

Anotai Prasan 2010: Causal Factors Influencing Teachers' Commitment to Change in Secondary Schools under the Office of the Basic Education Commission. Doctor of Education (Educational Administration), Major Field: Educational Administration, Department of Education. Thesis Advisor: Assistant Professor Winai Damsuwarn, Ph.D. 190 pages.

The objectives of this research were 1) to study principal as change facilitators in secondary schools; 2) to study relationship among principal as change facilitators, in-school conditions, teachers' attitude toward school changes, and teachers' commitment to changes; and 3) to propose a causal model exhibiting relationship between principal change facilitator style, in-school conditions, teachers' attitude toward school changes, and teachers' commitment to changes. A sample of 740 was randomly drawn from teachers of secondary schools all over Thailand. The research instrument was a questionnaire constructed by the researcher. Usable returns questionnaire copies were 617 or 83 percent. The data were analyzed through descriptive statistics, correlation coefficient analysis, exploratory factor analysis, and path analysis.

The research results indicated that: 1) Teachers perceived their overall principals' change facilitator approach to be that of a manager. 2) Factors of change facilitator approaches, in-school conditions, and teachers' attitude toward school changes were related to teachers' commitment to change; 3) Organizational efficiency and strategic sense both of which were factors of change facilitator factors had indirect effect on teachers' commitment to change through in-school conditions, Cognitive reaction to changes and behavioral reaction to changes both of which were factors of teachers' attitude toward school changes had direct effect on teachers' commitment to change and indirect effect through in-school conditions.

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Thesis Advisor's signature