

Theeraporn Suthiso 2007: Perceived Organization Culture, Organization Commitment, and Work Behavior of Employees at the Motorcycle Factory. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Ms. Thipthinna Smutranond, Ph.D. 129 pages.

The objectives of this research were: to compare the working behavior and demographic of employees at a motorcycle factory; to study the relationship between the perceived organizational culture and working behavior of employees in the motorcycle factory; to study the relationship between organizational commitment and working behavior; and to study the forecast of the perceived organizational culture, and organizational commitment effected on working behavior.

Samples were 345 employees in the motorcycle factory. Data were collected by questionnaire of perception of organizational culture, organizational commitment, and working behavior done by the computer program. The statistical methods used for analysis were percentage, mean, standard division, t-test, F-test, Pearson's product moment correlation coefficient and multiple regression analysis with the stepwise technique.

Results showed that the perceived organizational culture of commitment to employee, career, work control, decision making, responsibility, and concern for people correlated positively with working behavior at 0.01 level of significance, and the evaluation correlated positively with working behavior at 0.05 level of significance. The organizational commitment of mind, the perceived organizational culture of decision making, responsibility, and also the organizational commitment of norm were factors that could together predict 22.3 percent of working behavior of employee's at the level of 0.01.



Student's signature



Thesis Advisor's signature

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