

## ภาคผนวก จ.

## การประมวลผล One Sample T-Test 2 tails เพื่อทดสอบค่าเฉลี่ย

ความผูกพันต่อองค์กร

## One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Dev_Sum	404	3.7186	.59071	.02939
Com_Sum	404	3.2649	.74479	.03705
Cul_Sum	404	3.2424	.34496	.01716
EE_Sum	404	3.4086	.47763	.02376

## One-Sample Test

	Test Value = 2.33					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Dev_Sum	47.250	403	.000	1.38865	1.3309	1.4464
Com_Sum	25.229	403	.000	.93485	.8620	1.0077
Cul_Sum	53.161	403	.000	.91237	.8786	.9461
EE_Sum	45.391	403	.000	1.07862	1.0319	1.1253

## One-Sample Test

	Test Value = 3.66					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Dev_Sum	1.996	403	.047	.05865	.0009	.1164
Com_Sum	-10.664	403	.000	-.39515	-.4680	-.3223
Cul_Sum	-24.334	403	.000	-.41763	-.4514	-.3839
EE_Sum	-10.579	403	.000	-.25138	-.2981	-.2047

ความผูกพันต่อองค์กรด้านการพัฒนาอาชีพ

### One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Develop in position 1	404	3.79	.810	.040
Develop in position 2	404	3.61	.791	.039
Develop in position 3	404	3.54	.712	.035
Develop in salary 1	404	3.56	.937	.047
Develop in salary 2	404	3.79	.947	.047
Develop in salary 3	404	3.84	.868	.043
Develop in self 1	404	3.66	.877	.044
Develop in self 2	404	3.84	.811	.040
Develop in self 3	404	3.83	.751	.037
Dev_Sum	404	3.7186	.59071	.02939

### One-Sample Test

	Test Value = 2.33					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Develop in position 1	36.272	403	.000	1.462	1.38	1.54
Develop in position 2	32.494	403	.000	1.279	1.20	1.36
Develop in position 3	34.295	403	.000	1.215	1.14	1.28
Develop in salary 1	26.439	403	.000	1.232	1.14	1.32
Develop in salary 2	30.992	403	.000	1.460	1.37	1.55
Develop in salary 3	34.990	403	.000	1.512	1.43	1.60
Develop in self 1	30.546	403	.000	1.333	1.25	1.42
Develop in self 2	37.329	403	.000	1.507	1.43	1.59
Develop in self 3	40.132	403	.000	1.499	1.43	1.57
Dev_Sum	47.250	403	.000	1.38865	1.3309	1.4464

### One-Sample Test

	Test Value = 3.66					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Develop in position 1	3.277	403	.001	.132	.05	.21
Develop in position 2	-1.298	403	.195	-.051	-.13	.03
Develop in position 3	-3.260	403	.001	-.115	-.19	-.05
Develop in salary 1	-2.106	403	.036	-.098	-.19	-.01
Develop in salary 2	2.752	403	.006	.130	.04	.22
Develop in salary 3	4.203	403	.000	.182	.10	.27
Develop in self 1	.077	403	.939	.003	-.08	.09
Develop in self 2	4.376	403	.000	.177	.10	.26
Develop in self 3	4.529	403	.000	.169	.10	.24
Dev_Sum	1.996	403	.047	.05865	.0009	.1164

ความผูกพันต่อองค์การด้านการบริหารค่าตอบแทน

### One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Compensation money 1	404	3.13	1.052	.052
Compensation money 2	404	3.56	.893	.044
Compensation money 3	404	3.34	.980	.049
Compensation benefit 1	404	3.20	.956	.048
Compensation benefit 2	404	3.29	.908	.045
Compensation benefit 3	404	3.06	.942	.047
Com_Sum	404	3.2649	.74479	.03705

### One-Sample Test

	Test Value = 2.33					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Compensation money 1	15.307	403	.000	.801	.70	.90
Compensation money 2	27.663	403	.000	1.229	1.14	1.32
Compensation money 3	20.795	403	.000	1.014	.92	1.11
Compensation benefit 1	18.254	403	.000	.868	.77	.96
Compensation benefit 2	21.362	403	.000	.965	.88	1.05
Compensation benefit 3	15.620	403	.000	.732	.64	.82
Com_Sum	25.229	403	.000	.93485	.8620	1.0077

**One-Sample Test**

	Test Value = 3.66					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Compensation money 1	-10.103	403	.000	-.529	-.63	-.43
Compensation money 2	-2.263	403	.024	-.101	-.19	-.01
Compensation money 3	-6.479	403	.000	-.316	-.41	-.22
Compensation benefit 1	-9.715	403	.000	-.462	-.56	-.37
Compensation benefit 2	-8.093	403	.000	-.365	-.45	-.28
Compensation benefit 3	-12.765	403	.000	-.598	-.69	-.51
Com_Sum	-10.664	403	.000	-.39515	-.4680	-.3223

ความผูกพันต่อองค์กรด้านวัฒนธรรมองค์กร

**One-Sample Statistics**

	N	Mean	Std. Deviation	Std. Error Mean
Culture constructive 1	404	3.62	.814	.040
Culture constructive 2	404	3.63	.880	.044
Culture constructive 3	404	3.46	.869	.043
Culture constructive 4	404	4.01	.792	.039
Culture passive-defensive 1	404	3.33	.803	.040
Culture passive-defensive 2	404	3.45	.924	.046
Culture passive-defensive 3	404	3.54	.930	.046
Culture passive-defensive 4	404	2.57	.933	.046
Culture aggressive-defensive 1	404	3.07	.886	.044
Culture aggressive-defensive 2	404	3.46	.828	.041
Culture aggressive-defensive 3	404	2.80	1.023	.051
Culture aggressive-defensive 4	404	1.95	.839	.042
Cul_Sum	404	3.2424	.34496	.01716

## One-Sample Test

	Test Value = 2.33					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Culture constructive 1	31.959	403	.000	1.294	1.21	1.37
Culture constructive 2	29.791	403	.000	1.304	1.22	1.39
Culture constructive 3	26.090	403	.000	1.128	1.04	1.21
Culture constructive 4	42.683	403	.000	1.682	1.60	1.76
Culture passive-defensive 1	25.088	403	.000	1.002	.92	1.08
Culture passive-defensive 2	24.326	403	.000	1.118	1.03	1.21
Culture passive-defensive 3	26.263	403	.000	1.215	1.12	1.31
Culture passive-defensive 4	5.262	403	.000	.244	.15	.34
Culture aggressive-defensive 1	16.780	403	.000	.739	.65	.83
Culture aggressive-defensive 2	27.437	403	.000	1.130	1.05	1.21
Culture aggressive-defensive 3	9.324	403	.000	.474	.37	.57
Culture aggressive-defensive 4	-9.147	403	.000	-.382	-.46	-.30
Cul_Sum	53.161	403	.000	.91237	.8786	.9461

## One-Sample Test

	Test Value = 3.66					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Culture constructive 1	-.895	403	.371	-.036	-.12	.04
Culture constructive 2	-.602	403	.548	-.026	-.11	.06
Culture constructive 3	-4.674	403	.000	-.202	-.29	-.12
Culture constructive 4	8.940	403	.000	.352	.27	.43
Culture passive-defensive 1	-8.223	403	.000	-.328	-.41	-.25
Culture passive-defensive 2	-4.612	403	.000	-.212	-.30	-.12
Culture passive-defensive 3	-2.496	403	.013	-.115	-.21	-.02
Culture passive-defensive 4	-23.391	403	.000	-1.086	-1.18	-.99
Culture aggressive-defensive 1	-13.407	403	.000	-.591	-.68	-.50
Culture aggressive-defensive 2	-4.845	403	.000	-.200	-.28	-.12
Culture aggressive-defensive 3	-16.814	403	.000	-.856	-.96	-.76
Culture aggressive-defensive 4	-40.997	403	.000	-1.712	-1.79	-1.63
Cul_Sum	-24.334	403	.000	-.41763	-.4514	-.3839

การรักษานักงาน

## One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Retation 1	404	3.64	.734	.037
Retation 2	404	3.27	.915	.046
Retation 3	404	3.51	.805	.040
Retation 4	404	4.11	.630	.031
Retation 5	404	4.01	.683	.034
Retation 6	404	4.06	.676	.034
Retation 7	404	3.63	.857	.043
Retation 8	404	3.64	.824	.041
Retation 9	404	3.22	1.073	.053
Retation 10	404	3.23	1.034	.051
Retation 11	404	3.75	.870	.043
Retation 12	404	3.68	.691	.034
Retation 13	404	3.89	.717	.036
Retation 14	404	3.66	.822	.041
Retation 15	404	3.73	.873	.043
Retation 16	404	3.91	.753	.037
Retation 17	404	3.68	.836	.042
Retation 18	404	3.80	.880	.044
Ret_Sum	404	3.6846	.51599	.02567

**One-Sample Test**

	Test Value = 2.33					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Retation 1	35.916	403	.000	1.311	1.24	1.38
Retation 2	20.639	403	.000	.940	.85	1.03
Retation 3	29.471	403	.000	1.180	1.10	1.26
Retation 4	56.827	403	.000	1.781	1.72	1.84
Retation 5	49.594	403	.000	1.685	1.62	1.75
Retation 6	51.545	403	.000	1.734	1.67	1.80
Retation 7	30.443	403	.000	1.299	1.21	1.38
Retation 8	31.867	403	.000	1.306	1.23	1.39
Retation 9	16.724	403	.000	.893	.79	1.00
Retation 10	17.447	403	.000	.898	.80	1.00
Retation 11	32.937	403	.000	1.425	1.34	1.51
Retation 12	39.243	403	.000	1.348	1.28	1.42
Retation 13	43.759	403	.000	1.561	1.49	1.63
Retation 14	32.609	403	.000	1.333	1.25	1.41
Retation 15	32.295	403	.000	1.403	1.32	1.49
Retation 16	42.172	403	.000	1.581	1.51	1.65
Retation 17	32.466	403	.000	1.351	1.27	1.43
Retation 18	33.617	403	.000	1.472	1.39	1.56
Ret_Sum	52.767	403	.000	1.35462	1.3042	1.4051

**One-Sample Test**

	Test Value = 3.66					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Retation 1	-.518	403	.605	-.019	-.09	.05
Retation 2	-8.569	403	.000	-.390	-.48	-.30
Retation 3	-3.749	403	.000	-.150	-.23	-.07
Retation 4	14.400	403	.000	.451	.39	.51
Retation 5	10.445	403	.000	.355	.29	.42
Retation 6	12.017	403	.000	.404	.34	.47
Retation 7	-.733	403	.464	-.031	-.12	.05
Retation 8	-.582	403	.561	-.024	-.10	.06
Retation 9	-8.191	403	.000	-.437	-.54	-.33
Retation 10	-8.401	403	.000	-.432	-.53	-.33
Retation 11	2.195	403	.029	.095	.01	.18
Retation 12	.530	403	.596	.018	-.05	.09
Retation 13	6.478	403	.000	.231	.16	.30
Retation 14	.082	403	.934	.003	-.08	.08
Retation 15	1.673	403	.095	.073	-.01	.16
Retation 16	6.693	403	.000	.251	.18	.32
Retation 17	.497	403	.619	.021	-.06	.10
Retation 18	3.243	403	.001	.142	.06	.23
Ret_Sum	.959	403	.338	.02462	-.0258	.0751