

GOAL SETTING AND ORGANIZATIONAL COMMITMENT OF THE COMMANDERS:
OPINIONS OF GRADUATING STUDENTS IN THE ROYAL POLICE CADET
ACADEMY (RPCA)

NATTAWAT BOONMA 5637091SHPP/M

M.PA. (PUBLIC POLICY AND PUBLIC MANAGEMENT)

THEMATIC PAPER ADVISORY COMMITTEES: WARUESPRON NATRUJIROTE,
Ph.D., SOMBOON SIRISANHIRUN, Ph.D., KRIT RUKCHATCHAROEN, Ph.D.

ABSTRACT

This study surveyed the opinions of graduating students in the Royal Police Cadet Academy (RPCA) regarding Goal setting and organizational commitment of the commanders. The purposes of this study were: (1) examine the levels of career goals and organizational commitment of the 4th year police cadets of class 69 (2) examine the relationship between career goals and the organizational commitment of the 4th year police cadets of class 69. (3) examine ways to improve the career goals and organizational commitment of the police cadets. The data was collected by questionnaire and there were 166 police cadets participating in this study.

It was found that the four areas of the career goals which are income need, personal life need, and job security and advancement, correspond well with the organizational commitment. However, these career goals will correspond moderately with the organizational commitment when these cadets graduate from the academy; they all want to work in other units of the Royal Thai Police to fulfill the career goals in terms of income, personal life, and job security and advancement. This results in the moderate commitment to RPCA. This is because working in the RPCA cannot fulfill the career goals of the police cadet.

KEY WORDS: GOAL SETTING / ORGANIZATIONAL COMMITMENT

91 pages