

Thesis Title : The Motivation in Work Performance of Employees in Wichianburi Municipality, Phetchabun Province

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ABSTRACT

The objects of this research were : 1) to study the motivation in performance of employees of Muang Wichianburi Municipality, Phetchaboon Province, 2) to study the factors related to the motivation in performance of employees of Muang Wichianburi Municipality, Phetchaboon Province and 3) to study the problems, obstacles and suggestions to develop the motivation in performance of employees of Muang Wichianburi Municipality, Phetchaboon Province.

This study was carried on through the Mixed Method Research consisting of quantitative, survey and qualitative research. The sampling group used in this study was mentioned as 142 employees of Muang Wichianburi Municipality, Phetchaboon Province which were selected from the population of 220 altogether by using Taro Yamane's formula. Questionnaire was used as a research tool to collect the data which had the value of reliability of 0.948. The statistics used in this study were frequency, percentage, mean, standard deviation and chi – square testing the hypothesis to find out the relationship between the individual's factors and the motivation in performance. Open and end questionnaire presented in the form of description with tables by scoring the frequency of the persons who answered the questionnaire. For qualitative research, the In-Depth Interview with 9 key informants was selected to use in this study and analyzed the data by using content analysis technique.

The results revealed as the following:

1. The level of the motivation in performance of employees of Muang Wichianburi Municipality, Phetchaboon Province, it appeared in average at the middle level ($X = 3.08$). When considered into each item ranging from high to low of the means, it showed respectively as : Relationship with the Chief ($X=3.39$), Responsibility ($X=3.14$),

Respectable acceptance ($X=3.13$), Job's characters ($X=3.08$), Progress in job's position ($X=3.04$), Achievement in performance ($X=3.02$), Salary promotion ($X=2.37$) and Progress in professional skills in the future ($X=2.37$).

2. The result of studying the factors related to the motivation in performance of employees of Muang Wichianburi Municipality, Phetchaboon Province, it was found that the individual's factors as sexes, ages, educational levels, incomes and positions had relations with the motivation in performance of government offices and Wichianburi Municipal Employees Phetchabun Province significantly at 0.05 level, so the hypothesis was accepted.

3. The problems, obstacles and suggestions concerning the motivation in performance of employees of Muang Wichianburi Municipality, Phetchaboon Province, it disclosed that the problems and obstacles were some personnel had no opportunity to present his knowledge, ability and experience into his jobs in duty or even special ones he was assigned to do and could not finish them on time, some chief was not satisfied with the results of the personnels's performance, some personnel was not satisfied with the assigned jobs did not allow to take part in the participation towards the achievement of the organization, the jobs in duty and the assigned jobs were not fit to the right personnel, there were several employees while there was less salary promotion, there were not many scholarships to continue the education in professional skills for employees and many employees did not dare to find time talk to the chiefs. For the suggestions, it found that the personnels should be promoted in higher positions according to their abilities appeared from the results of their jobs property, the personnels should be suggested about the jobs they were doing in order to increase more experiences and skills in their performances, including they should be paid more attention to their feelings of being parts of the participation which made some progress to the organization, just considering into the results of the jobs as the first stage, not for the favor of the chiefs. The plan for human resources should be aimed to develop the personnels' competency in higher levels and created happiness for all by focusing on behavioral performances with worthiness and pride to be government staffs and permanent employees, the personnels should be enhanced to perform their jobs together with learning the jobs in duty with responsibilities by fixing the guidelines to behave themselves to do the worthwhile jobs and aimed to the achievement in performances.