

Thanate Laungviriyasang 2007: Factors Affecting Work Motivation of Employees at an Offshore Construction Engineering Company. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Mr. Thawan Nieamsup, Ph.D. 133 pages.

The objectives of this research were 1) to study work motivation of employees at an offshore construction engineering company 2) to study the personality, perception of organizational climate and perception of justice in organization of employees at an offshore construction engineering company 3) to study factors affecting work motivation of employees at an offshore construction engineering company. Samples were 127 employees of the offshore construction engineering company in Bangkok. The research tools for collecting data were questionnaire and the Myer-Briggs Type Indicator. The statistical method used for analyzing were percentage, mean, standard deviation and stepwise multiple regression analysis.

The results of this research indicated that 1) The employees at an offshore construction engineering company had good level of overall work motivation, good level of overall perception of organizational climate, moderate level of overall perception of justice in organization and approximately one-third of employees at an offshore construction engineering company had personality traits that could defined as Introversive , Intuition, Thinking and Judgment (INTJ). 2) Perception of organizational climate of commitment dimension and responsibility dimension; judgment personality; and gender had a power to predict the overall work motivation of employees about 31.5 percent at .001 level of significance. The best variable that could predict overall work motivation was perception of organizational climate of commitment dimension. 3) Perception of organizational climate of commitment dimension, recognition dimension, and responsibility dimension; perception of justice in organization in process dimension; and sensing and judgment personality could predict achievement motivation of employees about 44 percent at .001 level of significance. The best variable that could predict achievement motivation was perception of organizational climate of commitment dimension. 4) Perception of justice in organization in process dimension; perception of organizational climate of responsibility dimension; and gender could predict affiliation motivation of employees about 22.3 percent at .001 level of significance. The best variable that could predict affiliation motivation was perception of justice in organization in process dimension. 5) Perception of organizational climate of commitment dimension; and judgment personality could predict power motivation of employees about 10.2 percent at .001 level of significance. The best variable that could predict power motivation was perception of organizational climate of commitment dimension.

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Thesis Advisor's signature