

Phakamat Janta 2007: Relationships between Job Stress, Perceived Organizational Culture, Organizational Commitment and Turnover Intention of Paper Business Organization Employees. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Mr. Tassana Jaichumchuen, M.S. 151 pages.

The purpose of this research was to study relationships between personal factor, job stress, perceived organizational culture, organizational commitment and turnover intention of employee and influence of personal factor, job stress, perceived organizational culture, organizational commitment on turnover intention among employees. The samples were 205 employees, who work in a paper business organization, selected by stratified random sampling. The statistical test used for analysis were percentage, mean, standard deviation, t-test, coefficient correlation and stepwise multiple regression analysis.

The results showed that: 1) there were medium levels of job stress, perceived organizational culture, organizational commitment and turnover intention; 2) work period, years in position and perceived organizational culture were significantly related to organizational commitment at a statistical level of .05; 3) work period, years in position, job stress and perceived organizational culture were significantly related to turnover intention at a statistical level of .05 and employees in different positions showed difference in turnover intention at a statistical level of .05; 4) organizational commitment was significantly related to turnover intention at statistical level of .05 and 5) organizational commitment and job stress could significantly predict turnover intention at a rate of 41.4 with a statistical level of .05

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