

Pachjake Tapprohm 2007: The Relationship Between Perception of Organizational Culture, Organizational Commitment and Work Behavior of TOT Public Company Limited Employee. Master of Science (Industrial Psychology), Major Field: Industrial Psychology Department of Psychology. Thesis Advisor: Mr. Tassana Jaichumchuen, M.S. 109 pages.

The objectives of this thesis were; 1) to study the perception of organizational culture, organizational commitment and work behavior of TOT Public Company Limited employee, 2) to study the perception of organizational culture, organizational commitment and work behavior by type of employee and 3) to study relation among the perception of organizational culture, organizational commitment and work behavior. Samples of this research were composed of 359 from TOT Public Company Limited employee. Collected the data of this research by questionair and analyzed by computer program.

The results of this research showed that the level of the perception of organizational culture, organizational commitment and work behavior of TOT Public Company Limited employee were moderated. The results of hypothesis testing were as in the followings. 1) The perception of organizational culture of employee were not significantly different by sex, marital status and level of salary and were significantly different by level of education at .01, age and duration of work were not correlated with the perception of organizational culture. 2) Organizational commitment of employee were not significantly different by sex, but were significantly different by level of education, marital status at .01 and level of salary at .05, age and duration of work were correlated with organizational commitment at .01 and .05 level of significance. 3) Work behavior of employee were not significantly different by sex, level of education, marital status and level of salary, age and duration of work were not significantly correlated with work behavior. 4) The perception of organizational culture was correlated with organizational commitment at .05 level of significance, the perception of organizational culture was not correlated with work behavior and organizational commitment was correlated with work behavior at .01 level of significance

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