

Abstract

Objective: In order to fill the gap of the study in the field, this dissertation would examine the initial impact of performance management, employee motivation, job satisfaction and employee job performance in the Thai company, P. Lube Co.,Ltd. The study is to describe, to identify, to design and to determine attributes of performance management, employee motivation, job satisfaction on employee job performance of the workers at the P. Lube Company. The researcher of this study is to find the relationship – correlation and impact of independent variables in terms of performance management, employee motivation, and job satisfaction on the dependent variable of employee job performance. The dependent variable is examined under the aspects: task differentiation, task completion, zero waste, and quality of output.

OD Intervention: In the pre-ODI, the poor performance management of the company is included by unapparent job design, lack of recognition, rare feedback and inadequate rewards and incentive. Moreover, on accounting to low employee motivation; lack of responsibility, misunderstanding of work itself, lack of opportunity for advancement, poor relationship with the co-workers, poor supervision, and inadequate salary and incentive. It can influence on ineffective job performance. Therefore, in the ODI, the researcher designs the programs focusing on personnel development, developing goals and challenging workers to improve employee job performance. Besides in terms of low employee motivation and poor job satisfaction of the company, the researcher designs the programs focusing on employee involvement, autonomous decision and team performance to develop employee job performance. However, another one program is designed to increase effective performance management, high employee motivation, and high job satisfaction is promoting job ownership. It means group talk weekly as such because it motivates workers to feel they are

the part of the company. All of these programs will lead to improve the level of employee job performance at last.

