



ของความผูกพันที่มีผลต่อความผูกพันต่อองค์กรอย่างมีนัยสำคัญ ได้แก่ องค์ประกอบด้านภาวะผู้นำ  
และด้านการพัฒนาทรัพยากรมนุษย์



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<b>Independent Study Title</b>	Employee Engagement of Manufacturing Staff Towards Index Interfurn Company Limited, Ekachai Branch
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## **ABSTRACT**

This independent study aimed to study the factors that affected employee engagement and study the level of employee engagement of manufacturing staff at Index Interfurn Company Limited, Ekachai Branch. The population of the study consisted of 287 Thai manufacturing staff from 4 departments which were wood furniture manufacturing, wood furniture manufacturing (made to order), sofa manufacturing and bed manufacturing. The data was collected from self-administrative questionnaire, then analyzed by using descriptive statistics i.e. frequency, percentage and mean, as well as inferential statistics i.e. cross-tabulation and linear regression.

The results of study showed that most of the employees were male, between 32 – 45 years old, graduated with grade 6 or lower. Most of them had been working at this company for 2 – 3 years as wood furniture manufacturing staff, with daily wage between 316 – 330 baht. The level of employee engagement of manufacturing staff towards Index Interfurn Company Limited, Ekachai Branch was at the “Engaged” level. The manufacturing staff was engaged in high level with every elements of engagement. Ranked highest was human resource development, followed by company and leadership at the equal level, and the last factor was job. The overall employee engagement was at the high level. The factors that effected employee engagement significantly were leadership and human resource development.