

Thesis title : **Factors Affecting the Organizational Commitment of the Personnel in Chachoengsao Provincial Electricity Authority**

Researcher : **Mr. Worapun Sethasang**

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Chairman : **Dr.Siriwat Jiradetprapai**

Adviser : **Mr.Wichai Phongmode**

Abstract

The objectives of this research were 1) to study the factors affecting the organizational commitment of the personnel in Chachoengsao Provincial Electricity Authority 2) to study the factors that related to the organizational commitment in the personnel of Chachoengsao Provincial Electricity Authority 3) to study the level of the organizational commitment of the personnel of Chachoengsao Provincial Electricity Authority.

The population and sample were 180 person of Chachoengsao Provincial Electricity Authority. The researcher used Proportional Stratified Random Sampling from different divisions and positions of the personnel of Chachoengsao Provincial Electricity Authority. The researcher used questionnaires as the data collection instrument. The statistics used for analysis were percent, mean, standard deviation, One-way ANOVA and Pearson's correlation coefficient.

The results of the study were :

- 1) Personal factor: personnel had different duration of service, salaries and positions also had different organizational commitment. For those personnel who had different ages and levels of education had no difference in organizational commitment.
- 2) Job characteristic factor was related to the organizational commitment
- 3) Work experience factor was related to the organizational commitment

Keyword : organizational commitment , Provincial Electricity Authority