

THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATION SUPPORT,  
INTRINSIC MOTIVATION AND ORGANIZATION EFFECTIVENESS: A CASE  
STUDY OF THE METROPOLITAN WATERWORKS AUTHORITY

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ABSTRACT

The purposes of this research were as follows to; study the level of Perceived Organization Support, Intrinsic Motivation, and Organization Effectiveness of a Metropolitan Waterworks Authority and study the correlation between 3 variables. The research tool was a questionnaire. Data were collected from 294 people of a Metropolitan Waterworks Authority. Statistics used for data analysis were percentages, means, standard deviations, and Pearson Product Moment Coefficient. The research results showed the following: (1) The Perceived Organization Support was at a high level. When considering each aspect, the research found that the factor of Job security had the highest mean. (2) The Intrinsic Motivation was at a high level. When considering each aspect, the research found that the factor of need for competence had the highest mean. (3) The Organization Effectiveness was at a high level. When considering each aspect, the research found that the factor of Production had the highest mean. (4) There was a significant positive correlation between the 3 variables.

KEY WORDS: PERCEIVED ORGANIZATION SUPPORT / INTRINSIC  
MOTIVATION / ORGANIZATION EFFECTIVENESS /  
METROPOLITAN WATERWORKS AUTHORITY

145 pages