

Abstract

The purpose of this thesis, "An Analysis of Factors Affecting Organizational Commitment : A case study of Non-Formal Education Provincial Centers" Was to study the degree of organizational commitment of government officials and staff in Non-Formal Education Provincial Centers and to analyze the factors that affect organizational commitment.

For this thesis, the researcher expected that the factors which would be related to organizational commitment consisted of 3 parts as follows:

- 1) Personal Characteristics; sex, educational level, tenure of non-formal education experience, marital status and migration experience

- 2) Job characteristics; task autonomy, task variety, understanding in task processes, feed back of work and the work performance that involve interaction with other persons.

- 3) Work experiences; the response of expectation, the feeling of self significance to the centers, the sense of the center's supportiveness, the sense of the center's reputation and the attitude to the staff and the center.

The sample consisted of 288 staffs from 16 Non-Formal Education Provincial Centers. Data was collected by using a questionnaire.

The result revealed that the organizational commitment of the centers' staff could be divided into the low, middle and high rates as follows: 31.8, 34.3 and 33.9 percent. In consideration to the relationship between factors and organizational commitment the study

found that most variables were related to organizational commitment at a level of revealed statistical significance except for the personal characteristic variables, and the job characteristic of task autonomy. These variables; the sense of center's reputation and the feeling of self significance to the center could explain the variation of organizational commitment to about 33.4 percent. Added with other variables; understanding in work processes and work performance that involved intraction with other persons could explain the variation of organizational commitment only to about 36.5 percent

It was found that various variables were still related to the organizational commitment at a low rate and could not explain variation of organizational commitment satisfactorily. So the researcher revised the theoretical and methodological basis for the study and developed various suggestion which should be useful for further researches.