

AN ANALYSIS OF RETENTION FACTORS AFFECTING EMPLOYEES IN
METTAPRACHARAK HOSPITAL

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M.P.A. (PUBLIC POLICY AND PUBLIC MANAGEMENT)

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ABSTRACT

This study aims to 1.) identify factors that affect employee retention in Mettapracharak Hospital 2.) make a comparative analysis of different employee positions on the factors that affect employee retention in Mettapracharak Hospital and provide some guidelines to construct an objective plan to retain efficient employees in the organization. This study employed a quantitative and qualitative research design. Questionnaires and in-depth interviews were used as tools to collect data. The results revealed that, according to the levels of employee opinion on those factors, Workplace Relationship was the most important factor for employee's retention in their present job 2.) comparing those opinion levels, the study did not find any difference between employees of the different job positions in terms of Compensation, Leadership Styles, Workplace Relationships and Job Characteristics as factors affecting employee retention. However, Career Path as the factor was found as a statistically significant difference between employees of the difference job positions at the 0.05 level 3.) an effective way in constructing human resource retention planning in organization is to build employee satisfaction in work. This is because the more the employees are satisfied with their work, the more they feel enthusiastic and happy with working in the organization, and eventually, they are less likely to resign from the job. Hence, factors affecting work satisfaction and work competency include a fair compensation, and opportunity to grow in the organization, leadership styles, workplace relationships and job characteristics.

KEY WORDS : RETENTION/ RETENTION FACTORS/ METTAPRACHARAK
HOSPITAL

130 pages