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**The Relation between Quality of Working Life and Work Motivation of
Judiciary Officers of the Court of Justice in Khon Kaen Province.**



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Abstract

The purposes of this study were: 1) To study the quality of working life of judiciary officers of the Court of Justice in Khon Kaen Province. 2) To study the work motivation of judiciary officers of the Court of Justice in Khon Kaen Province. 3) To study the work motivation of judiciary officers of the Court of Justice in Khon Kaen Province classified by personal factor variables. 4) To analyze the influence of quality of working life on work motivation of judiciary officer of the Court of Justice in Khon Kaen Province. The populations were 189 judiciary officer of the Court of Justice in Khon Kaen Province, obtained by simple random sampling. The instruments used for data collection were questionnaires. The statistics used for data analysis were percentage, mean, standard deviation, and multiple regression analysis.

The results showed that most of the samples were a female total of 116 people, at the age between 36-40 years old. The 57 officers with the highest level of education was a bachelor's degree. The 103 people had a type of position in knowledge worker position of 103 people with a monthly income of THB 30,001 to 40,000. The 47 people and a period of work between 3 to 6 years, 47 people, the quality of working life of judiciary officers of the Court of Justice in Khon Kaen Province in all eight areas, overall the average was at a high level ($\bar{x} = 4.37$). The work motivation for judiciary officers of the Court of Justice in Khon Kaen Province in all ten areas, overall the average was ($\bar{x} = 4.45$) in a high level. The results of a comparative analysis of the work motivation of judiciary officers of the Court of Justice in Khon Kaen Province classified variables, different personal factors, had the same work motivation, and by analyzing the influence of quality of working life on work motivation

of judiciary officer of the Court of Justice in Khon Kaen Province. The results of the study found that the quality of working life had a significant positive effect on work at the level of .01.

Keywords: Quality of Working Life, Work Motivation.

1. Introduction

The Office of the Court of Justice is an independent organization. Being a juristic person have independence in personnel management Budgeting and other actions as provided by law with the Secretary-General of the Office of the Court of Justice as the supervisor directly responsible for the President of the Supreme Court Has the powers and duties related to the administration of the Court of Justice, such as the preparation of annual budget expenditures Financial management, procurement, personnel planning Facility Management academic work and the promotion of judicial work The nature of these jobs is in accordance with the nature of the management of the organization or department. and the important thing is to support the judicial work which is the main burden to be systematically operated. effective and excellence in facilitating justice, whether the Supreme Court Court of Appeal or first, such as the Civil Court, the Criminal Court, the Provincial Court, the District Court and the Specialized Court, etc. There will be an internal agency called Office of the Administrative Court or the Office of the Court It is an agency under the Office of the Court of Justice.

According to the Court of Justice Strategic Plan, Strategy E (Excellence Organization), increase the efficiency of the organization towards excellence. The goal is to provide the Court of Justice with a judicial system. Administrative system of the Court of Justice Judicial Promotion System and academic system that has a high capacity to support the administration of justice effectively. Indicator 8 The Court of Justice is the Within the fiscal year 2021, there are guidelines for implementation by providing welfare and improving the quality of life of judges and personnel in the Court of Justice at all levels. in order to be strong, stable, ready to operate properly and efficiently and prepare a plan to create a balance between life and work. Indicator 9 The Court of Justice has adjusted salaries. special compensation benefits and welfare to raise at least one subject within the fiscal year B.E. 2021, the operational guidelines include a study and review of salaries, compensation, benefits and welfare of the court personnel in accordance with the future context. and according to the 4th policy of the 46th President of the Supreme Court, Mrs. Methinee Chalothon, on promoting progress in government duties and Give importance to the quality of life of personnel Upgrading the Institute of Judicial Officers' Development to be the main academic institution in the field of law and judicial process to provide opportunities for Judges have done academically intensive work in addition to judicial work. Arrange the manpower rate appropriately in accordance with the workload in order to provide justice. to the people thoroughly and effectively, encouraging personnel to develop physical and mental to create balance in work and living happily Encourage personnel to progress in their duties fairly and receive compensation that is related to their knowledge, abilities, duties and responsibilities as well as the duration of their work.

For the reasons mentioned above, the researcher is interested in studying the relationship between quality of life at work and motivation for working for civil servants of the Court of Justice in Khon Kaen Province. Its purpose is to test how much quality of life affects motivation to work. to use the research results as a guideline for developing civil servants of the Court of Justice in Khon Kaen Province to have quality and to work effectively to create a balance in work and living happily

1.2 Research Objectives

1. To Study the quality of work life of civil servants of the court of justice in khon kaen province.
2. To Study the motivation for working of the court of justice officials in khon kaen province.
3. To Study the comparative study of the working motivation of the court of justice officials in khon kaen province khon kaen province classified by personal factor variables.

1.3 Research Hypothesis

Hypothesis 1 Different demographic factors have different motivations for work

Hypothesis 1.1 Different sexes have different motivations for work

Hypothesis 1.2 Different age will have different motivations for work. Motivation for work is different.

Hypothesis 1.3. Different levels of higher education have different motivation for work.

Hypothesis 1.4. Different job categories have different motivations for work. Different.

Hypothesis 1.5, different monthly income will have different motivation to work.

Hypothesis 1.6 different periods of government service will have different motivation to work.

Hypothesis 2 Quality of life. The work had a positive influence on the motivation for the work of civil servants of the Court of Justice in Khon Kaen Province.

2. Literature Review

Sergeant Ek Chawanwit Neraphong (2016) studied the motivation affecting quality of life in the performance of military officials under the Aircraft Combat Command and Coast Guard. The results of the study showed that

1) The motivation for the performance of military officials under the Aircraft Combat Command and Coast Guard In terms of motivating factors in working the overall average was at a high level ($\bar{x} = 3.69$). Overall, the average was at a high level ($\bar{x} = 3.68$).

2) Quality of life in the performance of military personnel under the Aircraft Combat Command and Coast Guard. The overall average was at a high level ($\bar{x} = 3.62$).

3) Performance motivation affects quality of life in performance of military personnel under the Aircraft Combat Command and Coast Guard. and supporting factors in terms of status, it affects personnel's motivation. The statistical significance at the 0.05 level was able to predict the motivation of the personnel by 75.60 percent.

Pirunya Nilphan (2018) studied the quality of work life of employees in the Office of Conservation Area 5, Klang Sub-district, Mueang District, Nakhon Si Thammarat Province. The results of the study were found:

1. The opinion level on the quality of work life of employees in the Office of Conservation Area Administration 5, Klang Sub-district, Mueang District, Nakhon Si Thammarat Province. have a level of opinion The quality of working life was at the highest level in 2 aspects, namely, the nature of work that is beneficial to society. Work-life balance and were at a high level in 6 aspects, namely, democracy in the organization, opportunities for human competence development. Security and advancement in the work environment. Social integration or collaboration Remuneration, respectively.

2. The personal factors of the sample group were gender, age, status, educational level, income level, working age, and different job positions. There were different opinion levels on the quality of working life overall. different domiciles have a level of opinion on the quality of life at work as a whole was no different.

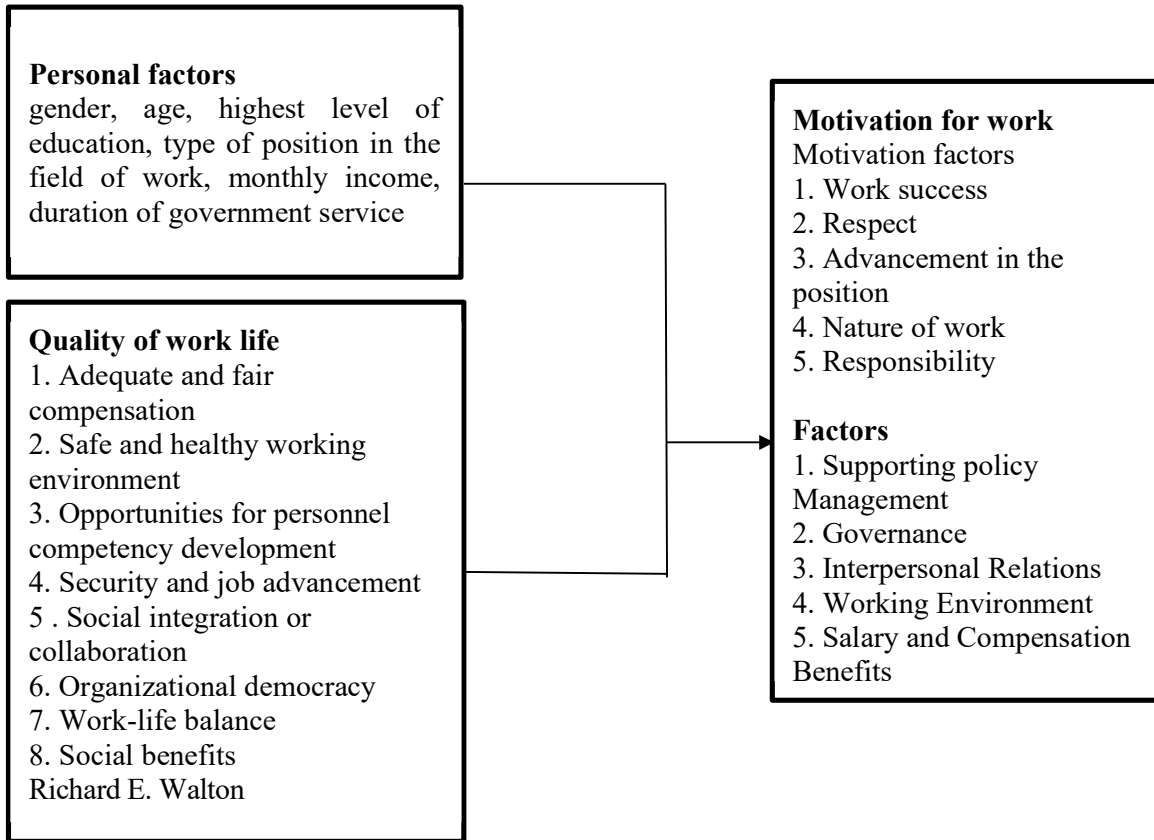
Mallika Kwaen (2019) studied the quality of working life of government officials. Office of the Administrative Office of the Court of Appeal for Specialized Cases, B.E. 2562.

1. Factors Affecting Quality of Work Life of Judicial Officials and Employees Office of the Administrative Office of the Court of Appeal for Specialized Cases B.E. 2562 The study found that the sample group, namely civil servants, Office of the Administrative Office of the Court of Appeal for Specialized Cases, 2019, had a relatively high level of quality of working life overall. except for a safe and healthy working environment and in terms of remuneration that is sufficient and fair moderate.

2. Relationship between Personal Data Factors and Quality of Work Life of Civil Servants Office of the Administrative Office of the Court of Appeal for Specialized Cases, B.E. 2562 No relationship with quality of work life.

3. Relationship between factors of working environment and quality of working life of civil servants Office of the Administrative Office of the Court of Appeal for Specialized Cases, 2019. The study found that factors of working environment and quality of working life of government officials The statistical significance at 0.05 level was related to quality of work life. in the same direction.

3. Research Conceptual Framework



4. Research Methodology

A Study of Relationship Between Quality of Life and Work Motivation of Civil Justice Court Officials in Khon Kaen Province Use a quantitative form of research. by using a questionnaire, the results were then processed and analyzed to come to a conclusion. The target population used in this study were 260 civil servants of the Court of Justice in Khon Kaen Province. The sample group in this study was 189 civil servants of the Court of Justice in Khon Kaen Province. The questionnaire was distributed using QR Code and received the questionnaires were returned at 70 percent. In the data analysis, statistical methods were used and various values were calculated such as frequency, percentage, mean, standard deviation for differential testing. and a comparative analysis of personal factors and factors of quality of life at work and work motivation of civil servants of the Court of Justice in Khon Kaen Province by using statistical t-test, One-way ANOVA:

5. The results of the research,

part 1, the results of the demographic analysis of the respondents.

From the results of the study, it was found that the majority of the samples were 116 females, aged between 36-40 years, 57 of whom had the highest level of education. At the bachelor's degree, 103 people have type of position in the line of work. in academic positions of 103 people, with a monthly income of 30,001 – 40,000 baht, 47 people, and working periods between 3-6 years, 47 people.

Part 2 The results of the descriptive analysis of various variables according to the research conceptual framework.

The results of the analysis of the quality-of-life variables in the work of civil servants of the Court of Justice in Khon Kaen Province Overall, it was found that the sample group had a level of opinion about Quality of working life of civil servants of the Court of Justice in Khon Kaen Province At a high level ($\bar{x} = 4.37$, $SD = 0.485$). The highest level of opinion was the nature of work that is beneficial to society. which was in the high level ($\bar{x} = 4.46$, $SD = 0.507$), the least was the compensation that was sufficient and fair overall. which is at a high level ($\bar{x} = 4.26$, $SD = 0.607$).

The results of the analysis of the motivation variables to work. Overall, it was found that the sample group had a level of opinion about motivation to work It was at a high level ($\bar{x} = 4.45$, $SD = 0.501$). The highest level of opinion was in terms of job success. which was at a high level ($\bar{x} = 4.49$, $SD = 0.523$), the least was the aspect of being accepted and respected. which is in the high level ($\bar{x} = 4.42$, $SD = 0.565$)

6. Discuss the results of the research.

1. The level of quality of life in working of civil servants of the Court of Justice in Khon Kaen Province in all 8 areas was at a high level. The most important aspect is the nature of work that is beneficial to society. The least aspect was the aspect of adequate and fair compensation, supported by Mallika Kwaen (2019) to study the quality of working life of government officials. Office of the Administrative Office of the Court of Appeal for Specialized Cases, B.E. 2019 research results showed that Quality of work life in the importance of work The nature of work that is beneficial to society is at a relatively high level except for a safe and healthy working environment and in terms of remuneration that is sufficient and fair moderate and in accordance with Sergeant Ek Chawanwit Neraphong (2016) studied motivation affecting quality of life in the performance of military personnel under the Aircraft Combat Command and Coast Guard. The results of the study found that Quality of Life in Operations of Military Officers Under the Aircraft Combat and Coast Guard Command The overall average was at a high level ($\bar{x} = 3.62$).

2. The level of motivation in working for civil servants of the Court of Justice in all 10 areas of Khon Kaen Province was at a high level. The most important aspect is the success in the work. The least aspect was the aspect of being accepted and respected, consistent with Sergeant Aek Chawanwit Neraphong (2016) who studied the motivation affecting the quality of life in the performance of military personnel under the Aircraft Combat Command and Coast Guard. The results of the study found that Motivation for the performance of military officials under the Aircraft Combat and Coast Guard Command In terms of motivating factors in working the overall average was at a high level ($\bar{x} = 3.69$). The overall average was at a high level ($\bar{x} = 3.68$).

3. Comparison of motivation in working for civil servants of the Court of Justice in Khon Kaen Province Classified by personal factor variables.

1) gender, it was found that the motivation for work had Sig. = 0.80 greater than the significance level of 0.05, that is, civil servants of the Court of Justice in Khon Kaen Province. Different genders have different motivations for work.

2) Age, it was found that the motivation for work had Sig. = 0.74, higher than the level of significance 0.05, that is, civil servants of the Court of Justice in Khon Kaen Province. Age difference is the incentive to work is no different,

3) level of education up to find the motivation to work with the Sig. = 0.57 rather than the 0.05 significance level that the Commissioner of Justice in the province. the highest level of education Different people will have the same motivation to work.

4) Type of position in the line of work. It was found that the motivation for work had a value of Sig. = 0.57, higher than the level of significance 0.05, that is, civil servants of the Court of Justice in Khon Kaen Province. Type of position in the line of work Different people will have the same motivation to work.

5) Monthly income, it was found that the motivation to work has a value of Sig. = 0.44, greater than the level of significance 0.05, that is, civil servants of the Court of Justice in Khon Kaen Province. Different monthly income will have the same motivation for working.

6) The duration of work performance, it was found that the motivation for work had a value of Sig. = 0.69, higher than the level of significance 0.05, that is, the civil servants of the Court of Justice in Khon Kaen Province with different sexes had the same motivation to work.

Consistent with Pirunya Nilphan (2018) to study the quality of work life of employees in the Office of Conservation Area Administration 5, Klang Sub-district, Mueang District, Nakhon Si Thammarat Province. The results of the study found that the individual factors of the sample were different. There was a level of opinion on the quality of work life. Overall, no difference

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