

The purpose of this present study was to examine a number of internal organization Factors that have influenced on satisfaction of medical representatives in the Pfizer International Company, Thailand. The method of data was collection was done through the use of questionnaires of 5-level measurement distributed to 122 medical representatives of the company, which were based on Herzberg's Two-Factor Theory; The Motivation Factors and Hygiene Factors.

Five areas of motivation factors had been studies; Which are:achievement, recognition, nature and framework of work itself, responsibility, advancement and growth. And for the Hygiene Factors, the study had been done under the five 5 areas, including: supervision, working conditions, interpersonal relations, payment and security, Company policies and administration. The questionnaires had been collected among 122 medical representatives of Pfizer International Company, Thailand.

According to The study, it was found that:

Most medical Representatives expressed their satisfaction of overall motivating factors at high level. As for the motivation factors, they were satisfied with at high level. Factors that they were satisfied respectively with: achievement, recognition, nature and framework of work itself, responsibility , advancement and growth. And what concerning hygiene factors, They were also satisfied at high level, respectively with: supervision, working condition, interpersonal relations, payment and security, company policies and administration.