

*# C 642933 : MAJOR EDUCATIONAL ADMINISTRATION

KEY WORD : ORGANIZATIONAL EFFECTIVENESS/ SUPERVISORY UNIT/ EFFECTIVENESS
CAUSAL MODEL/ ORGANIZATIONAL FACTORS

PRASERT BANDISAK : AN ANALYSIS OF FACTORS AFFECTING ORGANIZATIONAL
EFFECTIVENESS OF THE SUPERVISORY UNIT OF THE DEPARTMENT OF
GENERAL EDUCATION. THESIS ADVISOR : ASSIST. PROF. WEERAWAT UTAIRAT,
Ph.D. THESIS CO-ADVISOR : ASSOC. PROF. SIRICHAJ KANJANAWASEE, Ph.D.,
184 pp. ISBN 974-638-124-5.

The purpose of this study was to analyze factors affecting organizational effectiveness of the Supervisory Unit of the Department of General Education. The research was based on Richard M. Steers's conceptual framework which identified 4 factors affecting organizational effectiveness. They were environment characteristics, personal characteristics, organizational characteristics and management policy and practice. Data were gathered from 403 supervisors through a survey using rating scale questionnaire constructed by the researcher, which has Cronbach's alpha coefficient of 0.7589-0.9770. Data analysis was done by means of Path Analysis technique.

The finding of this study revealed that all variables of the causal model had effect on the variation of the organizational effectiveness of the Supervisory Unit of the Department of General Education. The influence sizes listed from maximum to minimum were efficiency of communication, organizational culture, exploitation of technology within the organization, political context, leadership of the head of the Supervisory Unit, management of changes, strategic goal setting, personnel management, organizational structure, competency to acquire resource, social and economic context, efficiency of resource exploitation, characteristic of supervisors and organizational climate. The total coefficient of the determination for structure equations was 0.34

ภาควิชา.....บริหารการศึกษา
สาขาวิชา.....บริหารการศึกษา
ปีการศึกษา.....2540

ลายมือชื่อนิสิต.....P. Bandisak
ลายมือชื่ออาจารย์ที่ปรึกษา.....D. Utairat
ลายมือชื่ออาจารย์ที่ปรึกษาร่วม.....S. Kanjanawasee