

ABSTRACT

Thesis Title : The Factors Effect to Organizational Commitment of Secondary School Teachers in Bangkok

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Degree Sought : Master of Education

Major : Educational Administration

Academic Year : 1999

Advisory Committee :

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The factors affected organizational commitment of secondary school teachers under the Jurisdiction of the Department of General Education, Bangkok.

The objective of this research is to study the factors that have affected oganizational commitment of secondary school teachers. The sampling group was compound of 480 teachers from secondary schools under the jurisdiction of the Department of General Education, Bangkok. The collection of data was carried out by distributing the questionnaires to school teachers. The questionnaires concerned both inside and outside factors for satisfaction with teachers' work and organizational commitment. The results were tested their content accuracy and reliability which are equal to the level of 0.95. Personal data was analyzed by percentage. Data of organizational commitment of secondary school teachers were analyzed by mean and standard deviation (S.D.) comparing to individual commitment in organization. In this research, comparing analysis of t-test and F-ratio was made. If there were any significant differences in statistics at the level of 0.05, it would be compared once again by using average marks in

pairs with the method of Scheffe's post hoc comparison. The relations between inside and outside factors for satisfaction of work and administrators' behavior with organizational commitment were analyzed by Pearson's Product Moment Correlation Coefficient. The results of this research were as follows :

1. The sampling teachers have highly commitment with their organizations. The inside and outside factors for satisfaction as well as the factor for administrators decision are totally at the medium level.

2. In general, married sampling teachers accept objectives of their organizations more than unmarried teachers.

3. The sampling teachers who graduated in bachelor degree level accept objectives of their organizations more than those who obtained higher degree than bachelor degree level.

4. The sampling teachers who get salaries over 25,000 baht have more attention to work hard more than those who get salaries between 10,001 – 25,000 baht.

5. Assistant administrators have more commitment in organizations than in service teachers. Assistant administrators and Heads of Subject Sections have more organizational commitment in terms of being members of organizations than in-service teachers.

6. The sampling teachers who have worked in schools over 20 years have more organizational commitment in schools in terms of accepting organizations' objectives and being members of organizations.

7. Inside factors for satisfaction of being independent in working are highly related to organizational commitment. Outside factors for satisfaction of having relationship with colleagues are highly related or organizational commitment factors of administrators' behavior in decision making are also related to organizational commitment.