

ABSTRACT

This main purpose of this study is on the impact of OD intervention on motivation, working condition, and performance of Panapasert Factory. The research was conducted using the action research model. The primary data was collected through interview with management team and the use questionnaire collecting from 70 Panapasert's employees. Secondary data was searched from textbooks, journal, and website. The two methods were conduct twice, once before and once after the ODI phases.

The main findings of Pre- ODI phase demonstrated that (1) employees have low motivation in work place (2) employees have low performance (3) working condition is of lower standard. The perspective of the management was also considered through interview to get the whole picture of the situation.

The ODI phase included three initiatives in the implementation of interventions namely, training activities, rewards, and improvement of physical condition of the workplace. Findings from Post- ODI phase demonstrated that (1) employees have higher motivation in work place (2) employees have higher performance (3) working condition is on standard.

From the result, the recommendations were made to management team to continue doing on the purpose activities and also provide new activities to insure success in short team and long term.