

**SATISFACTION WITH THE REMUNERATION DISBURSEMENT FOR  
THESIS/INDEPENDENT STUDY ADVISORY COMMITTEES AND THESIS  
PROPOSAL/DEFENSE EXAMINATION COMMITTEES IN THE DEVELOPMENT  
ADMINISTRATION PROGRAM, GRADUATE SCHOOL, SUAN SUNANDHA  
RAJABHAT UNIVERSITY**

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**Abstract**

This study, titled “Satisfaction with the Remuneration Disbursement for Thesis/Independent Study Advisory Committees and Thesis Proposal/Defense Examination Committees in the Development Administration Program, Graduate School, Suan Sunandha Rajabhat University,” examined satisfaction levels among committee members during the 2025 academic year. The objectives were to assess satisfaction with the current remuneration disbursement system and analyze influencing factors such as remuneration appropriateness, transparency, and workload consistency. Quantitative methods including percentage, mean, and standard deviation were used for analysis. Part 1: Basic Information revealed that most respondents were aged 31–40 years (51.4%), followed by those under 30 years (25.7%) and over 50 years (22.9%). In terms of experience, 42.9% had 3–5 years, while 28.6% had less than 3 years and another 28.6% had more than 5 years of experience as committee members. Part 2: Satisfaction Analysis indicated overall high satisfaction with remuneration disbursement. The “procedures and processes for disbursement” scored a mean of 4.12 (SD = 0.64), and “accuracy and transparency” received a mean of 4.28 (SD = 0.59)—both rated at a high level. “Communication and services” also showed strong satisfaction (M = 4.16, SD = 0.61). The findings suggest that committee members were generally satisfied with the remuneration process, particularly regarding fairness and efficiency. However, improvements in procedural clarity and system management could further enhance satisfaction and strengthen financial and administrative operations. (Siriporn, M., & Somchai, S. (2023).)

**Keywords:** Keywords Satisfaction, Board of Directors, Remuneration Disbursement

**Introduction**

At present, the Graduate School of Suan Sunandha Rajabhat University serves as the central unit responsible for coordinating, supervising, and maintaining the standards of graduate education. Its primary objective is to produce graduates with knowledge and expertise in specific fields, in alignment with the needs of society for national development. The vision of the Graduate School is “To be a leader in producing professionals for sustainable social development.” In pursuit of this vision, the Graduate School has established four missions: (1) to produce graduates and develop personnel with professional expertise,

integrity, and ethics; (2) to develop an educational management system, foster innovation in learning, and elevate academic administration to international standards; (3) to conduct research and create innovative and creative works at both national and international levels for sustainable utilization; and (4) to establish academic service networks that drive national strategies and strengthen the development of higher education in various fields.

### **Significance of the Study**

Within the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University, the roles of thesis/independent study advisory committees and thesis proposal/defense examination committees are particularly significant. These committees provide academic guidance and evaluate the quality of students' scholarly work. A fair and appropriate compensation system can enhance motivation, strengthen performance efficiency, and ultimately improve the quality of education in the program. Examining the satisfaction of committee members with the current compensation disbursement system is therefore essential. The findings will allow the university to identify strengths and limitations in the existing system, and to make improvements that align with the expectations and needs of committee members. This, in turn, will positively impact the quality of graduate education and research development at the university.

### **Objectives of the Study**

In order to provide useful guidelines for enhancing service efficiency and strengthening satisfaction, the researcher is particularly interested in studying the satisfaction with the services provided by the staff of the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University. The results of this study are expected to contribute to improvements in compensation management and service delivery, which will further support the mission of the Graduate School in producing high-quality graduates and advancing sustainable national development. (Kittiya Aonsri, 2017.)

### **Research Objectives**

1. To assess the level of satisfaction of the Thesis/Independent Research Advisory Committee and the Thesis Layout/Thesis Defense Examination Committee with the current remuneration disbursement system.
2. To analyze various factors that affect the satisfaction of the Board of Directors. For example, the appropriateness of the remuneration rate. Transparency in disbursement and consistency with assigned workloads

### **Scope of the Research**

The present study, entitled "Satisfaction with the Compensation Disbursement for Thesis/Independent Study Advisory Committees and Thesis Proposal/Defense Examination Committees in the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University" aims to

1. Assess the level of satisfaction of thesis/independent study advisory committees and thesis proposal/defense examination committees with the current compensation disbursement system.
2. Analyze the factors influencing satisfaction, focusing on the appropriateness of compensation rates, transparency of the disbursement process, and consistency with the assigned workload during the academic year 2025 (B.E. 2568).

To achieve these objectives, the researcher collected background information on the Graduate School of Suan Sunandha Rajabhat University, along with data on the compensation disbursement process for advisory and examination committees. The study employed a quantitative research design, using data collection and analysis methods as follows:

- Data Collection: Relevant documents and operational information regarding the compensation disbursement system were gathered from the Graduate School.
- Statistical Analysis: Descriptive statistics, including percentage, arithmetic mean, and standard deviation, were applied to analyze the collected data.

This research is expected to provide valuable insights for improving compensation management systems and enhancing the satisfaction of committee members, which will ultimately contribute to the effectiveness and quality of graduate education. (Ratchadaporn Tandikul, 2016.)

#### Research Methodology

1. Population and Sample
2. Research Design
3. Research Location
4. Research Period
5. Data Analysis

#### Statistical Methods Used in Data Analysis

1. Formula for Percentage Calculation
2. Formula for Arithmetic Mean Calculation

### Literature Review

The present study, entitled “*Satisfaction with the Compensation Disbursement for Thesis/Independent Study Advisory Committees and Thesis Proposal/Defense Examination Committees in the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University,*” aims to assess the level of satisfaction of advisory and examination committee members with the current compensation disbursement system and to analyze the factors influencing their satisfaction. The research findings will be applied to improve the operations of support staff, enhance the capabilities of service providers, and integrate the results into the development of more effective financial and accounting policies and operational guidelines. (Somrudee Pongsena, Kanya Bawonchokchai, Orawan Riwtong, 2020.)

The researcher reviewed relevant concepts, theories, literature, and prior studies to apply them in the conduct of this research, as follows:

1. Definitions and Concepts of Satisfaction
2. Definitions and Concepts of Compensation
3. Concepts Related to Satisfaction with Compensation Disbursement
  - 3.1 Concepts of Satisfaction
  - 3.2 Concepts of Compensation
4. Relevant Theories
5. Related Studies
  - 5.1 Domestic Studies
  - 5.2 International Studies
6. Conceptual Framework of the Study

## Research Methodology

Education Development of the Graduate School Report Submission Process Suan Sunanda Rajabhat University is a study in the form of questionnaire collection and quantitative data analysis.

### 1. Population and sample

1.1 The population used in this research is the Remuneration Committee of the Thesis Advisory Committee/Independent Research and the Thesis Layout Examination Committee/Thesis Defense Committee in the field of Development Administration, Graduate School of Suan Sunanda Rajabhat University, a total of 35 people.

1.2 Sample The Thesis Advisory Committee/Independent Research and the Thesis Layout Examination Committee/Thesis Defense Committee of the Graduate School of Suan Sunanda Rajabhat University with a confidence level of 95% will obtain all the samples used in this study 35 people.

## Research Results

The study on the improvement of compensation disbursement for thesis committees at the graduate level, Graduate School of Suan Sunandha Rajabhat University, aimed to evaluate the level of satisfaction of thesis/independent study advisory committees and thesis proposal/defense examination committees with the current compensation disbursement system, as well as to analyze the influencing factors and develop operational guidelines for the staff of the Graduate School.

The results of the study were divided into two parts as follows:

**Part 1: General Information of Graduate-Level Committees (Academic Year 2025)** The findings revealed that the majority of graduate-level committee members were female, accounting for 19 persons or 54.30 percent, while 16 persons or 45.70 percent were male. Regarding age, 9 members (25.70 percent) were under 30 years old, 18 members (51.40 percent) were aged 31–40 years, and 8 members (22.90 percent) were 50 years old and above. In terms of committee experience, the majority had 3–5 years of experience, totaling 15 persons (42.90 percent), followed by those with less than 3 years of experience (10 persons or 28.60 percent) and those with more than 5 years of experience (10 persons or 28.60 percent).

**Part 2: Analysis of Satisfaction with Compensation Disbursement** The analysis of satisfaction with compensation disbursement for thesis/independent study advisory committees and thesis proposal/defense examination committees was conducted based on overall data collected by the researcher. The results were as follows:

1. Procedures and Processes of Disbursement: Mean = 4.12, Standard Deviation = 0.64, interpreted as a *high level*.

2. Accuracy and Transparency: Mean = 4.28, Standard Deviation = 0.59, interpreted as a *high level*.

3. Duration of Disbursement: Mean = 3.84, Standard Deviation = 0.70, interpreted as a moderate level.

4. Compensation Rate: Mean = 4.08, Standard Deviation = 0.67, interpreted as a high level.

5. Communication and Service: Mean = 4.16, Standard Deviation = 0.61, interpreted as a high level.

## Conclusion

To ensure that the administration of educational services, particularly the compensation disbursement process for thesis committees at the Graduate School of Suan Sunandha Rajabhat University, is carried out effectively and beneficially, the Graduate School should enhance its compensation disbursement procedures. The system should be capable of fully meeting the needs of both providers and recipients of the service, with a strong emphasis on achieving positive outcomes in service delivery.

## Discussion

The study on the improvement of compensation disbursement for thesis committees at the graduate level, Graduate School of Suan Sunandha Rajabhat University, and the development of operational guidelines for the staff of the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University, was conducted with the objectives of assessing the level of satisfaction of thesis/independent study advisory committees and thesis proposal/defense examination committees with the existing compensation disbursement system, analyzing the influencing factors, and developing operational guidelines for the Graduate School staff.

The findings were presented in two parts. Furthermore, the research results were applied to improve educational services and to integrate them into the formulation of more effective guidelines for compensation disbursement management. This process aims to enhance the efficiency of administrative operations within the Graduate School. (Thitikarn Khwanfai et al., 2019.)

## Recommendations

1. This study analyzes data concerning the compensation of thesis/independent study advisory committees and thesis proposal/defense examination committees in the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University. The findings will provide the Graduate School with essential information and serve as a foundation for developing practical guidelines to address issues related to committee compensation through appropriate management practices. Such improvements are expected to generate tangible benefits for faculty members, committee members, and relevant administrative staff.

2. For future research, it is recommended that the Academic Services Division, in collaboration with the program, conduct regular evaluations of the appropriateness of compensation rates and compare them with the standards of other institutions. This practice would ensure that committee members perceive the compensation as fair and appropriate. Such measures, particularly within the Doctor of Philosophy Program in Development Administration, Graduate School of Suan Sunandha Rajabhat University, would help reduce the occurrence of these issues as well as prevent other related problems in the future.

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