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JUREE USAHA : ORGANIZATIONAL COMMITMENT OF STAFF NURSES IN HOSPITALS UNDER DEPARTMENT OF COMMUNICABLE DISEASE CONTROL, MINISTRY OF PUBLIC HEALTH. THESIS ADVISORS : PIYATHIDA TRIDECH ,Dr.P.H., WONGDYAN PANDII , Dr.P.H., YAOWARAT INTHONG , M.Sc. 113 p. ISBN 974-662-042-8

Organizational commitment is considered a critical part of working behavior of personnel, and the accomplishment of an organization. People who are strongly bonded to their agency usually owned a higher aspiration gear towards success. This survey research explored the relation between personnel characteristics, job satisfaction and organizational commitment of staff nurses working in hospitals under the Department of Communicable Disease Control. A multistage random sampling was used to selected 245 professional and technical nurses. The data were gathered through self-administered questionnaires.

The study showed that the staff nurses owned a high level of organizational commitment and a moderate level of job satisfaction. The positively significant factors related to the organizational commitment were job satisfaction ( $r = 0.659$ ;  $p < 0.001$ ) and age ( $r = 0.144$ ;  $p < 0.05$ ). But those not related to organizational commitment were working experience, gender, working position, educational background and marital status ( $p > 0.05$ ). Particularly, the significant group of variables: job security, work itself, salary, age, policy and administration could explain or predict the value of organizational commitment of approximately 56.8 percent ( $p < 0.05$ ). It was recommended that the administrator should allow the staff nurses to participate in formulating the working policy. Increasing necessary welfare beneficients to the nurses, promoting continuing education of technical and professional nurses in order to develop their potential that is required in the effective health care delivery system.