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Izvorni znanstveni članak

### Motivation factors in wood processing and furniture manufacturing

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#### Sažetak

This paper analyzes motivation factors in wood processing and furniture manufacturing companies in the Republic of Croatia. Research was conducted during 2006 using the method of survey. In three survey questionnaires a total of 58 questions were asked. Questionnaire A consisted of 22 questions regarding the importance of particular motivation factors at work, questionnaire B consisted of 22 questions regarding the satisfaction of employees at work, while questionnaire C consisted of questions regarding relationships among employees in the work environment. A total of 800 production workers and 60 management and administrative employees were surveyed in 3 companies of wood processing and furniture manufacturing. Production workers found good social conditions, employment assurance and work time organization to be the most important factors, while for management and administrative employees the most important factors were good company reputation, good internal relationships and employment assurance. Production workers were satisfied with employment assurance, job organization and workplace activity, while management and administrative employees were satisfied with employment assurance, superiors and good company name. Both, production workers and management were most displeased with their salaries and with possibilities to increase these salaries. Production results are highly dependable on motivation factors, so this kind of research is necessary if wood processing and furniture manufacturing companies want to increase the production results and competitive strength in the international market.

#### Ključne riječi

motivation; motivation factors; wood processing and furniture manufacturing

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