

Ladda Piniyatharalai 2007: Factors Affecting Engineers' Work Behavior in An Electronics Factory. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Mr. Thawan Nieamsup, Ph.D. 124 pages.

The objectives of this research were to study: 1) the personality of engineers in an electronics factory; 2) the organizational climate perception of engineers in an electronics factory; 3) the work behavior of engineers in an electronics factory; and 4) the influence of personal data, personality and organizational climate perception on work behavior of engineers in an electronics factory. Samples for the study consisted of 113 engineers in an electronics factory. The data was collected through the questionnaires which consisted of personal data, the Five-Factor Model of Personality, perception of organizational climate and work behavior. The data was analyzed by computer program. The statistical methods used were percentage, mean, standard deviation and stepwise multiple regression analysis.

The results showed that 1) engineers had high level of personality in agreeableness and moderate level of personalities were conscientiousness, openness to experience, extraversion and neuroticism; 2) engineers had moderate level of overall and all dimensions of organizational climate perception; 3) engineers had good level of work behaviors in respect for people, teamwork and openness dimension and moderate level of work behaviors were innovation, excellence and customer success dimension; 4) the neuroticism personality, organizational climate perception in commitment and responsibility dimension were capable of predicting teamwork work behavior of engineers at .001 statistical significance level with cooperative prediction at 22.7 percent; 5) the openness to experience personality, organizational climate perception in commitment and standard dimension were capable of predicting innovation work behavior of engineers at .001 statistical significance level with cooperative prediction at 39.2 percent; 6) the neuroticism personality, organizational climate perception in commitment, responsibility, standard and recognition dimension were capable of predicting excellence work behavior of engineers at .001 statistical significance level with cooperative prediction at 37.3 percent; 7) sex, the neuroticism personality and organizational climate perception in commitment dimension were capable of predicting customer success work behavior of engineers at .001 statistical significance level with cooperative prediction at 31.9 percent; 8) sex, the neuroticism personality and organizational climate perception in standard and commitment dimension were capable of predicting openness work behavior of engineers at .001 statistical significance level with cooperative prediction at 32.3 percent; and 9) the agreeableness personality and organizational climate perception in standard dimension were capable of predicting respect for people work behavior of engineers at .001 statistical significance level with cooperative prediction at 20.1 percent.

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Student's signature

Thesis Advisor's signature