

Factors Affecting Work Efficiency of Employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage)

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Abstract

The purposes of the research study were 1) to study the levels of work efficiency of the employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage), 2) to examine the differences of personal factors and Performance Management Components that affected work efficiency of the employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage), and 3) to investigate the Performance Management Components affecting work efficiency of the employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage). 282 samples of the study were selected from the employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage) through stratified random sampling, using statistical methods including percentage, mean, standard deviation, t-test, variance, and Multi-step regression analysis. The research found that: 1) The overall work efficiency was found at a high level. When considering each aspect, the work efficiency was considered a high level in all aspects; (1) Financial (Mean = 4.10, SD = 0.65), (2) Internal process (Mean = 3.63, SD = 1.08), (3) Customers (Mean = 3.62, SD = 1.03) and (4) Learning (Mean = 3.42, SD = 1.18), respectively. 2) There were differences in work efficiency of the employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage) with statistical significance in terms of personal factors, including status, work experiences, and educational level. 3) Work efficiency of the employees of Nong Pho Ratchaburi Dairy Co-operative Limited (Under the Royal Patronage) was resulted from the factors of safety in workplace ($\beta = 0.24$), admiration and acceptance ($\beta = 0.23$), training development ($\beta = 0.22$), and policy and administration ($\beta = 0.23$). These equations had the predictive power of 0.69.

Keywords: work efficiency, co-operative, Performance Management Components

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