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KEY WORD: WAGE INCENTIVE SCHEMES

NAPAPORN WIPAWIWAT : A DESIGN OF WAGE INCENTIVE SCHEMES IN GARMENT PRODUCTION. THESIS ADVISOR : ASST.PROF. CHUVEJ CHANSA-NGAVEJ, Ph.D., THESIS CO-ADVISOR : PONGSARN APIRATIKIAT, D.Eng. 145 pp. ISBN 974-583-513-7

This thesis presents the results of the design of wage incentive schemes in garment production. One garment factory was selected for this study. The production process and management system of the factory had been studied and all the necessary data on operation process, process rate, wage payment, average of production, average of wage including time study to maintain the standard time were collected and used to design a proper wage incentive schemes to improve productivity of the factory.

By using the design wage incentive schemes in the production process of the garment factory, the following changes were recorded : a) the operation time ready made garment under wage incentive schemes reduced by 26.51 percentage as compared to conventional process, b) the productivity of the ready made garment under wage incentive schemes increased by 34.22 percentage over the conventional process. With the improvement in the operation time and the productivity of ready made garment under the design of wage incentive schemes, the garment factory could increase production efficiency and reduce overall costs such as direct labour costs and overhead costs for unnecessary overtime work.