Munliga Kamsookdee 2019: The case study of extra payment is motivated on production employees in Company A. Master of Science degree (Agribusiness), Agricultural Business Department of Agricultural and Resource Economics Independent study advisor : Mr. Decharut Sukkumnoed, Ph.D. 42 pages.

This independent study in the case study of extra payment is motivated on production line employees in Company A. have the objectives to study (1) the relationship between motivation of employee and the extra payment. (2) the relationship between the extra payment and continuation of work and (3) the cost effective analysis of the extra payment.

This condition pays to the employee which pass the three training courses. The population used in this study is the production staff in company A, code A1 line and cod A2 line, in total of 171 persons. The data were collected from 2018 to December 2018 and were analyzed by using statistics theory, percentage, mean and t-test.

The results showed that (1) the production effectiveness per day/person of the both employees gave the different results. The extra payment didn't affect the productivity of employees Code A1 line. Meanwhile The extra payment improve the productivity. (2) The daily retention rate of the production staff of the sample group showed that the code A2 line was increasing, but code A1 line had a reduced rate of retention. (3) The value after the extra payment was found to be consistent with production effectiveness, the code A1 line had the production effectiveness after receiving extra payment didn't increase. As a result, this work point wasn't benefit the extra payment. But for Code A2 line, where the production efficiency after receiving extra compensation, resulting in the value of paying special compensation for this work point.

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