

Independent Study Title	Factor Affecting Employee Motivation Towards Working at Actone Limited Partnership 1994 Nakhonpathom Province
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ABSTRACT

The objective of this independent study was to study work motivation factors of employees at Actone Limited Partnership 1994, Nakhonpathom Province. The theory used was Frederick Herzberg's 2 kinds of factors: motivation factors and hygiene factors. The data was collected from questionnaire distributed to 190 employees of Actone Limited Partnership 1994 in Nakhonpathom Province. The data was then analyzed using descriptive statistics and presented through frequency, percentage, and mean.

The results of the study showed that most of the questionnaire respondents were single male, 26-30 years old, with Bachelor's degree. Their income was 8,001-12,000 baht per month. In terms of work periods, the numbers of those who had been working for less than one year and 1-3 years were equal. Most were monthly-paid operational staff or officers. Most respondents had changed work before with unsatisfactory salary, unjust performance evaluation and unclear job description listed as the most reasons.

The opinions for factors affecting work motivation were ranked at the medium level. For the 2 kinds of factors, the respondents ranked motivation factors at the high level in the following order: responsibility, interesting work, and success. They ranked hygiene factors at the medium levels in the following order: the relationship between supervisor and co-workers, work position, and governance.