

Employee's Perception of Effectiveness of Motivation Programs for Regular Workers of Asia-Pacific International University

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Abstract

The study focused on the employee's perception of the effectiveness of motivation programs for regular workers of Asia-Pacific International University (AIU). The sample of the study is 69 employees, both Thai and International, who worked in AIU, Muak Lek Campus during the academic year, 2017-2018. The data was collected through a survey questionnaire. The researcher used descriptive analysis, Pearson correlation Coefficients, multiple regression, Independent t-test to test the statistically significant difference between the means and one way ANOVA to determine whether there are any statistically significant differences between the means of two or more independent variables. The result showed that both extrinsic and intrinsic motivational factors had a positive effect of the employees' perception toward their performances. In intrinsic motivational factors, interpersonal relations between employee and employees and employees and their supervisors were the highest with the mean of 4.090 and *recognition* was the lowest mean of 3.426. In extrinsic motivational factors, conducive work environment and the conditions of work was the highest mean of 4.140 and fringe benefits was the lowest motivational factor with the mean of 3.568. Further study could be done based on other factors of motivational programs in AIU.

Keywords: *motivation programs, employee's performance*