

ABSTRACT

Thesis Title : A Study of Thammasat University's Personnels Correlation
between Organization Commitment with Worklife Quality
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Degree sought : Master of Education
Major : Continuing Education Academic Year 1997
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There were two major objectives for studying "A Study of Thammasat University's Personnels Correlation between Organization Commitment with Worklife Quality". The details are as the following:

1. To study the organization commitment level and the eight worklife qualities of the public officials of technical staffs and administrative staffs at Thammasat University income and fringe benefit, potential development opportunity, promotion, social relationship, administrative system, work independence, pride in organization, and self-actualization. This study was to compare among the government officials at the different sex, age, education level, post level, service period in the organization and sections working.
2. To study the correlation between the organization commitment and the worklife quality.

The data for this study were collected among the 293 sampled public officials of technical staffs and administrative staffs level by means of stratified random sampling and the questionnaire was developed as tool in data collecting,

which showed the value of organization commitment and worklife quality at the figure of 0.78 and 0.70 respectively.

The result of this study indicated that the public officials of technical staffs with the different sex, age, education level, post and working sections did not have the different commitment with the organization. Only for the case of the different service period had the different value of the commitment at the significant level of 0.05 ($F = 3.456$). There was no significant difference in commitment with the organization of the public officials of administrative staffs with the different sex, age, education level, service period, and working sections. Except for the different post had the significant difference at the level of 0.05 ($F = 4.182$)

The worklife quality of the public officials was found that the officials of technical staffs and administrative staffs had the medium worklife quality. The pride in organization was found at the high level while the others which were income and fringe benefits, potential development opportunities, promotion, social relationship, administrative system, work independent and self-actualization were found at the medium level. However, the public officials of technical staffs with different sex, education level, post, and sections did not have the different average means of worklife quality. Except for those with different age and service period had different worklife quality at the significant average of 0.05 ($F = 3.542$ and 3.545 respectively). The officials of administrative staffs with different sex, age, education level, service period, post, and sections did not have any difference in the average means of worklife quality.

The correlation between the commitment and the eight worklife qualities were found that the worklife qualities on potential development opportunity, promotion, social relation, administrative system, work independence, pride in organization and self-actualization had the positive correlation with the organization commitment at the significant level of 0.05 ($r = 0.197, 0.224, 0.468, 0.246, 0.377, 0.522, \text{ and } 0.310$ respectively). However, worklife quality on income and fringe benefits did not have any relation with the organization commitment ($r = 0.102$).