

## Abstract

This is a study on “Personal Attributes and Organizational Climate Affecting Behaviors that Correspond to Organizational Culture : A Case Study of Workers of Sanitary Fittings Company, Ceramic Business, Siam Cement Group”. The objectives of the research were to study levels of behavior that corresponded to cultural organization, compare corresponding behavioral differences, and study the relationship between such corresponding behaviors and attitudes toward organizational climate. The sample population consisted of 194 workers. Data were collected using a questionnaire on personal attributes, attitudes toward organizational climate and levels of behaviors that corresponded to the organizational culture. Data were analyzed using such statistical tools as percentage, mean, standard deviation, t-test, ANOVA and Pearson’s correlated coefficients. The results were as follows:

1. The levels of behaviors that corresponded to organizational culture was high. The recognition about organizational climate showed a clear environmental awareness and a high level of interaction between workers and the environment.

2. Workers with training on organizational culture have a higher behavioral level corresponding to the organizational culture than those without training. Other personal attributes, on the other hand, have no relation with behavioral levels corresponding to the organizational culture.

3. Attitudes toward organizational environment have a significantly low positive correlation with behavioral levels corresponding to organizational culture.

4. Attitudes toward interaction between workers and the environment have a significantly low positive correlation with behavioral levels corresponding to organizational culture.

The results of this study could be applied to the promotion of workers’ behaviors corresponding to the organizational culture and to the improvement of organizational climate and interaction between workers. In addition, the results could form a basis for policy formulation on organizational development and human resource management.