

Vipanun Pavapatta 2014: A Causal Relationship Model Development of Organizational Commitment of Technical Department of Thai Airways International Public Company Limited. Doctor of Philosophy (Vocational Education), Major Field: Vocational Education, Department of Vocational Education. Thesis Advisor: Assistant Professor Suwanna Narkwiboonwong, Ed.D. 209 pages.

The purposes of this research were to develop and validate a causal relationship model of organizational commitment of technical department of Thai Airways International Public Company Limited. The study was correlational research. The populations were 4,318 staff of Thai Airways International Public Company Limited and sampling for 320 cases by proportional stratified sampling technique as a quantitative data. The research instruments consist of questionnaire. The statistics used for data analysis were Pearson product moment correlation, confirmatory factor analysis and structural equation modeling.

The research results indicated that the model was found how to consistent with empirical data at a good level ( $\chi^2=56.27$   $df=44$   $\chi^2/df=1.28$   $P\text{-value}=0.10$   $GFI=1.00$   $AGFI=0.94$   $RMR=0.01$ ) The factor of a causal relationship model development of organizational commitment of technical department of Thai Airways International Public Company Limited were constructive culture, quality of work life and job satisfaction. The causal model revealed 64 percent on the variance of commitment. The factors that has effected towards commitment as follows: constructive culture, quality of work life and job satisfaction.

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Thesis Advisor's signature