

ABSTRACT

The purpose of this study was to find out whether staff members with different types of personality have different levels of organizational commitment. This study also aims to measure the degree of organizational commitment of EXIM Bank staff with different types of personality and to find out the relationships between the organizational commitment and the employee's type of personality.

The samples in this study were collected from the 92 EXIM Bank staff by distributing a questionnaire that they were asked to return on the same month. The findings were analyzed using the statistical procedures program (SPSS). The percentage, mean, and frequency were employed to describe the data and Pearson Product Moment Correlation Coefficient to find relationships between dependent and independent variables.

The results of the study indicate the following:

First the majority of the respondents were female aged between 25 - 30 years old. In terms of educational background, most respondents had a master degree and had been working for the EXIM bank for 3 – 4 years. This study has also shown that most respondents earn above 25,001 baht for their monthly income. Second, most respondents had high scores in openness and conscientiousness types of personality. Third, the overall organizational commitment was at a high level. Almost every type of personality had high level of commitment but neuroticism related to a moderate level of commitment. Last, there were two types of personality; openness and extroverted, which related to the organizational commitment. The result of this study is useful to the human resources department of any organization to recruit new staff with high organizational commitment by using the personality measurement instrument.