

## ABSTRACT

The project of Factor Influencing Employee's Satisfaction in Steel Pipe Industry : A survey of influencing factors to employees at PP Co., Ltd., which motivations arouse willing to do their jobs. We apply the linkage between the theory of motivation factors and employee's satisfaction for studying this project. The first objective is to study the motivation factors of employees, who are different in sex, marital status, education, current position, working period and income. The second objective is to study the employee's satisfaction toward job responsibility, advancement and security of career, working environment, income and benefit factors. Both objectives of the study are designed to study the correlation between employee's satisfaction factors and personal information of employees to point out the problem factors to the employer and give the recommendation and suggestions to the top management of PP Co., Ltd.

The study was conducted by randomly distributing questionnaires to 100 employees who work at the PP Co., Ltd. The six hypotheses were set. The data collected were interpreted with frequency and percentage method by calculating rating index using Statistical Package for Social Science (SPSS V.10.0.1) program. From the study, the Managing Director knows the levels of satisfaction of employees in the job satisfaction factors and job motivation factors which are appropriate to the employee's satisfaction.

The implications of this study from the result of the study, are that it is important for Managing Director to provide recommendation for supporting the development plan of the organization. Furthermore, when directors use the results and recommendations of this project to support his management plan, they should survey the effectiveness and the responses of their subordinates' performance as well.