

ABSTRACT

The overall objective of this study is to examine the relationship of demographic profile to decision making process and employee job satisfaction and to examine the correlation of decision making process and employee job satisfaction. To understand the relationship of the variables, relevant theories and concepts are taken and reviewed to form the theoretical and conceptual framework. Dimension of decision making consists of solution, participants, problem, rule of thumb, choice of opportunity, and limited information processing. Determinants of employee job satisfaction consist of advancement and growth, achievement, affiliation, job security, and physiological needs. There are 60 questionnaires that were distributed to subordinates in Thai Rubber Latex Corporation (Thailand) Public Company Limited with 24 questions in decision making part and 20 questions in employee job satisfaction part. Mostly respondents are female more than 80%. They agree and perceive all variables in decision making but notice that they focus on participants as the top priority. For employee job satisfaction they agree mostly with Affiliation. For the correlation between decision making process and employee job satisfaction, there is positive correlation among them. After findings, some recommendations have been made to follow the result of the study. The managers should be delegating authority to employees, pushing them to know when the problem arise, playing more roles in teamwork, having more selection to find better result, and using information technology. Moreover, the recommendations include focusing on employee training, supporting employee empowerment, and having the reward system in the company to encourage employees.