

ภาคผนวก จ.

ผลการทดสอบสมมติฐานด้วย SPSS Version 13

เพศที่แตกต่างกันไม่ส่งผลต่อการรักษาพนักงานในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Group Statistics

	Sex	N	Mean	Std. Deviation	Std. Error Mean
Retation 1	Male	390	3.64	.730	.037
	Female	14	3.57	.852	.228
Retation 2	Male	390	3.27	.920	.047
	Female	14	3.21	.802	.214
Retation 3	Male	390	3.51	.810	.041
	Female	14	3.64	.633	.169
Retation 4	Male	390	4.11	.630	.032
	Female	14	4.14	.663	.177
Retation 5	Male	390	4.01	.684	.035
	Female	14	4.29	.611	.163
Retation 6	Male	390	4.06	.682	.035
	Female	14	4.29	.469	.125
Retation 7	Male	390	3.63	.859	.044
	Female	14	3.71	.825	.221
Retation 8	Male	390	3.63	.829	.042
	Female	14	3.93	.616	.165
Retation 9	Male	390	3.21	1.076	.054
	Female	14	3.64	.929	.248
Retation 10	Male	390	3.23	1.034	.052
	Female	14	3.29	1.069	.286
Retation 11	Male	390	3.76	.869	.044
	Female	14	3.71	.914	.244
Retation 12	Male	390	3.67	.699	.035
	Female	14	3.86	.363	.097
Retation 13	Male	390	3.89	.725	.037
	Female	14	3.93	.475	.127
Retation 14	Male	390	3.66	.828	.042
	Female	14	3.64	.633	.169
Retation 15	Male	390	3.75	.874	.044
	Female	14	3.29	.726	.194
Retation 16	Male	390	3.91	.762	.039
	Female	14	3.93	.475	.127
Retation 17	Male	390	3.71	.826	.042
	Female	14	3.00	.877	.234
Retation 18	Male	390	3.80	.884	.045
	Female	14	3.79	.802	.214
Ret_Sum	Male	390	3.6837	.52359	.02651
	Female	14	3.7101	.22306	.05961

อายุที่แตกต่างกันไม่ส่งผลต่อการรักษาพนักงานในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Retation 1	18-27	133	3.69	.709	.061	3.57	3.81	1	5
	28-37	216	3.63	.754	.051	3.53	3.73	1	5
	38-47	45	3.56	.755	.113	3.33	3.78	2	5
	48-57	8	3.63	.518	.183	3.19	4.06	3	4
	58 Up	2	3.50	.707	.500	-2.85	9.85	3	4
	Total	404	3.64	.734	.037	3.57	3.71	1	5
Retation 2	18-27	133	3.18	.911	.079	3.02	3.34	1	5
	28-37	216	3.29	.911	.062	3.17	3.41	1	5
	38-47	45	3.36	.981	.146	3.06	3.65	1	5
	48-57	8	3.50	.756	.267	2.87	4.13	2	4
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.27	.915	.046	3.18	3.36	1	5
Retation 3	18-27	133	3.46	.812	.070	3.32	3.60	1	5
	28-37	216	3.49	.807	.055	3.38	3.60	1	5
	38-47	45	3.69	.793	.118	3.45	3.93	2	5
	48-57	8	3.63	.518	.183	3.19	4.06	3	4
	58 Up	2	4.50	.707	.500	-1.85	10.85	4	5
	Total	404	3.51	.805	.040	3.43	3.59	1	5
Retation 4	18-27	133	4.05	.700	.061	3.93	4.17	1	5
	28-37	216	4.13	.596	.041	4.05	4.21	2	5
	38-47	45	4.22	.599	.089	4.04	4.40	3	5
	48-57	8	4.00	.535	.189	3.55	4.45	3	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	4.11	.630	.031	4.05	4.17	1	5
Retation 5	18-27	133	3.95	.727	.063	3.83	4.08	1	5
	28-37	216	4.05	.677	.046	3.96	4.14	1	5
	38-47	45	4.00	.640	.095	3.81	4.19	3	5
	48-57	8	4.13	.354	.125	3.83	4.42	4	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	4.01	.683	.034	3.95	4.08	1	5
Retation 6	18-27	133	4.08	.616	.053	3.98	4.19	2	5
	28-37	216	4.07	.698	.048	3.98	4.17	1	5
	38-47	45	3.96	.796	.119	3.72	4.19	1	5
	48-57	8	4.13	.354	.125	3.83	4.42	4	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	4.06	.676	.034	4.00	4.13	1	5
Retation 7	18-27	133	3.63	.793	.069	3.50	3.77	1	5
	28-37	216	3.59	.925	.063	3.47	3.72	1	5
	38-47	45	3.78	.735	.110	3.56	4.00	2	5
	48-57	8	3.75	.707	.250	3.16	4.34	2	4
	58 Up	2	3.50	.707	.500	-2.85	9.85	3	4
	Total	404	3.63	.857	.043	3.54	3.71	1	5
Retation 8	18-27	133	3.58	.761	.066	3.45	3.71	2	5
	28-37	216	3.68	.855	.058	3.56	3.79	1	5
	38-47	45	3.60	.915	.136	3.33	3.87	1	5
	48-57	8	3.75	.463	.164	3.36	4.14	3	4
	58 Up	2	3.50	.707	.500	-2.85	9.85	3	4
	Total	404	3.64	.824	.041	3.56	3.72	1	5
Retation 9	18-27	133	2.97	1.022	.089	2.79	3.15	1	5
	28-37	216	3.30	1.103	.075	3.15	3.45	1	5
	38-47	45	3.42	1.011	.151	3.12	3.73	1	5
	48-57	8	4.00	.535	.189	3.55	4.45	3	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.22	1.073	.053	3.12	3.33	1	5

Retation 10	10-27	133	3.09	1.002	.092	2.91	3.27	1	5
	28-37	216	3.24	1.047	.071	3.10	3.38	1	5
	38-47	45	3.51	.843	.126	3.26	3.76	1	5
	48-57	8	3.50	1.069	.378	2.61	4.39	2	5
	58 Up	2	3.50	.707	.500	-2.85	9.85	3	4
	Total	404	3.23	1.034	.051	3.13	3.33	1	5
Retation 11	18-27	133	3.64	.847	.073	3.49	3.78	1	5
	28-37	216	3.79	.893	.061	3.67	3.91	1	5
	38-47	45	3.89	.832	.124	3.64	4.14	1	5
	48-57	8	3.88	.835	.295	3.18	4.57	2	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.75	.870	.043	3.67	3.84	1	5
Retation 12	18-27	133	3.64	.678	.059	3.52	3.76	2	5
	28-37	216	3.67	.682	.046	3.58	3.76	1	5
	38-47	45	3.02	.006	.120	3.50	4.06	1	5
	48-57	8	3.75	.463	.164	3.36	4.14	3	4
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.68	.691	.034	3.61	3.75	1	5
Retation 13	18-27	133	3.88	.749	.065	3.75	4.01	1	5
	28-37	216	3.89	.720	.049	3.79	3.99	2	5
	38-47	45	3.93	.654	.097	3.74	4.13	2	5
	48-57	8	4.00	.535	.189	3.55	4.45	3	5
	58 Up	2	3.50	.707	.500	-2.85	9.85	3	4
	Total	404	3.89	.717	.036	3.82	3.96	1	5
Retation 14	18-27	133	3.77	.815	.071	3.63	3.91	1	5
	28-37	216	3.62	.833	.057	3.50	3.73	1	5
	38-47	45	3.56	.813	.121	3.31	3.80	1	5
	48-57	8	4.00	.535	.189	3.55	4.45	3	5
	58 Up	2	3.00	.000	.000	3.00	3.00	3	3
	Total	404	3.66	.822	.041	3.58	3.74	1	5
Retation 15	18-27	133	3.73	.889	.077	3.58	3.88	1	5
	28-37	216	3.71	.869	.059	3.60	3.83	1	5
	38-47	45	3.84	.852	.127	3.59	4.10	2	5
	48-57	8	3.63	1.061	.375	2.74	4.51	2	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.73	.873	.043	3.65	3.82	1	5
Retation 16	18-27	133	3.97	.748	.065	3.84	4.10	1	5
	28-37	216	3.85	.787	.054	3.75	3.96	1	5
	38-47	45	4.00	.674	.101	3.80	4.20	2	5
	48-57	8	4.00	.000	.000	4.00	4.00	4	4
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.91	.753	.037	3.84	3.98	1	5
Retation 17	18-27	133	3.73	.854	.074	3.58	3.88	1	5
	28-37	216	3.67	.834	.057	3.56	3.78	1	5
	38-47	45	3.62	.834	.124	3.37	3.87	2	5
	48-57	8	3.50	.756	.267	2.87	4.13	2	4
	58 Up	2	3.50	.707	.500	-2.85	9.85	3	4
	Total	404	3.68	.836	.042	3.60	3.76	1	5
Retation 18	18-27	133	3.71	.968	.084	3.54	3.87	1	5
	28-37	216	3.88	.854	.058	3.77	3.99	1	5
	38-47	45	3.71	.757	.113	3.48	3.94	2	5
	48-57	8	3.75	.707	.250	3.16	4.34	3	5
	58 Up	2	4.00	.000	.000	4.00	4.00	4	4
	Total	404	3.80	.880	.044	3.72	3.89	1	5
Ret_Sum	18-27	133	3.6497	.50101	.04344	3.5638	3.7356	1.41	4.47
	28-37	216	3.6868	.52948	.03603	3.6158	3.7578	1.71	5.00
	38-47	45	3.7503	.53666	.08000	3.5891	3.9116	2.24	4.82
	48-57	8	3.8088	.29953	.10590	3.5584	4.0592	3.35	4.35
	58 Up	2	3.7941	.29116	.20588	1.1781	6.4101	3.59	4.00
	Total	404	3.6846	.51599	.02567	3.6342	3.7351	1.41	5.00

สถานภาพสมรสที่แตกต่างกัน ไม่ส่งผลต่อระดับการรักษานักงานในอุตสาหกรรมการพิมพ์และ
บรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Retation 1	Single	172	3.64	.724	.055	3.53	3.75	1	5
	Married	217	3.65	.744	.051	3.55	3.74	1	5
	Divorce	15	3.60	.737	.190	3.19	4.01	2	5
	Total	404	3.64	.734	.037	3.57	3.71	1	5
Retation 2	Single	172	3.23	.894	.068	3.10	3.37	1	5
	Married	217	3.27	.944	.064	3.14	3.39	1	5
	Divorce	15	3.73	.594	.153	3.40	4.06	2	4
	Total	404	3.27	.915	.046	3.18	3.36	1	5
Retation 3	Single	172	3.52	.855	.065	3.39	3.65	1	5
	Married	217	3.48	.782	.053	3.37	3.58	1	5
	Divorce	15	3.87	.352	.091	3.67	4.06	3	4
	Total	404	3.51	.805	.040	3.43	3.59	1	5
Retation 4	Single	172	4.06	.685	.052	3.96	4.17	1	5
	Married	217	4.16	.596	.040	4.08	4.24	2	5
	Divorce	15	4.00	.378	.098	3.79	4.21	3	5
	Total	404	4.11	.630	.031	4.05	4.17	1	5
Retation 5	Single	172	3.96	.736	.056	3.85	4.07	1	5
	Married	217	4.05	.654	.044	3.96	4.14	1	5
	Divorce	15	4.13	.352	.091	3.94	4.33	4	5
	Total	404	4.01	.683	.034	3.95	4.08	1	5
Retation 6	Single	172	4.03	.657	.050	3.94	4.13	2	5
	Married	217	4.08	.709	.048	3.99	4.18	1	5
	Divorce	15	4.13	.352	.091	3.94	4.33	4	5
	Total	404	4.06	.676	.034	4.00	4.13	1	5

Retation 7	Single	172	3.63	.837	.064	3.51	3.76	1	5
	Married	217	3.60	.892	.061	3.48	3.72	1	5
	Divorce	15	3.93	.458	.118	3.68	4.19	3	5
	Total	404	3.63	.857	.043	3.54	3.71	1	5
Retation 8	Single	172	3.66	.790	.060	3.54	3.78	1	5
	Married	217	3.60	.866	.059	3.48	3.71	1	5
	Divorce	15	3.93	.458	.118	3.68	4.19	3	5
	Total	404	3.64	.824	.041	3.56	3.72	1	5
Retation 9	Single	172	3.18	1.058	.081	3.02	3.34	1	5
	Married	217	3.24	1.109	.075	3.09	3.39	1	5
	Divorce	15	3.47	.640	.165	3.11	3.82	2	4
	Total	404	3.22	1.073	.053	3.12	3.33	1	5
Retation 10	Single	172	3.12	1.055	.080	2.96	3.28	1	5
	Married	217	3.29	1.033	.070	3.15	3.42	1	5
	Divorce	15	3.60	.632	.163	3.25	3.95	2	4
	Total	404	3.23	1.034	.051	3.13	3.33	1	5
Retation 11	Single	172	3.72	.867	.066	3.59	3.85	1	5
	Married	217	3.77	.894	.061	3.65	3.89	1	5
	Divorce	15	3.93	.458	.118	3.68	4.19	3	5
	Total	404	3.75	.870	.043	3.67	3.84	1	5
Retation 12	Single	172	3.65	.646	.049	3.55	3.74	1	5
	Married	217	3.69	.741	.050	3.59	3.79	1	5
	Divorce	15	3.93	.258	.067	3.79	4.08	3	4
	Total	404	3.68	.691	.034	3.61	3.75	1	5
Retation 13	Single	172	3.85	.750	.057	3.74	3.96	1	5
	Married	217	3.93	.703	.048	3.83	4.02	2	5
	Divorce	15	3.87	.516	.133	3.58	4.15	3	5
	Total	404	3.89	.717	.036	3.82	3.96	1	5
Retation 14	Single	172	3.67	.872	.067	3.54	3.80	1	5
	Married	217	3.65	.798	.054	3.54	3.76	1	5
	Divorce	15	3.80	.561	.145	3.49	4.11	3	5
	Total	404	3.66	.822	.041	3.58	3.74	1	5
Retation 15	Single	172	3.69	.855	.065	3.56	3.81	1	5
	Married	217	3.76	.905	.061	3.64	3.89	1	5
	Divorce	15	3.80	.561	.145	3.49	4.11	3	5
	Total	404	3.73	.873	.043	3.65	3.82	1	5
Retation 16	Single	172	3.85	.773	.059	3.73	3.97	1	5
	Married	217	3.95	.756	.051	3.85	4.06	1	5
	Divorce	15	4.00	.378	.098	3.79	4.21	3	5
	Total	404	3.91	.753	.037	3.84	3.98	1	5
Retation 17	Single	172	3.67	.808	.062	3.55	3.80	1	5
	Married	217	3.68	.869	.059	3.57	3.80	1	5
	Divorce	15	3.73	.704	.182	3.34	4.12	2	5
	Total	404	3.68	.836	.042	3.60	3.76	1	5
Retation 18	Single	172	3.74	.926	.071	3.60	3.88	1	5
	Married	217	3.84	.857	.058	3.73	3.96	1	5
	Divorce	15	3.87	.640	.165	3.51	4.22	3	5
	Total	404	3.80	.880	.044	3.72	3.89	1	5
Ret_Sum	Single	172	3.6549	.54227	.04135	3.5733	3.7365	1.41	4.82
	Married	217	3.6967	.50600	.03435	3.6290	3.7644	1.71	5.00
	Divorce	15	3.8510	.28199	.07281	3.6948	4.0071	3.35	4.59
	Total	404	3.6846	.51599	.02567	3.6342	3.7351	1.41	5.00

ระดับการศึกษาที่แตกต่างกัน ไม่ส่งผลต่อระดับการรักษานักงานในอุตสาหกรรมการพิมพ์และ
บรรจุกัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	
					Lower Bound	Upper Bound			
Retation 1	Primary School	41	3.59	.706	.110	3.36	3.81	2	5
	Junior High School	115	3.65	.714	.067	3.52	3.78	2	5
	Senior High School	116	3.66	.674	.063	3.53	3.78	2	5
	Vocation	39	3.64	.778	.125	3.39	3.89	1	5
	High Vocation	30	3.50	1.009	.184	3.12	3.88	1	5
	Bachelor	62	3.71	.733	.093	3.52	3.90	2	5
	Other	1	3.00	.	.	.	.	3	3
	Total	404	3.64	.734	.037	3.57	3.71	1	5
Retation 2	Primary School	41	3.17	.946	.148	2.87	3.47	1	5
	Junior High School	115	3.22	.962	.090	3.04	3.40	1	5
	Senior High School	116	3.18	.871	.081	3.02	3.34	1	5
	Vocation	39	3.46	.942	.151	3.16	3.77	2	5
	High Vocation	30	3.23	1.006	.184	2.86	3.61	1	4
	Bachelor	62	3.48	.805	.102	3.28	3.69	2	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	3.27	.915	.046	3.18	3.36	1	5
Retation 3	Primary School	41	3.76	.734	.115	3.52	3.99	1	5
	Junior High School	115	3.50	.882	.082	3.34	3.67	1	5
	Senior High School	116	3.40	.756	.070	3.26	3.54	1	5
	Vocation	39	3.64	.778	.125	3.39	3.89	2	5
	High Vocation	30	3.23	.971	.177	2.87	3.60	1	5
	Bachelor	62	3.65	.630	.080	3.49	3.81	2	5
	Other	1	2.00	.	.	.	.	2	2
	Total	404	3.51	.805	.040	3.43	3.59	1	5
Retation 4	Primary School	41	4.17	.495	.077	4.01	4.33	3	5
	Junior High School	115	4.22	.492	.046	4.13	4.31	3	5
	Senior High School	116	4.06	.650	.060	3.94	4.18	2	5
	Vocation	39	4.10	.552	.088	3.92	4.28	3	5
	High Vocation	30	4.00	.983	.179	3.63	4.37	1	5
	Bachelor	62	4.03	.724	.092	3.85	4.22	1	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	4.11	.630	.031	4.05	4.17	1	5
Retation 5	Primary School	41	4.15	.478	.075	4.00	4.30	3	5
	Junior High School	115	4.04	.568	.053	3.94	4.15	2	5
	Senior High School	116	4.03	.709	.066	3.90	4.16	1	5
	Vocation	39	4.00	.688	.110	3.78	4.22	3	5
	High Vocation	30	3.93	.828	.151	3.62	4.24	2	5
	Bachelor	62	3.89	.851	.108	3.67	4.10	1	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	4.01	.683	.034	3.95	4.08	1	5
Retation 6	Primary School	41	4.20	.558	.087	4.02	4.37	3	5
	Junior High School	115	4.12	.595	.055	4.01	4.23	1	5
	Senior High School	116	4.00	.722	.067	3.87	4.13	1	5
	Vocation	39	4.10	.641	.103	3.89	4.31	3	5
	High Vocation	30	4.07	.785	.143	3.77	4.36	2	5
	Bachelor	62	3.97	.768	.097	3.77	4.16	2	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	4.06	.676	.034	4.00	4.13	1	5
Retation 7	Primary School	41	3.63	.968	.151	3.33	3.94	1	5
	Junior High School	115	3.70	.957	.089	3.52	3.87	1	5
	Senior High School	116	3.55	.806	.075	3.40	3.70	1	5
	Vocation	39	3.62	.673	.108	3.40	3.83	2	5
	High Vocation	30	3.63	.850	.155	3.32	3.95	1	5
	Bachelor	62	3.66	.809	.103	3.46	3.87	1	5
	Other	1	3.00	.	.	.	.	3	3
	Total	404	3.63	.857	.043	3.54	3.71	1	5

Retation 8	Primary School	41	3.66	.855	.133	3.39	3.93	1	5
	Junior High School	115	3.72	.801	.075	3.57	3.87	1	5
	Senior High School	116	3.59	.834	.077	3.44	3.75	1	5
	Vocation	39	3.54	.756	.121	3.29	3.78	1	5
	High Vocation	30	3.63	.928	.169	3.29	3.98	2	5
	Bachelor	62	3.61	.837	.106	3.40	3.83	1	5
	Other	1	3.00	.	.	.	.	3	3
	Total	404	3.64	.824	.041	3.56	3.72	1	5
Retation 9	Primary School	41	3.56	1.119	.175	3.21	3.91	1	5
	Junior High School	115	3.35	.974	.091	3.17	3.53	1	5
	Senior High School	116	3.09	1.087	.101	2.89	3.29	1	5
	Vocation	39	3.26	1.069	.171	2.91	3.60	1	5
	High Vocation	30	3.10	1.125	.205	2.68	3.52	1	5
	Bachelor	62	3.05	1.137	.144	2.76	3.34	1	5
	Other	1	3.00	.	.	.	.	3	3
	Total	404	3.22	1.073	.053	3.12	3.33	1	5
Retation 10	Primary School	41	3.59	.921	.144	3.29	3.88	2	5
	Junior High School	115	3.40	.972	.091	3.22	3.58	1	5
	Senior High School	116	3.21	1.026	.095	3.02	3.40	1	5
	Vocation	39	3.33	1.084	.174	2.98	3.68	1	5
	High Vocation	30	2.93	1.143	.209	2.51	3.36	1	5
	Bachelor	62	2.81	1.006	.128	2.55	3.06	1	4
	Other	1	2.00	.	.	.	.	2	2
	Total	404	3.23	1.034	.051	3.13	3.33	1	5
Retation 11	Primary School	41	4.00	.742	.116	3.77	4.23	3	5
	Junior High School	115	3.70	.749	.070	3.57	3.84	1	5
	Senior High School	116	3.88	.771	.072	3.74	4.02	1	5
	Vocation	39	3.74	.880	.141	3.46	4.03	1	5
	High Vocation	30	3.53	1.358	.248	3.03	4.04	1	5
	Bachelor	62	3.58	.984	.125	3.33	3.83	1	5
	Other	1	3.00	.	.	.	.	3	3
	Total	404	3.75	.870	.043	3.67	3.84	1	5
Retation 12	Primary School	41	3.80	.679	.106	3.59	4.02	2	5
	Junior High School	115	3.63	.626	.058	3.52	3.75	2	5
	Senior High School	116	3.67	.670	.062	3.55	3.80	2	5
	Vocation	39	3.69	.766	.123	3.44	3.94	1	5
	High Vocation	30	3.87	.937	.171	3.52	4.22	2	5
	Bachelor	62	3.60	.664	.084	3.43	3.77	1	5
	Other	1	3.00	.	.	.	.	3	3
	Total	404	3.68	.691	.034	3.61	3.75	1	5
Retation 13	Primary School	41	4.02	.689	.108	3.81	4.24	2	5
	Junior High School	115	3.95	.724	.067	3.81	4.08	2	5
	Senior High School	116	3.87	.653	.061	3.75	3.99	2	5
	Vocation	39	4.00	.688	.110	3.78	4.22	2	5
	High Vocation	30	3.63	.928	.169	3.29	3.98	1	5
	Bachelor	62	3.79	.727	.092	3.61	3.98	2	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	3.89	.717	.036	3.82	3.96	1	5

Retation 14	Primary School	41	3.63	.968	.151	3.33	3.94	1	5
	Junior High School	115	3.83	.752	.070	3.69	3.97	1	5
	Senior High School	116	3.66	.747	.069	3.52	3.79	1	5
	Vocation	39	3.67	.869	.139	3.39	3.95	1	5
	High Vocation	30	3.53	.973	.178	3.17	3.90	1	5
	Bachelor	62	3.45	.843	.107	3.24	3.67	1	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	3.66	.822	.041	3.58	3.74	1	5
Retation 15	Primary School	41	3.76	.969	.151	3.45	4.06	2	5
	Junior High School	115	3.61	.769	.072	3.47	3.75	1	5
	Senior High School	116	3.78	.853	.079	3.63	3.94	1	5
	Vocation	39	3.77	.902	.144	3.48	4.06	2	5
	High Vocation	30	3.63	1.189	.217	3.19	4.08	1	5
	Bachelor	62	3.85	.827	.105	3.64	4.06	1	5
	Other	1	5.00	.	.	.	.	5	5
	Total	404	3.73	.873	.043	3.65	3.82	1	5
Retation 16	Primary School	41	4.00	.671	.105	3.79	4.21	2	5
	Junior High School	115	3.84	.768	.072	3.70	3.99	1	5
	Senior High School	116	3.96	.703	.065	3.83	4.09	1	5
	Vocation	39	3.97	.743	.119	3.73	4.22	2	5
	High Vocation	30	3.83	.950	.173	3.48	4.19	1	5
	Bachelor	62	3.87	.778	.099	3.67	4.07	1	5
	Other	1	5.00	.	.	.	.	5	5
	Total	404	3.91	.753	.037	3.84	3.98	1	5
Retation 17	Primary School	41	3.68	.820	.128	3.42	3.94	2	5
	Junior High School	115	3.57	.890	.083	3.40	3.73	1	5
	Senior High School	116	3.72	.778	.072	3.57	3.86	1	5
	Vocation	39	3.77	.986	.158	3.45	4.09	1	5
	High Vocation	30	3.63	.928	.169	3.29	3.98	1	5
	Bachelor	62	3.79	.704	.089	3.61	3.97	2	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	3.68	.836	.042	3.60	3.76	1	5
Retation 18	Primary School	41	4.17	.738	.115	3.94	4.40	3	5
	Junior High School	115	4.08	.739	.069	3.94	4.21	3	5
	Senior High School	116	3.67	.821	.076	3.52	3.82	1	5
	Vocation	39	3.77	.931	.149	3.47	4.07	1	5
	High Vocation	30	3.57	.935	.171	3.22	3.92	2	5
	Bachelor	62	3.42	1.033	.131	3.16	3.68	1	5
	Other	1	4.00	.	.	.	.	4	4
	Total	404	3.80	.880	.044	3.72	3.89	1	5
Ret_Sum	Primary School	41	3.7862	.44717	.06984	3.6451	3.9274	2.76	4.76
	Junior High School	115	3.7090	.45922	.04282	3.6241	3.7938	2.00	4.65
	Senior High School	116	3.6653	.48658	.04518	3.5758	3.7548	1.71	4.82
	Vocation	39	3.7240	.53915	.08633	3.5492	3.8988	2.24	5.00
	High Vocation	30	3.5843	.77454	.14141	3.2951	3.8735	1.41	4.82
	Bachelor	62	3.6347	.55090	.06996	3.4948	3.7746	1.88	4.41
	Other	1	3.5294	.	.	.	.	3.53	3.53
	Total	404	3.6846	.51599	.02567	3.6342	3.7351	1.41	5.00

อายุงานที่แตกต่างกัน ไม่ส่งผลกระทบต่อระดับการรักษาพนักงานในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Retation 1	0-5	218	3.61	.736	.050	3.52	3.71	1	5
	6-10	117	3.70	.780	.072	3.56	3.84	1	5
	11-15	36	3.72	.615	.102	3.51	3.93	3	5
	16-20	19	3.53	.772	.177	3.15	3.90	2	5
	21 Up	14	3.50	.519	.139	3.20	3.80	3	4
	Total	404	3.64	.734	.037	3.57	3.71	1	5
Retation 2	0-5	218	3.32	.893	.061	3.20	3.44	1	5
	6-10	117	3.30	.912	.084	3.13	3.47	1	5
	11-15	36	2.97	.941	.157	2.65	3.29	1	5
	16-20	19	2.89	1.100	.252	2.36	3.43	1	4
	21 Up	14	3.57	.756	.202	3.13	4.01	2	4
	Total	404	3.27	.915	.046	3.18	3.36	1	5
Retation 3	0-5	218	3.49	.810	.055	3.38	3.59	1	5
	6-10	117	3.51	.795	.073	3.37	3.66	1	5
	11-15	36	3.61	.645	.107	3.39	3.83	2	5
	16-20	19	3.21	1.084	.249	2.69	3.73	1	5
	21 Up	14	4.00	.555	.148	3.68	4.32	3	5
	Total	404	3.51	.805	.040	3.43	3.59	1	5
Retation 4	0-5	218	4.11	.660	.045	4.02	4.19	1	5
	6-10	117	4.12	.632	.058	4.00	4.24	3	5
	11-15	36	4.06	.475	.079	3.89	4.22	3	5
	16-20	19	4.32	.582	.134	4.04	4.60	3	5
	21 Up	14	4.00	.555	.148	3.68	4.32	3	5
	Total	404	4.11	.630	.031	4.05	4.17	1	5
Retation 5	0-5	218	3.99	.702	.048	3.89	4.08	1	5
	6-10	117	4.12	.632	.058	4.00	4.24	1	5
	11-15	36	3.89	.667	.111	3.66	4.11	1	5
	16-20	19	3.95	.848	.195	3.54	4.36	2	5
	21 Up	14	4.00	.555	.148	3.68	4.32	3	5
	Total	404	4.01	.683	.034	3.95	4.08	1	5
Retation 6	0-5	218	4.08	.639	.043	4.00	4.17	2	5
	6-10	117	4.15	.591	.055	4.04	4.25	3	5
	11-15	36	3.83	.811	.135	3.56	4.11	1	5
	16-20	19	3.84	1.167	.268	3.28	4.40	1	5
	21 Up	14	4.00	.555	.148	3.68	4.32	3	5
	Total	404	4.06	.676	.034	4.00	4.13	1	5
Retation 7	0-5	218	3.67	.797	.054	3.57	3.78	1	5
	6-10	117	3.59	.902	.083	3.42	3.75	1	5
	11-15	36	3.56	.877	.146	3.26	3.85	1	5
	16-20	19	3.42	1.305	.299	2.79	4.05	1	5
	21 Up	14	3.71	.611	.163	3.36	4.07	2	4
	Total	404	3.63	.857	.043	3.54	3.71	1	5
Retation 8	0-5	218	3.67	.749	.051	3.57	3.77	2	5
	6-10	117	3.68	.945	.087	3.50	3.85	1	5
	11-15	36	3.36	.762	.127	3.10	3.62	1	5
	16-20	19	3.42	1.017	.233	2.93	3.91	1	5
	21 Up	14	3.71	.611	.163	3.36	4.07	3	5
	Total	404	3.64	.824	.041	3.56	3.72	1	5
Retation 9	0-5	218	3.14	1.056	.072	3.00	3.28	1	5
	6-10	117	3.24	1.080	.100	3.04	3.44	1	5
	11-15	36	3.39	1.153	.192	3.00	3.78	1	5
	16-20	19	3.47	1.172	.269	2.91	4.04	1	5
	21 Up	14	3.64	.842	.225	3.16	4.13	2	5
	Total	404	3.22	1.073	.053	3.12	3.33	1	5

Retation 10	0-5	218	3.15	1.073	.073	3.01	3.29	1	5
	6-10	117	3.25	.999	.092	3.06	3.43	1	5
	11-15	36	3.47	.971	.162	3.14	3.80	1	5
	16-20	19	3.21	1.084	.249	2.69	3.73	1	5
	21 Up	14	3.64	.633	.169	3.28	4.01	2	4
	Total	404	3.23	1.034	.051	3.13	3.33	1	5
Retation 11	0-5	218	3.66	.934	.063	3.53	3.78	1	5
	6-10	117	3.91	.777	.072	3.76	4.05	1	5
	11-15	36	3.86	.723	.121	3.62	4.11	2	5
	16-20	19	3.68	.885	.203	3.26	4.11	2	5
	21 Up	14	3.86	.770	.206	3.41	4.30	2	5
	Total	404	3.75	.870	.043	3.67	3.84	1	5
Retation 12	0-5	218	3.64	.679	.046	3.55	3.73	1	5
	6-10	117	3.68	.729	.067	3.54	3.81	1	5
	11-15	36	3.69	.624	.104	3.48	3.91	2	5
	16-20	19	3.84	.765	.175	3.47	4.21	2	5
	21 Up	14	4.00	.555	.148	3.68	4.32	3	5
	Total	404	3.68	.691	.034	3.61	3.75	1	5
Retation 13	0-5	218	3.89	.748	.051	3.79	3.99	1	5
	6-10	117	3.86	.718	.066	3.73	3.99	2	5
	11-15	36	4.00	.676	.113	3.77	4.23	2	5
	16-20	19	3.89	.567	.130	3.62	4.17	3	5
	21 Up	14	3.86	.535	.143	3.55	4.17	3	5
	Total	404	3.89	.717	.036	3.82	3.96	1	5
Retation 14	0-5	218	3.73	.759	.051	3.63	3.83	1	5
	6-10	117	3.62	.898	.083	3.46	3.79	1	5
	11-15	36	3.56	.877	.146	3.26	3.85	1	5
	16-20	19	3.37	.955	.219	2.91	3.83	1	5
	21 Up	14	3.64	.745	.199	3.21	4.07	2	5
	Total	404	3.66	.822	.041	3.58	3.74	1	5
Retation 15	0-5	218	3.71	.887	.060	3.59	3.83	1	5
	6-10	117	3.79	.849	.079	3.63	3.94	1	5
	11-15	36	3.67	.926	.154	3.35	3.98	2	5
	16-20	19	3.84	.765	.175	3.47	4.21	2	5
	21 Up	14	3.64	.929	.248	3.11	4.18	2	5
	Total	404	3.73	.873	.043	3.65	3.82	1	5
Retation 16	0-5	218	3.90	.765	.052	3.80	4.01	1	5
	6-10	117	3.94	.780	.072	3.80	4.08	1	5
	11-15	36	3.83	.737	.123	3.58	4.08	1	5
	16-20	19	3.89	.567	.130	3.62	4.17	3	5
	21 Up	14	4.00	.679	.182	3.61	4.39	2	5
	Total	404	3.91	.753	.037	3.84	3.98	1	5
Retation 17	0-5	218	3.73	.818	.055	3.62	3.84	1	5
	6-10	117	3.65	.864	.080	3.49	3.81	1	5
	11-15	36	3.53	.810	.135	3.25	3.80	1	5
	16-20	19	3.68	.946	.217	3.23	4.14	1	5
	21 Up	14	3.57	.852	.228	3.08	4.06	2	5
	Total	404	3.68	.836	.042	3.60	3.76	1	5
Retation 18	0-5	218	3.72	.936	.063	3.60	3.85	1	5
	6-10	117	3.95	.818	.076	3.80	4.10	2	5
	11-15	36	3.83	.811	.135	3.56	4.11	2	5
	16-20	19	3.74	.872	.200	3.32	4.16	2	5
	21 Up	14	3.86	.535	.143	3.55	4.17	3	5
	Total	404	3.80	.880	.044	3.72	3.89	1	5
Ret_Sum	0-5	218	3.6759	.51632	.03497	3.6070	3.7449	1.41	5.00
	6-10	117	3.7114	.50784	.04695	3.6184	3.8044	2.24	4.82
	11-15	36	3.6471	.49735	.08289	3.4788	3.8153	1.71	4.41
	16-20	19	3.6161	.64150	.14717	3.3069	3.9253	2.00	4.82
	21 Up	14	3.7857	.48705	.13017	3.5045	4.0669	2.59	4.76
	Total	404	3.6846	.51599	.02567	3.6342	3.7351	1.41	5.00

ความผูกพันต่อองค์กรด้านการพัฒนาอาชีพ ไม่ส่งผลต่อระดับการรักษาพนักงานในอุตสาหกรรม
การพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Dev_Sum ^a	.	Enter

- a. All requested variables entered.
b. Dependent Variable: Ret_Sum

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734 ^a	.539	.538	.35083

- a. Predictors: (Constant), Dev_Sum

ANOVA^b

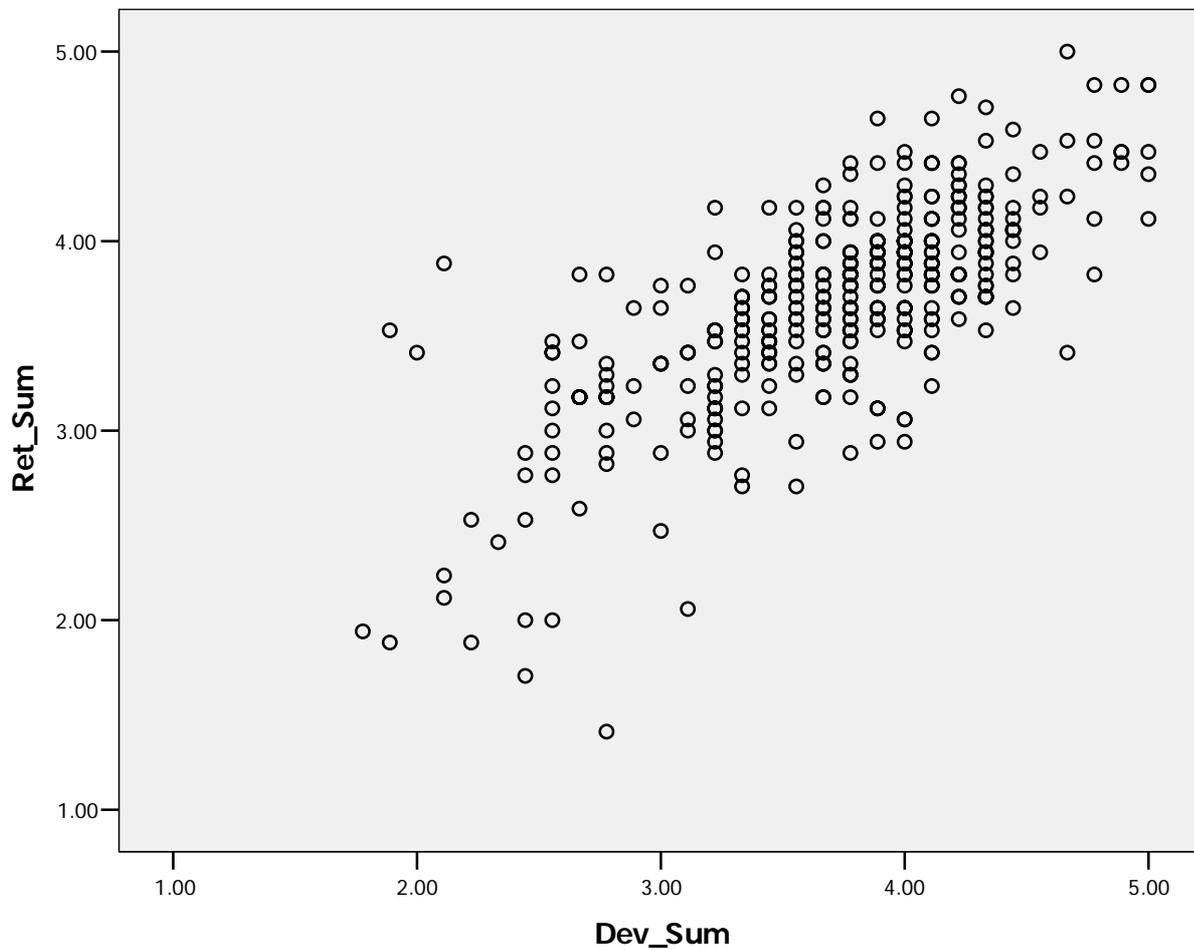
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	57.820	1	57.820	469.782	.000 ^a
	Residual	49.478	402	.123		
	Total	107.298	403			

- a. Predictors: (Constant), Dev_Sum
b. Dependent Variable: Ret_Sum

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.300	.111		11.672	.000
	Dev_Sum	.641	.030	.734	21.674	.000

- a. Dependent Variable: Ret_Sum



Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Dev_Sum ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Retation 18

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.534 ^a	.285	.284	.745

a. Predictors: (Constant), Dev_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	89.101	1	89.101	160.579	.000 ^a
	Residual	223.058	402	.555		
	Total	312.158	403			

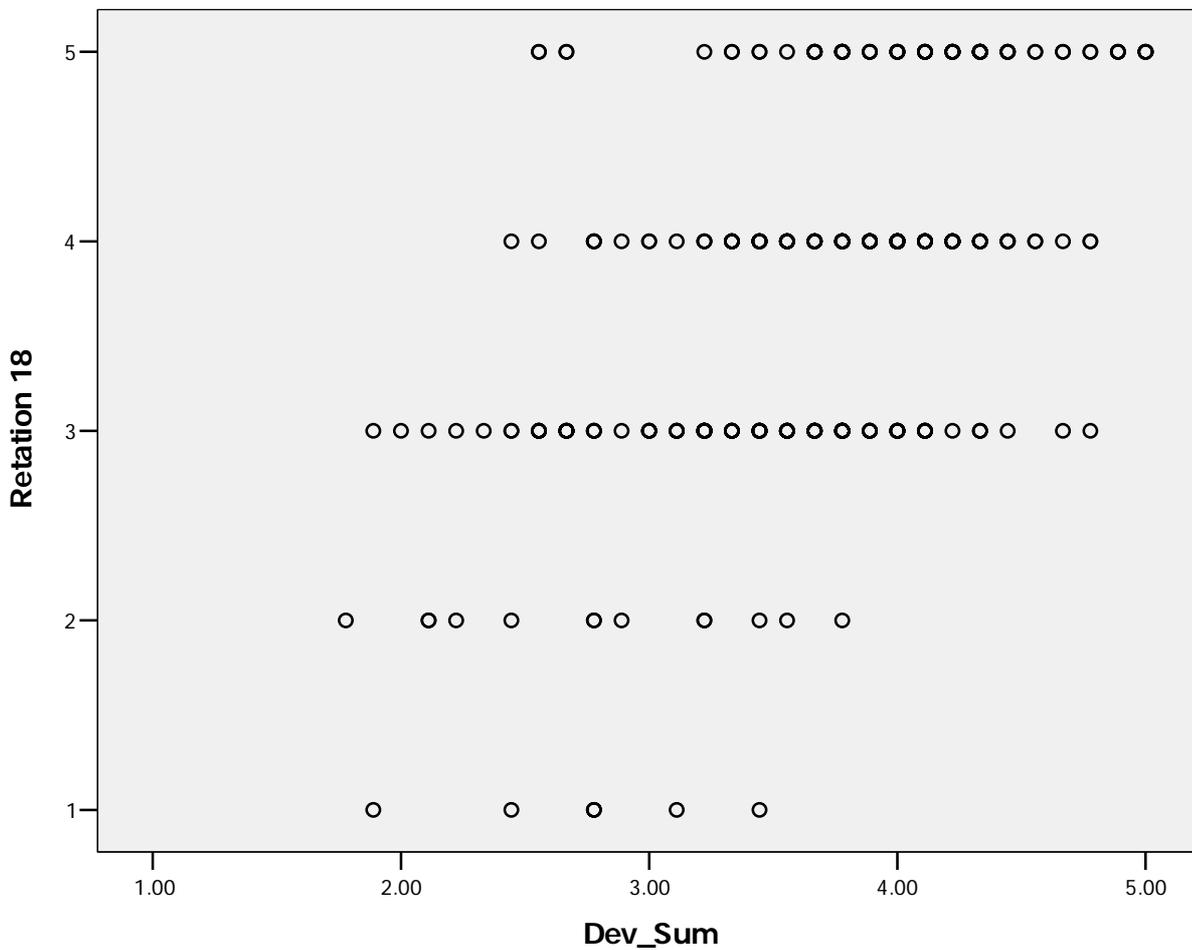
a. Predictors: (Constant), Dev_Sum

b. Dependent Variable: Retation 18

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.842	.237		3.560	.000
	Dev_Sum	.796	.063	.534	12.672	.000

a. Dependent Variable: Retation 18



ความผูกพันต่อองค์กรด้านการบริหารค่าตอบแทน ไม่ส่งผลต่อระดับการรักษาพนักงานใน
อุตสาหกรรมกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Com_Sum ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Ret_Sum

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697 ^a	.485	.484	.37061

a. Predictors: (Constant), Com_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52.082	1	52.082	379.176	.000 ^a
	Residual	55.217	402	.137		
	Total	107.298	403			

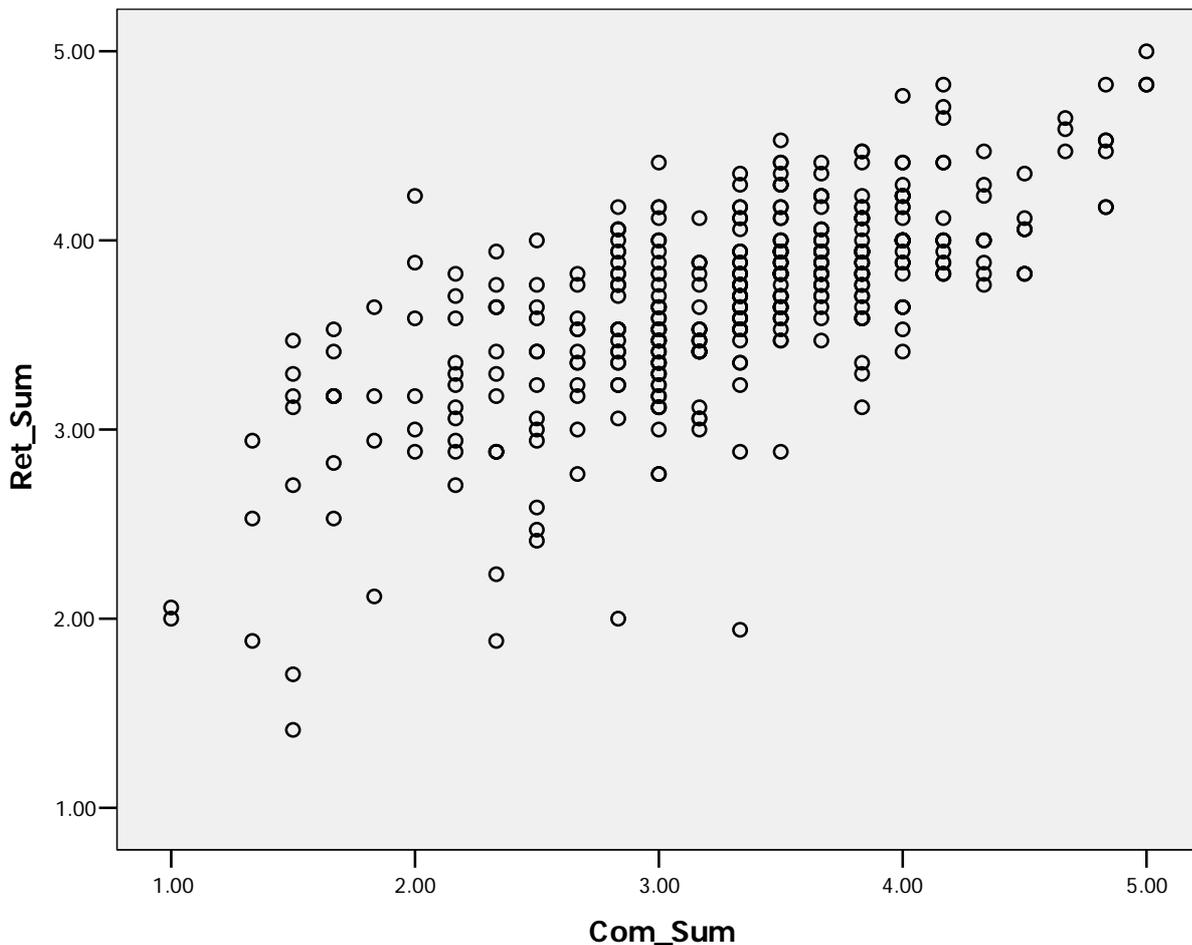
a. Predictors: (Constant), Com_Sum

b. Dependent Variable: Ret_Sum

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.109	.083		25.406	.000
	Com_Sum	.483	.025	.697	19.472	.000

a. Dependent Variable: Ret_Sum



Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Com_Sum ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Retation 18

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.456 ^a	.208	.206	.784

a. Predictors: (Constant), Com_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.976	1	64.976	105.673	.000 ^a
	Residual	247.182	402	.615		
	Total	312.158	403			

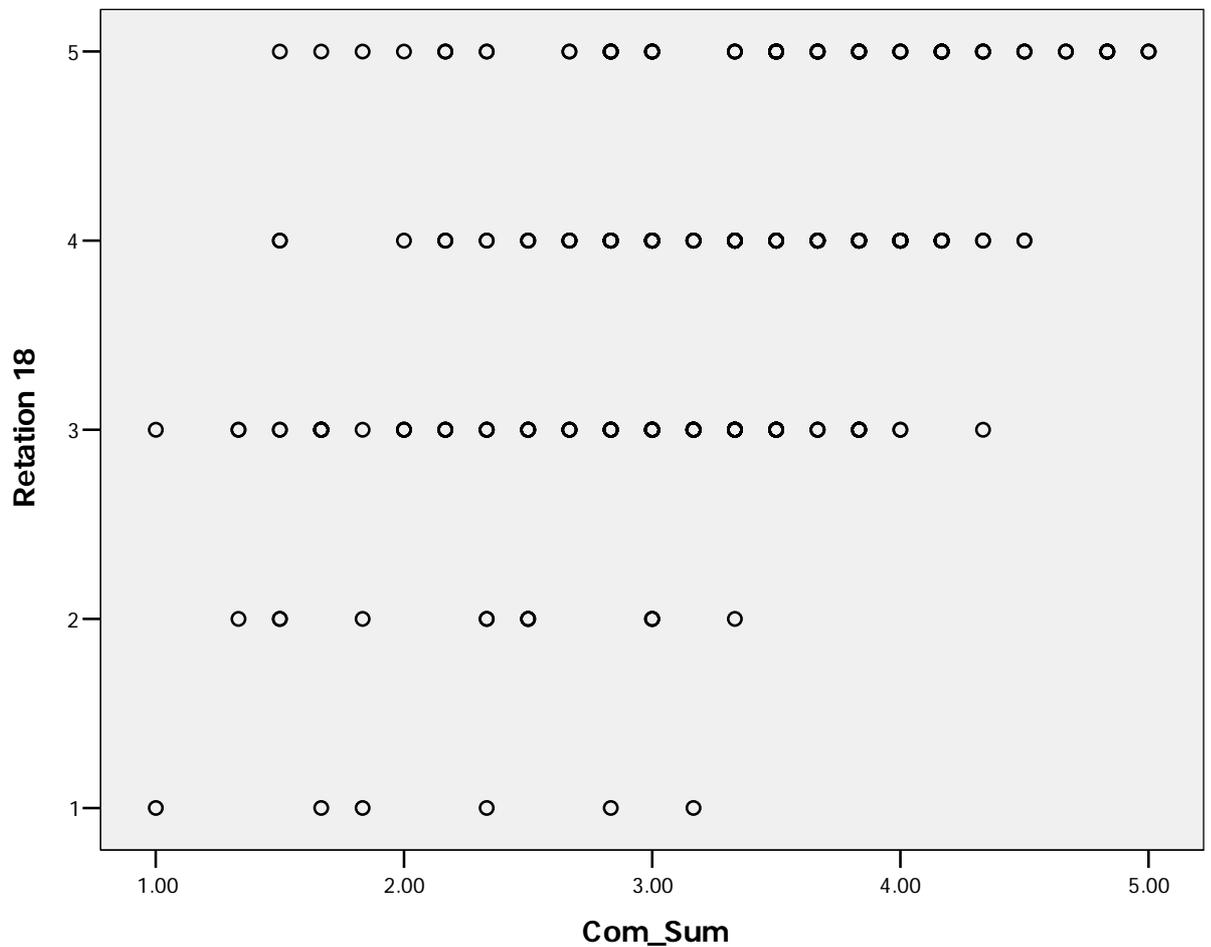
a. Predictors: (Constant), Com_Sum

b. Dependent Variable: Retation 18

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.042	.176		11.627	.000
	Com_Sum	.539	.052	.456	10.280	.000

a. Dependent Variable: Retation 18



ความผูกพันต่อองค์การด้านวัฒนธรรมองค์การ ไม่ส่งผลต่อระดับการรักษาพนักงานใน
อุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Cul_Sum ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Ret_Sum

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.518 ^a	.268	.266	.44197

a. Predictors: (Constant), Cul_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.772	1	28.772	147.291	.000 ^a
	Residual	78.527	402	.195		
	Total	107.298	403			

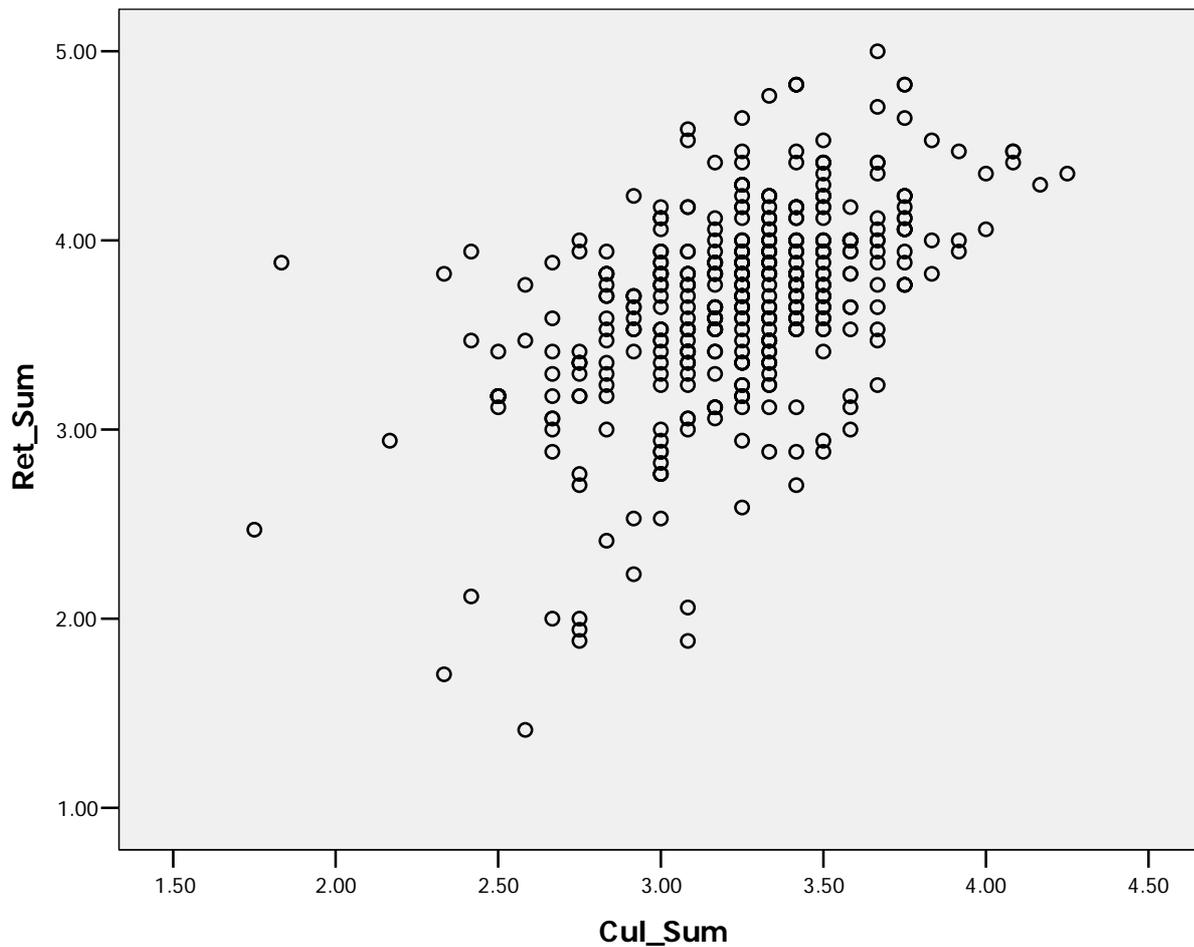
a. Predictors: (Constant), Cul_Sum

b. Dependent Variable: Ret_Sum

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.173	.208		5.637	.000
	Cul_Sum	.775	.064	.518	12.136	.000

a. Dependent Variable: Ret_Sum



Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Cul_Sum ^a	.	Enter

- a. All requested variables entered.
- b. Dependent Variable: Retation 18

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.377 ^a	.142	.140	.816

- a. Predictors: (Constant), Cul_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.392	1	44.392	66.646	.000 ^a
	Residual	267.766	402	.666		
	Total	312.158	403			

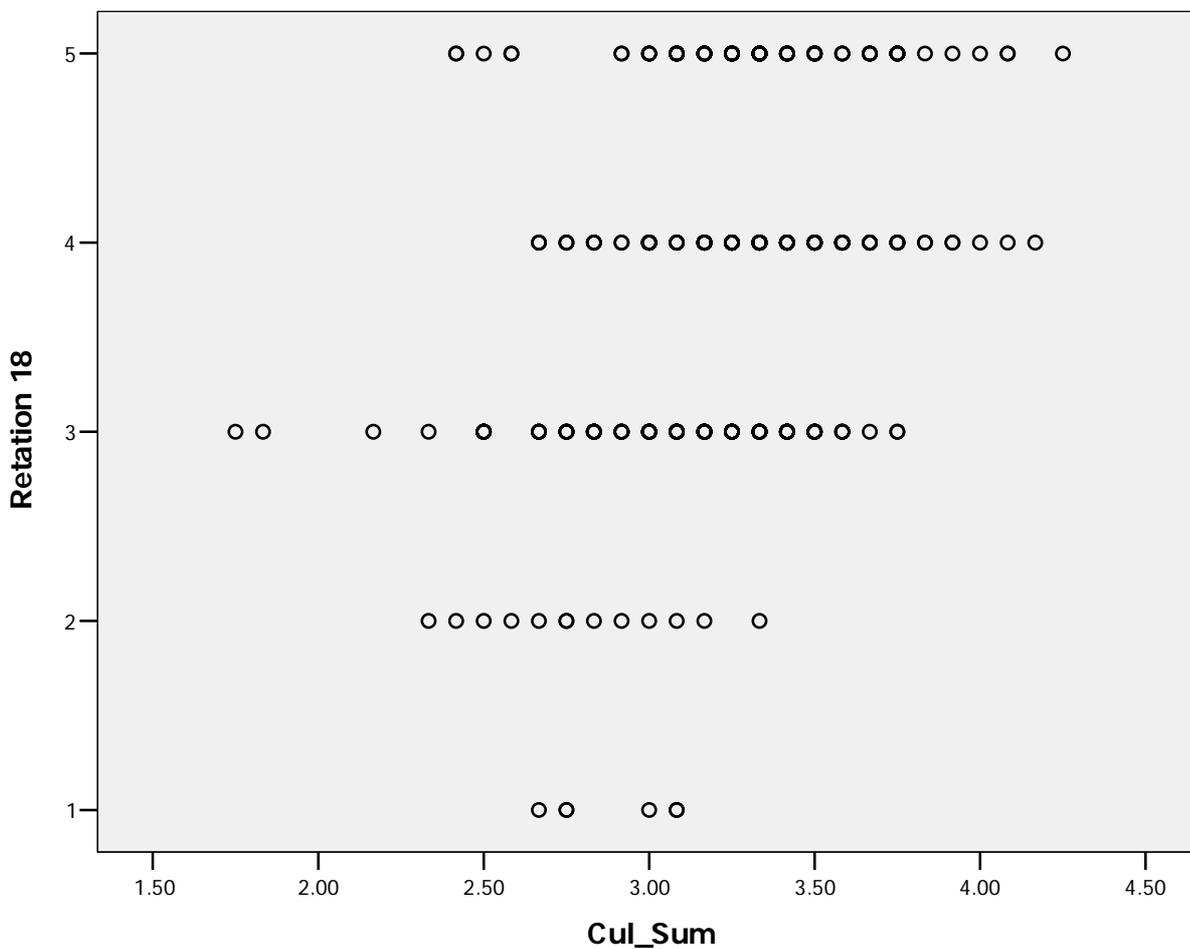
a. Predictors: (Constant), Cul_Sum

b. Dependent Variable: Retation 18

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.682	.384		1.776	.077
	Cul_Sum	.962	.118	.377	8.164	.000

a. Dependent Variable: Retation 18



ความผูกพันต่อองค์กรด้านการพัฒนาอาชีพ มีความสัมพันธ์ทางบวกต่อระดับการรักษาพนักงาน
ในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Correlations

		Dev_Sum	Ret_Sum
Dev_Sum	Pearson Correlation	1	.734**
	Sig. (2-tailed)		.000
	N	404	404
Ret_Sum	Pearson Correlation	.734**	1
	Sig. (2-tailed)	.000	
	N	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Dev_Sum	Retation 18
Dev_Sum	Pearson Correlation	1	.534**
	Sig. (2-tailed)		.000
	N	404	404
Retation 18	Pearson Correlation	.534**	1
	Sig. (2-tailed)	.000	
	N	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

ความผูกพันต่อองค์กรด้านการบริหารค่าตอบแทน มีความสัมพันธ์ทางบวกต่อระดับการรักษา
พนักงานในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและ
ปริมณฑล

Correlations

		Com_Sum	Ret_Sum
Com_Sum	Pearson Correlation	1	.697**
	Sig. (2-tailed)		.000
	N	404	404
Ret_Sum	Pearson Correlation	.697**	1
	Sig. (2-tailed)	.000	
	N	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Com_Sum	Retation 18
Com_Sum	Pearson Correlation	1	.456**
	Sig. (2-tailed)		.000
	N	404	404
Retation 18	Pearson Correlation	.456**	1
	Sig. (2-tailed)	.000	
	N	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

ความผูกพันต่อองค์การด้านวัฒนธรรมองค์การ มีความสัมพันธ์ทางบวกต่อระดับการรักษาพนักงานในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขตกรุงเทพมหานครและปริมณฑล

Correlations

		Cul_Sum	Ret_Sum
Cul_Sum	Pearson Correlation	1	.518**
	Sig. (2-tailed)		.000
	N	404	404
Ret_Sum	Pearson Correlation	.518**	1
	Sig. (2-tailed)	.000	
	N	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Cul_Sum	Retation 18
Cul_Sum	Pearson Correlation	1	.377**
	Sig. (2-tailed)		.000
	N	404	404
Retation 18	Pearson Correlation	.377**	1
	Sig. (2-tailed)	.000	
	N	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

ทำนายระดับการรักษาพนักงานในอุตสาหกรรมการพิมพ์และบรรจุภัณฑ์ ศึกษาเฉพาะในเขต
กรุงเทพมหานครและปริมณฑล

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Cul_Sum, Com_Sum, Dev_Sum ^a	.	Enter

- a. All requested variables entered.
b. Dependent Variable: Ret_Sum

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794 ^a	.630	.627	.31511

- a. Predictors: (Constant), Cul_Sum, Com_Sum, Dev_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	67.580	3	22.527	226.861	.000 ^a
	Residual	39.719	400	.099		
	Total	107.298	403			

- a. Predictors: (Constant), Cul_Sum, Com_Sum, Dev_Sum
b. Dependent Variable: Ret_Sum

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.864	.151		5.732	.000
	Dev_Sum	.378	.038	.433	9.987	.000
	Com_Sum	.245	.028	.354	8.640	.000
	Cul_Sum	.190	.055	.127	3.477	.001

- a. Dependent Variable: Ret_Sum

Correlations

		Retation 18	Dev_Sum	Com_Sum	Cul_Sum	Ret_Sum
Retation 18	Pearson Correlation	1	.534**	.456**	.377**	.614**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	404	404	404	404	404
Dev_Sum	Pearson Correlation	.534**	1	.660**	.535**	.734**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	404	404	404	404	404
Com_Sum	Pearson Correlation	.456**	.660**	1	.451**	.697**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	404	404	404	404	404
Cul_Sum	Pearson Correlation	.377**	.535**	.451**	1	.518**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	404	404	404	404	404
Ret_Sum	Pearson Correlation	.614**	.734**	.697**	.518**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	404	404	404	404	404

** . Correlation is significant at the 0.01 level (2-tailed).

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Cul_Sum, Com_ Sum, ^a Dev_ Sum	.	Enter

a. All requested variables entered.

b. Dependent Variable: Retation 18

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.559 ^a	.312	.307	.733

a. Predictors: (Constant), Cul_Sum, Com_Sum, Dev_Sum

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	97.441	3	32.480	60.508	.000 ^a
	Residual	214.717	400	.537		
	Total	312.158	403			

a. Predictors: (Constant), Cul_Sum, Com_Sum, Dev_Sum

b. Dependent Variable: Retation 18

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.251	.350		.715	.475
	Dev_Sum	.549	.088	.369	6.247	.000
	Com_Sum	.195	.066	.165	2.961	.003
	Cul_Sum	.268	.127	.105	2.117	.035

a. Dependent Variable: Retation 18

การทำการจัดกลุ่มปัจจัย (Factor Analysis)

Correlation Matrix

		Dev_Sum	Com_Sum	Cul_Sum
Correlation	Dev_Sum	1.000	.660	.535
	Com_Sum	.660	1.000	.451
	Cul_Sum	.535	.451	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.669
Bartlett's Test of Sphericity	Approx. Chi-Square	374.511
	df	3
	Sig.	.000

Communalities

	Initial	Extraction
Dev_Sum	1.000	.782
Com_Sum	1.000	.718
Cul_Sum	1.000	.602

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.102	70.065	70.065	2.102	70.065	70.065
2	.570	18.992	89.057			
3	.328	10.943	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Dev_Sum	.884
Com_Sum	.847
Cul_Sum	.776

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

การทำนายการรักษาพนักงานด้วย Factor ที่ได้จากการจัดกลุ่มปัจจัย (Factor Analysis)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Factor ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Ret_Sum

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.791 ^a	.625	.624	.31637

a. Predictors: (Constant), Factor

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	67.062	1	67.062	670.001	.000 ^a
	Residual	40.237	402	.100		
	Total	107.298	403			

a. Predictors: (Constant), Factor

b. Dependent Variable: Ret_Sum

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.810	.112		7.227	.000
	Factor	.335	.013	.791	25.884	.000

a. Dependent Variable: Ret_Sum

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Factor ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Retation 18

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.549 ^a	.301	.300	.736

a. Predictors: (Constant), Factor

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	94.107	1	94.107	173.495	.000 ^a
	Residual	218.052	402	.542		
	Total	312.158	403			

a. Predictors: (Constant), Factor

b. Dependent Variable: Retation 18

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.397	.261		1.522	.129
	Factor	.397	.030	.549	13.172	.000

a. Dependent Variable: Retation 18