

Research Title: Factors Affecting Personal's Organizational Commitment in Mahachulalongkonrajvidyalaya University.

Researcher: Mrs. Chailairudee Yuwanasiri, Mrs. Rungtip Krahan and Mr. Phatcharabot Rittam

Department: Mahachulalongkornrajavidyalaya University, Chiangmai Campus

Fiscal Year: B.E. 2552/ C.E. 2009

Research Scholarship Sponsor: Mahachulalongkornrajavidyalaya University

ABSTRACT

The aims of this research were to study the level of the relationship with respect to the organization and the personal factors affecting organizational commitment of Mahachulalongkonrajvidyalaya University. This research was conducted by the Quantitative Research method and used the OCQ or the Organizational Commitment Questionnaire for collecting the data. The 975 of questionnaires were used in this research and 739 questionnaires were returned, representing 81.33 percent. The Inferential Statistics that used in this research were as follows: frequency, percentage, means, standard deviation and T-test for statistical analysis, One Way ANOVA, Pearson Product Moment Correlation and Stepwise Multiple Regression Analysis. The resulted of the research can be summarized as follows.

1. With regard to the level of organizational commitment found that the staves of Mahachulalongkornrajvidyalaya University is committed the organization in the overall low at level of 1.98 averages.

From the assumptions found that the personal factors such as age, educational level, social status, marital status, and the decision to change of jobs with the level of organizational commitment have different statistical significance at level of 0.01. Employees in positions of management and the level of organizational commitment have different statistical significance at level of 0.05.

2. Factors affecting the organizational commitment were found that factors affecting the organizational commitment that all job characteristics factors correlated positively with organizational commitment, statistically significant at level of 0.01. Factors of work experienced,

the four variables were positively correlated with the level of organizational commitment with significant at level of 0.01. The first variable was the attitudes of the organization were negatively correlated with the level of organizational commitment with no statistically significant.

The result of the Stepwise Multiple Regression Analysis found that types of works were the good predictors in forecasting the level of organizational commitment, such as a challenge job, a job in advancement of potential, independent job, statistically significant level at 0.01 and job description with related to others, statistically significant at level of 0.05.

However, the variations can be explained the level factor of organizational commitment was 38 percent. The working experiences were the good predictors in forecasting the level of organizational commitment they were the feeling that they were important and their attitudes to work, statistically significant at level of 0.01. The variations in the level of organizational commitment were 41.9 percent.