

ภาคผนวก จ.
ผลการวิเคราะห์ข้อมูล จากการใช้โปรแกรม SPSS

ผลการวิเคราะห์ปัจจัยส่วนบุคคลด้านเพศด้วยค่าสถิติ T-Test

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Sum - Y	Male	40	3.6650	.58069	.09182
	Female	52	3.9000	.68428	.09489

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Sum - Y	Equal variances assumed	.461	.499	-1.742	90	.085	-.23500	.13490	-.50301	.03301

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		Levene's Test for Equality of Variances		t-test for Equality of Means						
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									Lower	Upper
	Equal variances assumed	.461	.499	-1.742	90	.085	-.23500	.13490	-.50301	.03301
	Equal variances not assumed			-1.780	89.086	.079	-.23500	.13204	-.49736	.02736

การทดสอบความแตกต่างระดับความพึงพอใจในการทำงาน จำแนกตาม อายุพนักงาน
ด้วยวิธีการวิเคราะห์ความแปรปรวนทางเดียว

Descriptives								
Sum – Y								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	8	3.7483	.68452	.24202	3.4277	4.5723	2.80	4.80
2	58	4.0000	.62751	.08240	3.5833	3.9133	2.40	5.00
3	25	3.8800	.68557	.13711	3.5970	4.1630	2.40	5.00
4	1	3.0000	.	.	.	.	3.00	3.00
Total	92	3.7978	.64858	.06762	3.6635	3.9321	2.40	5.00

ANOVA					
Sum – Y					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.275	3	.425	1.010	.392
Within Groups	37.005	88	.421		
Total	38.280	91			

การทดสอบความแตกต่างระดับความพึงพอใจในการทำงาน จำแนกตาม สถานภาพสมรส
ด้วยวิธีการวิเคราะห์ความแปรปรวนทางเดียว

Descriptives								
Sum - Y								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Single	49	3.8333	.65796	.09497	3.6423	4.0244	2.40	5.00
Married	42	3.7476	.61851	.09544	3.5549	3.9404	2.40	5.00
Divorced	1	3.0000	.	.	.	.	3.00	3.00
Total	92	3.7978	.64858	.06762	3.6635	3.9321	2.40	5.00

ANOVA					
Sum - Y					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.248	3	.749	1.830	.148
Within Groups	36.031	88	.409		
Total	38.280	91			

การทดสอบความแตกต่างระดับความพึงพอใจในการทำงาน จำแนกตาม อายุการทำงานของพนักงาน
ด้วยวิธีการวิเคราะห์ความแปรปรวนทางเดียว

Descriptives								
Sum - Y								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	46	3.7478	.58185	.08579	3.5750	3.9206	2.60	4.80
2	30	3.7933	.72108	.13165	3.5241	4.0626	2.40	5.00
3	16	3.9500	.70616	.17654	3.5737	4.3263	2.40	5.00
Total	92	3.7978	.64858	.06762	3.6635	3.9321	2.40	5.00

ANOVA					
Sum - Y					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.486	2	.243	.572	.566
Within Groups	37.793	89	.425		
Total	38.280	91			

การทดสอบความแตกต่างระดับความพึงพอใจในการทำงาน จำแนกตาม อายุการทำงานในตำแหน่งปัจจุบันของพนักงาน
ด้วยวิธีการวิเคราะห์ความแปรปรวนทางเดียว

Descriptives								
Sum - Y								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	75	3.8053	.60178	.06949	3.6669	3.9438	2.40	5.00
2	16	3.8000	.86101	.21525	3.3412	4.2588	2.40	5.00
3	1	3.2000	.	.	.	.	3.20	3.20
Total	92	3.7978	.64858	.06762	3.6635	3.9321	2.40	5.00

ANOVA					
Sum - Y					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.362	2	.181	.424	.655
Within Groups	37.918	89	.426		
Total	38.280	91			

การวิเคราะห์การถดถอยเชิงพหุคูณ Multiple Regression

Descriptive Statistics			
	Mean	Std. Deviation	N
Sum – Y	3.7978	.64858	92
Year of Service in Company	6.8234	5.09010	92
Year of Service in current Position	3.5491	3.07706	92
Age	36.2987	5.36029	92
Sum job characteristic	4.0446	.43937	92
Sum Relation	3.7853	.67692	92
Sum Growth	3.3696	.77144	92
Sum Opportunity to learning	3.5598	.92832	92
Sum Recognition	3.7826	.59425	92
Sum Supervision	3.8370	.76265	92
Sum Benefit	3.2880	.85881	92
Sum Job Environment	3.7908	.66741	92

Correlations													
		Sum - Y	Year of Service in Company	Year of Service in current Position	Age	Sum job characteristic	Sum Relation	Sum Growth	Sum Opportunity learning	Sum Recognition	Sum Supervision	Sum Benefit	Sum Job Environment
Pearson Correlation	Sum - Y	1.000	.109	-.097	-.076	.680	.487	.405	.404	.642	.564	.443	.395
	Year of Service in Company	.109	1.000	.194	.507	.020	.147	.041	.071	.102	.001	.123	.015
	Year of Service in current Position	-.097	.194	1.000	.442	-.044	.027	-.094	.113	.029	.001	-.080	.082
	Age	-.076	.507	.442	1.000	-.067	.048	-.054	.144	-.025	-.026	-.040	.066
	Sum job characteristic	.680	.020	-.044	-.067	1.000	.452	.434	.410	.655	.380	.261	.408
	Sum Relation	.487	.147	.027	.048	.452	1.000	.385	.351	.516	.500	.237	.409
	Sum Growth	.405	.041	-.094	-.054	.434	.385	1.000	.428	.561	.297	.427	.161

	Sum Opportunity to learning	.404	.071	.113	.144	.410	.351	.428	1.000	.528	.559	.337	.169
	Sum Recognition	.642	.102	.029	-.025	.655	.516	.561	.528	1.000	.460	.317	.401
	Sum Supervision	.564	.001	.001	-.026	.380	.500	.297	.559	.460	1.000	.358	.295
	Sum Benefit	.443	.123	-.080	-.040	.261	.237	.427	.337	.317	.358	1.000	.327
	Sum Job Environment	.395	.015	.082	.066	.408	.409	.161	.169	.401	.295	.327	1.000
	Sum – Y	.	.152	.178	.236	.000	.000	.000	.000	.000	.000	.000	.000
	Year of Service in Company	.152	.	.032	.000	.423	.080	.349	.250	.167	.497	.121	.444
Sig. (1-tailed)	Year of Service in current Position	.178	.032	.	.000	.338	.398	.186	.141	.390	.496	.225	.218

Age	.236	.000	.000	.	.263	.324	.305	.086	.405	.404	.352	.267
Sum job characteristic	.000	.423	.338	.263	.	.000	.000	.000	.000	.000	.006	.000
Sum Relation	.000	.080	.398	.324	.000	.	.000	.000	.000	.000	.011	.000
Sum Growth	.000	.349	.186	.305	.000	.000	.	.000	.000	.002	.000	.063
Sum Opportunity to learning	.000	.250	.141	.086	.000	.000	.000	.	.000	.000	.001	.054
Sum Recognition	.000	.167	.390	.405	.000	.000	.000	.000	.	.000	.001	.000
Sum Supervision	.000	.497	.496	.404	.000	.000	.002	.000	.000	.	.000	.002
Sum Benefit	.000	.121	.225	.352	.006	.011	.000	.001	.001	.000	.	.001
Sum Job Environment	.000	.444	.218	.267	.000	.000	.063	.054	.000	.002	.001	.

Model Summary ^e										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.680 ^a	.462	.456	.47829	.462	77.332	1	90	.000	
2	.756 ^b	.571	.561	.42957	.109	22.573	1	89	.000	
3	.779 ^c	.606	.593	.41391	.035	7.863	1	88	.006	
4	.792 ^d	.627	.610	.40489	.021	4.966	1	87	.028	2.134
a. Predictors: (Constant), Sum job characteristic										
b. Predictors: (Constant), Sum job characteristic, Sum Supervision										
c. Predictors: (Constant), Sum job characteristic, Sum Supervision, Sum Benefit										
d. Predictors: (Constant), Sum job characteristic, Sum Supervision, Sum Benefit, Sum Recognition										
e. Dependent Variable: Sum – Y										

ANOVA ^e						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	17.691	1	17.691	77.332	.000 ^a
	Residual	20.589	90	.229		
	Total	38.280	91			
2	Regression	21.856	2	10.928	59.220	.000 ^b
	Residual	16.423	89	.185		
	Total	38.280	91			
3	Regression	23.203	3	7.734	45.146	.000 ^c
	Residual	15.076	88	.171		
	Total	38.280	91			
4	Regression	24.017	4	6.004	36.627	.000 ^d
	Residual	14.262	87	.164		
	Total	38.280	91			
a. Predictors: (Constant), Sum job characteristic						
b. Predictors: (Constant), Sum job characteristic, Sum Supervision						
c. Predictors: (Constant), Sum job characteristic, Sum Supervision, Sum Benefit						
d. Predictors: (Constant), Sum job characteristic, Sum Supervision, Sum Benefit, Sum Recognition						
e. Dependent Variable: Sum – Y						

efficients ^a													
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-.261	.464		-.562	.575	-1.183	.661					
	Sum job characteristic	1.004	.114	.680	8.794	.000	.777	1.230	.680	.680	.680	1.000	1.000
2	(Constant)	-.615	.424		-1.452	.150	-1.457	.226					
	Sum job characteristic	.803	.111	.544	7.250	.000	.583	1.024	.680	.609	.503	.855	1.169
	Sum Supervision	.303	.064	.357	4.751	.000	.176	.430	.564	.450	.330	.855	1.169
3	(Constant)	-.742	.411		-1.806	.074	-1.558	.074					
	Sum job characteristic	.759	.108	.514	7.038	.000	.545	.974	.680	.600	.471	.837	1.194
	Sum Supervision	.251	.064	.295	3.908	.000	.123	.379	.564	.385	.261	.784	1.276
	Sum Benefit	.153	.055	.203	2.804	.006	.045	.262	.443	.286	.188	.854	1.171
4	(Constant)	-.724	.402		-1.801	.075	-1.522	.075					
	Sum job characteristic	.595	.129	.403	4.612	.000	.338	.851	.680	.443	.302	.561	1.781
	Sum Supervision	.213	.065	.251	3.277	.002	.084	.343	.564	.331	.214	.731	1.369
	Sum Benefit	.138	.054	.183	2.569	.012	.031	.246	.443	.266	.168	.841	1.190
	Sum Recognition	.223	.100	.204	2.228	.028	.024	.421	.642	.232	.146	.511	1.959
a. Dependent Variable: Sum – Y													

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.5510	4.9244	3.7978	.51374	92
Residual	-1.43528	.95185	.00000	.39589	92
Std. Predicted Value	-2.427	2.193	.000	1.000	92
Std. Residual	-3.545	2.351	.000	.978	92
a. Dependent Variable: Sum – Y					

Excluded Variables ^e								
	Model	Beta In	T	Sig.	Partial Correlation	Collinearity Statistics		
						Tolerance	VIF	Minimum Tolerance
1	Year of Service in Company	.095 ^a	1.228	.223	.129	1.000	1.000	1.000
	Year of Service in current Position	-.067 ^a	-.871	.386	-.092	.998	1.002	.998
	Age	-.031 ^a	-.394	.694	-.042	.996	1.005	.996
	Sum Relation	.226 ^a	2.697	.008	.275	.796	1.257	.796
	Sum Growth	.135 ^a	1.591	.115	.166	.812	1.232	.812
	Sum Opportunity to learning	.150 ^a	1.796	.076	.187	.832	1.202	.832
	Sum Recognition	.344 ^a	3.573	.001	.354	.571	1.753	.571
	Sum Supervision	.357 ^a	4.751	.000	.450	.855	1.169	.855

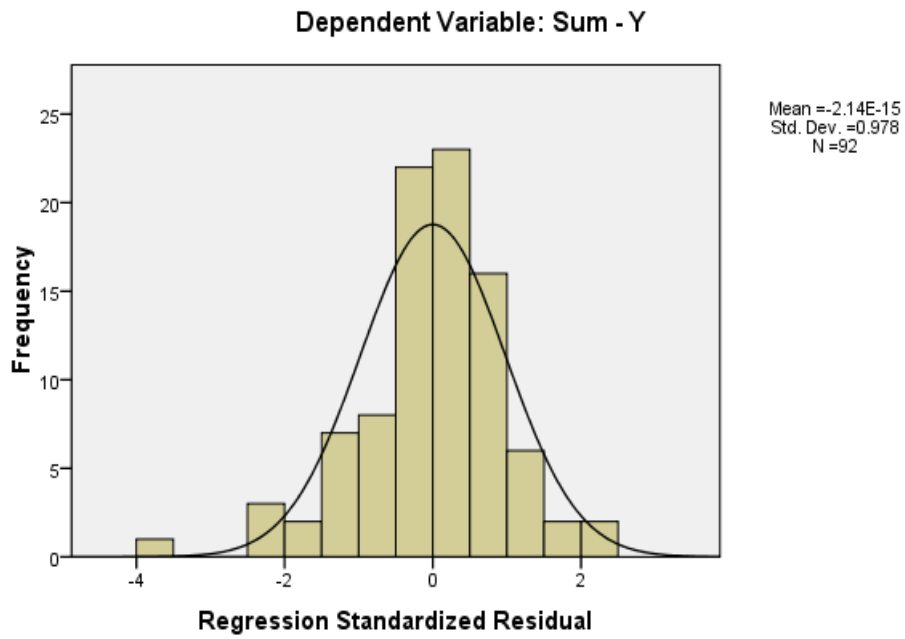
	Sum Benefit	.285 ^a	3.817	.000	.375	.932	1.073	.932
	Sum Job Environment	.141 ^a	1.685	.096	.176	.834	1.200	.834
2	Year of Service in Company	.097 ^b	1.406	.163	.148	1.000	1.000	.855
	Year of Service in current Position	-.074 ^b	-1.064	.290	-.113	.998	1.002	.853
	Age	-.031 ^b	-.438	.663	-.047	.996	1.005	.852
	Sum Relation	.094 ^b	1.109	.271	.117	.670	1.492	.670
	Sum Growth	.079 ^b	1.015	.313	.108	.791	1.263	.743
	Sum Opportunity to learning	-.029 ^b	-.336	.738	-.036	.642	1.558	.642
	Sum Recognition	.233 ^b	2.488	.015	.256	.518	1.929	.518
	Sum Benefit	.203 ^b	2.804	.006	.286	.854	1.171	.784
	Sum Job Environment	.084 ^b	1.085	.281	.115	.811	1.233	.760
3	Year of Service in Company	.074 ^c	1.098	.275	.117	.983	1.018	.782
	Year of Service in current Position	-.059 ^c	-.882	.380	-.094	.991	1.009	.782
	Age	-.026 ^c	-.386	.701	-.041	.995	1.005	.784
	Sum Relation	.088 ^c	1.074	.286	.114	.670	1.493	.670
	Sum Growth	.010 ^c	.127	.899	.014	.704	1.421	.704
	Sum Opportunity to learning	-.065 ^c	-.764	.447	-.082	.628	1.591	.628
	Sum Recognition	.204 ^c	2.228	.028	.232	.511	1.959	.511
	Sum Job Environment	.041 ^c	.535	.594	.057	.774	1.293	.756
4	Year of Service in Company	.058 ^d	.879	.382	.094	.971	1.030	.504
	Year of Service in current Position	-.072 ^d	-1.099	.275	-.118	.984	1.016	.507

	Age	-.030 ^d	-.459	.647	-.049	.994	1.006	.510
	Sum Relation	.049 ^d	.591	.556	.064	.633	1.579	.483
	Sum Growth	-.061 ^d	-.727	.469	-.078	.611	1.637	.443
	Sum Opportunity to learning	-.122 ^d	-1.434	.155	-.153	.584	1.712	.475
	Sum Job Environment	.019 ^d	.258	.797	.028	.760	1.315	.502
a. Predictors in the Model: (Constant), Sum job characteristic								
b. Predictors in the Model: (Constant), Sum job characteristic, Sum Supervision								
c. Predictors in the Model: (Constant), Sum job characteristic, Sum Supervision, Sum Benefit								
d. Predictors in the Model: (Constant), Sum job characteristic, Sum Supervision, Sum Benefit, Sum Recognition								
e. Dependent Variable: Sum – Y								

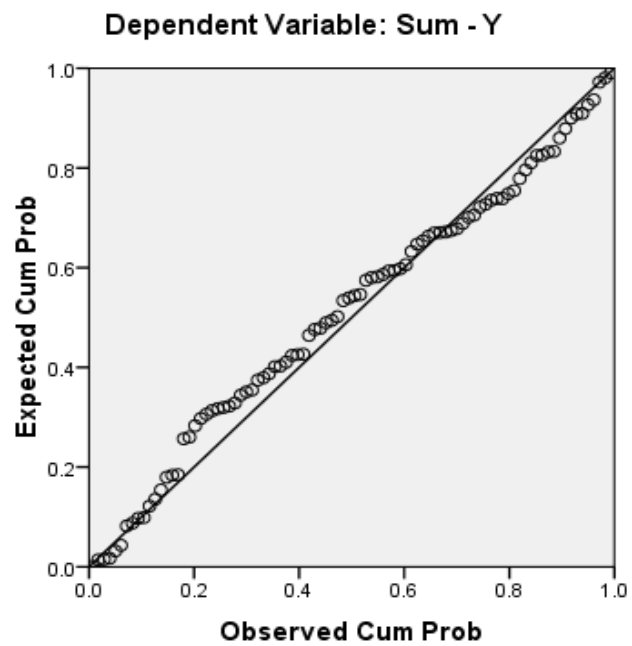
Collinearity Diagnostics ^a								
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	Sum job characteristic	Sum Supervision	Sum Benefit	Sum Recogniton
1	1	1.994	1.000	.00	.00			
	2	.006	18.565	1.00	1.00			
2	1	2.972	1.000	.00	.00	.00		
	2	.022	11.629	.11	.05	.97		
	3	.006	22.873	.89	.94	.02		
3	1	3.931	1.000	.00	.00	.00	.00	
	2	.041	9.781	.03	.02	.03	.98	

	3	.022	13.418	.10	.05	.94	.01	
	4	.006	26.312	.87	.93	.02	.00	
4	1	4.918	1.000	.00	.00	.00	.00	.00
	2	.043	10.654	.02	.01	.01	.97	.02
	3	.022	14.889	.06	.02	.95	.02	.01
	4	.012	20.395	.37	.00	.03	.00	.61
	5	.004	33.591	.55	.97	.00	.00	.36
Dependent Variable: Sum – Y								

กราฟต่างๆ
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Sum - Y

