

ABSTRACT

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Thesis Title: THE RELATIONSHIP BETWEEN TEACHERS' PERCEPTION
TOWARDS ORGANIZATIONAL CULTURE AND THEIR JOB SATISFACTION AT
KANTANA INSTITUTE, THAILAND

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The main purpose of this research was to study the relationship of the teachers' perception towards their organizational culture and their level of job satisfaction at Kantana Institute in Thailand during academic year 2021-2022. The theories used in this study were the organizational culture and job satisfaction theory. The main research instrument was the questionnaire that investigated the teacher's perception towards organizational culture and their job satisfaction at Kantana Institute. The survey covered population of one hundred and twenty-three (123) from the English department under International Education at Kantana Institute. The response rate was over 90% (111 teachers). The collected data were analyzed by using the mean, standard deviation, and Pearson Product Moment Correlation Coefficient. The research findings indicated that the level of both organizational culture and the teachers' job satisfaction were high. The Pearson Product measuring correlation analysis between teachers' perceptions of organizational culture and teacher's job satisfaction were found to be strongly positively correlated, $r(111) = .728$, $p = .000$. The recommendations based on the results showed (1) Teachers constantly improve their adaptability, increase their sense of responsibility as teachers, and actively communicate with administrators to reflect their views on the surrounding environment, and (2) Future researchers should extend their studies

to public and private higher education institutions to better assess lecturers' job satisfaction and organizational culture.



Field of Study: Educational Administration and Leadership

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