

Abstract

The study on “Organizational Commitment of Employees in Shipyard Industry” aims at studying organizational commitment of shipyard industry employees with an emphasis on factors influencing the commitment and levels of commitment. Sampling of the study are 277 managerial and operational employees working in connection with shipyard and engineering in Cholburi Province. The analysis of data include the application of Percentage, Mean, Standard Deviation, t-test, one-way ANOVA and analysis of pair differences by Scheffe’s Method.

The study finds that 51.3 percent of the sampling group are operational employees, while 42.2 percent are foremen and 6.5 percent are executives. Most of them are between 31-40 years of age. For educational attainment 40.8 percent of them finish formal secondary education while 52.7 percent finish professional or vocational education and 48.0 percent of them have less than 5 years of work duration. From the 6 factors responsible for the employee’s organizational commitment namely the Company, the Manager, the nature of work, teamwork, position or vocational line advancement, and customers, the study finds that the employees rate factors on teamwork, the Company, and the nature of work higher than factors on customers, the Manager, and position or vocational line advancement while collective rating on all factors is at high level. With reference to commitment, it is found that on the whole the employees are highly committed to the organization. However, the analysis by factors finds that the employees are highly committed to the organization because of factors on teamwork, customers, nature of work, the Company, and position and vocational line advancement. The only exception is the factor of the Manager which the employees are moderately attached. The analysis on personal factors reveals that difference in age, duration of work, educational attainment and work position are related to the rating of factors and levels of organizational commitment, except that the difference in duration of work and educational attainment are not related to the level of commitment.

The study recommends that the organization concerned should have flexibility in personal management, for example welfare provision should be corresponding with the employees' age. Reward should be given to successful team working to promote organizational strength, and challenging work should be assigned the employees according to their knowledge and ability. Most of all the organization should have personal development plan and vocational line promotion plan for employees that the organization wants to preserve.