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Motivation in the performance of employees in Samut Songkhram Province

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INTRODUCTION

The principles of organizational management must have 4 fundamentals: man, money, material, and method. People are the most important factor for the organization to achieve its goals. It is considered an important basic resource to drive the organization to achieve its goals effectively. However, if personnel have a bad attitude towards the organization. Even the organization has a lot of capital, has good raw materials. How modern are the production processes and technologies. This will result in inefficiency, lack of potential, and affect the performance of the organization

Psychologists divide motivation into 2. Category . Intrinsic motivation and extrinsic motivation. Intrinsic motivation refers to a person's desire to do something with their own mind. It is considered to be very valuable to various operations. These include: (1) Needs, That causes a person to exhibit behaviors to achieve a goal. (2) Desire, It is a kind of need that goes beyond basic needs. But if all goals are not achieved, they will feel indifferent. (3) Ambition , It's a requirement. Craving that helps a person seek ways to achieve their goals. (4) Special interest, If people are interested in anything in particular, they will have the intention to work help your work get done in no time. (5) Attitude

. This is about a person's motivation towards the job, Compensation, Job description, Opportunities for advancement, Good boss, Good colleagues, Work environment, Job security (Chakri Srijarumethiyan and Surasak Udmuang Pia,2020)4.



OBJECTIVE

1. To study the motivation of Samut Songkhram employees.
2. To compare the motivation of Samut Songkhram employees classified by demography



METHODOLOGY

1. Description Statistics , Describe the demographic characteristics of the sample. By using statistics, numbers, percentages, demographic characteristics of using mean and standard deviation.

2. Inferential statistical analysis It is used to test the hypothesis as follows: Comparative analysis of opinions on performance motivation. Using the analysis of the difference between the mean values of 2 groups of samples with a t-test (independent t-test). It is a test of 2 groups of population. It was found that the variance of the two groups was not different. The Equal Variances Assumed t-test is used. But if the variances of the two groups are different, use the Equal Variances Assumed t test. Comparative analysis of opinions on performance motivation.

By analyzing the difference between the mean values of more than 2 groups of samples. With One Way ANOVA or Brown-Forsythe. Initially, the difference between the variance of two or more samples was tested and Using Levene Statistics. If the test results show that the variance of all groups is not different, the statistics of One Way Analysis of Variance (One Way ANOVA) will be used. But if the test result for variance is different by at least one pair, the BrownForsythe statistic is used.



RESULTS AND FINDING

300 employees in Samut Songkhram province, mostly male, aged 35-44 years old , Bachelor's degree , Marital Status , Average monthly income 15,000-20,000 baht.



RESULTS AND FINDING

Table 1

The mean and standard deviation of performance motivation. Aspects and Overview

Performance motivation	Comment level		
	\bar{x}	S.D.	results
1. Job Security	3.77	.671	High Level
2. Policy and Administration	3.78	.685	High Level
3. Relationship with colleagues	3.89	.623	High Level
4. Job Progress	3.79	.594	High Level
5. Job Success	3.80	.628	High Level
6. Salary wage	3.75	.589	High Level
Overview	3.80	.559	High Level

Performance motivation: overall and 6 aspects : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage at a high level.



Table 2
Comparison of performance motivation

Performance motivation	Variance	df	SS	MS	F	p-value
Overview by age	Between groups	4	8.454	2.818	2.054	.108
	Within a group	295	268.966	1.372		
	Sum	299	277.420			
Overview by Study	Between groups	2	.391	.195	.941	.391
	Within a group	297	92.847	.208		
	Sum	299	93.238			
Overview by Status	Between groups	3	2.062	.687	3.363*	.019
	Within a group	296	91.175	.204		
	Sum	299	93.238			
Overview by Revenue	Between groups	5	.713	.143	.685	.635
	Within a group	294	92.525	.208		
	Sum	299	93.238			
Overview by job Position	Between groups	3	.661	.330	1.162	.314
	Within a group	296	127.119	.284		
	Sum	299	127.780			
Overview by Organization Type	Between groups	8	.159	.080	.275	.760
	Within a group	291	129.342	.289		
	Sum	299	129.501			
Overview by District	Between groups	4	.814	.203	.792	.532
	Within a group	295	38.023	.257		
	Sum	299	38.837			

RESULTS AND FINDING

Overall and 6 aspects of job security, policy and administration, relationship with colleagues, job advancement, job success, and salary are at a high level.



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RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified by **age** using variance analysis It was found that the overall 6 aspects had a p-value of .640, .062, .914, .307, .067, .053, .108, which is greater than .05. (H0) means people who take the test of different ages. Satisfaction with overall performance motivation Job security, policy and administration, relationship with colleagues, job advancement, job success. Salary Wage No difference.



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Performance motivation	Variance	df	SS	MS	F	p-value
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RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified by **study**. Using variance analysis, it was found that: Overview and 6 aspects . The p-value is .324,.314, .297, .760, .909, .153, .391. Which is greater than .05 .That is, accept the main hypothesis. (H0). It means that the people who came to the survey had different education. Satisfaction with performance motivation Overview : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage no difference.



Table 2
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Performance motivation	Variance	df	SS	MS	F	p-value
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RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified by **Status**. Using variance analysis, it was found that: The p-value is .010, .048, .007, .021, .009, .039, .019. which is less than .05. That is, reject the main hypothesis. (H0). It means that the people who came to the survey with different statuses. Satisfaction with performance motivation Overview : : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage .Statistically significant difference at the .05 level



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Performance motivation	Variance	df	SS	MS	F	p-value
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RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified by **Revenue** . Using variance analysis, it was found that : The p-value is .061, .329, .348, .760, .509, .133, .635. Which is greater than .05. That is, accept the main hypothesis. (H0). This means that the people who came to the survey had different average monthly Revenue. Satisfaction with performance motivation Overview : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage no difference.



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Comparison of performance motivation

Performance motivation	Variance	df	SS	MS	F	p-value
Overview by age	Between groups	4	8.454	2.818	2.054	.108
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	Within a group	295	38.023	.257		
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RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified by **Job Position**. Using variance analysis, it was found that the overall and 6 aspects of each side had p-values of .146, .528, .297, .098, .119, .153, .314. Which is greater than .05 .That is, accept the main hypothesis. (H0). It means that people who come to the survey have different job titles. Satisfaction with performance motivation Overview : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage no difference.



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	Within a group	295	38.023	.257		
	Sum	299	38.837			

RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified by **Organization Type**. Using variance analysis, it was found that: The p-value is .491, .372, .198, .617, .143, .255, .760. Which is greater than .05 . That is, accept the main hypothesis. (H0) . It means that the people who came to the survey with different types of organizations. Satisfaction with performance motivation Overview : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage no difference.



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Performance motivation	Variance	df	SS	MS	F	p-value
Overview by age	Between groups	4	8.454	2.818	2.054	.108
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Overview by District	Between groups	4	.814	.203	.792	.532
	Within a group	295	38.023	.257		
	Sum	299	38.837			

RESULTS AND FINDING

- Comparative analysis results of satisfaction with performance motivation Classified **by District**. Using variance analysis, it was found that: The p-value is .284, .704, .161, .626, .477, .357, .532. Which is greater than .05. That is, accept the main hypothesis. (H0). It means that the people who come to the survey with different districts. Satisfaction with performance motivation Overview : Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage no difference.



CONCLUSION AND DISCUSSION

Based on the findings of this research. Job Security, Policy and Administration , Relationship with colleagues , Job Progress , Job Success , Salary wage at a high level . Shows that Performance motivation is a positive motivation factor resulting in increased work efficiency. Increased productivity leads to job satisfaction in a person. And it is important to motivate employees to perform well and be happy and resulted in the organization's success.

- Overall performance motivation has a high level of opinion. It shows that current performance motivation has a great influence on the minds of employees. Recognition from peers , Job Description Career Success and rewards. All of which are complementary to employee motivation and morale. To perform their duties effectively.

- Welfare greatly affects the motivation to be productive. Because employees see that their welfare includes having a good working society. It is like morale contributes to the performance of duties to the fullest capacity. To make work more efficient. It is worthy of the welfare received from the agency.



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