

Mattanee Jiranond 2009: Perception of Organizational Climate and Effectiveness of Employees at Toyota Metropolitan Co., Ltd. Mater of Science (Community Psychology), Major Field: Community Psychology, Department of Psychology.
Thesis Advisor: Associate Professor Aree Petchpud, Ph.D. 178 pages.

Purposes of this study were : 1) To find out the levels of perception of organizational climate and organization effectiveness of employees at Toyota Metropolitan Co., Ltd. 2) To do the comparative study of personal factors that might affect perception of organizational climate and effectiveness. 3) To search for the relationship between perception of organizational climate and effectiveness. Samples were 254 employees of Toyota Metropolitan Co., Ltd. Data were collected by questionnaires. Statistics of percentage, means, standard deviation, t-test, F-test and Pearson product moment correlation coefficient. Data were analyzed by computer program.

Results could be summarized as follows : 1) The level of perception of organizational climate and effectiveness were moderate. 2) The personal factors of age and marital status showed the significant difference in perception of organizational climate at .009 to .000 and effectiveness at .002 to .000 respectively. 3) There were highly significant correlations between perception of organizational climate and effectiveness as a whole and each component at .002 to .000

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