

Jitrada Tintavorn 2009: Organization - Based Self - Esteem, Perceived Organizational Justice and Organizational Citizenship Behavior of Government Employees:  
A Case Study of the Legal Execution Department, Ministry of Justice.  
Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology.  
Thesis Advisor: Assistant Professor Thipthinna Smuthranond, Ph.D. 113 pages.

The objectives of this research were: 1) to study the level of organization - based self- esteem, perceived organizational justice and organizational citizenship behavior; 2) to compare demographic backgrounds affecting organizational citizenship behavior; 3) to study the relationship between organization - based self- esteem, perceived organizational justice, and organizational citizenship behavior, and 4) to study organization - based self- esteem and perceived organizational justice could predict organizational citizenship behavior.

Data were collected from 223 government employees of the Legal Execution Department, Ministry of Justice. The research instruments used in collecting data were questionnaires. Percentage, mean, standard deviation, t-test, F-test, Pearson's Product Moment Correlation Coefficient and Stepwise Multiple Regression Analysis were used for data analysis.

Results indicated that: 1) the government employees of the Legal Execution Department, Ministry of Justice were perceived that the level of organization - based self- esteem and perceived organizational justice were moderate and the level of organizational citizenship behavior was high; 2) there was no significant difference of organizational citizenship behavior of the government employees with different demographic backgrounds; 3) organization - based self- esteem and perceived organizational justice were positively related to organizational citizenship with statistical significance at .01 level; and 4) organization - based self- esteem and perceived organizational justice of interaction could predict 35.2 percentage of organizational citizenship behavior with statistical significance at .01 level.

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