



3. การรับรู้คุณลักษณะงานด้านผลสะท้อนกลับจากงานมีความสัมพันธ์ทางลบกับอัตรา  
การเปลี่ยนงานอย่างมีนัยสำคัญทางสถิติที่ระดับ .05

4. ความต้องการส่วนบุคคล ด้านความต้องการอิสระ เป็นตัวแปรเพียงตัวเดียวที่มีอำนาจ  
ในการพยากรณ์อัตราการทำงานอย่างมีนัยสำคัญทางสถิติ



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่

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<b>Independent Study Title</b>	Factors Predicting the Rate of Job Change Among Private Company Employees in Northern Region Industrial Estate
<b>Author</b>	Mr. Samphan Chaokasem
<b>Degree</b>	Master of Science (Industrial and Organizational Psychology)
<b>Independent Study Advisor</b>	Associate Professor Dr. Chuchai Smithikrai

### ABSTRACT

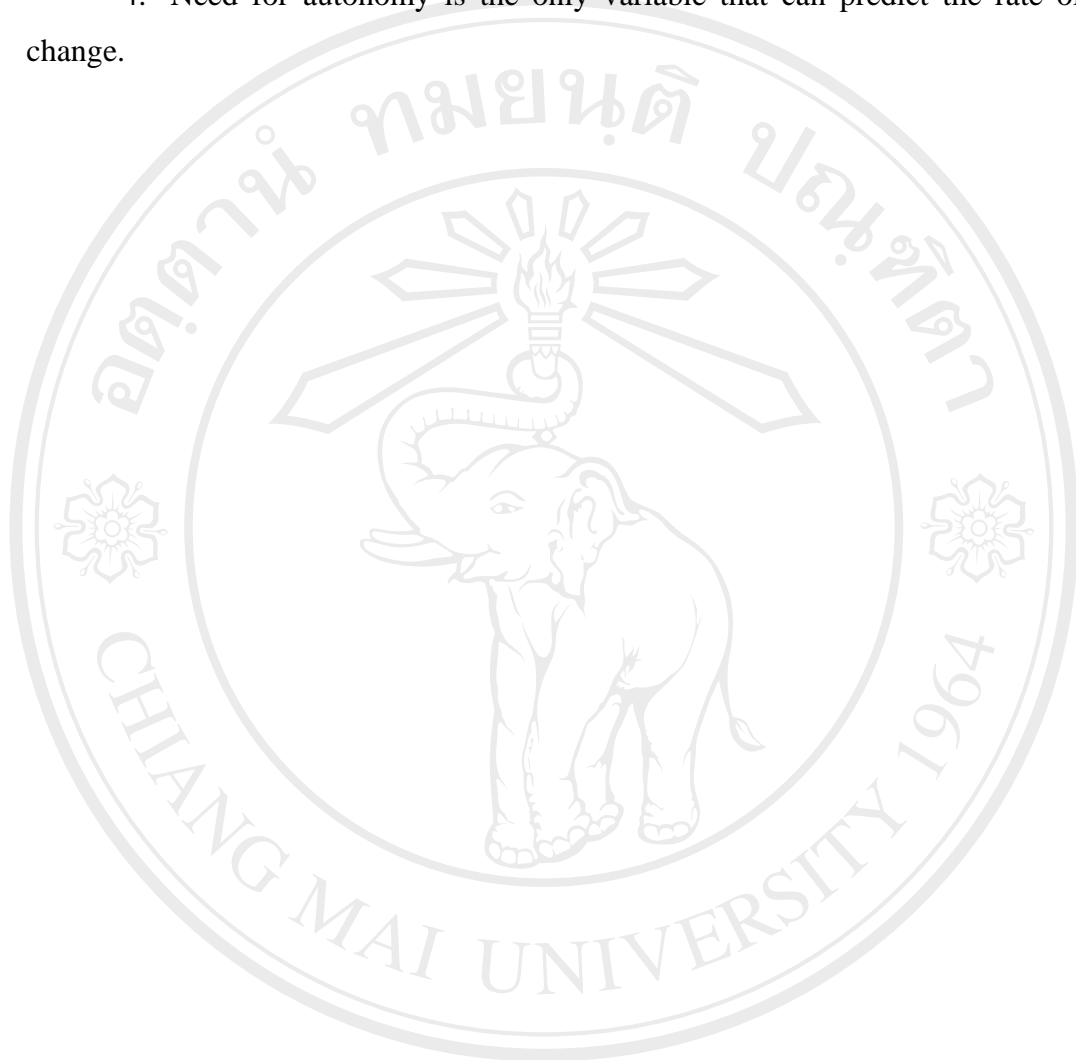
The objectives of this research were : (1) to study the relationships between perceived job characteristics, importance of organization factors, individual needs and the rate of job change among private company employees in Northern Region Industrial Estate, and (2) to investigate the predictive power of perceived job characteristics, importance of organization factors, and individual needs on the rate of job change among private company employees in Northern Region Industrial Estate.

The samples comprised of 292 monthly employees in Northern Region Industrial Estate. The research instruments consisted of a personal data questionnaire, a perceived job characteristics scale, an importance of organizational factors scale, and an individual needs scale. Data were analyzed by using a descriptive statistic, Pearson's product moment correlation and multiple regression.

The results of the study were as follows :

1. Task Significances had a negative significant relationship with the rate of job change at the .05 level.
2. Autonomy had a negative significant relationship with the rate of job change at the .05 level.

3. Feedback had a negative significant relationship with the rate of job change at the .05 level.
4. Need for autonomy is the only variable that can predict the rate of job change.



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