

Kati Kosanuntachai 2011: Factors Affecting Self-development on Employees,
Nawaplastic Industries Co.,Ltd. Master of Science (Industrial Psychology), Major
Field: Industrial Psychology, Department of Psychology. Thesis Advisor:
Assistant Professor Thipthinna Smuthranond, Ph.D. 91 pages.

The objectives of this research were to: 1) study level of the perceived self-efficacy, organization culture and self-development of the organization employees; 2) compare self-development classified by personal characteristics; 3) study the relationships between perceived self-efficacy, organization culture and self-development; and 4) study factors affecting self-development. Questionnaires were collected from 134 employees of Nawaplastic Industries Co.,Ltd.. Percentage, mean, t-test, F-test, multiple correlation and multiple regression with stepwise method were analyzed by the statistical package.

The results of the research showed that: 1) Nawaplastic Industries employees owned high level of perceived self-efficacy and self-development, and had middle level of organization culture; 2) Nawaplastic Industries employees with different age groups, education, work experience and salary did not have significantly different level of self-development; 3) perceived self-efficacy and organization culture were positively correlated with self-development at the level of .01; and 4) perceived self-efficacy and organization culture could influence self-development.

Student's signature

Thesis Advisor's signature