

APPENDIX A

Questionnaire in English

Influence of Staff's Personality on Organizational Commitment

This questionnaire is a part of research paper submitted in partial fulfillment of the requirements for the MA Programme in English for Careers, Language Institute, Thammasat University. It aims to find out the influence of staff's personality on organizational commitment.

The information obtained from this questionnaire is for research purposes only and it will be regarded as strictly confidential.

Your kind operation in completing this questionnaire is greatly appreciated.

The questionnaire is divided into three parts:

Part I : Demographic Data

Part II : Questions about Personality

Part III : Question about Organizational Commitment

Part I : Demographic Data

Please check (✓) in the blank that applies to you.

1. Gender ☐ Male ☐ Female

2. Age ☐ < 25 years old ☐ 25 – 30 years old
 ☐ 31 – 35 years old ☐ 36 – 40 years old
 ☐ 41 – 45 years old ☐ 46 – 50 years old
 ☐ Over 50 years old

3. Education Background
 ☐ Vocational School ☐ High Vocational School
 ☐ Bachelor's Degree ☐ Master's Degree
 ☐ Doctoral Degree

4. Length of employment
 ☐ Less than 1 year ☐ 1 – 2 years
 ☐ 3 – 4 years ☐ 5 – 6 years
 ☐ 7 – 8 years ☐ 9 – 10 years
 ☐ > 10 years

5. Total monthly income or salary (inclusive of allowance, OT, etc)
 ☐ Less than 10,000 ☐ 10,000 – 15,000 Baht
 ☐ 15,001 – 20,000 Baht ☐ 20,001 – 25,000 Baht
 ☐ Above 25,001 Baht

Part II : Questions about Personality

Please read the following statements and check (✓) in the blank that best indicates the extent of your agreement or disagreement

1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree

No	Statement	1	2	3	4	5
1	I am not a person who is always worried.					
2	I like to have people around me.					
3	I <u>don't</u> like waste time with fantasy.					
4	I tried to respect every one that I met.					
5	I always keep my belongings in order.					
6	I always feel that I am interior than others.					
7	I can laugh easily.					
8	I am fixated to old methods that I used to do successfully.					
9	I always have arguments with people in the family or colleagues.					
10	I always know the timing in completing anything according to schedules.					
11	When I am in a situation with a lot of pressure, sometimes I feel that I would shatter.					
12	I don't think that I'm a cheerful person.					
13	I feel amazed to see artistic works and nature.					
14	Some people think that I am selfish and self-centered.					
15	I'm not an organized person.					
16	I don't feel lonely or depressed.					
17	I like to see and speak with other people.					
18	I believe that to let children hear people arguing will mix them up and will give them wrong examples.					
19	I like to cooperate more than to compete.					
20	I try to do every work assigned with great care.					

No	Statement	1	2	3	4	5
21	I often feel stressed and restless.					
22	I like to participate in the various activities.					
23	I don't appreciate poetry.					
24	I am paranoid and ridicule other people's intention.					
25	I set the work objective clearly and act systematically to achieve that goal.					
26	Sometimes, I feel that I'm useless.					
27	Normally, I like to work alone.					
28	I like to eat new food and foreign food.					
29	I believe that most people will take advantage of me when they have the opportunity.					
30	I tend to waste much time before starting to work.					
31	I don't feel scared or worried.					
32	I always think that I am full of energy and power.					
33	I feel indifferent with everything happens around me.					
34	Most people that I know like me.					
35	I work wholeheartedly in order to achieve the goal that I have set.					
36	I tend to be mad at things that other people are treating me.					
37	I am a cheerful person with high morale.					
38	I believe that we should bring religious teaching to use in the ethical matter.					
39	Some people believe that I am cold and try to achieve only my own benefit.					
40	When I intend to do anything I will try to finish it successfully.					
41	I would feel discouraged and give up when there is a mistake.					
42	I am not an optimistic person.					
43	Sometimes when I read poetry and look at art work I feel					

No	Statement	1	2	3	4	5
	some strange power in my body.					
44	I am a stubborn person and always affixed to my own belief.					
45	Sometimes, I am not a person whom others can rely on or trust to the point that I should be.					
46	I don't tend to feel sad or depressed.					
47	My life is a quick step forward.					
48	I have very little interest in things happening around me and other people matter.					
49	Normally I am a creative person and I think about others.					
50	I am a person who can do any work successfully.					
51	I tend to feel that I want other people to help me solve the various problems for me.					
52	I am an enthusiastic person.					
53	I like to conduct research and find knowledge in many things around me.					
54	If I don't like anybody I would show them so that they would know.					
55	I cannot organize myself whatsoever.					
56	Sometime I feel so embarrassed that I want to be away from people.					
57	I like to do things by myself more than to be the leader of others.					
58	I have a good time to play with thoughts or to experiment new theories.					
59	If it is necessary, I would manage other people in order to get what I want.					
60	I need to excellence in everything that I do.					

Part III : Questions about Organizational Commitment

Please read the following statements and check (✓) in the blank that best indicates the extent of your agreement or disagreement

1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree

No	Statement	1	2	3	4	5
<u>Cooperation with organization's goals</u>						
1	I am aware of my organization's goals.					
2	I share the same goals as my organization.					
3	I will follow all of my organization's policies.					
<u>Sensing of belonging to the organization</u>						
4	I feel that I am a part of my organization.					
5	I feel that organization's problems are my problems.					
6	I will do everything to protect my organization's reputation.					
7	I will defend my organization when I hear someone criticize it.					
<u>Willingness to work for the organization</u>						
8	I am proud to be my organization's employee.					
9	I am willing to work hard for my organization.					
10	I am willing to work over time even though I will not receive any extra payment.					
11	I am willing to do any work when I am requested even though it is not my responsibility.					
12	If there is any job rotation or change, I will continue working hard as ever.					
13	I will improve my work for organization's progress.					
<u>Willingness to stay with the organization</u>						
14	I've never thought of resigning from my organization.					

End of the Questionnaire