

## ABSTRACT

A study of job stress that had influence to job satisfaction in the government officer. This study indicated that job stress in working life was the essential topic to impact to job satisfaction. This study focused on issues and facts that related to the job stress and job satisfaction of government officers. The determinants of job stress consisted of role conflict, role ambiguity, work overload, physical environment and time pressure. Determinants of job satisfaction composed of pay, promotion, supervisor, co-worker and work itself. For questionnaire consisted of 65 questions that designed based on the conceptual framework. The respondents of this study were the government officers in the department of development skill in financial division. There were 200 sets of questionnaires distributed to the respondents. 156 sets of completed questionnaires were returned, represents 78 percent out of the total floated questionnaires. The result of research indicated that job stress had effect to job satisfaction, the respondents tend to occasion feel in job stress in working. Both time pressure and physical environment were the important factors in job stress. There was no significant correlation between demographic profile and job stress except position level and role ambiguity. The higher position would meet unclear in role ambiguity more than lower level because of higher work responsibility to handle.

In part of job satisfaction, the result of respondent rate in questionnaires was un-decided for all questions. In part of cooperation, respondents were not quite satisfied in co-

workers especially in internal organization. They did not cooperate in working. In part of promotion, respondents expressed that they had less opportunity in promotion especially, when compared with private companies.

From the research, it found that the overview picture showed that most of all determinants of job stress had no significant correlation to job satisfaction but there were only a few determinants in job stress resulted negative correlation to job satisfaction. The negative correlation implied that increase in job stress would result the satisfaction in job decrease.

Therefore, in conclusion, the officers in financial division of department of development skill in ministry labor and social welfare did not concern all determinants in job stress to job satisfaction. Only few determinants in job stress that they feel sensitive to the satisfactory in work such as role ambiguity and work overload, which would impact to job satisfaction.

