

Tuenjai Saelee 2014: The Effects of Perceived Organizational Climate and Job Satisfaction on Organizational Commitment of Factory Employees in Leamchabang Industrial Estate. Master of Business Administration (Industrial Administration and Development), Major Field: Industrial Administration and Development, Faculty of Management Sciences. Thesis Advisor: Assistant Professor Jutamard Thaweepaiboonwong, Ph.D. 163 pages.

The objectives of this survey research were to study the levels of organizational climate perception, job satisfaction and organization commitment of the Factory Employees in Leamchabang Industrial Estate, the impacts of the employees' perception of organizational climate and job satisfaction on the organization commitment, and to examine the organizational climate perception and job satisfaction that interact in the prediction of organizational commitment. The sample group used in the research study consisted of 420 employees. Data was collected by using questionnaires. The statistics used in this study were frequency, percentage, mean and standard deviation. Hypotheses were tested by employing one-way ANOVA, and stepwise multiple regression analysis at the 0.05 level of significance. The results indicated that the sample group showed a high level of positive organizational climate perception and job satisfaction but a medium level of organizational commitment. The results also showed that the employees who have different the perception of organizational climate and job satisfaction, responded with statistically significant differences of the organizational commitment level at the 0.05 level of significance. Finally, the results of this research showed that the organizational climate perception and overall job satisfaction were the significant predictors for organizational commitment level, with a total predictability of 78.6 percent ($R^2_{adj} = .786$).

Student's signature

Thesis Advisor's signature