Human Capital and Two Factor Theories on Job Satisfaction

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ABSTRACT

Human capital is part of driving business. Knowledge and skill are needed in organization to achieve goals. Research’s aim is to study human capital theory combine with two-factor theories on job satisfaction. Because in 2020, there are many employees had resigned from company. The simplified methodology is to analyses on human capital theory as in quantitative for corporate training structure; budget, manpower and training program. Moreover, two-factor theories are qualitative applied for corporate structure; organization policies, salary structure, and achievement. This is survey research using questionnaires with a sample of 109 cases calculating from Taro Yamane’s formula. Data analyses are multicollinearity, heteroskedasticity, and autocorrelation. Findings express that the support in higher education and soft skills training are affecting on job satisfaction. Furthermore, in term of two factors show that all key elements are acted as the “Career Life Factors Chain”. Business strategy implication expresses as knowledge management via business training rewards. It will be set under terms and conditions on supporting in higher education to employee who works for five years. Besides, upskill and reskill training will provide to employee who works for three years. Meanwhile, two-factor theories business strategy implication as job evaluation and promotion. Criteria for considering are related to position, age, year of service, and salary. Therefore, top managers can apply as its backward analysis with restructuring of human capital management.

Keywords: Human Capital, Job Satisfaction, Upskill – Reskill Management