

ABSTRACT

Research Paper Title	The Participation in Management and the Organizational Commitment of Academic-Support Personnel at Ramkhamhaeng University
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In this research investigation, the researcher inquires into participation in management by academic-support personnel at Ramkhamhaeng University (RU) in four aspects. These are goal-oriented management; enhancement of work values; quality of life at work; and the system of quality assurance management. The researcher also studies organizational commitment in three aspects. These aspects are belief in and acceptance of organizational goals and values; the desire to retain organizational membership; and having expectations that work efforts will redound to the benefit of the organization. The researcher also compares participation in management by the academic-support personnel under study as classified by the demographical characteristics of gender, age, educational level, type of position held and work experience. The researcher additionally studies the relationship between participation in management and organizational commitment.

Using the stratified random sampling method, the researcher selected a sample population consisting of 353 academic-support personnel at RU at the reliability level of 95 percent. The sample size was determined by means of an extrapolation from the Taro Yamanē table at the reliability level of 95 percent with a margin of error at ± 5 percent. However, in this research investigation, the researcher selected to use 400 subjects.

Using techniques of descriptive statistics, the researcher analyzed the data collected in terms of frequency, percentage, mean and standard deviation. The techniques of *t*-test and one-way analysis of variance (ANOVA) were also employed by the researcher. The relationships between participation in management and toward the organization evinced by the academic-

support personnel were studied using Pearson's product moment correlation coefficient method.

Findings are as follows:

1. Overall, participation in management by RU academic-support personnel was found to be at a high level ($\bar{X}=3.56$). When considered in each aspect, it was found that participation in management by the personnel under study was at a high level in two aspects: enhancement of work values ($\bar{X}=3.73$) and quality of life at work ($\bar{X}=3.63$). The two aspects evinced at the moderate level were the system of quality assurance management ($\bar{X}=3.48$) and goal-oriented management ($\bar{X}=3.40$), respectively.

Overall, the organizational commitment of the academic-support personnel under study was expressed at a high level ($\bar{X}=4.23$). When considered in each aspect, it was found that they were at a high level in all aspects in descending order as follows: belief in and acceptance of organizational goals and values, having expectations that work efforts will redound to the benefit of the organization ($\bar{X}=4.28$), and the desire to retain organizational membership ($\bar{X}=4.14$), respectively.

2. In comparing the participation in management by the academic-support personnel under study as classified by the demographical characteristics of gender, age, educational level, type of position held, and work experience, the findings of the researcher were as follows: The academic-support personnel who differed in gender failed to exhibit concomitant differences in participation in management at the statistically significant level of .05. Those who differed in age exhibited parallel differences in participation in management at the statistically significant level of .05 in the one aspect of enhancement of work values. Those who differed in educational level displayed corresponding differences vis-à-vis participation in management at the statistically significant level of .05 in the one aspect of enhancing work values. Those who differed in type of position held manifested corresponding differences in participation in management at the statistically significant level of .05 in the one aspect of the quality of life at work. Finally, those who differed in work experience did not reveal correlated differences in participation in management at the statistically significant level of .05.

3. Overall, participation in management by the academic-support personnel under study was found to be positively correlated at a moderate level with organizational commitment at the statistically significant level of 0.01.