

Supatra Santiwatna 2007: Factors Influencing Self–Learning Readiness employees of Vegetable oil: A case study of a vegetable oil factory in Ayuthaya. Master of Science (Industrial Psychology), Major Field: Industrial Psychology. Department of Psychology. Thesis Advisor: Assistant Professor Jumrong Ngerndee, M.Ed. 178 pages.

The main objectives of this research are: 1) to study employees' Self – Directed Learning Readiness within an organization, 2) to study the relationships among self–efficacy perceived, organizational support perceived, and Self-Directed Learning Readiness, and 3) to investigate individual's personal factors that have effects on Self-Directed Learning Readiness. The sampling group consists of 140 employees of a vegetable oil factory. The research tool is a set of questionnaires in both checklist and rating scale formats. The collected data were analyzed by a computer application. Statistics results include percentage, mean, standard deviation, Pearson's correlation, and multiple linear regression analysis.

The research results can be summarized as follows: 1) A majority of employees' scores on Self – Directed Learning Readiness fell in the mid-range level. 2) Job position and educational background correlated to Self – Directed Learning Readiness at a statistical significance level of .05. 3) Leadership perception correlated to Self – Directed Learning Readiness at a statistical significance level of .05. 4) Self–efficacy awareness correlates to Self – Directed Learning Readiness at a statistical significance level of .05. 5) Perceived on organizational support correlated to Self – Directed Learning Readiness at a statistical significance level of .05. 6) A combination of work experience, self – efficacy perceived and organizational support perceived explained 61.6 percent of the variation of employees' Self– Learning Readiness. Of which, at a statistical significance level of .05, self–efficacy awareness was the best factor to predict Self – Directed Learning Readiness. The following factors were organizational support perceived and work experience, respectively at .05 level of statistical significance.

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