

Title: Employee Engagement to the Organizations in Bangchan Industrial Estate
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Abstract

The purpose of this study was to investigate the personnel relationship opinion of bang Chan Industrial Estate Organization employees, and to study level of the organizational commitment of their employees regarding of work, people, opportunity, total rewards, company practices and quality of life, level of employee engagement about altruism, courtesy, sportsmanship, civic virtue and conscientiousness, compare level of employee engagement by demographic and the relation among factors of organization and employee engagement. The samples were selected from 454 of supervisors level at Bang Chan Industrial Estate Organizations. The questionnaires were used as the data collection instrument. The statistical applications used of analysis were percentages, mean, standard deviation. Hypotheses were tested by Independent sampling T-test of two groups of variables, used One-way Anova F-test for testing Hypothesis, and using Pearson's correlation test.

Findings indicated that most of respondents were females, age between 20-34 years, single, earned bachelor degree, average income less than 20,000 baht, at least 8 years of work experienced. The opinion on factors of organization of supervisor level at Bang Chan Industrial Estate Organizations, for people, work, quality of life, and company practices were found with high degree level, as for opportunities, and total rewards were at medium level, as for a Organizational Citizenship Behaviors willingness to courtesy, altruism, conscientiousness, civic virtue, and sportsmanship were at high level. Also found that factors regarding the difference of gender, age, education, marriage status, and duration of work not affecting the employee engagement, but the difference of income affecting the commitment to the organization at statistically significant 0.01 levels, and the relation among factors of organization and employee engagement at statistically significant 0.01 levels.

Recommendations of this study were administrative officers should revise operation procedure as follows: comparable benefit and compensation at current market level, assign quantity of works with their skills level to match with job responsibilities, set up criteria for career advancement, set up events to increase corporate culture and good images, appropriate facilities and materials must be available for the employees to function effectively, in addition job motivation, appreciation of employees, communication with other, supervision work policy, flexible work hours, and encourage independent decision making and policy from supervisor level to improve work environment for the corporation respectively.