrected more often. The suggestions found as Iddhipādadham should be studied more within the areas of Muang Phichit Municipality which might affect to the efficiency of personnels' performance, the roles of Municipality personnels should be studied which might affect to the efficiency of personnels' performance in Muang Phichit Municipality, Phichit province, the Municipality should study the guidelines to encourage the training on Iddhipādadham applying into the jobs of its personnels should study the efficiency of personnels' performance in Muang Phichit Municipality, Phichit Province