

Perception of Organizational Politics and Influence of Job Attitude on Organizational Commitment

Phatsom Thiphaphongphakaphun

<http://eprints.utcc.ac.th/id/eprint/1318>

Thesis Title	Perception of Organizational Politics and Influence of Job Attitude on Organizational Commitment
Name	Phatsorn Thiphaphongphakaphun
Degree	Master of Business Administration
Major Field	International Business
Thesis Advisor	Dr. Piraphong Foosiri
Graduate Year	2012

ABSTRACT

With regards to there are so many organizations or companies which rapidly grow up and operate their business a very competitive environment worldwide. Employees are so significant assets to the organizational. The productivity, efficiency and successfully performance of most organizations or companies are occurred by employees.

Nowadays, organizations or companies have faced problems on employee's intention to leave and quit their job. In the same time, organizations or companies are confront with the uncertainty of costs and benefits such as hiring of personal replacement, training for new-hiring, administration cost, other re-organization adjustment and etc. Human resources management is the main significant force of each organization or company's growth. The strategy to increase the productivity cost and to reduce in the employee's intention of quit is their opportunity.

There are many organizations and companies in Pathumthani that rapidly grow, so the issue of employees' intention of quit is most important factors to be realized. The purpose of this research is to study the influence on job attitude and perception of organizational politics which are main and on significant to the employee's attachment to their organization or company. The attachment of employees to organization or company means that employees will do their job as

much as they are capable and knowledgeable. Organizational commitment is so important to the organization or company; it becomes an important issue in the world of business competitive environment. Commitment in organization plays the important role related to the rate of employees' intention to stay in the organization. As the key factor related to the higher level of employees are performed as much as their knowledge. The research design is quantitative. This research is based on employees who are working in the area of Pathumthani province only. The data in this research was from questionnaires responses and analyzed the influence on job attitude and perception of organizational politics by using statistical analysis method. The research papers draw the conclusion of result on the influence on job attitude and perception of organizational politics to organizational commitment which was focused on employees only. With these conclusions, this research can construct the influence on job attitude and perception of organization politics to organizational commitment.