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### Abstract

The purpose of this research is to study the analysis of the confirmatory factors of the organization's values in the operation, to study the comparison and guidelines for the development of the organizational values in the operations of the employees of Indian multinational companies in Thailand. Mixed research project, study of professional values Personal values Cultural values in the organization And core values Both in the collection of questionnaires 300 sets from Indian group companies in Bangkok In-depth interviews Indian businessmen and organized a seminar for Indian businessmen in the country As for the statistics used in the analysis of the test of the difference of the two groups of population mean by T-test and one way ANOVA, more than 2 groups of people test the pair of statistics in using Element analysis Use analysis Confirmatory Factor, Confirmatory Factor Analysis, (CFA) Study Results Element weight The reliability of the test and the variance at The extraction of components of organizational values in the practice of employees of multinational companies India in Bangkok Factor weight loading) Career values 0.898 Personal values 0.939 Organizational culture values Core values 0.898 Criteria for checking consistency of elements in organizational values in Performance of employees of Indian multinational companies in Bangkok area  $X^2 / DF$ . Calculated value 1.627 passed CFI 0.988 passed RMSEA 0.046 passed

Keyword: organization, Value, multinational companies