


TITLE                    The Effects of Motivation on the Morale of Employeee  
                              : The Note Printing Works, Bank of Thailand.

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The organization is a social unit, which combines the relationship process of members in the organization. The organization is set up in order to achieve some specific purposes. An efficient organization is the organization which can achieve its target.

An efficient organization is the organization, which can combine the needs of members with the needs or the purpose of the organization. As a result, executives of the organization should understand the administrative theory of the power of incentives. In any work, if one wishes to achieve success, two major points must be met, namely, personal ability or skill and the ability to persuade people to make use of their ability or skill.

This research is to study and survey the behaviour of the staff of the "Bank of thailand" by limiting the scope of study on only the employees of the "Bank of Thailand" in the Note Printing Works, whose work can be divided into 10 divisions. The subjects under this study totalled 264 persons. Researchers have set up models on "the social and economic features of the Note Printing Works staff, differing in terms of tasks, age, educational level and service period. These features have relations with factors of preservation and factors of creating incentives". For this research, researchers have used questionnaire forms as tools in collecting of data and analysis of the results by finding the percentage value, mean arithmetical value and Chi-square value.

The study shows that the conclusion, corresponds to the set model in the part, related to the preservation factors and it is found that most employees of the Note Printing Works have high levels, of opinion, such as relations among persons with an average value = 3.54 and in the part, related to incentive factors with high level of opinion about the nature of work with an average value = 3.90.

Besides, from the studies on the opinion level of the Note Printing Works staff toward preservation factors and incentive factors, it is found that they are most dissatisfied with preservation factor on work security, and dissatisfied with slack supervision work. This, causes the staff unhappy posing obstacles to working process. Regarding incentive factor, it is found that the staff are most dissatisfied with it and also dissatisfied with the lack of progress. Hence, the recommendation of this research the opinion of the researchers is that if the Note Printing Works realizes this important point and tries to make improvements good cooperation to the work of the "Bank of Thailand" may result and promotes the staff's consciousness of obligations towards the organization. This recommendation is made in response to the needs of other levels besides the basic needs. This is because the work is the Note Printing Works is the production work. So, it is justifiable to increase factors so that would give satisfaction. That is to say, to reduce some aspects of supervision while maintaining responsibility; to increase responsibility in the work at higher positions; to assign the work able to do and to give more power in supervision and work freely. Such actions would considerably promote morale and will power in work of the staff.

In this study research, although there is a little limitation in collecting of data as some staff of the Note Printing Works, were not sure in answering questionnaire forms, leaving the effect to their status and not daring to express their ideas openly. It seems that 85.99% of questionnaire forms returned can be perfectly usable. This percentage is reasonably high and researchers expect that the result of this research will form guidelines, leading for further research of incentives in wider and more impressive model as well as forming guidelines for executives of the "Bank of Thailand" for use in studies and consideration on the nature of incentive for working or for improvement of things needing to be improved for the good of the organization.