

Suwit Phakdiburi 2014: The Relationships Between Human Resource Management Practices, Leadership Styles, and Organizational Commitment: A Study Conducted in Car Assembly Manufacturers at Eastern Seaboard Industrial Estate (Rayong). Master of Business Administration (Industrial Administration and Development), Major Field: Industrial Administration and Development, Faculty of Management Sciences. Thesis Advisor: Assistant Professor Thanawut Limpanitgul, Ph.D. 175 pages.

The objectives of the research titled The Relationships Between Human Resource Management Practices, Leadership Styles, and Organizational Commitment: A Study Conducted in Car Assembly Manufacturers at Eastern Seaboard Industrial Estate (Rayong) were: 1) To analyse the relationships between personal characteristics and organizational commitment 2) To analyse the relationships between human resource management practices factor and organizational commitment 3. To analyse the relationships between leadership factors and organizational commitment. Independent variables used for this research were as follows: personal characteristics, human resource management practices and leadership. Dependent variable used for this research was organizational commitment. A sample was selected from employees of car assembly manufacturers at Eastern Seaboard Industrial Estate (Rayong) amount of 383 people. Data was collected by using questionnaire which is declared as a research tool. The data was analyzed by using statistics software. Used statistics for data analysis were percentage, mean, standard deviation. Moreover, multiple regressions was conducted as a tool of hypothesis test. The research hypothesis was accepted with statistical significant at 0.05 level. The results of this research indicated the personal factors that influence on organizational commitment are sex, age, services time, and promotion time. The human resource management practices factor that influence to organizational commitment are training, compensation and career development and transformational leadership in Idealized influence, attribute aspect are factors that influence on organizational commitment of employees of car assembly manufacturers at Eastern Seaboard Industrial Estate (Rayong).

---

Student's signature

---

Thesis Advisor's signature