

ABSTRACT

This study aimed to identify the causes of employees' job dissatisfaction on the production lines of Maeklong Foods Company, to identify the overall job dissatisfaction and the influences of each component on the turnover problem, and to find out ways to improve employees' job satisfaction.

The subjects of the study were one hundred employees on the production lines at Maeklong Foods Company. In order to collect the data, a questionnaire was used to collect general background of the subjects, and to measure the respondent's job dissatisfaction. The raw data was processed by using excel and SPSS version 10 and the information is illustrated in tables.

The main findings of the study indicated that most of the employees were neither satisfied nor dissatisfied with their job in terms of the working system, the job at Maeklong Foods Company, the leadership, the benefits the company provides to them, the supervisors, and the atmosphere and environment at the workplace. Furthermore, it was obvious that most of them were satisfied with the working hours. However, most of the employees were dissatisfied with the wage rate.

The recommendations based on this study are to investigate the causes of job dissatisfaction of employees in other fields in order to increase the validity of results. Moreover, future researchers should focus on other aspects not included in this study as well, depending on the individual's considerations.