

## Democratic Political Culture of Personnel in the Surin Provincial Election Commission Office

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### **Abstract**

**Introduction:** This study aims to: 1. Examine the degree of democratic political culture among staff at the Surin Provincial Election Commission Office, 2. Analyze the perspectives on the democratic political culture of staff at the Surin Provincial Election Commission Office, and 3. Create principles for the democratic political environment of staff at the Surin Provincial Election Commission Office.

**Methodology:** This research employs both qualitative and quantitative methods and utilizes a sample of 25 staff members from the Surin Provincial Election Commission Office. Data was gathered through closed-ended and open-ended surveys. The reliability of the questionnaire was 0.761. The statistics used for data analysis included frequency, percentage, mean, and standard deviation. Hypothesis testing was conducted using t-test, and F-test.

**Results:** The study revealed that 1) The staff in the office held strong views regarding the democratic political culture of employees within the Surin Provincial Election Commission Office. Upon evaluating each factor, it was revealed that the degree of perspectives regarding the democratic political culture of the staff, particularly concerning trust in democratic governance, was the most significant. The highest level is represented by the average value, followed by engagement in political and administrative activities, reasoned expression of opinions, and lastly, adherence to the principles of democratic governance. 2) The results of the comparison of opinions among personnel in the Surin Provincial Election Commission Office based on their potential for democratic political culture in four areas-classified by gender, age, education level, occupation, and average monthly income-found. It found no differences among personnel regarding gender, age, education level, occupation, and average monthly income. Therefore, the hypothesis is rejected. 3) The democratic political culture of personnel in the Surin Provincial Election Commission Office found that 3.1) In terms of belief in democratic governance principles, the personnel have a deep understanding and high responsibility in performing tasks related to political processes and elections, which is a positive sign for building confidence in the democratic system and development at the local level. 3.2) Regarding respect for democratic governance rules, most personnel have a good perception of the importance of enforcing laws and regulations transparently and fairly in elections. Respect for the rights of the people

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and the importance of public participation in elections are critical factors in maintaining confidence in the democratic system. Although adherence to the rules is high, there remain areas that may require development and improvement. 3.3) Regarding participation in political and administrative activities, the personnel place significant importance on participating in election and administrative processes. 3.4) In terms of expressing opinions with reason, the personnel frequently use profound and systematic reasoning when expressing their opinions and often demonstrate an understanding of the complex political process, including the ability to explain clearly and provide examples that link to reliable data or reasoning. Personnel can often carefully analyze the pros and cons of political actions within the democratic framework.

## 1. Introduction

Political culture is a component of social culture, referring to the political behavioral patterns of individuals, which stem from the beliefs, values, and political attitudes that have been passed down and cultivated until individuals accept and adhere to them as a political practice within society. Political culture arises from the political socialization process, both directly and indirectly, which has been transmitted over time until individuals in society acquire political knowledge that influences their political behavior. When individuals in society develop a pattern of political behavior, this pattern of behavior becomes the political culture of the people within that society. Regarding the study of political culture, it is directly connected to the evolution of political systems in the past, particularly the process of political change that impacts changes in political culture (Thomrongthanyawong, 2006).

Since the change in government on June 24, 1932, Thailand is considered to have taken the first step away from an absolute monarchy towards a democratic regime with the King as the head of state. This presents an opportunity for the people, who are the rightful owners of the country, to play a role in determining their nation's direction, both directly and indirectly, in accordance with the principles of democratic governance, where sovereignty represents the highest authority in governing the nation. The people will exercise their power to enact laws through parliament, their executive power through the government, and their judicial power through the courts, making democracy an ideal governance system for many countries (Nakatan, 2000). Although the country has changed its system of governance for more than 92 years, the sovereignty of the people, by the people, and for the people, as per the principles of democratic governance, has not yet fully materialized. Political participation among the populace remains minimal, and there is a lack of political awareness. Consequently, most governing power has reverted to the elite class, referred to as "sovereignty," thereby limiting the involvement of nobles, civil servants, military personnel, businessmen, politicians, and others.

From a review of the literature related to democratic political culture within the Election Commission, it was found that most studies examined five aspects: 1) belief in the principles of democratic governance, 2) respect for the rules of democratic governance, 3) acting for the public benefit, 4) tolerance for differing opinions, and 5) participation in political and governance activities (Nokyai, 2015; Whangsuk, 2016; Purimart, 2020; Jaiyakeaw, 2023; Sritho et al., 2023). Similarly, the study of the promotion of Buddhist political culture among community leaders in Khon Kaen Province investigated four aspects: 1) elections, 2) campaigning, 3) political participation, and 4) the role of community leaders in policy-making (Huadsri, 2015). Additionally, a study on voters' political culture in Huai Kapi Subdistrict Municipality explored three aspects: 1) narrow political culture, 2) common political culture, and 3) participatory political culture (Rassamidit, 2015). Consequently, the research team synthesized the issues of democratic political culture in the Election Commission Office of Surin Province and identified four key issues: 1) belief in the principles of democratic governance, 2) respect for the rules of democratic governance, 3) participation in political and administrative activities, and 4) expressing opinions with justification.

For personnel in the Surin Provincial Election Commission, 25 are divided into three groups: 1) Administrative Group, 13 people; 2) Election Management and Participation Group, six people;

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and 3) Investigation and Political Parties Group, six people. The Surin Provincial Election Commission is an independent and politically neutral organization. It aims to control, manage, and inspect elections at the national and local levels, including overseeing referendums and implementing mechanisms to manage elections, control elections, and investigate or inquire into election-related offenses to ensure honesty and fairness. It is hoped that the information received will be utilized to improve and develop the democratic political culture of personnel in the Surin Provincial Election Commission and benefit relevant agencies in working more efficiently in the future (Surin Provincial Election Commission, 2024).

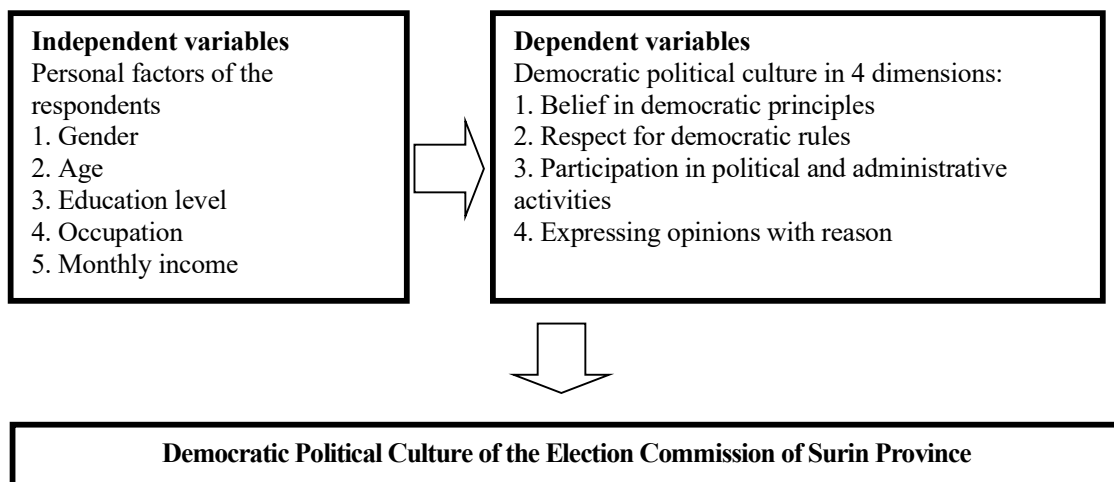
Therefore, based on the background and significance mentioned above, the research team is interested in conducting a research study on democratic political culture in the Election Commission Office, Surin Province, to examine the level of democratic political culture of personnel, compare the opinions on democratic political culture among personnel, and propose guidelines for developing the democratic political culture of personnel in the Election Commission Office, Surin Province. The results of this research study will be used to further enhance the democratic political culture of personnel.

## 2. Research Objectives

1. To study the level of democratic political culture of personnel in the Election Commission Office, Surin Province
2. To compare the opinions of the democratic political culture of personnel in the Election Commission Office, Surin Province
3. To use the guidelines for developing a democratic political culture of personnel in the Election Commission Office, Surin Province

## 3. Conceptual Framework

Research on the democratic political culture of the personnel of the Election Commission Office in Surin Province. From the study of concepts, theories, documents, and related research, the researcher can apply this by establishing a conceptual framework for the research. In this section, the conceptual framework of the research will be discussed, which consists of (1) independent variables: 1) gender, 2) age, 3) education level, 4) occupation, 5) monthly income; (2) dependent variables: democratic political culture in four aspects: 1. belief in the principles of democratic governance, 2. respect for democratic rules, 3. participation in political and administrative activities, and 4. expressing opinions with reasoning, as illustrated in the following diagram.



**Figure 1.** Conceptual Framework

#### 4. Literature Review

Whangsuk (2016) conducted a study titled “Democratic Political Culture: A Case Study of the Educators at Ban Dong Man School, Khokho Subdistrict, Mueang District, Surin Province”. The goals were to 1) examine democratic political culture through a case study of the educators at Ban Dong Man School in Khokho Subdistrict, Mueang District, Surin Province, and 2) recommend strategies for enhancing democratic political culture among the teachers of Ban Dong Man School, Khokho Subdistrict, Mueang District, Surin Province. This study was qualitative, analyzing data collected from pertinent documents and comprehensive interviews. The population and sample for the research included 17 teachers from Ban Dong Man School. The study utilized an interview procedure and examined data through descriptive analysis. The study revealed that 1) the democratic political culture among teachers at Ban Dong Man School aligns with the principles of democratic governance based on the following criteria: the majority and minority principle, the principle of equality in advocating for one’s rights while honoring the rights of others, the principle of justice, belief in democratic governance, the rule of law, and recognition of rights and freedoms. And acceptance of varied opinions and behaviors. Recommendations indicate that ongoing democratic political education should be offered to teachers, and the government should supply texts on democracy and different laws, including the Constitution of the Kingdom of Thailand, for teachers to read and acquire further knowledge in constitutional law.

Nokyai (2015) examined the democratic political culture among staff at Kanchanaphisek College of Medical Technology and Public Health. The aims of this study were 1) to examine the extent of the democratic political culture among the staff of Kanchanaphisek College of Medical Technology and Public Health. 2) to contrast individual traits with the democratic political culture of staff at Kanchanaphisek College of Medical Technology and Public Health. 3) to examine the personal traits influencing the democratic political culture among the staff of Kanchanaphisek College of Medical Technology and Public Health. This study was quantitative. The group was made up of 92 staff members from Kanchanaphisek College of Medical Technology and Public Health. The method of purposive sampling was employed. A survey was employed as a method for gathering data. Data analysis utilized frequency distribution statistics, percentages, means, standard deviations, test values, and one-way analysis of variance (One-way ANOVA). The findings indicated that 1) the democratic political culture among the staff of Kanchanaphisek College of Medical Technology and Public Health was at a moderate level. The component that reflects the greatest degree of democratic political culture is confidence and hope in other people. 2) An analysis of personal traits in relation to democratic political culture revealed that age, marital status, educational attainment, and position type influence the degree of democratic political culture, with a statistical significance of 0.05.

Kettong et al. (2022) researched the encouragement of democratic political involvement among university students in Phitsanulok Province. This study sought to investigate the overall circumstances and challenges in encouraging democratic political engagement among university students in Phitsanulok Province, explore the elements influencing the enhancement of democratic political participation of university students in Phitsanulok Province, and propose a model for fostering democratic political involvement of university students in Phitsanulok Province using Buddhist principles. The study employed a combination of methodologies, incorporating qualitative research, detailed interviews with 20 essential informants, and focus group discussions with 13 participants. A sample of 391 individuals was utilized for descriptive analysis and quantitative research. The analysis of data encompassed frequency, percentage, mean, standard deviation, and basic linear regression analysis. The study’s findings indicated that the overall circumstances and challenges in encouraging democratic political engagement among university students in Phitsanulok Province included: 1) Residence: facilitating direct political involvement by voting, with indirect engagement in political campaigns; 2) Education: individuals with higher education levels possess greater political awareness and comprehension than those with less education, yet they often remain apathetic towards political issues; and 3) Communication: enhancing student organization networks to promote awareness of their political rights. Nonetheless, the primary challenges for students include inexperience in political matters, absence of organizational cohesion, and insufficient ongoing leadership. The overall quantitative dimension is at an elevated level. 2. Factors affecting promoting democratic political participation among university students in Phitsanulok Province are: 1) Student affairs: organizing

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activities to provide students with knowledge about democracy, teaching subjects about citizenship, and opening up spaces for constructive political participation. 2) Participation: universities should emphasize student political participation. The curriculum should create good citizenship, express political opinions, and create citizenship awareness rather than just being citizens. Providing knowledge, access to online information, case studies of popular trends, organizing activities to develop curricula, and students. The overall quantitative aspect is at a high level. It was found that general conditions and obstacles do not affect the promotion of political participation. The factors affecting political participation significantly affect promoting political participation at the 0.01 statistical level.

## 5. Research Methodology

The research on the democratic political culture of personnel in the Surin Provincial Election Commission Office is a mixed method research between quantitative and qualitative research. The study is divided into two steps as follows:

### 5.1 Quantitative Research

The research on the democratic political culture of personnel in the Surin Provincial Election Commission Office is a mixed method research between quantitative and qualitative research. The study is divided into two steps as follows:

#### 1. Research design

This research uses a mixed methodology of quantitative and qualitative research. It is the use of both quantitative and qualitative research methods in the same research to obtain thorough research results by using the strengths of quantitative research to correct the weaknesses of qualitative research and the strengths of qualitative research to correct the weaknesses of quantitative research (Lily Liu, n.d).

#### 2. Population and sample

The population and sample include 25 personnel in the Surin Provincial Election Commission Office, divided into three work groups: 1. Administrative Group, 13 people; 2. Election Management and Participation Group, six people; and 3. Investigation and Political Parties Group, six people using the purposive sampling method.

**Table 1.** Population classification

No.	Work Group	Personnel (people)
1	Administrative Group	13
2	Election Management and Participation Group	6
3	Investigation and Political Parties Group	6
	Total	
	<b>Total</b>	<b>25</b>

#### 3. Research instruments

The instruments used for data collection consists of a questionnaire in the form of a 5-level rating scale, which was created according to the objectives and conceptual frameworks set for the democratic political culture of personnel in the Surin Provincial Election Commission Office, as follows:

The questionnaire created by the researcher to study the democratic political culture of personnel in the Surin Provincial Election Commission Office is divided into three sections, consisting of:

1) Section 1: General information on personnel in the office, five items: gender, age, education level, occupation, average monthly income, and a checklist.

2) Section 2: A questionnaire on opinions to find the democratic political culture of personnel in the Surin Provincial Election Commission Office. The questionnaire is in the form of a 5-level rating scale, consisting of the most, most, moderate, less, and least, according to the Likert scale, with 20 items.



3) Section 3 : Suggestions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. Which is a rating scale with scoring criteria.

#### 4. Data collection method

In this research, the researcher collected data from the questionnaires according to the following steps:

4.1 Prepare a letter requesting permission to collect data from students in the Political Science program, Faculty of Humanities and Social Sciences, Surin Rajabhat University, to ask permission from Niyom Petchkomol, Director of the Surin Provincial Election Commission Office, will request permission from personnel in the Surin Provincial Election Commission Office to answer the questionnaires.

4.2 Prepare a questionnaire sufficient for the number of samples to be collected. Then, submit the questionnaires and the letter requesting permission to collect data to request permission to collect data, along with explaining the details of the political science thesis study and the procedures for using the questionnaires to collect data to the required amount.

4.3 Take the questionnaires to collect data from the sample group by collecting the questionnaires by yourself.

4.4 For data collection, the researcher has the respondents return all the questionnaires and check their accuracy and completeness. If it is incomplete, remove the questionnaire and collect new data until it is complete. Then, the data will be analyzed according to the research methodology chosen.

#### 5. Data analysis

In analyzing research data, the results collected from the questionnaires were recorded in a computer to calculate the selected statistical values for data analysis using a ready-made statistical program for social science research. The researcher followed the following steps:

5.1 Return the questionnaires to check their completeness.

5.2 Record the data results into the computer to calculate the selected statistical values for data analysis using a ready-made statistical program for social science research to find statistical values.

5.3 Present the results of data analysis in a table.

#### 6. Statistics used in data analysis

The researcher analyzed the data using a statistical program for social science research, presented the data, and used statistical values to analyze the data.

### 5.2 Qualitative Research

The research on the democratic political culture of personnel in the Election Commission Office of Surin Province in the qualitative research section has the following steps:

1. Study documents and research related to the concept and theory of democratic political culture and ask for advice from the research advisor. Then, all data will be integrated to create an interview form that covers the content according to the scope of the research.

2. After expressing various opinions on democratic political culture, the researcher used it as a framework to create an interview tool on the issue of democratic political culture and suggestions for the democratic political culture of personnel in the Election Commission Office of Surin Province.

3. The informants in the second step were the sample group from the in-depth interview. The sample group consisted of 10 people, consisting of:

3.1 Personnel in the Administrative Group: four people

3.2 Personnel in the Election Management and Participation Group: three people

3.3 Personnel in the Investigation and Political Participation Group: three people

4. The research instrument used a structured interview, in which the issues used in the interview were obtained from a literature review related to quantitative data, which were issues with the lowest average in the ranking. It is an interesting and useful issue for studying the democratic political culture of personnel in the Election Commission Office of Surin Province. The researcher used the data to set the questions and then presented them to the research advisor to adjust before collecting the data.

5. Data collection: The researcher conducted the interview and collected the data himself. The interview took different amounts of time depending on the time and how convenient the informant was to provide the data.

6. The researcher will check and confirm the data obtained from the interview because the reliability of qualitative research depends on the researcher and the data used for analysis (Chantavanich, 2016). Therefore, the researcher emphasized checking the data using the triangulation method, which is different people, places, and times, by controlling the quality of data recording by taking detailed notes immediately after the interview.

7. Data analysis the qualitative data was analyzed for content (Content Analysis) to categorize the content. Then, it was synthesized into common or main issues and the content was explained. Then, the study results were presented to the research advisor after the results were discussed, and the data was added to complete the study.

## 6. Results

Democratic Political Culture of Personnel in the Office of the Election Commission of Surin Province The researcher can summarize the research results according to the objectives as follows:

### 1. General status of the respondents

The personal status of the sample group that responded to the questionnaire was predominantly female, 16 people, or 64 per cent. They were between 41 and 50, 10 people, or 40 percent. Their education level was a bachelor's degree, 16 people, or 64 percent. They were civil servants/government officials, 22 people, or 88 percent. Their average monthly income was more than 30,001 baht, 16 people, or 64 percent.

### 2. Results of the analysis of personnel's opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office

**Table 2.** Mean and standard deviation of personnel's opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office.

Democratic political culture	$\mu$	$\sigma$	Meaning	No.
In terms of belief in democratic principles of governance	4.86	0.160	Very High	1
In terms of respect for the rules of democratic governance	3.86	0.381	High	4
In terms of participation in political and administrative activities	4.30	0.526	High	2
In terms of expressing opinions with reason	4.20	0.493	High	3
Total	4.31	0.291	High	

From Table 2., it was found that personnel's view on the democratic political culture of personnel in the Surin Provincial Election Commission Office, overall, had a high average value. When considering each aspect, it was found that the level of personnel's view on democratic political culture of personnel in the Surin Provincial Election Commission Office, in terms of belief in democratic governance, was the highest level, with the highest average value. Next was participation in political and governance activities, with a high average value. The aspect of expressing opinions with reason had an average value of a high level. Finally, respect for the rules of democratic governance had an average value of a high level.

### 3. Summary of the overall results of the comparison of the level of opinions of personnel according to the potential of democratic political culture in 4 areas

**Table 3.** Summary of the overall results of the comparison of the level of opinions of personnel in the Surin Provincial Election Commission Office.

Hypothesis	Independent variable	Test Value	Sig.	Result	
				Accept	Reject
1	Gender	t - test	0.068	-	√
2	Age	F - test	0.643	-	√
3	Education level	F - test	0.295	-	√
4	Occupation	F - test	0.318	-	√
5	Average monthly income	F - test	0.964	-	√

From the comprehensive analysis in Table 3., it can be concluded that:

1. Personnel with different genders have no difference in overall opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. This unequivocally rejects the hypothesis.

2. Personnel with different ages have no difference in overall opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. Therefore, the hypothesis is rejected.

3. Personnel with different education levels have no difference in overall opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. Therefore, the hypothesis is rejected.

4. Personnel with different occupations have no difference in overall opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. Therefore, the hypothesis is rejected.

5. Personnel with different average monthly incomes have no difference in overall opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. This finding suggests that income may not be a significant factor in shaping political opinions, but further research is needed to confirm this. Therefore, the hypothesis is rejected.

## 7. Conclusion

The results of the research can be discussed as follows:

1. Regarding confidence in democratic governance principles, the average value was at the highest level. When considering each item, it was found that the level of personnel's opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office, in terms of confidence in democratic governance principles, was at the highest level in all items. This is because personnel in the Surin Provincial Election Commission Office have a deep understanding and high responsibility in carrying out work related to political processes and elections, which is a good sign in building confidence in the democratic system and development at the local level. This study helps to enhance understanding of political participation and respect for essential rules in maintaining democratic principles in organizations and society, consistent with Boonrueang et al. (2021) studied the development of people's political awareness in a democratic regime that affects the general election. The study found that people had the highest opinions on political awareness factors.

2. In terms of respect for the rules of democratic governance, the average value was at a high level. When considering each item, it was found that the level of personnel's opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office's Respect for the rules of democratic governance is at the highest, high, and low levels, respectively, in order of average values from highest to lowest. This is because most personnel in the Surin Provincial Election Commission have a good perception of the importance of implementing laws and regulations that are transparent and fair in elections. Respect for the rights of the people and the importance of public participation in elections are essential factors in maintaining confidence in the democratic system. Although adherence to the rules is at a high level, there are still areas that may need to be developed and improved, such as a deeper understanding of following the rules in every situation for respect for the rules in the democratic political process to be more complete in all dimensions, which



is consistent with the research of Whangsuk (2016) who studied the democratic political culture of teachers in Ban Dong Man, Tambon Khokho, Mueang District, Surin Province. The results of the study found that the democratic political culture of teachers in Ban Dong Man, Tambon Khokho, Mueang District, Surin Province, was at a high level overall.

3. Participation in political and administrative activities Overall, the average value was at a high level. When considering each item, it was found that the level of personnel's opinions on the democratic political culture of personnel in the Surin Provincial Election Commission in terms of participation in political and administrative activities was at the highest and high levels, respectively, in order of average values from highest to lowest, respectively. Because personnel in the Surin Provincial Election Commission Office have given importance to participation in the election process and governance, they have played a role in organizing and conducting various activities to promote the democratic process and high-level public participation, which is consistent with the research of Chaityasit (2023) who studied the political attitudes in the democratic regime with the King as Head of State of the Army Non-Commissioned Officer School students. The study's results found that the overall political attitudes in the democratic regime with the King as Head of State of the Army Non-Commissioned Officer School students were at a high level.

4. Regarding expressing opinions with reason, the overall average was at a high level. When considering each item, it was found that the level of personnel's opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office in terms of expressing opinions with reason was at the highest level and a high level, ranked in order of average value from highest to lowest, respectively because personnel in the Surin Provincial Election Commission Office tend to use profound and systematic reasoning in expressing their opinions and tend to express their understanding of the complex political process, including being able to explain clearly and provide examples that are linked to reliable data or reasoning. Personnel tend to be able to carefully analyze the pros and cons of political actions under the democratic framework. This is consistent with the research of Purimart (2020). He studied the political dynamics of local politicians in a democratic regime. The study results found that the political dynamics of local politicians in a democratic regime were at a high level overall.

## 8. Discussion

Discussion of the results of comparing the democratic political culture of personnel in the Surin Provincial Election Commission Office, classified by personal status: gender, age, education level, occupation, and average monthly income.

Hypothesis 1: Personnel of different genders have different opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office, classified by personal factors. The study found that personnel of different genders have different opinions on the democratic political culture of personnel in the Surin Provincial Election Commission Office. Therefore, the hypothesis is rejected. This is because personnel in the Surin Provincial Election Commission Office, regardless of gender, receive the same training and education about elections and democratic systems in political operations. It focuses on promoting professionalism and equal collaboration. Personnel in the office play a role in supporting the election process and promoting democracy equally. Having a gender-neutral perspective makes personnel's opinions on democracy similar, consistent with Nokyai (2015). He studied the democratic political culture of personnel at Kanchanabhisek College of Medical Technology and Public Health. The comparison results found that personnel of Kanchanabhisek College of Medical Technology and Public Health of different genders. There is no difference in democratic political culture.

Hypothesis 2: Personnel of different ages have different opinions on the democratic political culture of personnel in the Surin Provincial Election Commission. The study found that personnel of different ages have different views on the democratic political culture of personnel in the Surin Provincial Election Commission. Therefore, the hypothesis is rejected. This is because most personnel in the Surin Provincial Election Commission believe in democracy and transparent elections, which are shared ideologies in the organization. However, it is something that all personnel working in this organization should understand and realize, and that all ages play an essential role in working together to strengthen a transparent and fair election process. All personnel, whether old or new, have a role

in supporting the democratic process, which makes their opinions on this matter not different according to their age. This is consistent with the research of Sritho et al. (2023). He studied the model of promoting participatory political culture in a democratic regime for the people of Nonthaburi Province. The comparison results found that people in Nonthaburi Province with different ages have different opinions on the model of promoting participatory political culture in a democratic regime, which is not in accordance with the hypothesis.

Hypothesis 3: Personnel with different levels of education have different opinions on the democratic political culture of personnel in the Surin Provincial Election Commission, classified by personal factors. The study found that personnel with different education levels There is no difference in the level of personnel's opinions on the democratic political culture of the personnel in the Surin Provincial Election Commission Office. Therefore, the hypothesis is rejected. This is because all Surin Provincial Election Commission Office personnel play an essential role in promoting and developing a transparent and fair election system. Working in this way allows everyone to focus on performing common missions, regardless of their education level. These values are often promoted so that all personnel have similar understandings and opinions, regardless of their education level. This is consistent with the research of Chaityasit (2023). He studied the political attitudes in a democratic regime with the King as Head of State of the Army Non-Commissioned Officer School students. The comparison results found that the sample groups with different education levels had no difference in political attitudes in a democratic regime with the King as Head of State of the Army Non-Commissioned Officer School students. It is concluded that the hypothesis is not consistent with the hypothesis.

Hypothesis 4: Personnel with different occupations have different opinions on the democratic political culture of the personnel in the Surin Provincial Election Commission Office. The study found that personnel with different occupations had different views on the democratic political culture of the personnel in the Surin Provincial Election Commission Office. They had no difference in opinions on democratic political culture. Therefore, the hypothesis is rejected. This is because The personnel of the Surin Provincial Election Commission Office generally receive training and education on the election system and democracy in an equal manner. This training aims to create a common understanding of the election process, respect for the rights of the people, and promotion of democracy, which makes the personnel's opinions on this issue similar. In particular, those who work on the election process tend to have an ideology that focuses on democratic governance, respect for the rights and freedoms of the people, and transparent elections, which are values that all personnel in the organization should have, which makes the opinions on this issue not different. This is consistent with the research of Rassamidit (2015), who studied the political culture of voters.

## 9. Recommendation

Research on the democratic political culture of personnel in the Surin Provincial Election Commission Office. The researcher would like to present recommendations on essential issues for the democratic political culture of personnel in the Surin Provincial Election Commission Office to achieve further results, as follows:

### 1. Recommendations for applying the research results

The research results on the democratic political culture of personnel in the Surin Provincial Election Commission Office. The researcher would like to present recommendations on essential issues that benefit the democratic political culture of personnel in the Surin Provincial Election Commission Office. It will also be a guideline for the office to improve and develop the democratic political culture of personnel in the office, as follows:

1.1 In terms of belief in democratic principles, this means providing knowledge about democratic principles from the compulsory education level, such as teaching the history of democracy and methods of political institutions, which will help people understand the benefits of democracy and the importance of participating in politics.

1.2 In terms of respect for the rules of democratic governance, this means teaching and disseminating knowledge about the rules of democratic governance from the compulsory education level, especially in terms of respect for the law and rules of the political process, organizing seminars,

Or a forum that allows people to learn about democratic governance and respect for the rules, such as giving people the opportunity to talk to politicians.

1.3 participation in political and administrative activities includes organizing activities or learning programs for people in various areas, such as the election process, policy proposals, and political decision-making so that people can participate effectively. It also encourages people to participate in decision-making about community development and local administration, such as establishing community committees or supporting community meetings to decide on issues related to the community jointly.

1.4 In terms of expressing opinions with reason, this includes promoting constructive expression of opinions without using words with negative connotations or damaging others but emphasizing expressions that benefit development. Responding emotionally or irrationally should be avoided, and responses should be based on information and reasonable principles to create valuable conversations.

## 2. Recommendations for future research

2.1 Factors affecting the democratic political culture of personnel in the Surin Provincial Election Commission Office should be studied.

2.2 Problems and obstacles in the democratic political culture of personnel in the Surin Provincial Election Commission Office should be studied to see what problems and obstacles there are.

2.3 The views of administrators should be studied. And personnel in Election Commission Office towards the democratic political culture of personnel in the Election Commission Office of Surin Province

2.4 The motivation in the democratic political culture of personnel in the Election Commission Office of Surin Province should be studied.

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