

Work Motivation and Organization Commitment on the Work Efficiency of Ground Services Staffs at Don Muang Airport

**Rewat Garchotechai, Aviation Personnessl Development Institute; Kasem Bundit University, Bangkok, Thailand*

E-Mail: rewat.gar@kbu.ac.th

Abstract

Work Motivation and organization commitment are the key that impacts work efficiency and achievement of organization. This paper objectives to examine the relationship between demographic data and the effect on work efficiency, to explore the relationship between the employees' work motivation and the effect on work efficiency and to explore the relationship between employee commitment and the effect on work efficiency. This study employed quantitative research and the population of the study was 400 ground services staffs working at Don Muang Airport. The statistics employed in the data analysis of the study were frequencies, percentages, means, standard deviation, t-test, f-test and correlation. The result of the study revealed that: 1) there is no significant association of any demographic variable with work efficiency which not sig = 0.0996 2) the work motivation correlates with work efficiency with sig = 0.000 3) the organization commitment affects with work efficiency with sig = 0.000 was at a high level. It was considered by aspect that the ground services staffs are highly motivated ($x=4.12$) by their achievement that performed to accomplish to reach the company's goal and their commitment correlate with work efficiency

Keywords: Work Motivation, Organization Commitment, Work Efficiency