

Research Project Title: COMPENSATION SYSTEM, PERFORMANCE EVALUATION, CAREER ADVANCEMENT AND JOB SATISFACTION OF EMPLOYEES IN SOY MILK BUSINESS

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ABSTRACT

The objectives of this study were (1) to determine the relationship of compensation system (salary, bonus, and welfare) and level of job satisfaction of employees in soy milk business, (2) to determine the relationship of performance appraisal (performance indicators, evaluation criterions and fair increment) and level of job satisfaction of employees in soy milk business, and (3) to identify the relationship of career advancement (promotions, contextual performance and job enrichment) and level of job satisfaction of employees in soy milk business.

This is a survey research. The population was 2000 employees of Greenspot, Thailand. The samples were 334 employees. The data collecting instruments were questionnaires. Frequency and percentage were used to analyze demographic profiles of the respondents. The average weight mean was used to determine the agreement on job satisfaction factor and the level of job satisfaction. Finally Pearson Correlation was applied to determine the relationship between job satisfaction factors and the overall job satisfaction.

It was found that there was a significant relationship between compensation system and overall job satisfaction at weak positive correlation level ($r = .542$); a significant relationship between career advancement and overall job satisfaction at weak positive correlation level ($r = .488$), and a significant relationship between performance appraisal and overall job satisfaction at very weak positive correlation level ($r = .272$).

Keywords: Job Satisfaction; Compensation System; Performance Appraisal; Career Advancement