

THE RELATIONSHIP BETWEEN TEACHERS' ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION AT NO. 2 BASIC EDUCATION HIGH SCHOOL, LOIKAW, KAYAH STATE, MYANMAR

Kamaylar¹

Yan Ye²

Dechachai Sripicharn³

Abstract: The main purpose of this study was to identify the levels of teachers' organizational commitment and job satisfaction and to determine the relationship between teachers' organizational commitment and job satisfaction at No.2 Basic Education High School, Loikaw, Kayah State, Myanmar in the academic year 2015-2016. A total of fifty-nine (59) full-time teachers from No.2 Basic Education High School, Loikaw, Kayah State were surveyed for this study. The main resource of data was the questionnaire that investigated the teachers' level of organizational commitment and job satisfaction. The collected data were analyzed by using the Mean, Standard Deviation, and Pearson Product Moment Correlation Coefficient. The research found that the level of teachers' organizational commitment was high in the school though the level of teachers' job satisfaction was moderate. Meanwhile, the study found there was a moderate positive relationship between teachers' organizational commitment and job satisfaction at No.2 Basic Education High School, Loikaw, Kayah State, Myanmar. To become more sustain school, administrators and leaders from No.2 Basic Education High School are recommended to innovation, develop and create more opportunity for all teachers to keep control teachers stability. Administrators and leaders are also recommended to provide personal growth program that emphasis on a vision of how to integrate technology in the school to build up teaching and learning. Leaders and administrators should arrange personal development training for their teachers in order to gain more skills to use effectively in the classroom. Teachers are recommended to establish a teacher's group to regularly meet, open minded and be a good listener to accept others ideas. Teachers are recommended to share their ideas with others. This will help them to improve their personal growth. Teachers should pay more attention to student's achievement by giving more help to students and let them learn effectively.

¹ M.Ed. Candidate in Educational Administration, Graduate School of Human Sciences, Assumption University, Thailand.
kamaylarmoe@gmail.com

² Ph.D., Director of Educational Research, Statistics and Measurement Center, Graduate School of Human Sciences, Assumption University, Thailand.
norayeyan723@hotmail.com

³ Ph.D., Lecturer, Graduate School of Human Sciences, Assumption University, Thailand.
bro.dechachai@hotmail.com