

Abstract

Research Title : Employee 's Job Satisfaction effect on Organization Commitment

Researcher : Jhiratchaya Jungkitvorasin

Degree : Master of Business Administration

Major : Human resource management

Advisor :

(Chitavorn Leelaplin ,Ph.D.)

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This research aims 1) to study Job Satisfaction effect on Organization Commitment of Employee's Petro-Instruments Crop.,Ltd. 2) to study Organization Commitment of Employee's Petro-Instruments Crop.,Ltd classified by Demographic characteristics (gender ,aged ,status ,education level , earned a monthly income and work experience). The sample group used in this research consists of Employee's Petro-Instruments Crop.,Ltd 140 people by used Purposive Sampling. A questionnaire was used as a tool for collecting data and statistical tools were frequency, percentage , mean, standard deviation, t-test and one-way analysis of variance.

Research findings were as follows 1) Most of the respondents were female, aged between 25 – 35 years old, single , education bachelor's degree, earned a monthly income between 20,001-30,000 baht, and work experience between 11 - 20 years. 2) Job Satisfaction overall aspect was at the high level. When considered each aspects, it was found that in terms of Working Environment was at the highest level , in terms of Job Security , Compensation ,and Policy and Administration were at the high levels. 3) Organization Commitment of Employee's Petro-Instruments Crop.,Ltd was at the high level.