

Independent Study Title	Motivation to Work of Employees at Kendall-Gammatron Company Limited
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ABSTRACT

This independent study aimed to study the motivation to work of employees at Kendall-Gemmatron Limited. The samples were 217 daily employees working at Kendall-Gemmatron Limited. Questionnaire was used as the tool for collecting data. The data was analyzed using descriptive statistics which were frequency, percentage, mean, T-test, and analysis of variance: ANOVA.

The results of the study showed that most responders were female, 18 – 30 years old, single, with secondary school (*mathayom* 1 – *mathayom* 3) education. Their salary was 7,000 – 10,000 baht. Their job period was less than 1 year. The responders gave the importance level to overall motivation. The highest level was for achievement, followed by nature of work, responsibility, advancement, and recognition, respectively. For supporting factors, the responders gave the importance level overall. The highest level was for salary and benefits, followed by relationship with supervisor and colleagues; work environment; control or supervision; and the company's policy; respectively. The analysis of work motivation based on personal factors showed that employees with different age and job period had different motivation to work.