

| | |
|----------------------------------|---|
| Special Research Studies Title | The Study of Satisfaction of Personnels in Thai Construction Industry |
| Special Research Studies Credits | 6 |
| Candidate | Mr. Pongsawad Wichaidit |
| Supervisor | Dr. Suthi Pasiphol |
| Degree of Study | Master of Engineering |
| Department | Civil Engineering |
| Academic Year | 2001 |

Abstract

It is necessary for an organization to motivate employees to increase construction productivity. The level of motivation depends on responsive capability to employees' need and the employee's satisfaction

This research is the study of working satisfaction in the construction industry for 3 main positions which are workers, superintendents and engineers. The objective is to test factors that effect personnel satisfaction according to following criteria: age, education levels, working experience, marriage status and organization sizes. The experimental tool is questionnaire and the use statistical methods which are Mean (\bar{X}), t-test and F-test.

Research results show that engineers and workers have the medium level of working satisfaction regarding to the motivation factors. It is also found that the revenue and fringe benefit of the three groups are at the least level of working satisfaction. The engineers have different satisfaction levels for different organization sizes. The superintendents have different satisfaction levels due to different organization sizes and education levels. Unlike engineers and superintendents, workers do not have significant differences in those areas. In addition, there are significant differences in the satisfaction levels of the three groups of working positions.