

Abstract

The study on “The Maintenance of Employees of Thonburi Hospital Company Limited (Public Company)” aims at studying factors inducing the Company’s employees with duration of work of 20 years and over and, ways to persuade the employees to remain with the organization. Data for the study are collected from 49 operational employees who have duration of work less than 20 years and 37 operational employees with duration of work 20 years and over by questionnaire and interviews. Statistics applied for the analysis of data are Percentage, Mean, Standard Deviation and T-test.

The study finds that most of operational employees with duration of work less than 20 years are females aged between 20-39 years, single, having domicile in the provinces and educational attainment at higher vocational certificate and up, receiving income less than 10,000 baht per month and work in nursing unit. Most of operational employees with duration of work 20 years and over are also females aged between 41-59 years, married, having domicile in the provinces and educational attainment lower than higher vocational certificate, receiving income from 10,001 baht and over per month and work in the administration unit.

Important factors inducing the employees to remain with the organization are the Company’s reputation, characteristics of work, work responsibility, personnel relationship, policies and principles of administration, while other inducing factors are given moderate importance by the employees.

The study on relationship between personal factors and factors inducing employees to stay finds that in some cases personal factors affect the opinions toward inducing factors. For instance, male employees with difference in age have different opinions on inducing factors relating to organizational characteristics and work characteristics. Similarly employees with duration of work less than 20 years and those with duration of work from 20 years and over with income from 10,001 baht up per month have different opinions on inducing factors relating to organizational characteristics, work characteristics and work environment.

It is also found that inducing factors relating to compensation, welfare, advancement opportunity, working condition and work safety are rated by the employees at moderate level. The study therefore recommends that the Organization should increase various aspects of welfare for the employees, give them full opportunity for career advancement, and provide sufficient materials and equipments to meet the employees'needs.