

## ABSTRACT

The project is study of motivation factors influencing blue-collar employees at Onimax Company Limited. A survey of influencing factors that stimulate the willingness to do their jobs. We apply various theories of motivation factors for the study of this project. All objectives of the survey are designed to study the correlation between employee's satisfaction factors and personal information of employees to point out the problem factors and give the recommendation and suggestions to the upper management of Onimax Co., Ltd.

In order to find out the motivational factors of the employees, the researcher distributed questionnaires to all 100 blue-collar employees who work at Onimax Co., Ltd. to find out the relationship between motivation factors and overall job satisfaction. The data collected were interpreted by using both descriptive and inferential statistic. In the descriptive statistic section the research uses frequency and percentage method by calculating rating index using Statistical Package for Social Science (SPSS) version 12. For the inferential statistic, the research uses multiple regression statistic.

From the descriptive statistic, the researcher finds out that on average currently all 100 blue-collar employees who work at Onimax Co., Ltd. are quite satisfied with their jobs at Onimax Co., Ltd.. The inferential statistic tells the researcher that general communication, communication about task, and communication about interpersonal relations among staff members are the motivation factors that have significant relationship with the overall job satisfaction of employees, while the communication and interpersonal motivation factor does not have significant relationship with .the overall job satisfaction of employees.