

Abstract

In this research, the researcher aims to study a comparative study, which compares the difference factors between manufacturing employees and office employees, and the researcher aims to find out the factors which influence on personality traits in terms of agreeableness, conscientiousness, extraversion, emotional stability and openness to experience, job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction, job performance in terms of contextual performance and task performance and organizational commitment of manufacturing employees and office employees. The researcher chooses Thai Nakorn Patana Company as the target company in this study, in order to compare the difference factors between manufacturing employees and office employees of Thai Nakorn Patana Company, and test the influence factors on organizational commitment of Thai Nakorn Panata Company as well.

The primary data was collected from 400 respondents through self-administered questionnaires who are manufacturing employees and office employees of Thai Nakorn Patana Company located in Nonthaburi, Thailand. The researcher analyzed the data by using statistical analysis software program. Descriptive analysis assessed the information of respondents and inferential analysis in which the researcher employed Independent two samples T-test and Multiple Linear Regression Analysis (MLR) tested hypotheses.

The results in this research indicated that there are differences in factors between manufacturing employees and office employees which are personality traits in terms of agreeableness, conscientiousness, extraversion, emotional stability and openness to experience, job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction, job performance in terms of contextual performance and task performance and organizational commitment. For manufacturing employees, the result indicates that personality traits in terms of conscientiousness, extraversion and openness to experience were significant influence on job satisfaction in term of intrinsic satisfaction except agreeableness and emotional stability. Personality traits in terms of agreeableness and openness to experience were significant influence on job satisfaction in term of extrinsic satisfaction except conscientiousness, extraversion and emotional stability. Job satisfaction in terms of intrinsic satisfaction and extrinsic

satisfaction was significant influence on job performance in term of contextual performance. Job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction were significant influence on job performance in term of task performance. Personality traits in terms of conscientiousness and openness to experience were significant influence on job performance in term of contextual performance except agreeableness, extraversion and emotional stability. Personality traits in terms of conscientiousness and extraversion were significant influence on job performance in term of task performance except agreeableness, emotional stability and openness to experience. And job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction was significant influence on organizational commitment.

For office employees, the result indicates that personality traits in terms of agreeableness, conscientiousness and openness to experience were significant influence on job satisfaction in term of intrinsic satisfaction except extraversion and emotional stability. Personality traits in terms of conscientiousness and openness to experience were significant influence on job satisfaction in term of extrinsic satisfaction. Job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction was significant influence on job performance in term of contextual performance. Job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction was significant influence on job performance in term of task performance. Personality traits in terms of agreeableness, conscientiousness, extraversion and openness to experience were significant influence on job performance in term of task performance except only emotional stability. Personality traits in term of conscientiousness, extraversion and openness to experience were significant influence on job performance in term of task performance except agreeableness and emotional stability. And job satisfaction in terms of intrinsic satisfaction and extrinsic satisfaction was significant influence on organizational commitment.