

THE STUDY OF ORGANIZATIONAL COMMITMENT IN THE PRIVATE SCHOOL
TEACHERS AS THE MEDIATOR OF RELATIONSHIPS BETWEEN RELATED FACTORS
WITH INTENTION TO REMAINING IN ORGANIZATION

AN ABSTRACT
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The aim of this study was to study the relationship of organizational commitment as the mediator among the nature of the work environment, the nature of the experience on the job and the nature of the personal characteristics to remain in the organization of private school teachers.

The main studied parameters were defined by the framework of analysis based on the concept of Steers (Steers. 1990). It was divided into four basic groups: 1) the nature of the work environment had five variables: social support, perceptions of organizational culture, relationship between personnel within organization, justice of the superior and political within organization. 2) The nature of the experience on the job had two variables, which were career anchor and job stress. 3) The nature of the personal characteristics had four variables, which were gender, age, level of education and period of working in the organization. 4) The group of the mediator was organizational commitment. 5) The dependent variables were studied were the intention to remain in the organization. Measurement parameters mentioned above were the assessment by included measure of the six levels and the nine tests. Each test had 10 questions to 35 questions, which had a coefficient alpha reliability of each scale between .69 and .95. The samples of this research, were 353 people, were the teachers of private secondary schools in area of education 1 in Bangkok, Thailand. Assumptions in this research had eight aspects. The statistical methods were used to test the assumptions were the Mediator analysis by using indirect program SPSS Macro (Preacher; & Hayes. 2008) to test Single Mediation. Data analysis in this research was Regression analysis. The test of indirect influence used the Bootstrap method to test mediator of organizational commitment between the independent variables and the intention to remain in the organization. However, the controlled influence of the other independent variables was implemented by analysis as the covariate variables. Researcher

used this research method with every assumption by switching independent variables relating on set assumptions. The results of this research were concluded as follows: 1) as for social support by using Regression analysis and Bootstrap method to test indirect effects, it was founded that organizational commitment was the partial mediator between social support and intention to remain in the organization. (The influence coefficients = -.17, $p < .01$). When teachers got social support, this affected to direct and indirect influence towards the organizational commitment to form the intention to remain in the organization.

2) As per the relationship between the people in the organization and political organization, this was founded that organizational commitment was the complete mediator among the relationship between the people in the organization and political organization with the intention to remain in the organization. (The influence coefficients = .03, $p = .59$ and .10 respectively). When teachers had the relationship between employees within the organization, this affected to indirect effect towards the intention to remain in the organization through organizational commitment.

3) As for career anchor, the results were founded that organizational commitment was the partial mediator between career anchor and intention to remain in the organization (The influence coefficients = .15, $p < .01$). This was indicated that; when teachers form career anchor, this affected to direct and indirect effect towards organization commitment through the intention to remain in the organization.