Tipawan Supapakdee 2007: Organizational Commitment of the Rank and File Employees in the Central Plaza Hotel Public Company Limited. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Associate Professor Phuangphet Wacharayoo, Ed.D. 86 pages.

The objective of this research was to study that personal data, organizational climate, personality and motivation had an effect on organizational commitment of the rank and file employees in the Central Plaza Hotel Public Company Limitd. Samples were 230 rank and file employees in the Central Plaza Hotel Public Company Limited. Questionnaires were used for collecting data. Data were analyzed by the apllication program of computer. Statistics used were: percentage, mean, standard deviation, and multiple regression analysis with stepwise technique.

The results were: in **affective commitment** dimension; effected factors which could altogether statistically predict it at the significant level of .001 and at 35.9 percent, were: personal data (gender), organizational climate (responsibility), personality (extraversion) and motivation (work-itself, possibility of growth and salary-benefit). In **continuance commitment** dimension; effected factors which could altogether statistically predict it at the significant level of .001 and at 31.4 percent were: personal data (gender, years of employeemnt) personality (stable) motivation (work-itself, salary-benefit and security). In **normative commitment** dimension; effected factors which could altogether statistically predict it at the significant level of .001 and at 42.1 percent, were: organizational climate (responsibility) personality (extraversion) and motivation (recognition of achievement, work-itself, advancement, possibility of growth, peers relationship and salary-benefit). In **total organizational commitment** dimension; effected factors which could altogether statistically predict it at the significant level of .001 and at 43 percent, were: personal data (gender) organizational climate (responsibility) personality (extraversion) and motivation (work-itself, possibility of growth, salary-benefit and security).

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