

Praporn Khumboaw 2013: Factors Involving Organizational Environmental Management: A Case Study of Unison Laboratories Ltd. Master of Arts (Human and Community Resource Development), Major Field: Human and Community Resource Development. Department of Human and Community Resource Development. Thesis Advisor: Associate Professor Wing Commander Mrs.Vanee Aungsittipoonporn. 166 pages.

This research was aimed to 1) investigate employees' participation in organizational environmental management, 2) examine factors involving organizational environmental management, and 3) explore employees' suggestions toward the increase of effectiveness in promoting factors involving employees' participation in organizational environmental management. Unison Laboratories Ltd. was selected as a case study. 225 research sample comprised 192 operational level employees and 33 executives obtained by stratified sampling technique. Research instrument was a survey questionnaire. Statistics for data analysis were percentage, mean, standard deviation, and Chi-square. Qualitative data were analyzed by content analysis.

The research findings were as follows.

1) The overall sample participated in organizational environmental management at a moderated level ($\bar{X} = 2.61$). Activity that got highest average score of participation was the Energy Saving Project ($\bar{X} = 2.72$), whereas that got the lowest scores was the 5 S Project ($\bar{X} = 2.46$). The participation of sample was mostly in terms of implementation ($\bar{X} = 3.00$) while the least was in terms of planning ($\bar{X} = 1.98$). It was also found that there were differences in organizational environmental management participation at statistical significant level of .05 among sample with different sexes, educational levels, membership of environmental management groups, and awareness in environmental management.

2) Factors involving organizational environmental management at statistical significant level of .05 included sex ($X^2 = 6.159$), educational levels ($X^2 = 21.156$), membership of environmental management groups ($X^2 = 25.257$), and awareness in environmental management ($X^2 = 16.808$).

3) It was suggested by the sample that participation of employees at all levels could be enhanced through knowledge and understanding provision, participation awareness raising campaigns, information transmission, motivation promotion, and the allocation of adequate time and personnel for organizing the projects on environmental management.

Keywords: Participation, Organizational Environmental Management

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