

# Motivation Factors Affecting Work Behaviors of the Fish Inspection Officer

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**Abstract – The purpose of this research was to study the motivating factors affecting the behavior of officers of trade and aquaculture officers.**

**Study employee behavior of trade officials and marine production control and study the relationship between motivation factors and employee behavior.**

**The Department of Aquaculture Control and Production Control The variables used in the research are personal factors of respondents, motivation factors, and work behaviors. By sample group The staff of the Animal Trafficking Control Division and the production factor of 105 people use the questionnaire as a research tool. Data analysis using descriptive statistics Correlation statistics and multiple regression analysis Research results show that most of them are female, age 25-35 years old, studying at the undergraduate level. Working period of 2-5 years**

**Is a government official The position of the fishery and operational officer in the border agency Motivation factor in work Found that the overall average was at a high level And work behavior The overall average is at the highest level.**

**The hypothesis testing found that personal factors in terms of gender, age, education level Work period Different types of personnel, positions and work units Affecting work behavior not different And motivation factors Success Respect for Responsibility And progress in the position Influencing work behavior with statistical significance at the confidence level 95**

**Keywords: Aquatic Checkpoints, Work Motivation, Work Behavior**

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## INTRODUCTION

At present, Thailand has driven into Thailand 4.0 era under the vision that "The country is stable, prosperous, sustainable, is a developed country. With the development of the sufficiency economy philosophy, the government has an important policy in Drive the country economy In order to adjust, organize, adjust the direction and develop the country to grow steadily Wealthy and sustainable in the 21st century (Office of the Civil Service Commission, 2017). Therefore, the Thai bureaucracy must have the same modifications as the private sector in order to be consistent with the Thailand 4.0 era. In driving government policy Under the ability to operate in line with the country's management direction (T.mahamud 2018)

Aquaculture Control and Production Control Division Is an agency of the Department of Fisheries Under the Ministry of Agriculture and Cooperatives, the Department of Fisheries is responsible for studying,

researching, surveying, researching, analyzing and experimenting in all academic fields of fisheries, as well as promoting career in fisheries of the country to progress further. The Department of Fisheries has divided the administration into 2 parts: the central government administration And the provincial government administration This section has an aquatic checkpoint under the control of the production of aquatic animals. And aquatic products for hygienic standards There are measures to control the import-export of production factors for safe chemicals and raw materials. According to international standards that are equal throughout the world Every officer in the aquaculture checkpoint must perform this duty. Considered as a duty assigned to important responsibilities In order to maintain government policies that emphasize the safety of consumers both within the country and abroad (Chon Buri Animal Inspection Checkpoint, 2017)

Therefore, pay attention to the performance of all staff in the department. Together with creating morale, creating good motivation for the staff's performance To develop personnel at all levels to be able to work more And have a good attitude Have willing work behavior And the results are full of efficiency and effectiveness Achieve the objectives of the organization Beneficial to the agency in the future In addition, studies and research in the past about factors affecting work behavior found that personal factors and work happiness factors had an influence on the behavior of staff performance effectively. Motivate the staff in that agency It is a matter that the agency should give priority to as a pillar in the progress of the agency.

As mentioned above, the researcher is interested in studying the motivating factors that affect the behavior of the officers of the Marine Trade and Production Control Staff. To know the opinions of the motivation factors that cause good working behavior And can bring useful information and results to improve, suggest and develop the agency to have better quality in the future.

**OBJECTIVE OF RESEARCH STUDIES**

To study the motivating factors that affect the behavior of officers of the Aquaculture Trade and Production Control Staff To study the working behavior of the Marine Trade Control Officer And production factors to study the relationship between motivating factors and working behaviors of the Marine Trade Control Officer and Production Factors

**Educational hypothesis**

- Different personal information affects the working behavior of the Marine Trade Control Officer. And different production factors
- Motivating factors influence the behavior of the officers of the Aquaculture Trade and Production Control Staff.

**Scope of content education**

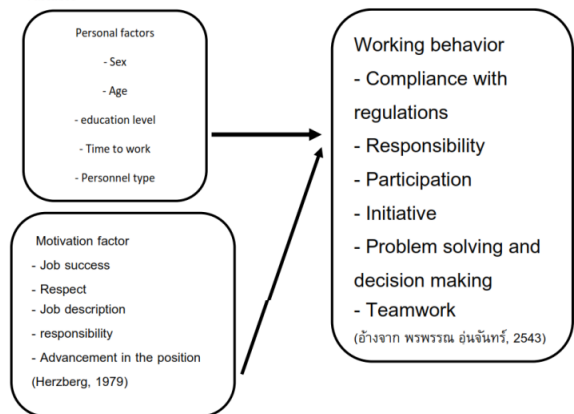
Study the theory of the motivation of Frederick Herzberg (1979) on the success of the work. Respect for Aspects of the job Responsibility Advances in position And working behavior according to the concept of Pornpan Ounchan (2000) in compliance with regulations Responsibility Participation Initiative In problem solving and decision making Teamwork

**Population**

The population studied is the Marine Trade Control Officer. And 141 production factors (1 May 2018)

ขอบเขตของตัวแปรที่ใช้ในการศึกษา

Research framework  
independent variables  
Variable



**RESEARCH TOOLS**

The tools used in this research, the researcher used the questionnaire as a tool for collecting.

- Part 1 Personal factors Is general information of respondents
- Part 2 is a questionnaire. Comments on motivation factors Which is a question of the score type Divide the score of the opinion level into 5 levels according to the Likert form. It is a question of type of rating scale (Rating Scale).
- Part 3 is a questionnaire. Opinions about working behavior Which is a question of the score type Divide the score of the opinion level into 5 levels according to the Likert form. It is a question of type of rating scale (Rating Scale).

**How to collect data**

In order to complete the study, there are methods for collecting data as follows.

1. Information collected from Study and research from various sources including textbooks, documents and other research results associated
2. Information obtained from Questionnaire response of the target group And get back to yourself Carry out the examination To ensure that the questionnaire is complete and able to be analyzed further.

**STATISTICS USED IN DATA ANALYSIS**

Descriptive statistics are Percentage, Mean and Standard Deviation to explain demographic data of respondents and various variables.

Inferential statistics are used for hypothesis testing. The statistics used are t-test, ANOVA analysis, F-test (One-way ANOVA), Coefficient Regression.

### **The analysis of dat**

The respondents responded with 105 complete cups. Most of them are female, 70 percent, aged 25-35 years, 59 percent studied at the bachelor degree level, 83 percent of the work period during 2-5 years, 32 percent are civil servants, 53 percent for fisheries academics, 44 percent and practice Border type work, 38%

The overall motivation factor was at a high level (mean = 4.22). It was found that the sample gave the highest responsibility (mean = 4.30), followed by respect (average = 4.25), side Job success (average = 4.25), job characteristics (average = 4.16) and progress in position (average = 4.14), respectively (Figure 1)

The overall working behavior factor was at the highest level (mean = 4.55). The sample group gave the most opinion on teamwork (average = 4.71), followed by responsibility (mean = 4.70), side Work according to regulations (mean = 4.60), participation (average = 4.55), initiative (average = 4.48) and problem solving and decision making (average = 4.25) respectively (illustration 2nd)

### **HYPOTHESIS TEST**

Found personal factors in terms of sex, age, education level Working time, position, work level And different types of operations Affecting work behavior not different And motivation factors The success of the job Respect for Responsibility And progress in the position Influencing work behavior with statistical significance at 95% confidence level

### **DISCUSS THE FINDINGS OF THE RESEARCH.**

The study suggested that the following benefits from the study of factors affecting the working behavior of the Marine Trade Control Officer And production factors The study has suggestions for the following benefits.

Motivation factor in work Issues that should be supported are The success of the job Respect for Responsibility And progress in the position By giving opportunities for colleagues to express opinions in solving various problems that occur in the organization Including support to help colleagues And have fairness in making various work decisions in the agency The division of work should be divided according to the skills that employees have. Not divided among themselves at work In order to make the work more efficient and effective in the working society And issues that should be addressed are

improvements The nature of the work by assigning the work to the employee should have a detailed assignment. Divide the duties together clearly in each person. Does not make employees feel the competition, work with colleagues Due to competition in the workplace Causing employees to feel unhappy there is a behavior that does not want to work in the agency or improve the work that each employee is responsible for. By allowing the work style to be appropriate for that person's skills

Applying the results of the study as a guideline for improving work behavior Can be operated by Support the organization Focus on development To motivate work Respect for Promote tools and equipment to facilitate the work of employees Listening to various opinions at the meeting is considered a good team work. Making employees confident in work Building confidence Respect in the organization Including stability Career advancement Increasing safety for employees while working more, whether it is an opportunity for employees to share opinions at the meeting. Or help each other solve problems in each work to understand each other in the department There is no bias occurring in the agency, including the division of the party, dividing them in the working society. As a result, this creates unity in the agency. It also creates a feeling of safety for employees. And employees will have more effective working behavior that affects the good image of the agency in the long term

### **SUGGESTIONS FOR FURTHER RESEARCH**

Bring the results to the agency Clarify the importance of work Responsibility Respect in the workplace And stability in the position of work Especially in regard to responsibility for their work In order to increase the efficiency of work behavior of staff Delivering good results to the image of the agency in the long term

Next research Study of other independent variables that affect the behavior of employees, such as studying problems And obstacles in work Employee happiness factor To gain additional information, confirming the good results of more reliable work behavior And study more in the same variable Change the sample group with other agencies To bring the research results to be analyzed, compared to the differences

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