

# “Work Incentives Affecting the Employee's Organizational Commitment. Delta Aluminum Industry Co.Ltd, Bangkok

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**Abstract—** This research It is intended to study The data was analyzed by using statistics to compare incentives and commercial factors that influence employee engagement. Delta Aluminum Company Limited, total 133 persons The questionnaire was used as a study tool. The collected data were processed using percentage and mean statistics by using statistical data. The results of the study showed that The motivation factor as a whole is of great importance. Employee organizational commitment The overall average is high. The results of different personal factors hypothesis testing showed no different binding to the organization. Incentives and sustaining factors are related to employee engagement. Very limited in the same level of relationship. Incentives and Support Factors Influence on Employee Engagement The Company Limited. Level .05 Suggestions received from the study showed that Executives should listen to the opinions of their subordinates. Assign tasks to match knowledge, abilities and aptitudes. Give freedom to work Set salary and welfare rates that are suitable for living conditions. Provide a security system and a good working environment.

**Keywords—** Motivation, Maintenance, Factors.

## I. INTRODUCTION

At present, the global economy is developing rapidly.(Thangavelu,& Rajaguru, 2004) Is And is constantly changing It is a good opportunity to develop progress. (Guo,Liu, Jiang, Wang, Liu, & Liang, 2017) Of the company for the opportunity to compete in business at the same time, the company still faces tremendous challenges. ( Gnyawali,& Park, 2009) So The company has to be creative and enhance the ability. (Brammer&Mellahi,2015)In competition with business in this highly environment Problems that need to be resolved urgently. (Zou, Zeng, Lin, Xie, 2015) The company is to maintain Keep capable personnel Building an effective team Increasing love and good bond within the organization Performance Enhancement Including.(Griffith, Sawyer, & Neale, 2003)To development of the working environment all important things that the company has to consider.(Hwang, Lee, Park & Chang, 2017)

Personnel is an important factor for the organization's success. ( Teh & Yong (2011) The important force in pushing in company able assemble Business Efficiency Promote.

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(Wu,Zhang,Wei,&Hou,2019)the development of the business Increase to production capacity of the company ( Langa, Morales,& Vicedo, 2011)Therefore, the importance of personnel management should be emphasized to be satisfied. ( Petroni, Venturini, & Verbano, 2012)Relationship and commitment to the company for relationship management of the staff (Payne, & Frow, 2006) for Increase employee satisfaction Bond more and love organization companies( Barsade, & Neill, 2014) The company to progress Management should know that must be done retain employees ( Fang, Huang, & Li, 2013) to be efficient the basic needs of employees be met To provide efficient employees to be satisfied There is love in the organization (Kaya & Ceylan, 2014) For further sustainable organization development Boss, Dunford , Boss, & McConkie, 2010

Provide training for employees to before performing the job. ( Marler, Liang, & Dulebohn, 2006) New employees their surroundings and must learn ( Katz, 1978) of rules company and organizational culture. (Tierney, 1988) The new employees to create benefits for the company (Attridge,2009) As expected Will result in the stability of the business operation. (Ahmed, & Uddin, 2018)The company may face difficulties with advancement (Hemmeter, & Conroy, 2018)

DELTA ALUMINUM INDUSTRY Co., Ltd. was established in 2006, the Company's main business is Recycle aluminum scraps to be processed into aluminum lumps (INGOT), when finished, will be exported and sold to automobile manufacturers. For example: TOYOTA, HONDA NISSAN, etc. DELTA ALUMINUM INDUSTRY CO., LTD. Has been a well-known company in producing aluminum in China over the years. Despite the strict legal provisions of the Chinese government and the global economy in a sluggish state, the company is still developing progress and performing well.

As mentioned above, the students are interested in studying the motivation affecting the organizational commitment of DELTA ALUMINUM INDUSTRY Company Limited employees for the management to use as a guideline in formulating policies and plans. Objectives of the study Data were analyzed using statistics to compare incentives and commercial factors that influence employee engagement of DELTA ALUMINUM INDUSTRY INDUSTRY Co., Ltd.

## II. SCOPE OF STUDY

This study is a quantitative research. (Howe, & Eisenhart,

1990) By the survey method (Survey Method), which uses the method of analysis and evaluation of data. Both in descriptive (descriptive analysis) and quantitative (Quantitative Analysis), (Wang, & Ji,2010)the researcher has set the research scope to be consistent with The research objectives are as follows

In terms of content, this study examines the motivation factors for employee engagement of DELTA ALUMINUM INDUSTRY Co., Ltd. based on Frederick Herzberg's two-factor theory: Success in work To be respected In the field of job advancement Job responsibilities), supporting factors (including compensation, progressive opportunities, Relationship with other persons, control status, supervisory Policy and Administration Working environment Living conditions The stability and safety of work) and the organizational commitment of Steers consists of the confidence Accept the goals and values of the organization. The willingness to make every effort for the benefit of the organization On the need to remain in the membership of the organization.

### III. LITERATURE REVIEW

Subject education Motivation Affecting Organizational Engagement of employees (Moon,2000)The students studied papers, concepts, theories and related researches. To be used to define conceptual frameworks and guidelines in education Following this concept and motivation theory Frederick Herzberg's two factor theory theory could be called Frederick Herzberg's Motivation Maintenance Theory has gained considerable attention and application. This is a theory that relates to satisfaction consisting of 2 factors (De Shields, Kara,& Kaynak,2005)

1. Motivating factors (Motivational Factor) is a factor that motivates work motivation. Make the work more efficient Productivity Increases Causing the person to be satisfied at work Which is a factor that meets the internal needs of a person Including success in performance (Achievement) to be recognized (Recognition) The work itself (The Work Itself), the responsibility in the work. (Responsibility) career advancement (Advancement)

2. Sustaining factors or factors that reduce dissatisfaction in work (Maintenance of Hygiene Factors) Compensation (Salary) Possibility of Growth Relationship with other people. (Interpersonal Relationship) Status (Status), control, command. (Supervision) policy and administration (Policy and Administration) work environment (Work Condition) suitable conditions in the work or comfort in work Living conditions (Personal Life), job security ( Paul, Robertson, & Herzberg, 1969).

### IV. RESEARCH METHODOLOGY

Subject education Motivation Affecting Employee Engagement DELTA ALUMINUM INDUSTRY aims to study employee motivation. To study employee engagement with the organization to compare incentives and organizational obligations of employees classified by personal information. To compare the supporting factors and the organizational

commitment of employees classified by personal information To study the relationship between motivating factors and their engagement with employees. To study the relationship between sustaining factors and employee engagement, data from the study can be used to advise and improve the Company's policy, DELTA ALUMINUM INDUSTRY Co., Ltd. has determined the method for the study as follows.

#### A. Study Population and Samples

The population of this study was 198 DELTA ALUMINUM INDUSTRY employees (only office workers). The study used a simple sampling method (Sample size) based on the concept of Taro Yamane (Yamane, Taro, 1973 at a 95% confidence level as follows: formula  $n = N / (1 + Ne^2)$   $n$  = sample size  $N$ . = Number of study population,  $e$  = acceptable error (0.05)  $n = (198) / (1 + 198 (0.05)^2) = 133$  samples: 133 subjects were selected.

#### B. Method store gather information

To complete the study There is a way to collect information. As follows: Information gathered from various research sources including textbooks, documents and other research findings. Relevant information obtained from the target audience's questionnaires. And get it back by yourself Carry out a clean check This is to ensure that the questionnaire is complete and can be analyzed for further analysis.

#### C. Processing and analysis information

The data obtained from the questionnaire were processed by a computer program. By finding the percentage rate (Percentage) and average (Mean) Microsoft Excel program, which is a ready-made program for creating a pie chart (Pie Chart) and a bar chart (Bar Chart) with explanation of results And the results from the chart are presented for analysis according to the characteristics of various variables.

#### D. Study results research

The results of the data analysis were analyzed by using statistics comparing the motivating factors influencing employee engagement DELTA ALUMINUM INDUSTRY INDUSTRY Company Limited. Ltd.

Motivating factor	B	Std. Error	Beta	t	Sig.	ผลการทดสอบ
(Constant)	.602	.290		2.075	.040	yes
Operational success	.214	.089	.214	2.414	.017	yes
To gain respect	.126	.102	.126	1.243	.216	yes
The nature of the work performed	.129	.102	.134	1.258	.211	yes
Job responsibility	.096	.121	.093	.791	.431	yes
The advancement in the career	.256	.088	.269	2.912	.004	yes

\*\* statistical significance at the .05 (2-tailed)

Comparing the motivating factors influencing employee engagement DELTA ALUMINUM INDUSTRY INDUSTRY Co., Ltd. found that the motivation factor for performance success (Sig = 0.017), recognition (Sig = 0.216). Practice (Sig = 0.211), Job Responsibility (Sig = 0.431), Career Progress (Sig =

0.004).Influence on employee engagement DELTA ALUMINUM INDUSTRY INDUSTRY Co., Ltd.

The results of data analysis were analyzed by comparing supporting factors that influence employee engagement DELTA ALUMINUM INDUSTRY INDUSTRY Company Limited.

Maintenance Factors	B	Std. Error	Beta	t	Sig.	Test
(Constant)	.364	.212		1.722	.088	no
Compensation	-.110	.079	-.127	-1.393	.166	yes
Opportunity	.008	.064	.009	.125	.901	no
Relationship with other people	.180	.061	.199	2.958	.004	yes
Command control	.057	.113	.063	.504	.615	no
Policy and Administration	.073	.111	.080	.661	.510	no
Working environment	.277	.066	.311	4.212	.000	yes
Living conditions	.063	.064	.078	.988	.325	yes
Safety in work	.347	.064	.407	5.456	.000	yes

Comparing the supporting factors influencing employee engagement DELTA ALUMINUM INDUSTRY INDUSTRY Co., Ltd. found that supporting factors for compensation (Sig = 0.166), relationships with other people (Sig = 0.004), working environment (Sig = 0.000). The living conditions (Sig = 0.325), the safety at work (Sig = 0.000), significantly influenced the employee engagement of DELTA ALUMINUM INDUSTRY INDUSTRY Co., Ltd. at the 0.05 level.

#### V. SUMMARIZING RESULTS, DISCUSSION, RESULTS AND RECOMMENDATIONS

The study of work motivation affecting the organizational commitment of the employees of DELTA ALUMINUM INDUSTRY Company Limited was aimed to study employee motivation. Employee organizational commitment Compare employee organizational commitments classified by personal information Relationship between motivating factors and employee engagement. And the relationship between sustaining factors and their engagement with employees. 133

questionnaires were used to collect data and use statistics for data analysis, namely percentage, mean, Correlation and Multiple Regression Analysis. Can be summarized as follows From the study of information about the level of importance of motivation factors, it was found that the success of the work To gain respect The nature of the work performed Job responsibility The progress of the job Overall, the motivation factor was at a very important level. The details are as follows: Performance success. The results of the study were found to be of great importance. The details of importance are at a very important level, 3 items, consisting of being able to use their own judgment in solving problems with the job. There is a feeling of being part of the achievement of the goals you set. Able to complete assignments on time. The results of the study were found to be of great importance. With important details Is at a very important level, 3 items consisted of: He was admired for his ability Including Encouragement A colleague accepts your opinion. Your comments have been put into practice in terms of the nature of the work performed. The results of the study were found to be of great importance. The details of importance are at a very important level, 3 items, consisting of assignments that match the ability and aptitude. The assignments are free to work. The assignment poses a challenge to accountability. The results of the study were found to be of great importance. The important details are at a very important level, 3 items: You are trusted and trusted in the work you are responsible for. The assignments are suitable for the amount of work. The work that you are responsible for is the work that the organization gives importance to the progress of work. The results of the study were found to be of great importance. The details of the importance are at a very important level, 3 items, including having the opportunity to learn things. From training to increase knowledge That the agency gave to you Chances of getting a higher position The work done is stable, information about supporting factors of employees DELTA ALUMINUM INDUSTRY Co., Ltd. According to the study of the importance of supporting factors affecting the organizational commitment of the employees of DELTA ALUMINUM INDUSTRY Co., Ltd., it was found that the value reward Opportunity Relationship with other people Command control Policy and administration Working environment Living conditions Safety in work The level of importance overall is very important. The details are as follows: Remuneration The results of the study were found to be of great importance. The details are at a very important level, 3 items consisting of income received enough to support life. Receive appropriate welfare for Compensation is suitable for the workload of progressive opportunities. The results of the study were found to be of great importance. The details are at a very important level, 3 items, including: You are given an opportunity to develop your knowledge. Additional skills such as education training, jobs you do, have more skills in your profession. The work you do has an opportunity to advance in your relationships with other people. The results of the study were found to be of great importance. There are 3 very important levels of detail, including when you make a mistake.

The supervisor is ready to give advice. Help consult You received good work cooperation from your colleagues. Your subordinates have a good relationship with you in terms of control and supervision. The results of the study were found to be of great importance. The details are at a very important level, 3 items, including supervisors listening to the opinions of subordinates. Subordinates listen to the opinions of the supervisors. The supervisor manages the department efficiently in policy and administration. The results of the study were found to be of great importance. The details are at a very important level, 3 items, consisting of clear organizational management policies. The rules and regulations of the organization are fair. The management policy of the organization is fair and the work environment is ceased. The results of the study were found to be of great importance. The details are at a very important level, 3 items: your organization, adequate and ready-to-use equipment and equipment. Your workplace is properly divided into areas. Your organization has created an atmosphere in the workplace that is pleasant to work in. The results of the study were found to be of great importance. The details are at a very important level, 3 items, including the person receiving assistance from the company. When facing personal problems as necessary and appropriate Do you think that when you have worked at this company Your life is satisfactory. Your current life Can tell that there is no problem with the security at work The results of the study were found to be of great importance. The details are at a very important level of 3 items: the companies you work with, have good security systems. You feel secure in the job position you are doing. You feel that the company you work for is the most stable company. The opinion on the organizational commitment of the employees of DELTA ALUMINUM INDUSTRY Co., Ltd. found that the overall average was at a high level. Consideration at a high level, 3 items are strong confidence in accepting organizational goals and values in the organization. The willingness to put forth a lot of effort for the benefit of the organization The need for the desire to maintain the status of a good member of the organization accordingly.

## VI. DISCUSSION OF RESULTS

Based on the study of motivation affecting the organizational engagement of DELTA ALUMINUM INDUSTRY employees, the investigators had the following points to discuss. The progress of the job Relationship with other people Very Level This is in line with the research Kulsarunporn, & Mahamud (2019) study on motivation for work and employee engagement Anilayem International Company Limited found that the level of importance was At a high level in control and command Work security Benefits of relationships with other people Policy and administration Which is consistent with the research of the work environment Opportunity

Study Suggestions The students have suggestions for the following benefits: Management should listen to the opinions of their subordinates. Take good opinions into action and encourage employees. Executives should define tasks to match the knowledge, abilities and aptitudes of each employee

position. Give freedom to work Assign challenging tasks to be creative, give advice. In the event of problems in the work performed, management should determine appropriate compensation for the workload and provide appropriate welfare to employees. Executives should organize activities to promote good relations between co-workers and management should arrange for the company. There is a safety system and a good working environment. Suggestions for the next study should study how to maintain the company's employees.

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