

# Enhancing the Performance of the Employees - Siam Makro Public Company Limited

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**Abstract—** This research aims to: To study the factors influencing the performance of employees of Siam Makro Public Company Limited, Nongjok Branch. The sample consisted of 115 staff members of Makro Public Company Limited, Nongjok Branch. The study found that the success of the work. Siam Makro Public Company Limited, Nong Chok Branch, should arrange its employees to work in line with the organization's goals. This will make the employees feel satisfied and proud of the success of the work. The recognition or recognition in the work. Siam Makro Public Company Limited Nongjok Branch should be issued in writing from the management. Announced within the organization. Congratulations on the work and talent. The work done. Looks interesting. Siam Makro Public Company Limited, Nong Chok Branch should assign the employees to the knowledge and ability of the employees in the responsibility. Siam Makro Public Company Limited, Nong Chok Branch, should assign its employees to work on their own. The idea of independent thinking interested in the progress in the job. Siam Makro Public Company Limited, Nong Chok Branch, should give you the opportunity to increase your knowledge and expertise in working for growth and growth. Should give authority to make decisions in the work they are responsible. To study the improvement of daily work performance of employees should study the quality of work life of employees. Qualitative interviewing.

**Keywords—** Employees, Public Company.

## I. INTRODUCTION

Nowadays, society is rapidly changing both in terms of society. The economy and technology are changing rapidly. The current highly competitive business environment. Organizations or agencies must be able to create competitive advantage by having a product or service that satisfies their customers. With consistent quality. Low cost and timely delivery. These can happen continuously with the efforts and cooperation of the employees. The agency must create a safe working environment. Employees are encouraged to work continuously. We must show our social responsibility by taking into account the environment. Social responsibility such as not creating environment. The factory built. Technology development in various fields is fast. It is a competitive advantage. By optimizing in various areas. Human Resource Management must develop personnel. To be equipped with new technologies and to improve their working skills together, the organization's most important and valuable human resource development. To

achieve the goal and succeed. Human resources are important to the organization, which is a measure of the quality of work. It is the behavior of employees and their willingness to work effectively. Good results for the organization. Workers have expectations in the job. To work on achieving goals and obstacles because when the job does not meet expectations. The person must face the problem and find a solution. It can affect work behavior such as work, not enthusiastic, lack of enthusiasm for work. Can not work with others. Lack of responsibility, etc. Operating environment. Physical resources are visible, such as buildings, machinery, factories. Office equipment, land, etc., which management should manage the physical resources to be worthwhile. It must be maintained and maintained always available. The environmental factors in work performance are related to work efficiency such as working environment. The relationship between the worker and the boss, etc. Human resources are also important. Without human resources, no organization will exist. Good management must manage human resources effectively. The staff can be arranged to suit their work as they are. The staff will be satisfied in the work. The work will be effective and effective immediately, accurately and timely. (Pairoj Tipmat. 2005: 12-13) Human resources are an important resource for organizations to succeed and advance through crisis and obstacle. How does the organization maintain its knowledgeable and dedicated staff? Loyalty to the organization. The important thing for the organization to take into account is that every employee must be happy to work. Before the organization can create happiness for employees. Know what employees expect and need from the organization. To encourage employees to work fully. Efficient work creativity The company can move forward with progress. Tosaporn mahamud.,.2554 ).

As mentioned above, the researcher is interested to study the improvement of the performance in order to be able to know the factors that will motivate and motivate the employees to have a good working behavior with the efficiency of the organization. As a result, the organization has a good output. Quality, profit and satisfaction of customers. This is what the organization expects and aims to do business as well. In order to take the study results. Apply to the organization to meet the needs of employees. In order to motivate employees to have good working behavior and better performance and efficiency.

## II. PURPOSE OF STUDY

To study factors affecting the performance of employees of Siam Makro Public Company Limited, Nong Chok Branch

### III. HYPOTHESIS OF THE STUDY

Different personal factors affect the performance of different employees. - Factors affecting the performance of employees in relation to the performance of different employees.

### IV. SCOPE OF STUDY

The theory used in this study is Two-Factor Theory, Motivator Factors. The only factors that affect performance are five. 1. Success in work 2. Accepted or honored in Works 3. Work done Looks like an interesting job. 4. Responsibility in the job. 5. Progress in the job. The study population consisted of 160 staff members of Makro Public Co., Ltd., Nongjok bangkok Branch.

The sampling group consisted of 115 employees in Makro Public Co., Ltd., Nongjok Branch, with simple random sampling. The sampling method was based on Yamane method. 95% confidence.

### V. VARIABLES USED IN THE STUDY

Independent variables are personal factors, including gender, age, education, salary, position, working age, and employee performance.

The dependent variable is the performance of the employee.

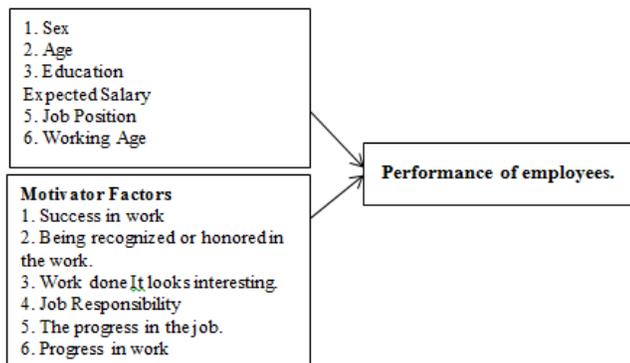
Duration of study is Between January and April BE2559

### VI. THE BENEFITS OF THE STUDY

Factors affecting the performance of employees of Siam Makro Public Company Limited Nongchok Branch bangkok  
 - The results can be used as a guideline for enhancing the performance of employees of Siam Makro Public Company Limited, Nong Chok Branch.

### VII. CONCEPTUAL FRAMEWORK IN EDUCATION

From the above study, the researcher has adopted the two-factor theory of the two-factor theory and the conceptual framework for the study of empowerment of the employees of Siam Makro Public Company Limited, Nongjok Branch.  
 Concept of framework



### VIII. HOW TO PERFORM DATA COLLECTION

To make the study complete, there are a few ways to do this.

- Information gathered from Studying from various sources including textbooks, papers and other research findings. Associated

- Information from Responding Of the target audience And get yourself back. Complete the check. To ensure that the questionnaire is complete and can be analyzed for further information.

### IX. DATA PROCESSING AND ANALYSIS

Processed data from the questionnaire by computer program by Percentage and Mean. Microsoft Excel, a program for pie chart and bar chart. Describe the result The results from the chart are presented for analysis of the variables.

Inferential Statistics are used for hypothesis testing. Use statistics such as t-test, ANOVA, F-test (One-way ANOVA), and Regression.

### X. CONCLUSION

A study on job performance enhancement of employees of Siam Makro Public Company Limited, Nong Chok Branch was conducted to determine the factors affecting the performance of employees of Siam Makro Public Company Limited, Nongjok Branch. Quantitative study Quantitative Research Independent variables are personal factors, including gender, age, education level, salary, position, working age, and variables. A total of 115 questionnaires were used. Statistics used for data analysis were percentage, mean, and hypothesis. One-way Anova T-test and Regression correlation analysis were as follows.

A total of 115 respondents reported that the employees were staffed by Siam Makro Public Company Limited, Nongjok Branch, who answered the questionnaire. Mostly female, aged 31-35 years or 34%, are employees. Accounted for 44 percent. The average monthly income is 43%. 15,001-20,000 baht, or 47%, with 5-8 years of service, accounting for 36%.

### XI. FACTORS AFFECTING MOTIVATION FACTORS

- The success of the work. The study found that. The overall average of the priority level. Performance factors in job success are at a high level. And the employees pay attention to the success of the job. Satisfaction of co-operation between co-workers. The supervisor can solve the problem. And supervisors give jobs because they see that they have the ability.

- The recognition or recognition in the work. The study found that. The overall mean of the significance of the factors affecting the performance of the work. Respect Very high And the staff paid attention to the high level of respect, 3 items, including satisfaction with the help of colleagues. Pleased to work with others. And respected by colleagues in the order.

- The work done. It looks interesting. The study found that. The overall mean of the significance of the factors affecting the performance of the work. Very high Employees are important in the job description at the high level. Satisfaction of the current job. And have the ability to work out success in the order.

- Responsibility in the interesting work from the study found that. The overall mean of the factors influencing the efficiency of the work was at a high level. The staff is very focused on the responsibility level 3 is composed of colleagues working intently. Satisfaction of working colleagues. And the bosses work in sequence.

- The progress in the job. The study found that. The overall mean of the factors influencing the efficiency of the work was at a high level. And the employees pay attention to the progress in the job at the level of 3 items, including the experience and expertise. To be considered good And the work done to honor the reputation in order

## XII. SUMMARY OF HYPOTHESIS TESTING RESULTS

**Hypothesis 1.** Different personal factors affect the performance of employees not different. The ANOVA statistics show that employees of Siam Makro Public Co., Ltd., Nong Chok Branch who have sex, age, education level Average monthly income and working life There was no difference in job satisfaction.

### **Hypothesis 2**

The performance factors of different employees affect the performance of different employees. The results of the tests using the Regression statistic showed that the performance factors of employees of Siam Makro Public Company Limited, Nongjok Branch No. 1, satisfied with the cooperation of their colleagues. Successful and applied knowledge in the field of study was Sig value of 0.001 0.040 and 0.042, respectively.

## XIII. DISCUSSION OF RESULTS

A study of education in enhancing efficiency in the performance of employees, Siam Makro public company limited has made an issue of Nong Chok study brought discussions consist.

Performance factors in the performance of the employee. In the field of achievement on many levels. Employees, Siam Makro PLC branch of Nong Chok surveys there are reviews that motivation factors are effective on the employee's job performance. Is vital to the effective operation of employees consistent with the research of the Onsuda Ms. aonsuda dusitrattanakul (2557) found that personnel offices, Permanent Secretary, Ministry of agriculture and cooperatives has a comment about personal factors. Side, the bond with the team and the progress in level position very good comments about the environmental factors in the running in the best level of performance levels. Sides, perseverance, responsibility and care in work and integrity and loyalty to the organization level, factors in the performance of the party's personnel office, Permanent Secretary, Ministry of agriculture and cooperatives is associated with the levels of performance statistically significant at the 0.05 level. Performance factors in the performance of the employee. In the respect, very level. Employees, Siam Makro PLC branch of Nong Chok surveys with comments that the efficiency factor on the performance of the employee. Is vital to the effective operation of the

employees correspond to the research Rajatah Mitsomvang (BE 2558) found that the motivation factor is very important in the performance section. Characteristics of side work motivation factors affect progress in the education section, and the nature of the work affects a factor motivating the side earn respect. Statistically significant at the 0.05 level.

## XIV. SUGGESTIONS FROM THE STUDY

A study on the effectiveness of employee performance in Siam Makro Public Company Limited, Nongjok Branch.

- The success of the work. Siam Makro Public Company Limited, Nong Chok Branch, should arrange its employees to work in line with the organization's goals. This will make the employees feel satisfied and proud of the success of the work.

- In terms of recognition or recognition in the work. Siam Makro Public Company Limited Nongjok Branch should be issued in writing from the management. Announced within the organization. Congratulations on the work and talent.

- The work done. Looks interesting. Siam Makro Plc., Nong Chok Branch should assign employees to the knowledge and skills of employees.

- Responsibility in the job. Siam Makro Public Company Limited, Nong Chok Branch, should assign its employees to work on their own. By giving freedom of thought. Attention to results

- The progress in the job. Siam Makro Public Company Limited, Nong Chok Branch, should give you the opportunity to increase your knowledge and expertise in working for growth and growth. Should give authority to make decisions in the work they are responsible

Suggestions for the next study.

1. Study the optimization of daily work performance.

2. The quality of work life of employees should be studied. Qualitative interviewing.

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