

Chunlapong Siripairot 2007: Factors Affecting Organizational Commitment among Assistant Auditors at An Auditing Company. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Wing Commander Ngamlamai Piolueang, Ph.D. 146 pages.

The objectives of this research were: 1) to study personal factors, the level of achievement motivation, perception of job characteristics, perception of quality of work life and organizational commitment of assistant auditors at an auditing company. 2) To study the predictive variables between some of personal factors, achievement motivation, perception of job characteristics and perception of quality of work life influencing organizational commitment of assistant auditors in an auditing company. The data were collected by questionnaire from 210 assistant auditors, and analyzed by a statistical packaged program. Statistical methods used in this study were percentage, mean, standard deviation and stepwise multiple regression analysis.

The results of this research were: 1) assistant auditors had high level of achievement motivation, high level of perception of job characteristics, high level of perception of quality of work life and organizational commitment. 2) The multiple regression analysis indicated that factors including achievement motivation through satisfaction in work, achievement motivation through sense of competitiveness, perception of job characteristics through feedback, perception of quality of work life through adequate and fair compensation, through opportunity to use and develop human capacities, through conditions opportunity for continued growth, and security and through work and total life affected to organizational commitment. The predictive variables were able to predict organizational commitment with 71.8 percent at statistical significant level of .001.

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Thesis Advisor's signature

