



การสร้างหรือมีบรรยากาศแบบที่ควบคุมน้อยลงได้ แต่ที่โดยยังคงไว้ซึ่งผลงานของการดำเนินงาน  
ของบุคลากรสมาชิกขององค์การที่มีคุณภาพแบบที่เป็นอยู่ได้ จึงเป็นภาระของฝ่ายบริหารของ  
โรงเรียนฯ ที่จะต้องนำเอาข้อมูล ข้อวิเคราะห์ และข้อเสนอแนะในการศึกษาครั้งนี้ไปพิจารณา  
ปรึกษาหารือกับคณะครูของโรงเรียนฯ เพื่อร่วมกันแสวงหาบรรยากาศแบบที่ดีที่สุด สมบูรณ์แบบที่สุด  
ที่จะเอื้อต่อการปฏิบัติการกิจอย่างมีคุณภาพและประสิทธิภาพของโรงเรียนต่อไป

<b>Independent Study Title</b>	Organizational Climate of Srithana Commercial Technology College, Chiang Mai Province	
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#### Abstract

This study sought to identify the organizational climate type (s) of Srithana Commercial Technology College, Chiang Mai Province based on Andrew W. Halpin's conceptual and methodological frameworks (1966). Altogether, 109 College instructors were asked to respond to the questionnaire containing items relevant to the topic under study. Subsequently, collected data were analyzed through the applications of percentage, mean, standard deviation and T-score.

Findings were as follows:

Overall, the College organizational climate was of the controlled type indicating administrators' preoccupation with task accomplishment and less attention to building collegial relationships with instructors. However, given the nature of the College, i.e., a private College operating within the free-market and highly competitive context, this finding was quite understandable. Moreover, the fact

that the College, with the controlled organizational climate, had recently earned a number of outstanding rewards and some national recognition seemed to legitimize, to a certain extent, the existing climate.

However, despite the fact that this type of climate obviously is not in tune with current tides advocated in educational administration literature and educational reform movement which call for more relaxed, more democratic and more participative, i.e., more people-oriented, detailed findings in this study clearly lend themselves to refinement and improvement so that those aspects associated with control be turned into something more positive and contributing to a more favorable atmosphere with the College at the same time being able to maintain its current quality performance.

Therefore, it is recommended that the College administration seriously consider this study data, their analyses and implications and join hands with the entire teaching force in seeking the most desirable climate type which, in turn, will be most conducive to the organization's efforts in providing quality education, personnel's satisfaction maximization and still surviving/prospering within the free-market and highly competitive context.