

Karantharak Termwithkhajorn 2010: Job Characteristics, Work-Life Balance, the Five-Factor Model of Personality and Organizational Commitment of Operation Workers at A Vessel Glass Company. Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Thawan Nieamsup, Ph.D. 159 pages.

The objectives of this research were: 1) to study job characteristics, work-life balance, the five-factor model of personality and organizational commitment of operation workers at a vessel glass company. 2) to study the influence of personal factors, job characteristics, work-life balance and the five-factor model of personality on organizational commitment of operation workers at a vessel glass company. The sample in this research consisted of 152 operation workers at a vessel glass company. The research data was collected by the application of questionnaires. Analytical statistics employed were percentage, mean, standard deviation and stepwise multiple regression analysis.

The results were as follows : 1) Operation workers have high levels of skill variety, task identity, task significance, autonomy and feedback of job characteristics. 2) Operation workers have high levels of work-life balance. 3) Operation workers have high levels of extraversion, agreeableness, conscientiousness and openness to experience personality and medium levels of neuroticism personality. 4) Operation workers have high levels of overall organizational commitment and affective commitment and moderate levels of continuance and normative commitment. 5) Agreeableness personality and skill variety of job characteristic can jointly predict overall organizational commitment of operation workers around 20.4% at .001 level of significance. 6) no independent variables can jointly predict continuance commitment of operation workers. 7) Agreeableness and conscientiousness personality and task significant of job characteristic can jointly predict affective commitment of operation workers around 39.0% at .001 level of significance. 8) Agreeableness personality and skill variety of job characteristic can jointly predict normative commitment of operation workers around 16.0% at .001 level of significance.

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