

Samorn Polasak 2007: Personality, Organizational Culture and Organizational Citizenship Behavior of Employees in the Electronics Company. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Tippavan Surinya, Ph.D. 132 pages.

The objectives of this research were: 1) to study the level of personality, organizational culture and organizational citizenship behavior of employees in the electronics company 2) to study the relationships between personality organizational culture and organizational citizenship behavior; and 3) to study co-variables of personality and organizational culture to predict organizational citizenship behavior of employees. The samples were 384 employees in the electronics company. Data were collected by using questionnaires and were analyzed by using the statistical computer program. Statistical procedures in this study were percentage, means, standard deviation, t-test, F-test, Pearson's product moment correlation coefficient and stepwise multiple regression analysis.

The results show that 1) the employees had moderate level of all five factor models of personality, high level of constructive and moderate level of passive defensive and aggressive defensive and moderate level of organizational citizenship behavior; 2) the extraversion, agreeableness, openness to experience and conscientiousness personality were positively related to organizational citizenship behavior with a statistical significance at .01 level, the neuroticism personality was negatively related to organizational citizenship behavior with a statistical significance at .01 level, the constructive and passive defensive organizational culture were positively related to organizational citizenship behavior with a statistical significance at .01 level and the aggressive defensive organizational culture was negatively related to organizational citizenship behavior with a statistical significance at .01 level; and 3) the agreeableness, conscientiousness, open to experience, neuroticism personality and constructive organizational culture could jointly predict organizational citizenship behavior with a statistical significance at .05 level, These variables could account for the variation of organizational citizenship behavior up to 31.7 percent.



Student's signature



Thesis Advisor's signature

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