

## ABSTRACT

Title of Research Paper : Sense of Belonging to the Organization  
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Year : 2001

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The research was conducted for the following objects : 1) to find out the degree of sense of belonging to the organization, and 2) the factors related to or influencing the sense of belonging to the organization. A questionnaire was used to collect the data from 178 employees of the Bank for Agriculture and Agricultural Cooperatives in different branches in Bangkok and nearby provinces (Nonthaburi, Samutprakarn and Pattumthani Provinces) the descriptive statistics employed were frequency, percentage, mean and standard deviation and the inferential statistics were t-test and Pearson Product-Moment Correlation.

The findings were summarized below :

1. The bank employees were found to have a rather high degree of sense of sense of belonging to the organization. All the dimensions studied were found to show a rather high mean. These dimensions were acceptance of the organizational goals and values, feeling oneself of be part of the organization, willingness to devote one's time and efforts to the organizational work, organizational loyalty, and a strong desire to remain the organization's membership.

2. The important factors found to be related to the bank employees' reuse of belonging to the organization at a high level were the nature of work and work experience. On the other hand, organizational characteristics and satisfaction were found to be related to their sense of belonging at a moderate level. All these factors were significantly related to their sense of belonging to the organization at the .05 level. In contrast, personal factors were found to have no relationship with their sense of belonging.

(4)

The following recommendations were made :

1. A meeting should be held to explain the organization's goals, policy and operational steps to the bank employees at the beginning of the fiscal operation each year or every time there is change in such matters.

2. The following should be revised or improved:

-Complexity of operational procedures should be reduced.

-The objectives and operational standards suitable for the organizational environment should be clearly determine.

-Work supervision should be flexible to cope with the changing situation and the characteristics of the individual locality.

-Modern technology and office facilities should be supplied to accommodate the organization's operational expansion.

-The criteria for pay increase should be revised.

-The criteria for promotion in each work line should be revised.

-Job rotation should be introduced.

-Pay, welfare and incentive systems should be improved

3. The bank should provide an opportunity for the employees to express their opinions and to participate in decision-making, setting the organizational objections and guidelines for operations.