

PERSONALITY FACTORS AND ORGANIZATIONAL COMMITMENT AMONG  
THAI AND CHINESE FURNITURE-MAKING INDUSTRIAL WORKERS

CHUNKO CHEN

172 Pages

October 2007

ABSTRACT

This study mainly examined the relationship between personality factors and organizational commitment among Thai and Chinese furniture-making industrial workers as well as significant differences in the major variables as a function of gender, age, marital status, educational level, and length of stay in the company. A total of 360 participants (180 Thai and 180 Chinese) were recruited from two factories in Chonburi, Thailand and another two in Guangdong, China. The research instrument employed was a survey questionnaire, in Thai and Chinese versions, which included the Personality Traits Instrument and the Three-Component Model Employee Commitment Survey.

The major findings of the study included the following significant differences in personality as a function of demographics, only among Thai respondents: length of stay in the company; with Extraversion, Conscientiousness, Neuroticism, and Openness; marital status with Agreeableness and Conscientiousness; and educational level with Openness. For organizational commitment: educational level and length of stay with Affective commitment; likewise, educational level and length of stay with Continuance commitment. No significant differences in personality factors as well organizational commitment were found among Chinese respondents. More findings on the major variables: significant positive intercorrelations among the personality factors as well as among organizational commitment forms and significant positive correlations among some subscales of the PTI and TCM in both Thai and Chinese workers. Furthermore, it was found that there is no significant difference between Thai and Chinese workers on

the matter of personality factors but they differed significantly in terms of organizational commitment. Finally, it was found that the organizational commitment of Thai industrial workers are firstly and directly influenced by Agreeableness whereas for Chinese workers, organizational commitment is firstly and directly influenced by Openness.

