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The Influence of Organizational Culture, Work Itself Factors, and Individual Motivation Factors Toward Employees' Job Satisfaction in the Pharmaceutical Company a Limited

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Abstract

This study delves into the intricate relationship between organizational culture, work-related factors, individual motivation, and job satisfaction within Pharmaceutical Company a Limited. Using a quantitative approach, the research employs survey questionnaires to gather data from diverse organizational levels. The analysis, utilizing statistical tools like correlation and regression, explores the nuanced connections between these variables and job satisfaction. The findings illuminate crucial aspects influencing employee contentment, encompassing workplace conditions, compensation structures, career development, and work-life balance. The study's implications extend beyond the pharmaceutical industry, providing valuable insights for crafting effective human resource strategies and fostering an engaging work environment across diverse sectors.

Keywords: Job Satisfaction, Organizational Culture, Work Itself, Individual Motivation, Work Environment, Human Resource Management, Employee Engagement.

Objectives of the Study

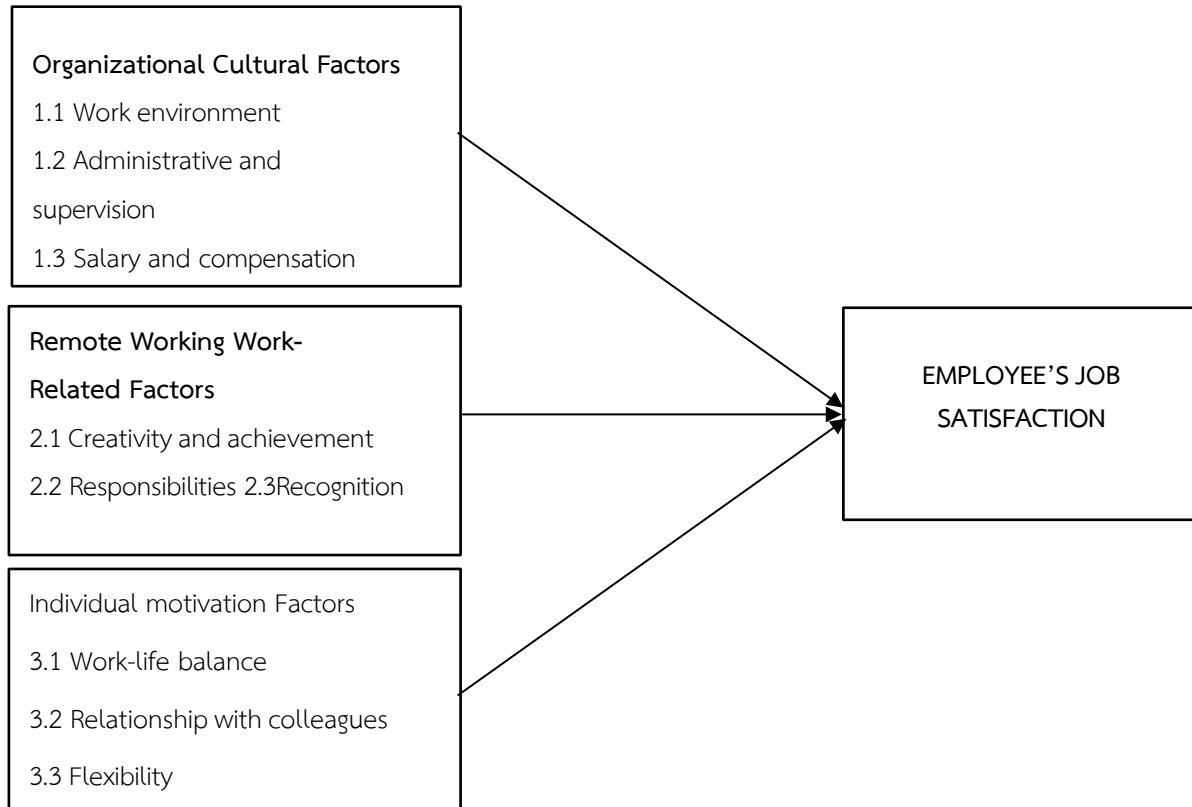
1. To investigate the influence of organizational cultural factors (work environment, administration, supervision, salary, and compensation) on employee job satisfaction.
2. To examine the impact of work-related factors (creativity & achievement, responsibilities, and recognition) on employee job satisfaction.
3. To assess the influence of individual motivation factors (work-life balance, relationship with colleagues, and flexibility) on employee job satisfaction.



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Scope of the Study

Conceptual Framework



Hypothesis Test

H₁: Organizational cultural factors (consisting of work environment, administrative and supervision, salary, and compensation) significantly impact employees' job satisfaction.

H₂: Work-related factors (consisting of creativity & achievement, responsibilities, and recognition) have significance on employees' job satisfaction.

H₃: Individual motivation factors (consisting of work-life balance, relationship with colleagues, and flexibility) have a significance on employees' job satisfaction.



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Literature Review

No.	Authors (Years)	Finding
1	Denison (1990)	Theories emphasize the pivotal role of organizational culture in job satisfaction. Positive and supportive cultures that value well-being enhance satisfaction.
2	Hackman & Oldham (1975)	Work-related factors play a crucial role in job satisfaction. Autonomy, task variety, and feedback positively relate to satisfaction
3	Tims, et al. (2011), Allen & Meyer (1990)	Career development opportunities and fair compensation positively impact job satisfaction
4	Greenhaus & Beutell (1985), Walga (2018), Rahim (2019)	The importance of work-life balance is highlighted with significant connections found between work-life balance and job satisfaction across various studies.
5	Hackman & Oldham (1976)	Delving into theories of job satisfaction, the Job Characteristics Model underscores the impact of job characteristics like skill variety, task identity, and autonomy on employee satisfaction.

Methodology

Population and Sample

The study focuses on all employees of Pharmaceutical Company A Limited, constituting the population. Recognizing the impracticality of surveying every employee, a representative subset, or sample, is selected for the study. The sample, chosen through non-probability sampling, aims to capture characteristics representative of the broader population. Utilizing an online survey and justifying the choice through the study's objectives, the sample comprises 341 employees, with a statistically significant size of 181 calculated using Krejcie and Morgan's Table. The sampling methods, including non-probability and shared traits criteria, are tailored to the study's specific context for efficient and meaningful data collection.



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Type of Research and Tool

Utilizes a quantitative approach with a closed-ended questionnaire to collect numerical data on job satisfaction, incorporating demographic factors and various aspects related to job satisfaction. Employing an online questionnaire, the study uses nominal and ordinal scales for demographic questions and interval scales for attitude-related questions, with a scale from 1 to 5 indicating satisfaction levels.

The reliability of the questionnaire, validated by Associate Professor Dr. Suthinan Pomsuwan, is demonstrated through Cronbach's Alpha, ensuring a high degree of reliability for organizational cultural factors, work-related factors, individual motivation factors, and job satisfaction. An online questionnaire, designed for convenience, is distributed to Company A's employees. The study emphasizes the advantages of online surveys, including cost-effectiveness, quicker administration, and automated data handling. The study focuses on Company A's pharmaceutical industry employees, with the entire population comprising 341 workers. The sample size of 181 is determined using Krejcie and Morgan's Table of the Sample Size. Convenience sampling is employed to select participants readily available to take part in the study, considering the homogeneous nature and limited size of the sample.

Statistics

1. Descriptive statistics, which is composed of frequency, percentage, mean, and standard deviation.
2. Inferential statistics, which is composed of the Multiple Regression Analysis Test.

Result

Analysis of Variables:

Total Organizational Cultural Factors: ($\bar{x} = 3.794$, $SD = 0.503$) SATISFIED

Total Work-Related Factors: ($\bar{x} = 3.887$, $SD = 0.454$) SATISFIED

Total Individual Motivation Factors: ($\bar{x} = 3.815$, $SD = 0.496$) SATISFIED

Job Satisfaction: ($\bar{x} = 3.904$, $SD = 0.423$) SATISFIED

