

## Abstract

*The purposes of this research were to validate and Invariance the structural equation model Organizational Commitment on Personnel Suan Dusit University : MultiGroup Analysis. The sample were personnel Suan Dusit University 528 persons from Stratified Random Sampling. The method to collect the data of this research was the 5 rating scale questionnaires. Analyzed using descriptive statistics, multiple correlation for coefficient analysis, confirmatory factor analysis, structural equation model analysis, and multi-Group structural equation model analysis by AMOS.*

*The study findings could be summarized as follows:*

*1. A model Organizational Commitment on Personnel Suan Dusit University was in congruence with empirical data. This could be considered from statistical values used for checking  $\chi^2 = 197.601$ ,  $df=119$ ,  $p=.000$ ,  $GFI= .968$ ,  $CFI =.991$ ,  $RMSEA=. 035$  All of the variables predictive a model Organizational Commitment on Personnel Suan Dusit University at 46 percent respectively.*

*2. A model Organizational Commitment on Personnel Suan Dusit University was Invariance by factor loading and beta weight in structural equation.*

**Keyword:** *Organizational Commitment, structural equation model, multi-Group analysis*