

# Employee Motivation Factors to Quality of Working Life of Solumat Company Limited

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**Abstract**—The purpose of this study was to study 1) to study the motivation for work of employees of Solumat Co., Ltd. 2) to study the work efficiency of employees of Solumat Co., Ltd. 3) to compare the efficiency in practice. 4) to study work motivation that affects performance of employees of Solumat Co., Ltd. using descriptive statistics. ) The statistics used are Percentage, mean (Mean) to describe the demographic data of the respondents and various variables. The population used in the study were 30 employees of Solumat Co., Ltd. based on the questionnaire. Inferential statistics were used for hypothesis testing. Statistics used were t-test, ANOVA analysis, F-test, (One-way ANOVA) and Multiple Regression Analysis.

The study found that Most of the respondents were female, aged between 20-30 years old, single, bachelor's degree. Operation level position and have an average income between 15,001-20,000-baht Motivation factors in the performance of motivation factors and overall supporting factors were at a very important level. The overall operational efficiency was at a high level of agreement. The results of the hypothesis test on age personal information position monthly income different effects on operational efficiency of employees of Solumat Co., Ltd. were significantly different at 0.05 level. It has a statistically significant influence on work efficiency at the .05 level. Policy and administration working conditions The method of administration of the commander It has a statistically significant influence on operational efficiency at the .05 level.

**Keywords**— Motivating, factors, Sustaining.

## I. INTRODUCTION

The bureaucracy is the main mechanism in the administration of State affairs, with ministries, bureaucrats and departments as a key gear in their work. Bureaucratic reform puts an emphasis on performance and efficiency, evaluation of bureaucratic performance has therefore become the main tool of bureaucratic reform. Because it gives the bureaucratic system to work in a new way by under the performance of work to produce results and able to measure the work that is served to the people. The evaluation of official performance must consist of two parts: the performance of the work and the behavior of the government officials. In addition, there must be clear indicators for the evaluation of the performance of government service to be successful and to the maximum benefit of the people (Kitikun,2016). Sustainable bureaucratic development is a challenge in the official organizational culture system.

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(Rajathsub, 2011) Need to rely on the way of thinking New ways of working in the new bureaucracy (New Public Management) (Tolofari,2005) To be consistent with the rapidly changing environment with a people-centered focus The modular way of thinking should be modified, there should be hyperlinks. In-depth analysis based on function expertise Turn to think in a more holistic or systematically integrated way in all dimensions (Klakayun, & Chansirisira, 2020).

The method of centralized operation has to be modified. Working in accordance with their responsibilities by controlling and supervising them in order of mandatory steps, while developing the bureaucracy is considered a challenge in the organizational culture system, not destroying the interests or impairs the security of the civil servants' lives. To change the public administration system to a new public administration system Which emphasizes the work by measuring achievement There is a measure of concrete results. Transparency with fast and agile administration Able to meet the needs of society properly and appropriately

As a result, the public sector has to rely on the concept and management method of the private business sector more and more. Such private management requires government officials to become more qualified personnel as well as being more "professional". Under many laws and regulations (unlike private administration) and under the rule of law (Rule of Law), the government sector has to change the form of strict government. It adheres to the more lenient principle under the principle of "good governance" or "good governance" but also demands more from government officials every now and then. (Jinarat, & Quang,2003) In affecting the progress of the organization and the success of oneself This causes each person to behave in a way that is sure to achieve certain goals. (Noypa, Trichandhara,& Potipiroon,2020) As mentioned above, the student is interested in studying operational motivation. Achievements and core competencies in performance of government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration In order to know how to perform the work to be successful And what factors influence the motivation and influence on the core competencies in the performance of the civil servants under the Office of the Permanent Secretary for the success of the Bangkok Metropolitan Administration? What are the barriers to work and what are some of the ways in which to increase work achievement?

Objectives of the study To study the motivation for the performance of government officials under the Office of the

Permanent Secretary of Bangkok To study the core competencies in performance of government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration To study the relationship between working motivation and core performance competencies of government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration.

## II. CONCEPTS AND THEORIES OF PERFORMANCE

Competency refers to the behavioral characteristics that the organization needs from the government officials. Because they believe that if the civil servants behave in a manner that the organization has set, it will result in that civil servant has a performance that will result in the organization achieving the desired objectives, such as determining good service performance because the main function of Civil servants are Providing services to the people enables government agencies to achieve their objectives. Is to bring benefits and happiness to the people Whiddett, and Hollyfords (2000) Ramphai, N. (2011). Kongkaluang, & Panjan, 2019)

### A. Research Mythology

There were two types of data sources in this study: Primary Data, which was obtained from a questionnaire for collecting data from government officials under the Office of the Permanent Secretary of Bangkok. Is a respondent. Secondary data is data obtained from textbooks. Study reports and related documents And the Internet

### B. Study Populations and Samples

The population used in the study was 683 civil servants under the Office of the Permanent Secretary of the BMA, selecting 252 samples in this study using the calculation of sample size using the Taro Yamane formula (Yamane, Taro, 1967: 56) at a 95% confidence level as follows:

### C. Statistics used in Data Analysis

Descriptive Statistics Statistics used are percentage (Percentage) mean (Mean) to describe the demographic data of respondents and variables. Inferential statistics are used for hypothesis testing. The statistics used were t-test. ANOVA was used for F-test, (One-way ANOVA), Pearson Product Moment Correlation and Multiple Regression Analysis.

### D. Study results

Subject education Motivation Influencing Core Competencies in Performance of Government Officials of the Office of the Permanent Secretary of Bangkok Metropolitan Administration The sample studied was a government official of the Office of the Permanent Secretary of Bangkok. 280 questionnaires were used as a tool for data collection and receiving 280 sets, representing 100%.

### E. Overview of the motivating factors for the performance of the government officials, Office of the Permanent Secretary

From the study, it was found that the overall mean of the level of significance of the motivation factors influencing the core competencies of the civil servants of the Office of the Permanent Secretary of Bangkok was at high level (mean = 3.80) Were in the 3 items priority level: responsibility (mean = 3.99), job success and respect (mean = 3.90) and nature of work performed (mean = 3.85), respectively. One medium level of importance is the career progression (mean = 3.46).

### F. Overview of the supporting factors for the performance of government officials under the Office of the Permanent Secretary

According to the study, it was found that the overall mean of the significance of the supporting factor was That influences the core competencies in performance of the civil servants of the Office of the Permanent Secretary of Bangkok was at a high level (mean = 3.63). At the very important level, 5 items were relationship with supervisors and colleagues (mean = 3.89), policy and administration (mean = 3.85), job security and supervisory control (mean = 3.83 ) Return side (Salary / Benefits) (mean = 3.56) and future advancement opportunities (mean = 3.55) were in two medium-priority levels: privacy (mean = 3.37) and condition. Working ambient (average = 3.36), respectively

The results of the analysis of the differences between each pair of core competencies in performance of government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration Categorized by agency, it was found that persons under the Institute of Civil Service Development Bangkok and the Office of the Permanent Secretary for the BMA Institute of Civil Service Development Bangkok and the Office of Administrative and Registration Institute of Civil Service Development Bangkok and Legal and Case Offices Office of the Permanent Secretary for the Bangkok Metropolitan Administration and the Office of Officials And the Office of the Secretary of the Permanent Secretary, Bangkok and the Internal Audit Office The difference was statistically significant at the .05 level, while the other pairs were not different.

## III. SUMMARIZING RESULTS, DISCUSSIONS, RESULTS AND RECOMMENDATIONS

Information on operational motivations of government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration Responsibility The results of the study were found to be at a very important level, with details of opinions at a very important level of 3 items, consisting of: You are willing to work both on duty and off duty. Coworkers have reasonable responsibilities and do not affect you or others, and the work for which you are

responsible requires someone with a higher responsibility than others.

The field of job success and recognition The results of the study were found to be of great importance. The comments are detailed at a very important level, 3 items, consisting of a supervisor who can solve problems for you. The supervisor assigns you certain tasks to do because he sees that you are competent. And when the work is done, the supervisor shows appreciation or respect.

The nature of the work performed The results of the study were found to be very important, with details of the opinions in 3 very important levels, consisting of: You are satisfied with the opportunity to use your talent to work successfully. The nature of the work that you do today is pleasing to you. And the work you do is in line with the field of study and can make full use of your knowledge

The advancement in the career The results of the study were found to be of moderate importance. Details of opinions are at a very important level, 1 item is that you are considered for merit based on virtue and ability. And is at a medium-important level, 2 items, consisting of your departments to promote your career advancement In the field of work and have the opportunity to advance in promotion or promotion to a higher level appropriately Not too slow when compared with other corporate personnel.

#### IV. DISCUSSION

From the study of Motivation Influencing Core Competencies in Performance of Government Officials of the Office of the Permanent Secretary of Bangkok Metropolitan Administration The student has some issues to discuss:

Motivating factors of government officials under the Office of the Permanent Secretary for Bangkok consist of responsibilities. The field of job success and recognition And the nature of the work performed Overall, the motivating factor is at a very important level. This is consistent with the research of Onuma Suwanrak (2016) to study factors related to the performance of the government officials of the Special Audit Office Region 13. It was found that the motivation factor of the government officials of the Special Audit Office Region 13 had overall motivation in all aspects at a very important level.

Support factors for government officials under the Office of the Permanent Secretary for Bangkok consisted of job security and administrative governance, compensation (salary / welfare), and relations with supervisors and colleagues. Overall, the supporting factor is very important. Key Competency Factors of Government Officials of the Office of the Permanent Secretary of Bangkok Metropolitan Administration Found that morality, ethics, teamwork Good service Achievement-oriented In the accumulation of professional expertise The overall average is very important.

The relationship between motivation for work was related to the core competencies of the government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration. Responsibility The nature of the work performed and the overview of the relationship between motivation for work was related to the core competencies of the

government officials under the Office of the Permanent Secretary of Bangkok. Level of relationship, medium, same direction

Support factors influence the core competencies in performance of government officials under the Office of the Permanent Secretary of Bangkok Metropolitan Administration. In terms of work security, compensation (salary / welfare) had a statistically significant influence on the performance of the government officials under the Office of the Permanent Secretary of Bangkok.

#### Suggestions for the Next Study

It should be studied in depth by means of an interview. Or group chat About the factors of management that influence the performance of the government officials under the Office of the Permanent Secretary of Bangkok. This is to be used as a management guideline for the executives of the Office of the Permanent Secretary for formulating policies, missions. And how to operate Data should be studied by expanding the sample to other departments of Bangkok. Such as the district office Bureau of Budget, Finance Office, Drainage Office, etc., to know the factors of management related to the performance of the government officials under the Office of the Permanent Secretary of Bangkok

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