

Kwanjai Chokthapra 2007: The Effect of Job Characteristics and Locus of Control on Work Behavior of Employees in a Computer Hardware Company in Bangkok. Master of Science (Industrial Psychology), Major Field: Industrial Psychology Psychology
Thesis Advisor: Assistant Professor Rattigorn Chongvisal, Ph.D. 100 Pages.

The objectives of this research were three folds: Firstly, it aimed to study the level of job characteristics, locus of control and work behavior; secondly, the relationship between job characteristics and locus of control with work behavior was examined; and thirdly, multiple regression predictors of work behavior were sought. The sample in this research consisted of 206 employees in a computer hardware company in Bangkok. The research tool included questionnaire surveys and the data were analyzed by a statistics program. Frequency, percentage, standard deviation, Pearson's product moment correlation and multiple regression were adopted for data analysis.

The research indicated that the employees had high levels of job characteristics, high levels of internal locus of control, moderate levels of external locus of control and high levels of work behavior. their job characteristics had a significant, positive relationships with work behavior at .01 level ($r = .61$), internal locus of control had a significant, positive relationships with work behavior at .01 level ($r = .66$) while their external locus of control had a significant, negative relationship with work behavior at .01 level ($r = -.67$). Moreover, the job characteristics and internal locus of control can significantly predict 22.10 percent of their work behavior at the 0.05 probability level. The organization should support their job characteristics and locus of control for efficiency and effectiveness.

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