

Abstract

The research of "The Relationship between Ethical Pressure, Moral Beliefs and Organizational Commitment of Operation Staff in a Foreign Bank" was a situations set and survey research. The purpose was to investigate a proposed interaction between pressure to engage in unethical work activity and Relativistic Moral Beliefs with respect to Operation Staff's Organizational Commitment. The population in this study was 913 Operation Staff in a Foreign Bank. The questionnaire consisted of three parts: Ethical Pressure, Belief in Universal Moral Rules versus Relativism, Organizational Commitment. The analyzing statistics included frequency, percentage, arithmetic mean, standard deviation, Pearson's Correlation and Chi-Square for Independence. The findings were as follows:

1. Ethical Pressure was significant for Organizational Commitment in a negative lower relationship analyzed by Pearson's Correlation.

2. Belief in Universal Moral Rules versus Relativism was significant for Organizational Commitment and Ethical Pressure also was significant for Belief in Universal Moral Rules versus Relativism which were analyzed by Chi-Square for Independence.

3. The variables, which can predict Organizational Commitment, were Ethical Pressure and Relativistic Moral beliefs analyzed by Stepwise Multiple Regression Analysis that were capable of prediction Organizational Commitment as 14.7 percent.

The results of this research could be used as guidelines to new organization code of conduct which always face to pressure competition from banking business and also develop Operation Staff's skills and knowledge to handle with any pressures. More over, the results can be used to improve management system especially in human resources functions such as recruitment and selection for new Operation Staff in line with organization-working-style for the right people in order to increase work efficiency of Operation Staff.