

## **ABSTRACT**

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**Key Words:** DEMOGRAPHICS, CONFLICT MANAGEMENT STYLES, ANUBAN  
DAMRONGRACHANUSORN SCHOOL

**Name:** MARKIMSON T. BENNAGEN

**Thesis Title:** THE RELATIONSHIP BETWEEN THE TEACHERS'  
DEMOGRAPHICS AND THEIR CONFLICT MANAGEMENT  
STYLES AT ANUBAN DAMRONGRACHANUSORN SCHOOL,  
SISAKET, THAILAND

**Thesis Advisor:** DR. YAN YE

This study was conducted mainly to determine the correlation between the teachers' demographics and their conflict management styles at Anuban Damrongrachanusorn School, Sisaket, Thailand in the academic year 2015. The demographics and the conflict management styles of the teachers were both surveyed and investigated by a questionnaire developed by Patana (2003). The demographics questionnaire surveyed the education background, age, and years of work experience. The conflict management styles questionnaire investigated the conflict management styles of the teachers based on Thomas and Kilmann's (2008) theory of conflict management. Eighty- four full- time teachers at the school participated in the study.

Various tools were used to calculate the data gathered for this study: descriptive statistics- to survey the demographics of teachers, investigate the conflict management styles of the teachers, and determine how the teachers in different demographics tend to chose a certain style of conflict management, and Pearson

Product- Moment Correlation Coefficient- to determine the significant relationship between the teachers' demographics and their conflict management styles.

The findings indicated that, firstly, majority of the teachers were bachelor's degree holders, were 49 years old and below, and had at least 10 years of work experience. Secondly, the teachers' conflict management styles, ranked from the highest to the lowest, were often compromising, often accommodating, often collaborating, occasionally avoiding, and occasionally dominating. Thirdly, the teachers' conflict management styles, classified by their education background, were accommodating (bachelor's degree holders) and compromising (higher than bachelor's degree holders), age, were compromising (49 years old and below) and accommodating (above 49 years old), and years of work experience, were collaborating (below 10 years of work experience), compromising (10 to 19 years of work experience), and accommodating (above 19 years of work experience). Lastly, there was no significant relationship between the teachers' demographics (education background, age, and years of work experience) and their conflict management styles at Anuban Damrongrachanusorn School, Sisaket, Thailand.

**Field of Study:** M.Ed. (EA)

**Student's signature**.....

**Graduate School of Education**

**Advisor's signature** .....

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