

Development of Relationship Model for Organizational Culture Commitment in Ministry of Culture

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ABSTRACT

This article examines the relationship in organizational culture affecting the performance by using the study method from research papers written in the form of academic articles. Results showed that organizational culture is the heart of that organization and promoting understanding until becoming a love and relationship in the organization and organizational culture. System of mutual understanding that is accepted between members of the organization as a result, one organization can be distinguished from another. As for the Buddhist principles that will result in understanding and relationship in the organization or promote relationship in the organization such as the four Iddhipada, Secular Dhamma (Gharavasa Dhamma 4) and the 4 prejudices (Akhati 4) to avoid prejudice or a correct understanding. This will result in the process of enhancing the correct understanding until it becomes a loyalty in the organization and organizational culture as well, Gharavasa-Dhamma and the 4 Prejudices to avoid prejudice or a correct understanding. This will result in the process of enhancing the correct understanding until it becomes a loyalty in the organization and organizational culture as well.

Keywords

Relationship Model, Organizational Culture Commitment, Ministry of Culture

I. INTRODUCTION

Today is the era of globalization being the era of learning society where changes can happen at any time and quickly. Due to the economic, social and political environment of the world E. The technology has been developed without limitation; new knowledge has been developed. Thailand has therefore initiated a new national development planning process is to allow people from all sectors of society to play a role in the planning process by emphasizing holistic development with people-centred development. Therefore, people are considered the main factor in deciding the success of any development. For an organization to be able to operate requires a number of adjustments, such as vision, strategy, structure and organizational culture. The organizational culture is a behavioural pattern those personnel in the organization adhere to as guidelines based on beliefs and values. It is abstract, intangible, and not a formal norm being the accumulation of beliefs and values, sensual engagement of personnel within the organization or it can be said that corporate culture is the “social glue” that binds the members of the organization together [1].

The main thing that the organization expects is the loyalty of the personnel in the organization. Because loyalty is a reflection of the behaviour of those personnel in the long run, those who are loyal to the organization will feel love and pride in being part of the organization. They will perform their duties with admiration, honour and protection of the organization including to perform duties to the fullest potential to bring success and stability of the organization. Personnel are therefore the most important resource of the organization. It is a treasure of great value that component

will be able to proceed to success. There must be personnel management and organization management to be effective under the training to develop personnel to be proficient and capable of performing tasks to provide quality work according to the goals and objectives of the organization.

Ministry of culture is a central government agency in the Ministry of culture of Thailand. It is in charge of language, culture, religion and other customs under the vision “Culture creates good people, good society, and economic value as a foundation for sustainable development of the country” [2].

Organizational commitment is another important part of the organization because effective organization management requires the cooperation of personnel. Therefore, when personnel in the organization have a high commitment to the organization. It will devote physical and mental energy to work to achieve the objectives or goals that the organization has set [3].

From all the main factors mentioned above, whether it's corporate culture, personnel, organization, or here means the Ministry of culture and ties in the organization, all of them are essentially interconnected to achieve value and perfection in quality and efficient operations and from research by Nutthapak [4] that studied the influence of organizational culture on organizational loyalty of a commercial bank personnel in Samut Sakhon province, it was found that organizational confidence and work motivation affects loyalty to the organization of a commercial bank in Samut Sakhon province. This is consistent with research by Yufang Xu [5] that examined the influence of work culture factors on organizational teamwork effectiveness. For this reason, the issue affiliation in corporate culture that affect the

performance of personnel. Therefore, it is necessary in every organization which will continue to study the information in detail.

II. DEVELOPING AN ENGAGEMENT STRUCTURE IN ORGANIZATIONAL CULTURE THE AFFECT THE PERFORMANCE OF PERSONAL

“Culture” according to the dictionary of the Royal Institute has given the meaning that means things that thrive for the group or the way of life of the group or behavior and what people produce by learning from each other and share among their own corporate culture. It is a unique characteristic of each organization, making it possible to see the differences between one organization and another, and in addition to the organizational culture, it will cause commitment of people in the organization, it also reduces self-confidence of members as well as a result of cooperation together in the organization more part of the success of the organization Influenced by corporate culture which corporate culture. It affects the way in which activities are handled such as planning, organization, personnel management, governance and control. [6] Schein [7] also mentioned the importance of organizational culture that organizational culture helps to solve problems for organizational survival by helping to adapt to external environment and integration within the organization.

Corporate culture is a way of life that is practiced by habit. Traditions, beliefs, values, language, objects, etc. make people live together as a society orderly the organization has personnel with different knowledge, ideas, feelings, creating an organizational culture where personnel in the organization participate in the development of the organization to be successful and achieve maximum efficiency. [8]

Organizational culture refers to a pattern of basic mottos which has been learned from the organization as a solution to the problem of adapting to the external environment and integrate things within the organization. When the stereotype of the ideology can be carried out well until it is considered reasonable. This pattern was then passed on to new members of the organization as a valid guide for recognizing, thinking, and feeling related to those problems [9].

Corporate culture is the way to do that and this thing in this dry place focusing on behavior collective action of people in the organization. [10]

Corporate culture is a set of values, guiding beliefs, understandings, and ways of thinking which the members of the organization hold together and teach the new members correctly. [11]

A system of adherence to the common meaning of the members within the organization, influencing the performance other decisions and behaviors. [12]

Belief system and shared values that are developed within the organization and guide the behavior of members or a system which has a common meaning within a society. It determines how a person implements a system defined by its members that differentiates one society from another [13].

A system of perception and understanding shared by members of the organization make the organization unique and different from other organizations. It is a system of mutual recognition that is the heart of corporate culture [14].

Common understanding system that is accepted between members of the organization. This results in the ability to distinguish one organization from another [15].

In conclusion, organizational culture is a pattern or way of life of an organization that members accept and adhere to together as a pattern of ideas, beliefs, values, and ideology of the organization. It is a pattern of organizational actions and interactions of members in the organization, that is, if any organization has a good organizational culture, such as personnel who work hard, focus on quality and have high responsibility. It will result in everyone’s work being of good quality, resulting in service recipients receiving good quality service including causing satisfaction.

There are two levels of organizational culture: the first level is the observable or visible culture, and the second level is the core culture or an invisible culture. A culture that can be seen by dressing decorations story told language or symbols used formalities and office layouts, etc. The invisible culture lies in the depths of which are the values and standards that determine the behavior of people in the organization. These are not directly observable but are derived from the meaning of the stories being told, the language and the manner in which they are used. These values and standards are valuing those members of the organization share and understand each other.

There are 5 important sources of organizational culture:

1) Culture of society at different levels where values, ideas, beliefs, norms of conduct of people at all levels are influenced by cultures of different levels of society, which can be divided into 5 levels as follows: culture of international society, culture of the National Society, culture of regional and local societies, industrial business culture, and the culture of the profession.

2) Nature of work and operating environment is to say, in agencies that have similar jobs will have the same corporate culture and if the nature of work is different. There will also be different organizational cultures.

3) The values, beliefs, and visions of early founders and leaders are if corporate culture is viewed as behavior and interpretation of behavior within the organization. Organizational leaders will also be involved in creating and defining the organizational culture.

4) Experiences from the collaboration of members of the organization. That is, when acting on the beliefs and visions of founder in the beginning. Subsequently, it may need to be adjusted according to the learning gained from working together.

5) Values, beliefs and visions of the new generation of leaders. That is to say, there are always initiatives in the agency that may have played a role in the leadership group until accepted with conditions such as time and other supporting factors. [16]

The organizational culture model consists of 4 characteristics:

1) Organizational culture that emphasizes roles

Organizational culture that emphasizes the role (Role culture) organizational culture of this type is focused on the position. Roles, duties and responsibilities that are clearly defined in writing (Job description) are of scientific nature (Reason-science). The organizational structure is clearly defined according to the hierarchy of administrative

hierarchy, and there are clear rules and regulations in various operational processes throughout the organization. It is clearly seen in large agencies, both government and private sectors, which is quite slow in personal transformation or/and corporate culture. If there is an urgent need for prosperity efficiency, the effectiveness and further survival of the organization.

2) Corporate culture that emphasizes work

Task culture is an organization with a culture that emphasizes teamwork will support and encourage each member to develop and use their knowledge full capacity for the work as a team, work is organized as a “project”, regardless of the organizational structure joining a team to bring knowledge. The diverse abilities of personnel from many different departments come together by the end of the project, the team will be dissolved and new teams may be created for new projects, suitable for agencies that need to hurry to develop and improve especially in competitive conditions (competition) and various changes all the time.

3) Organizational culture emphasizing individual independent roles

Organizational culture that emphasizes the independent role of individual (Existential culture) who work in organizations with this culture will set its own rules highly independent. A wide range of individual competences is essential and will have a profound effect on the efficiency and reputation of an organization. A clear example is a university that focuses on academic excellence, etc., will be reflected even with independence but they love and devote themselves to the work of using their knowledge to the fullest. In such a manner, management for the team will be very problematic, joint consultation meeting. It might be the only way for everyone to join the team but it's also a very loose and frequent team, decisions at the meeting may not be unanimous or decisive because there are still conflicting opinions from many people which cannot be forced to accept the opinions of others or the resolution of the meeting.

4) Organizational culture that emphasizes leadership

Leader culture organizations or organizations that are successful are often executives or leaders who have the ability to lead the organization through the obstacles and storms of today's competitive business economy through leadership. There will be a group of management who can advise or respond to and implement decisions, policies, guidelines and plans to achieve results, established or emerging organizations need this kind of leadership culture and executives. Management's success is driven by the leadership's ability to develop and build a system of communication that fosters trust, close relationships, and acceptance of the leadership of the organization's top management. The workforce in this culture is allocated to the right people for the job and the desired results. There is no surplus rate to be used as operating costs. Everyone who selected is knowledgeable. The ability to meet various needs of the organization, the organizational structure is compact but it is comprehensive and has a quick response to changing news quickly including the decisive and sudden decisions of the management. Some decisions may seem cruel and thoughtless or unfair but appropriate and necessary for the efficiency and effectiveness of the organization. This corporate culture is lost when the top management is replaced

or the organization is sold or merged with another organization as can be seen everywhere in business in the globalization era.

The four corporate cultures are clearly different. It is always possible to apply one method or organizational culture to another, and it may be to reinforce the weaknesses of each type. But it depends on the executives in each organization that can and how to do anything, blending of corporate culture by learning from experiences in different ways, it is probably better to stick to a particular organizational culture, public service by government agencies. It would be better if the organizational culture such as performance or work and leadership style was added to it. Similarly, other organizational cultures and other types of organizational cultures may be used to complement at certain points or tasks.

III. ORGANIZATIONAL CULTURE CAN BE CATEGORIZED INTO FOUR TYPES

1) Adaptive culture or entrepreneurial style (Entrepreneurial culture) arises from the strategic leader aims to create new organizational values that facilitate the increase. The ability to interpret or anticipate external circumstances to create behavior in the organization that can respond at any time. Employees of the organization are therefore given the freedom to make their own decisions and ready to act immediately, when necessary, based on the value of customer response as the key. Leaders play an important role in creating change for an organization by encouraging employees to take risks, dare to try new things and focus on reward, rewards for those who are particularly creative. Many companies have shifted to focusing on empowered empowerment, focusing on strategies for flexibility and the ability to respond quickly to external environments which corresponds to the era of rapid change which has values in the promote creativity use of imagination, encourage experimentation, try and make mistakes. It's right to take it as a lesson, take risks, have the courage to think outside the box, to give freedom to think, to be able to have entrepreneurship in itself, and focused on responding to customers and parties without sticking to traditional frameworks.

The most prominent of these organizations is 3M, which encourages and empowers employees to spend up to 15% of their time researching projects of interest to them. This gives employees the opportunity to invent and develop new innovations to occur. This entrepreneurial culture is often found in small- and medium-sized enterprises (SMEs) whose founders still manage, such as those at Microsoft, Intel and eBay.

2) Success-based culture (Achievement culture) having a clear vision of the organization's goals, leaders aim to achieve goals such as increased sales numbers, profitable performance or a percentage of market share is higher, etc. The organization aims to serve a specific group of customers in the external environment but one doesn't see the need for flexibility and change quickly. Organizations that adhere to a success-oriented culture emphasize proactive competitive values, a person's initiative and are satisfied with the long-term hard work until the goal is achieved. The winning values act as the glue that connects everyone in the organization. Many companies with a culture of success will prioritize competition. Winning high-performing employees earn high

returns, while underperforming people are fired: competitive work to create works, aggression, determination, earnestness, doing something to be complete, to be the best, diligence in work, and personal initiatives to achieve victory and success.

In an organization with this culture, employees are competing to work hard, and focus on sales and profits as a location. An example of an organization emphasizing this culture is Pepsi when Wayne Calloway was CEO, who defined the vision that Pepsi must be "The best consumer products in the World", thus encouraging employees to work diligently in their work, having a strong incentive reward system for those who work as required, such as getting a first-class plane ticket get a car, get stock options, get bonuses and get promoted quickly from the aforementioned culture. If the executives can create and harmonize the culture like friends. An adaptive culture and a culture that emphasizes success is possible. It will result in both the effectiveness of the organization and satisfaction of the organization's members as well.

3) Clan culture is a flexible but focused culture within the organization. It will give importance to the participation of employees within the organization to be able to develop themselves to be ready to accommodate the rapid changes from outside. It is a culture that emphasizes the needs of employees more than other cultures. Therefore, the organization has an atmosphere of friends working together as if they are in the same family. Leaders focus on cooperation, caring and generosity for both employees and customers by trying to avoid any feeling of difference in status. Leaders are committed to fairness and strict adherence to commitments will have important values in the story following tradition, taking into account the impact it will have on others, emphasis on teamwork, emphasis on participation, concurrence. Don't try to create a divide compromise, help each other, work together, be friendly, like brothers and sisters, and emphasis on fairness fair and equal.

In organizations with this corporate culture, there is often a very social learning process as well as having good human resource management. It gives employees a sense of ownership and loyalty to the organization as well as being proud to be a member of an organization like this.

There are some companies that have successfully embraced this culture, such as the high-priority SAS institute in the U.S.A. to the values of caring for the well-being and needs of employees in order to increase productivity. Employees are trained to organize their personal lives in a more balanced way than working extra hours or overwork or have the mind to compete with each other. It also emphasizes on equality, fairness and cooperation, found that employees of such companies were more cooperative and caring towards their colleagues and the company. As a result, the company can adapt to the competition and good market dynamics.

4) Government culture (Bureaucratic culture) is a culture that emphasizes stability, stability and internal focus, paying attention to the internal environment, consistency in operations to ensure stability. The bureaucratic culture focuses on methods, rationality orderliness of work, focus on adherence and compliance, adhere to the principle of saving. The success of an organization is due to its integration capabilities and efficiency in today's world, such a rapid change. Very few organizations can operate under a stable

environment. Most leaders therefore try to avoid bureaucratic culture, due to the need to be more flexible and flexible enough. There will be values in the story

- Savings and focusing on working efficiency
- Emphasis on formality and orderliness
- Reasoning using numerical data in operation
- Emphasis on regulations, orders, rules
- Obedience and obeying the rules and the orders of the superiors

The concept of this culture is to create efficiency, stability and predictable outcomes, and suitable for organizations that are in an environment that rarely changes. Organizations such as government agencies and state enterprises tend to have this culture because they are within the framework of the bureaucratic system. But the future trend of this culture is likely to decline because government agencies and state enterprises are trying to move out of the bureaucracy, try to manage a private business by trying to reduce unnecessary regulatory steps allowing practitioners to use appropriate discretion for greater flexibility in their work. This will require several reforms including structural reforms, working systems, budget systems, and working cultures of civil servants. Emphasis is placed on efficiency and satisfaction of the people who use the service more.

In short, each culture can create success for any organization. What kind of culture or how much mix it together? It depends on the strategic focus of the organization, and the necessity of the external environment is important. It is therefore the direct responsibility of the leader to not let the organization be disrupted by the old culture which may be appropriate for the past but it may not make the organization successful anymore. [17]

IV. COPORATE COMMITMENT

Scholars have defined organizational commitments can be grouped into two groups of definitions of commitment to the organization:

1. Meaning that emphasizes the behavior expressed by the members of the organization
2. Meaning that emphasizes the attitudes of members in the organization

A group of scholars who consider the organizational commitment of the members of the organization is manifested by consistent and persistent behavior refusing to change workplaces and devoting physical and mental strength to work for the success of the organization. Academics who give important meanings and concepts are: definition that emphasizes the behavioral expressions of the members of the organization corporate commitment. It is a sense of belonging (Partisan), commitment to the goals and values of the organization and the performance of one's own role. In order to achieve the goals and values of the organization, the commitment to the organization consists of three elements:

1. Unity with the organization (identifications) by willingness to perform work. Accepting the values and objectives of the organization and regarded as one's own as well.
2. Participation in the organization (Involvement) is to participate fully in the activities of the organization according to their role.

3. Loyalty to the organization is a feeling of love and commitment to the organization.

Organizational commitment is a strong relationship between members of the organization, and it is a behavior that members of the organization have values that are harmonious with other members. Presence as one with the organization and willing to dedicate physical and mental strength to participate in corporate activities which can demonstrate [18].

1. Strong confidence and acceptance of organizational goals and values is the acceptance of the operational guidelines to achieve the goals and in accordance with the values of the organization takes pride in its work and its employees.

2. The willingness to put much effort for the organization is the manifestation of full effort, willing to devote physical strength, mental strength, and intelligence in doing good work. Make a lot of effort to meet or reach the goals of the organization with the hope that the work performed is successful with quality within the specified time. This will result in success and good for the organization as a whole.

3. The strong desire to maintain membership of the organization is that employees demonstrate a desire to perform as an employee, steadfastly as a continuity in performance without migrating or changing the work done try to maintain membership of the organization. Not thinking or wanting to quit being a member of the organization. It is the intention and steadfast effort to remain a member to work towards the goals of the organization. [19]

Organizational engagement is one of the three stages of the human-organization relationship in the organizational engagement process (Organizational attachment) including:

1. Membership of the organization (Organizational entry) is the first step that a person chooses to become a member of an organization.

2. Relationship with the organization (Organizational commitment) is the process by which a person decides to have a deeper connection with the organization. Organizational engagement focuses on the extent of a person's sense of being in harmony with the organization's goals. The values of membership in the organization and the willingness to work hard for the overall achievement of the organization's goals or membership of the organization. Employees have a high level of commitment to the organization. There will be a low level of absenteeism and resignation. There is a tendency to engage with the organization. For employees with a low level of commitment to the organization will bring a low level of performance and there is a tendency to back away from the organization with high absenteeism and resignation.

3. Absenteeism and turnover is the final step of the organizational involvement process is the process by which a person decides to stay with the organization or leave the organization. [20]

V. MEANING THAT EMPHASIZES THE ATTITUDES OF MEMBERS IN THE ORGANIZATION

Engagement to the organization in the form of the attitude of the members in the organization that they feel part of the organization have goals and objectives in accordance with the organization and have a desire to stay with the organization.

Academics have given important meanings and concepts such as:

Organizational commitment is about the attitude that employees feel loyal to the organization and participate in expressing opinions to make the organization successful and prosperous [21].

Organizational commitment is a work valuation that represents loyalty to the organization and want to continue to be a member. People who have worked in the organization for a long-time high-ranking person in the organization and the right people emphasize a sense of ownership or the success of the organization will result in the people in these groups to have a high bond with the organization according to the relationship with the organization. There are 2 types:

1. Commitment that is predicted to be effective first (Calculative commitment) is the commitment to the organization involved compensation

2. Morale Commitment is the attachment of an individual to an organization based on a personal concept that agrees with the values and goals of the organization [22].

Organizational commitment is an attitude towards an organization that differs from job satisfaction, that is, job satisfaction can change rapidly depending on the working conditions. But corporate commitment is a more stable attitude than that is an attitude that persists over a long period of time. But the commitment to the organization is caused by factors that are similar to the work satisfaction of 4 factors as follows:

1. Due to the nature of the job, such as receiving a lot of responsibility, great personal independence in the tasks given, interest and diversity in the work. These will cause high sense of corporate commitment. The pressure and ambiguity of their roles related to their work will feel a low level of commitment to the organization.

2. Arising from the opportunity to find a new job Great opportunity to find a new job and have options. This will make a person more likely to have a low level of commitment to the organization.

3. Caused by personal characteristics especially older people who have a long working period and have a job position at a high level and people who are satisfied with the performance of. They tend to have a high level of commitment to the organization.

Caused by working conditions individuals who are satisfied with their supervisors Satisfaction with the fairness of performance appraisals and felt that the organization cared for the welfare of its employees would be a person who had a high level of commitment to the organization from the above definitions. It can be concluded that organizational commitment refers to the timeliness or feelings of employees towards the organization, such as being loyal to the organization accept the goal. The values and culture of the organization have a sense of oneness with the organization and are happy to use the knowledge. The ability to be fully self-exposed, dedicated and willing to be one with the organization in addition to attitudes and feelings. It also includes the behavioral expressions of the operators as well, for example, coming to work regularly, having dedication, determination and determination to perform work. Protect and maintain company assets as if they were their own including

participation in all corporate activities and ready to persuade others to be part of the organization. [23]

Working efficiently

Efficiency refers to performance that results in satisfaction and earn profits from operations. Satisfaction means satisfaction in providing services to people by considering, for example, equal service timely service adequate service continuous service and progressive service, etc. [24]

The efficiency of the individual's work means to get the job done with the least time and energy loss, i.e., work faster and get a good job efficient personnel. It is the personnel who intends to perform the work to the best of their ability, using tactics or working techniques that will produce a lot of results that are of satisfactory quality with minimal wastage of cost, energy and time. [25]

VI. BENEFITS FOR IMPROVING WORK EFFICIENCY

1. Helping to change the process or new working methods that are efficient and effective.
2. It enhances strategies for creating success at work and reduces redundancy of work.
3. Helping work to achieve the goals set in a fast method.
4. Help the organization to progress or develop to excellence.
5. To produce quality work, reduce wastage and costs, saving time, resources and manpower.
6. The organization has the ability to formulate strategies, techniques, methods and methods of work that are appropriate. Reduce obstacles and be happy at work.
7. Use it as a guideline for self-development. When self-developed, they will be able to use the knowledge gained from that development to benefit the work and organization in the future.

VII. BUDDHIST PRINCIPLES AND THE DEVELOPMENT OF TIES IN ORGANIZATIONAL CULTURE THAT EFFECT THE PERFORMANCE OF PERSONNEL

Buddhist principles that will be used as the basis for complete education management. To focus on human intelligence or wisdom and then bring the wisdom that comes from education to develop oneself to be a complete human being as follows:

1. Human beings are noble creatures through education. The Dhamma Pitaka states that humans are different from other animals in that is an animal must be trained, must be studied and trained, can be studied. There are two important principles that should be observed in this regard: Humans are animals that need to be trained, meaning that they can live their lives and have a well-being. There is almost nothing that humans can get for free, but acquired through education is learning. Practice has evolved. Unlike other animals that live on instincts. There is almost no need to learn, practice, and develop.

Humans are trainable animals, meaning that this ability to learn, practice and develop is the specialty of human beings which enables human beings to have a noble and virtuous life when human beings have developed at the highest level, they are considered noble, even the gods and Brahma respect

them. Unlike other animals that are born with an instinct, they die on that instinct.

(1) Iddhipada 4 (Path of accomplishment; basis for success)

This means that there are four practices that lead to success:

1. Chanda means satisfaction in work or activity. The task or task, when it is what they like, will surely help motivate them to work.

2. Viriya is diligence in work. How much persistence will occur depends on the desire? If there is less persistence, less persistence will occur. If there is a lot of consensus, there will be a lot of persistence. Therefore, in order to be diligent in completing the task, it must first create a proxy.

3. Citta is attention to work. Always check to see how much work has been done and how much is left in order to be successful. A person's mentality, more or less, depends on his persistence and persistence. If the satisfaction in that job is very. There will be a lot of diligence on the job and a lot of attention to the job as well.

4. Vimangsa is the use of wisdom to reflect with reason and follow up the process of Vimangsa as a result of Citta, that is, when it is examined that the work is defective. Researcher managed to fix those bugs better.

These four Dharmas, namely Chanda, Viriya, Citta, and Vimangsa, are mutually exclusive in order to achieve the goal. If a person lacks the principles in this topic, that person will not be able to work with others which would have a detrimental effect on that person inability to adjust to classmates or colleagues [26].

(2) Secular Dharma (Gharavasa Dhamma 4: virtues for a good household life; virtues for lay people)

It is a principle suitable for general people to put into practice to create success and progress in life including living happily with others by secular Dhamma consists of four principles:

1. Truth is sincerity: sincerity to oneself is to have morals and conscience in oneself, and sincerity to others is to be honest and behave well with parents. Who are teachers, teachers, friends, colleagues, and people in general?

2. Tama is self-training and self-restraint in the following areas: self training is to know one's own character as well as correcting their own shortcomings in order to be a good person with virtue, and self-restraint is to restrain one's mind from becoming intoxicated with any evil or evil.

3. Khanti is to endure hardships both physically and mentally. A person with patience has a strong mind and perseverance in doing good and overcoming evil. There are four types of patience: endure hardships, enduring suffering, tolerating dissatisfaction, and endure the power of passion

4. Cakka means sacrifice and readiness to help others by making sacrifices. They are divided into 2 types: Sacrificing things for the benefit of others, and sacrificing emotions in order not to get angry which will make the mind happy.

Adhering to Gharavasa-Dhamma will help families and individuals to live together happily. There is progress and unity among the faculty.

(3) Prejudice 4 (Akhati 4) means injustice unrighteousness or unreasonable dislike? When a person behaves physically, verbally and mentally with prejudice or

prejudice. It would destroy the justice in society or destroy the welfare of the public. The four biases are:

1. Prejudice is bias because of liking for someone you love or like which will have a detrimental effect on the unity and progress of that society.

2. Dosakhati is bias because of anger. Anger makes a person unreasonable lack of morality, which will result in all work being wrong, damaged and causing trouble to the general society.

3. Mohakati: prejudice because of delusion, i.e., those who do not think before doing anything and do not know the truth. This will result in a lack of justice and unity.

4. Bhagakhati is bias because of fear. This will result in a lack of justice and unity, etc.

It can be concluded that the 4 prejudices are principles that all people in society should be careful in practicing in order to create harmony in society and create good relationships with each other in all levels and professions

(4) Brahma Vihara 4

Refers to the dharma of the mind that makes it a Brahma. It is a principle for everyone to help them live a happy life. There are four principles of this Dhamma:

1. Metta is the desire to make others happy. It may be physical or verbal pleasure, such as leading a blind person across the street sweet talk indifference to others and aligning our thinking with others.

2. Karuna is the desire for others to be free from suffering. Suffering is something that encroaches on causing physical discomfort and discomfort.

3. Mudita is the joy when others are doing well. "Good" here means happiness or progress, such as seeing a friend study well and congratulating his friend.

4. Upekkha: knowing how to be neutral or neutral, without prejudice, for example, we know that a friend fails the exam, one should not show his joy or regret or disgust his friend. Even if that friend does it himself. If he is diligent, he probably won't fail the exam, so we should help him by tutoring or giving advice on studying, etc.

It can be concluded that the 4 Brahma Viharas are the principles that will help build friendships rational consideration of life and generosity which has resulted in making society at all levels happy Progress, peace and justice

CONCLUSION

Building engagement in corporate culture affecting the performance. It is one of the necessities of the organization in every organization as it is an important condition for human development in the development of work and develop the base of life ahead in this article, it is divided into two parts, culture and building loyalty as a culture. This study presents the process of creating and promoting understanding until becoming a love and relationship in the organization and organizational culture. System of mutual understanding that is accepted between members of the organization. As a result, one organization can be distinguished from another. As for the Buddhist principles that will result in understanding and relationship in the organization or promote relationship in the organization such as the) Iddhipada 4, Secular Dhamma (Gharavasa Dhamma 4) and the 4 prejudices (Akhati 4) to avoid prejudice or a correct understanding. This will result in the process of enhancing the correct understanding until it

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