

**ABSTRACT**

**Title of Research Paper** : Organization Commitment Expressed by the  
Police Officers in Thai-Combodian Border  
Tambon Police Stations in Surin Province

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The objectives of this research are (1) to study the organization commitment expressed by the police officers in Tambon police stations along Thai-Cambodian border, (2) to study personal factors affecting the organization commitment, (3) to study relationship among factors concerning work system for organization commitment, (4) to study relationship among factors concerning methods of organization commitment promotion and the organization commitment.

Samples for the study are 118 police officers from Tambon police stations, Naeng Mud, Dom, and Sadao. Questionnaire is used for data collection, afterwhich the data are analysed statistically of frequency, percentage, mean, t-test, F-test and Pearson correlation.

Results of the research reveal that the level of opinion on work system factors, as a whole, is high as well as those promotional factors and also the organization commitment.

In hypothesis testing, it was found that personal factors relating to organization commitment were education and residential area.

(4)

Work system factors relate to organization commitment are flexible structure, challenging work with wide scope, job advancement and accomplishment, working relationship, impressed working experience.

Factors concerning organization commitment promotion which relate to the organization commitment are the organization's social transmittance, mutual interest of the members and of the organization, income and welfare, activities promoting good relationship among members, opportunity to develop potentiality and advancement, fairness in administration.

Among recommendations emerged are the organization should improve working system and promote factors relating to organization commitment.