

Independent Study Title	The Attitude of TOT employee to the EVM evaluation plan.
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### Abstract

The purpose of this study is Economic Value Management of TOT. There are four main objectives of this study. First, the study will examine the employee's understanding of organization assessment procedure according to EVM and BSC. Second, the study will provide the organization with a better understanding of the employee's perspective towards EVM and BSC, both those who have used to attend and not attend the training session. Third, the study will evaluate the employees in term of the level of understanding and attitude towards EVM system. Fourth, the study will evaluate the employees in term of the level of understanding and attitude towards BSC system.

The sample data consists of 384 employees including the management and TOT employees with level 5-13. According to the survey, the study has revealed that most of the employees have a well understanding on EVM and BSC systems. However, the employee's perspective towards EVM and BSC system is neutral. The study also finds that those who used to attend EVM training session have a different attitude towards the system from those who never attend the session. In conclusion, the study has revealed that the level of understanding on EVM and BSC systems has a significant influence on the perspective of employees.