

Three hundred and fifty eight operation shift workers who worked in the Textile Industry in Ormnoi area, Samutsakorn province were administered questionnaires which consisted of fatigue questionnaire, social estrangement questionnaire and performance evaluation questionnaire. Including, the absenteeism records of factories were used in the research. The descriptive statistic, Pearson product moment coefficient correlation, hierarchical multiple regression, and one – way ANOVA were employed to analyze the data.

Five hypotheses were tested and the result were as follows:

1. Shift workers who work in different shifts have difference in fatigue, social estrangement and absenteeism at 0.05 level of significance.
2. Fatigue, social estrangement and absenteeism was positively related at 0.01 level of significance.
3. Fatigue, social estrangement and absenteeism was negatively related to work performance at 0.05 level of significance.
4. The interaction effects of fatigue, social estrangement and absenteeism were not significantly found, hence, no prediction of work performance.
5. The morning shift workers had shown better work performance than the workers who work in the afternoon shift and the night shift at .001 level of significance.