

ABSTRACT

Thesis Title : Factors Related to Stress of Line Operators in Examination
Gloves Factory: A Case Study of Madeline Product Company
Limited

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The Study of Factors Related to Stress of Line Operators in Examination Gloves Factory: A Case Study of Madeline Product Company Limited. Objectives of this study as follow: 1) To study the stress level of line operators 2) To study the relationship between personal factors, internal factors of organization, external factors of organization; and the stress of line operators 3) To give recommendations for managing stress of line operators. A sample group from simple sampling random are 200 line operators at Production and Quality Control Division in Madeline Product Company Limited. The research instrument is questionnaire consisted of four parts which are 1) Personal Factors. 2) Internal and External Factors of the organization, 3) Stress measurement form, and 4) Recommendations. The data were analyzed by SPSS Version 10, and appropriate statistical techniques, i.e., percentage, mean, standard deviation, T-Test, One-Way ANOVA, Chi-Square Test and Pearson's Correlation.

The result of the study were are as follows:

1. The Majority of Line Operators in Examination Gloves Factory had stress at the average level.
2. Stress of line operators in examination gloves factory with different marital status, economic status (enough income), and work experience was different

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at .05 level of statistical significance, while the differences of gender, age, burden, and economic status of earned income did not cause stress significantly.

3. The internal factors of organization in job content and working environment aspects had negative relationships to stress level of line operators in examination gloves factory at .05 level of statistical significance. In addition, it was found that internal factors of organization in job content aspect were related at .01 level of statistical significance.

4. The external factors of organization in accommodation environment aspect were only the one which had negative relationships to stress level of line operators in examination gloves factory at .05 level of statistical significance.

Recommendations for Madeline Production Company Limited as follows:

1. For job content aspect: Workload should be delegated appropriately to the employees. Delegation should be provided depend upon employees knowledge and skills through development at programs such as mentoring, training, and job rotation in order to reduce stress from repetitive work. In addition, the effective communication system should be conducted, such as, orientation, and supervisors and employees meeting.

2. For work environment aspect: The surrounding environment of the company should be improved. There should be more recreation areas, and more lavatories in the company with better care. The dust and noise of the machines in the factory should be resolved. In addition, facilities and equipments should be provide appropriately to support the work..