

ABSTRACT

Title of Research Paper : Organizational Commitment of the Police Officers : A Case Study of Division 4 Metropolitan Police Bureau

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The study examined organizational commitment of the police officers of Division 4 Metropolitan Police Bureau and the factors affecting such a conduct.

The data were collected from 200 officers of the Division 4 of Metropolitan Police Bureau. The descriptive statistics for data analysis were percentage, mean and standard deviation and the inferential statistics were t-test and one-way analysis of variance.

The findings were summarized below:

1.General background information. Most of officers of the Division 4 of Metropolitan Police Bureau were males. Their age range was 30-35. They had a Bachelor's degree. They worked for the bureau for 10-14 years. Most of them were married. The majority were worked in investigation division at Lat Phrao Police Station and Hua Mark Police Station.

2.As a whole, the officers agreed to the nature of work of the bureau. Most of them agreed that the challenge of the work. However, they did not agree that they had a good chance for career advancement.

3.As a whole, the officers' attitude toward the Division 4 of Metropolitan Police Bureau. They agreed that their work provided an opportunity for them to interact with commander and other people. However, they did not agree that their commander were consider them for annual promotion.

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4. Their organization commitment was found to be at high level. Most of the officers were concerned most about the future of the organization. However, their desire to maintain the membership of the organization was less than other dimensions.

5. The background variables-namely, age, education, number of working years, work position and material status were found to have no influence on their organization commitment.

6. The dimensions of the nature of work that influenced their organization commitment at the 0.5 level were the freedom of the work, the challenge of the work, career advancement, participation in implementation. In contrast, the knowledge of work process had no influence on the organization commitment of the officers.

7. The dimension of the work experience in the organization that influenced the officers' sense of commitment at the 0.05 level were one's attitude toward the work, feeling that one was important to the organization, the promotion system, the reputation of the organization, feeling that one can rely on the organization.

Recommendation

The result of this research has suggested to improve a standard of promotional system for a good chance in career advancement, encourage the interact with commander and other people, support the knowledge of work process for motivation to keep continually performing of police officers for the police bureau.