



Satisfaction of S Company Part-Time Employees

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Abstract. This project is the satisfaction of part-time employees. A mixed method, including questionnaire surveys conducted by Company's dispatch samples. Use descriptive analysis, related analysis, and regression analysis data collected. By assessing the satisfaction of part-time employees in Company S, we can deeply understand the needs and problems of employees and provide targeted suggestions for improvement. Research methodology: The sample consists of 326 part-time employee s. A self-management questionnaire is used as a research tool, including fair perception and related issues. An analysis of effectiveness and reliability to ensure the quality of the collected data. The research results are as follows: fair perception, wage welfare, occupational development, work evaluation, the corporate environment has a significant positive impact on the satisfaction of part-time employee specifically, through the satisfaction of the part-time employees of Company S, we can deeply understand the needs and problems of employees, and provide targeted improvement suggestions, thereby increasing the satisfaction of the company's part-time employees, increasing the loyalty of employees And enthusiasm for work, thereby improving employees' satisfaction.

Keywords: company Part-time employees; satisfaction.

1 Introduction

The "Satisfaction of S Company Part-time Employees" introduces the background and significance of studying part-time employee satisfaction within S Company. With the globalization of the economy and the evolution of labor markets since the 1990s, companies in China, including S Company, have increasingly relied on labor dispatching to meet their workforce needs. This flexible employment model has been crucial for maintaining operational stability and reducing employment costs in a rapidly changing market environment.

S Company, a large agricultural enterprise with a diverse range of business activities including agricultural product cultivation, processing, and sales, employs a significant number of part-time workers. These workers are essential for the company's operations, especially given the increasing demand for labor due to the company's expanding business activities. Part-time employees, who often occupy auxiliary and

frontline roles, contribute substantially to the company's performance and overall success.

The chapter emphasizes the importance of understanding and improving the satisfaction of part-time employees. High levels of employee satisfaction are linked to greater loyalty, enthusiasm, and productivity, which are critical for the company's sustainable development. The study aims to identify factors influencing part-time employee satisfaction, including fairness perception, salary and benefits, career development, job evaluation, and the corporate environment.

The research objectives are twofold: to assess the current satisfaction levels of part-time employees at S Company and to analyze the factors contributing to their satisfaction. The chapter outlines the research hypotheses, which propose that fairness perception, salary and benefits, career development, job evaluation, and the corporate environment positively impact employee satisfaction.

To achieve these objectives, the study utilizes a sample of 326 part-time employees selected through stratified sampling. Data collection is conducted via questionnaires, and the analysis includes descriptive statistics, correlation, and regression analysis using SPSS software. The results are intended to provide actionable insights for improving part-time employee satisfaction, thereby enhancing their loyalty, motivation, and overall contribution to the company's success.

By addressing the specific needs and concerns of part-time employees, S Company aims to foster a more satisfied and motivated workforce, ultimately driving better performance and achieving long-term business objectives.

2 Literature Review

This paper first discusses the concept of perceived equity, drawing on Adams' equity theory, which emphasizes the importance of perceived equity in the workplace. ^[3]Perceived fairness is considered to be a key factor affecting employee satisfaction, especially in terms of fair treatment and equitable distribution of rewards and resources ^[1].

The literature also highlights the importance of compensation and benefits in determining employee satisfaction ^[7]. Research shows that adequate and fair compensation, as well as benefits such as health insurance and retirement plans, are critical to keeping employees highly satisfied. For example, research by Lawler and Porter ^[2], and Muangmee et al. ^[9] highlighted the positive relationship between compensation and benefits and employee motivation and retention. They argue that both intrinsic and extrinsic rewards significantly affect job satisfaction, which in turn affects employee performance.

Career development is another important aspect explored in the literature review. It refers to the opportunities that organizations provide for employees to grow and progress in their careers ^[5]. Research shows that career development opportunities, such as training programs and clear paths to promotion, have a significant impact on job satisfaction and employee loyalty. Research by Herzberg ^[6] and Maslow ^[8] supports this

view, arguing that opportunities for personal growth and self-actualization are key motivators for employees, leading to higher job satisfaction.

The concept of job evaluation is examined through its impact on employee satisfaction. Job evaluation involves systematically evaluating job performance and providing feedback^[11]. The literature shows that transparent and fair job evaluations can increase employee satisfaction by providing employees with a sense of identity and accomplishment. An effective job evaluation system is associated with increased job satisfaction and improved employee performance. For example, research by Locke and Latham^[4] emphasizes that goal setting and performance feedback are important components of effective job evaluation.

This paper also explores the importance of corporate environment in influencing employee satisfaction. The corporate environment includes the physical workspace and organizational culture^[12]. The study found that a supportive and positive work environment, characterized by good communication, teamwork and a healthy work-life balance, is critical to employee satisfaction. Studies cited in the paper, such as those of Pincus^[10], show that a positive corporate environment can increase employee engagement and satisfaction.

In summary, the literature review in this paper identifies key factors that affect employee satisfaction, including perceived fairness, compensation and benefits, career development, job evaluation, and corporate environment. These factors are interrelated and together contribute to the overall satisfaction and well-being of employees in the organization. This review provides a theoretical basis for the subsequent empirical analysis of this study, aiming to evaluate the specific influencing factors of part-time employees' satisfaction in S Company.

The four hypotheses presented in the study are as follows:

- (1) Fairness perception has a positive impact on employee satisfaction;
- (2) Salary and benefits have a positive impact on employee satisfaction;
- (3) Career development has a positive impact on employee satisfaction;
- (4) Job evaluation has a positive impact on employee satisfaction;
- (5) The corporate environment has a positive impact on employee satisfaction.

3 Research Methodology

"Satisfaction of S Company on Part-time Employees," outlines the research methodology used to assess the satisfaction levels of part-time employees at Company S. The research methodology encompasses several key components: population and sample, research instruments, data collection, and the statistics used for data analysis. The population targeted in this study consists of all part-time employees at Company S, totaling 1743 individuals. To ensure the scientific rigor and accuracy of the study, a random sampling method was employed. The research was conducted over a period from July 2023 to March 2024. A total of 350 questionnaires were distributed, out of which 326 valid responses were obtained, representing a 93.14% effective response rate. This sample size was calculated using the Taao-Yemane formula to ensure representativeness. The primary research instrument utilized in this study was a struc-

tured questionnaire, meticulously designed through a multi-step process. Initially, data were collected from various sources including printed documents, books, articles, and interviews. The questionnaire was then structured to align with the research objectives, covering aspects such as fairness perception, salary and benefits, career development, job evaluation, and the enterprise environment. Each section of the questionnaire was validated for content accuracy and reliability, with a Cronbach's alpha value exceeding 0.935, indicating high reliability. Data collection was carried out through both online and on-site distribution methods. The online surveys were disseminated using the platform "Wenjuanxing," ensuring that participants' responses remained confidential and were used solely for research purposes. Upon collection, all data underwent a rigorous validation process to ensure the exclusion of any invalid responses. The final data were analyzed using SPSS software, applying descriptive statistical analysis, correlation analysis, and regression analysis. The statistical methods employed provided a comprehensive analysis of the data, helping to establish the relationship between various factors such as fairness perception, salary and benefits, career development, job evaluation, and the enterprise environment on part-time employee satisfaction. These analyses were crucial in understanding the underlying factors influencing employee satisfaction and in providing actionable insights for improving employee loyalty and work enthusiasm at Company S the consistency index between the questionnaire and the research objective is greater than 0.6. Therefore, the accuracy of the questionnaire content is within the acceptable standard range. As shown in Table 1, Cronbach's alpha values of all variables in this questionnaire exceeded 0.8, indicating that these variables had good reliability and could be used for formal questionnaire survey.

Table 1. Questionnaire Cronbach's Results of Data Analysis

Variable Items	Sample size	N of Items	Cronbach's alpha
Fairness perception	30	5	0.941
Salary and benefits	30	5	0.940
Career development	30	5	0.945
Work evaluation	30	5	0.941
Enterprise environment	30	5	0.935
Total	30	30	0.942

4 Correlation Analysis

According to the results of the above table obtained from the correlation analysis of 326 valid questionnaires, some research conclusions are drawn.

1. Fairness and perception of satisfaction topic are positively correlated with satisfaction, and Pearson's correlation coefficient is 0.944, with a significance of 0.000, indicating strong significance among variables.

2. Satisfaction of salary and benefits is positively correlated with satisfaction, and Pearson correlation coefficient is 0.941, the significance is 0.000, and the significance among variables is strong.

3. Satisfaction of career development is positively correlated with satisfaction, and Pearson's correlation coefficient is 0.940, indicating a significant correlation between variables of 0.000.

4. Satisfaction of work evaluation is positively correlated with satisfaction, and Pearson correlation coefficient is 0.951 with a significance of 0.000, indicating strong significance among variables.

5. Satisfaction of the corporate environment is positively correlated with satisfaction, and Pearson's correlation coefficient is 0.943, with a significance of 0.000, indicating strong significance among variables.

From table 2 Correlation Analysis: According to the above data analysis, the correlation factors of independent variables are positively correlated with the satisfaction of dependent variables, and the correlation coefficient is basically above 0.9, indicating that independent variables and dependent variables have a significant correlation. Therefore, the hypothesis proposed by H1, H2, H3, H4 and H5 above has been strongly confirmed.

Table 2. Correlation Analysis

Variable	X1	X2	X3	X4	X1	Y
(X1)	1	.937**	.935**	.946**	.941**	.944**
(X2)	.937**	1	.939**	.941**	.944**	.941**
(X3)	.935**	.939**	1	.936**	.940**	.940**
(X4)	.946**	.941**	.936**	1	.948**	.961**
(X5)	.941**	.944**	.940**	.948**	1	.943**
(Y)	.944**	.941**	.940**	.951**	.943**	1

5 Regressive Analysis

In order to further analyze the impact of Independent variable factors on satisfaction, this paper further studies the relationship between independent variables and dependent variables, establishes a regression model, and estimates model parameters according to actual survey data. Then, the regression model is evaluated to evaluate whether the regression model can represent the actual data, and then the further prediction is made.

From Table 3 and 4, Collinearity diagnosis: $VIF > 5$ indicates that there is a collinearity problem; VIF less than 5 indicates that there is no collinearity problem, and the constructed model is effective. The results of this analysis show that the VIF value is less than 5, indicating that the model is effective.

In the model, $R^2=0.936$, Adjusted $R^2=0.935$, it means the Impact of Z1-Z5 on satisfaction can be explained the reasons for the 92.458% impact on satisfaction.

According to regression analysis that the above Unstandardized standardized coefficients are 0.044, 0.2, 0.165, 0.176, 0.307, 0.14, respectively. The significance of all variables is less than 0.05, indicating that the coefficients are very significant. Therefore, the satisfaction regression equation can be obtained by substituting the coefficients into the model.

$$Y = -0.044 + 0.2x_1 + 0.165x_2 + 0.176x_3 + 0.307x_4 + 0.14x_5$$

In summary, service duty factor, tangible asset factor and price factor have a high impact on satisfaction, while reception capacity factor, reliability factor, efficiency and trust scale have a relatively low impact on satisfaction. According to the coefficient, the service duty factor has the greatest influence, and the reception capacity factor has the least influence

Table 3. Anchoring feature coefficient affecting consumer satisfaction of “S” Company

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	0.044	.041		1.091	.000		
Satisfaction of the corporate environment	.140	.057	.135	2.478	.014	.067	1.844
R	0.976 ^a						
R ²	0.936						
Adjusted R ²	0.935						

a. Dependent Variable: Consumer satisfaction

Table 4. Anchoring feature coefficient affecting consumer satisfaction of “S” Company

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	0.044	.041		1.091	.000		
Satisfaction of the corporate environment	.140	.057	.135	2.478	.014	.067	1.844
R	0.976 ^a						
R ²	0.936						
Adjusted R ²	0.935						

a. Dependent Variable: Consumer satisfaction

6 Conclusions

The "Satisfaction of S Company Part-time Employees" provides a comprehensive analysis of the factors influencing employee satisfaction and offers practical recommendations for improving it. The study identifies five key factors: fairness and perception of satisfaction, work evaluation, salary and benefits, career development, and the corporate environment. Among these, fairness and work evaluation significantly impact overall employee satisfaction, whereas salary, career development, and corporate environment have a lesser, though still positive, effect.

The chapter emphasizes the importance of fair and transparent job evaluations, as they provide real recognition of employees' contributions, enhancing their sense of accomplishment. This finding aligns with Maslow's hierarchy of needs, which highlights self-actualization as a critical component of job satisfaction [Huang et al. 2023]. On the other hand, factors like salary and benefits, career development, and the corporate environment show relatively lower impacts, suggesting that these areas are more standardized and less differentiated among various enterprises [Yang, et al. 2024].

The discussion section underscores that job satisfaction is closely tied to how employees perceive their job evaluations and the fairness of the evaluation process. High job satisfaction leads to positive work attitudes [Luo et al. 2023], whereas dissatisfaction can result in negative attitudes [Li et al. 2024]. Therefore, it is crucial for companies to develop clear, objective, and transparent evaluation criteria that accurately reflect employees' performance and allow for equitable comparisons [Xie et al. 2024]. This includes thorough data collection, sorting, and analysis to ensure reliable results.

Recommendations for improving employee satisfaction include establishing clear evaluation criteria, ensuring transparency in the evaluation process, and integrating performance appraisals with compensation and retention strategies. This approach not only helps in recognizing and rewarding top performers but also aligns individual goals with broader business objectives, thereby fostering a motivated and efficient workforce. Effective performance management should also provide ongoing feedback, mentorship, and development opportunities, which contribute to overall job satisfaction and organizational success.

In conclusion, the research highlights the critical role of fair and transparent job evaluations in enhancing employee satisfaction. While factors like salary and career development are important, their impact is secondary to the perceived fairness and recognition of employees' efforts. Implementing the recommended strategies can help organizations improve employee satisfaction, leading to higher productivity and business performance.

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