

Abstract

The major objectives of this thesis, "The Effect of Factors on the Organizational Commitment of Insutrctors in the Northern Nursing Colleges", were to study

1. The degree of organizational commitment of instructors in northern nursing colleges, nursing colleges division, office of the permanent secretary, ministry of public health

2. The factors that effect the organizational commitment of instructors.

The study expected that the factors on the organizational commitment would be related to the following 2 parts of variables:

1. Personal characteristics ; age, educational attainment, marital status, tenure of performance at nursing colleages, position.

2. Work rewards consist of intrinsic rewards; task significance, task autonomy, task interesting and extrinsic rewards ; supervisory assistance, co-worker assistance, satisfaction to salary, promotional opportunity, satisfaction to fringe benefits.

The total population of 149 respondents were obtained from the instructors in northern nursing colleges, by means of questionnaires, and the overall response rate was 97.99 percent.

The results revealed that the organizational commintment of instructors who performed in northern nursing colleges could be devided into middle and high rates, 89.3 and 26.7 percent, respectively. In cosideration of the factors that affected the organzational commitment, the study found that most variables were related to organizational commitment at a statistical signifecance level. Peraonal characteristics; age, tenure of performance, position, and work rewards- intrinsic rewards: task autonomy, intresing and extrinsic rewards; supervisory assistance, co-worker assistance, promotional opportunity and satisfaction to frigne benefits were found significantly related to the extent of organizational commitment. While other persomal characteristics of inststructors; educational attainment, marital status and other rewards; task significance, and satisfaction to salary were not related.