

ABSTFAC

human being is the most important resource in an organization. A company needs to invest in its people to develop them to fulfill the company's requirements and achieve the objectives. There are 2 objectives in this study:

- (1) To find the main reason for absenteeism and frequent turnover of the employees from private companies in Bangkok's, Urban areas and Industrial estates in Thailand.
- (2) To use the result of the study as a guideline creating the motivational factors that lead to longer time of working.

The researcher uses a descriptive method and questionnaires to collect information. The sample is limited in terms of age, education and work location, liora 400 returned questionnaires of 450 distributed questionnaires. After getting the rough data, it is transformed to numerical data, using SiSS P/C software calculate, The findings are as follows:

- (1) Most employees mostly use sick leave as the pritnaty reason to the company, those would be absent when necessary and th:tir real reason when taking leave is sick leave, vacation arid seeking new jobs respectively. The most important factors that are effects of their absenteeism is duties and responsibilities.
- (2) Most employees would consult their relatives or friends when they need to resign. They expect the salary increase by 10%-20% up from their current salary and they would choose their current jobs again if they have the opportunities. The most important factors that effect their resigning decision from the company is salary and benefit.