

Thesis Title	The Relationship of Organizational Commitment to Job Behaviors among Operative Workers	
Author	Miss Kanjana Nujakong	
M.S.	Industrial and Organizational Psychology	
Examining Committee	Assoc. Prof. Dr. Chuchai Smithikrai	Chairman
	Assoc. Prof. Siriperm Chowsilpa	Member
	Asst. Prof. Pismai Wibulwasdi	Member

### Abstract

The purposes of this research were to examine the relationship of organizational commitment (i.e., affective commitment, continuance commitment and normative commitment) to job behaviors (i.e., job performance, job satisfaction and job withdrawal intentions), and to investigate an interaction among facets of organizational commitment to predict such job behaviors.

A correlational research design was used. The research sample was 243 operative workers from three private organizations in Chiang Mai. The research instruments consisted of four questionnaires; the organizational commitment scale, the job performance scale, the job satisfaction scale and the job withdrawal intentions scale. The statistics for data analysis were descriptive statistics, the correlational analysis and the multiple regression analysis by using hierarchical procedures.

Findings : (1) Only affective commitment and normative commitment were positively related to job performance. (2) All three facets were positively related to job satisfaction but negatively related to job withdrawal intentions. (3) Only the interaction between affective commitment and normative commitment could predict job withdrawal intentions.