

Abstract

The purpose of this study is to investigate how the managers in the foundry industry perceive of implementing the inside contract system. Literature reviews indicate only the relationship between organizational structure and organizational performance. However, IC system plays a major role in maximizing the organizational performance. Prior to the qualitative methodology, the pilot interviews with two experts and nine interviewees of foundry companies in Thailand had been done to explore the appropriate variables of IC systems. After that the embedded case analysis was done based on twenty-one interviewees of a total of three companies. From the analysis, it was found out that IC system directly affects organizational structure and organizational performance, IC system and organizational structure directly affect the organizational performance and IC system also indirectly affects the organizational performance by affecting the organizational structure.