

Apichaya Theanvorakit 2007: Factors Affecting Fringe Benefit Needs of Rajamangala University of Technology Officers and Employees in Bangkok. Master of Business Administration, Major Field: Business Administration, Interdisciplinary Graduate Program. Thesis Advisor: Associate Professor Preeyanuch Apibunyopas, Ph.D. 174 pages.

The objectives of this research were to study fringe benefits that Rajamangala University of Technology officers and employees in Bangkok received, to study fringe benefit needs and to study factors affecting fringe benefit needs of Rajamangala University of Technology officers and employees in Bangkok. The populations in this research were 129 Rajamangala University of Technology officers and employees in Bangkok. Questionnaires were used as a tool for data collection. They were analyzed by using statistical software. Statistics included in this research are frequency distribution, percentage, arithmetic mean, standard deviation and coefficient of variation.

The study results indicated that Rajamangala University of Technology officers and employees in Bangkok received fringe benefits in the average at low level both fringe benefits that provided by government and the university. They need on the average high fringe benefit level. They need health care service, recreation, building up experience, and other at a high level. However, they need economical benefit at a moderate level. Gender, age, education, marital status, domicile, number of departments, work duration, work status, operational section, leverage, and monthly salary of Rajamangala University of Technology officers and employees in Bangkok affect different needs in health care service, economical, recreation, building up experience, and other benefits. Moreover, employees with different gender had no affect on different needs.

Apichaya Theanvorakit

Student's signature

Papibunyopas

Thesis Advisor's signature

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