

ABSTRACT

Organizations certainly are today more interesting. They have become the fascinating places to study. And also the core components of each organization are tempting in the sense that how its components make alive the organization and relate to the human resources since these people have to live with the organization. Perhaps we are only now beginning truly to understand organization and to make it both effective and efficient. The objective of this research is to study the existing organizational structure and organizational culture and their relation toward employees job satisfaction. The significance of the study is to explore the status of satisfaction according to the employees' perceptions in the conducted organization by emphasizing on the two main factors of structure and culture. The organization selected for this research is a long establishment Thai well-known company in the business type of pharmaceuticals and food and beverages. The survey was conducted among its employees of every three level of management from every department. The respondents participated in filling and returning the questionnaires were 390 from total distribution of 420 sets. The total employees in this organization is approximately 2,700 persons. After the data collecting, the findings were summarized and analyzed. The results showed that both two research variables of organizational structure and organizational culture had significant relationships with job satisfaction i.e. they are influencing job satisfaction. The relationship varied by demographic profile of respondents; namely, age, gender, position, educational attainment, length of service and functional department.

Additionally, the result showed the differences on organizational structure, organizational culture and employees job satisfaction by the respondents' demographic profile.

