

ABSTRACT

Title of Research Paper : Organizational Commitment of Non Commission Officers of
the First Cavalry Regiment on Royal Guard

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The objectives of this research were to measure the level of organizational commitment, as well as to find out the major factors that may be the causes of organizational commitment and relationship between the influencing factors and the organizational commitment of Non Commission Officers in The First Cavalry Regiment.

The samples used were 167 Non Commission Officers in The First Cavalry Regiment. The research instruments were questionnaires. The SPSS/PC+ computer program was used to compute and analyse the data. The descriptive statistics analysis included percentage, arithmetic mean and standard deviation and the differential statistics, the t-test and F-test.

The research found that the overall organizational commitment of Non Commission Officers in The First Cavalry Regiment considered overall was at the "rather-high" level. Of the 5 main aspects studied, four were at the "rather-high" level (the acceptability an goal, the willingness to devote themselves to the jobs, the faithfulness to organization, the pride to be a part of the organization) while the desire to keep organization membership was at the "middle level"

In testing the hypothesis it was found that 1) Difference in age, education level, martial status, salary, position level and time duration did not cause any difference in organizational commitment. 2) There was any difference between organizational commitment and such job characteristics as freedom of work the challenging nature of work, the nature of work contact, the understanding of work process and opportunity to participate in management. 3) There was also any difference between organizational commitment, and such experience about work, as feeling that the organization always responds to their needs and attitude towards friends and organization.

(4)

The study recommended that the overall organizational commitment of Non Commission Officers in the First Cavalry Regiment considered overall was at the "rather - high" but not high level because they thought that the organization should respond to their needs and some problems about their works between administrative and maintenance fighting vehicle. In order to give them to high morale, the organization should provide more opportunity to all levels of Non Commission Officers to know what is going on in the organization and to participate in decision-making about the operation of the organization, as feeling that the organization can help them to give recognition to contribution to the unit progress.