



และเพื่อนร่วมงาน ด้านตำแหน่งงาน ด้านความสำเร็จในการทำงาน ด้านความรับผิดชอบ ด้าน  
ลักษณะของงาน ด้านการได้รับการยอมรับนับถือ ด้านนโยบายการบริหารงานขององค์กร และ  
ด้านความก้าวหน้า



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<b>Independent Study Title</b>	Job Satisfaction of Employees at Millcon Steel Public Company Limited
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### ABSTRACT

The purpose of this study was to study employee satisfaction towards working motivation factors at Millcon Steel Public Company Limited by studying from the population group of 460 people. The questionnaire was used in this study. This study was based on Herzberg's Two-Factor theory. The data had been analyzed by statistics namely frequency, percentage and mean.

The results of the study were as follows. Most employees were male, 26-35 years old, with Bachelor's degree, single, with salary between 10,001 – 20,000 Bath. Their working period was between 1 – 2 years. There were monthly employees. And most worked at the steel bar plant (Rayong).

From the study of employee motivation, it was found that employees were satisfied with motivation factors at the medium level namely relationship with supervisors and peers, supervision, job security, achievement, status, work itself, responsibility, salary & benefits, recognition, company policies and administration, working condition and advancement.

The employees ranked the importance of motivation factors at the medium level namely salary & benefits, supervision, working condition, job security, relationship with supervisors and peers, status, achievement, responsibility, work itself, recognition, company policies and administration, and advancement.