

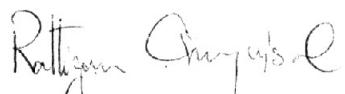
Sriya Iadsen 2007: Leadership , Adversity Quotient, Organizational Climate and Job Performance: A Case Study of Supervisory Level Staffs of an Automobile Assembly Factory. Master of Science (Industrial Psychology), Major Field: Industrial Psychology Department of Psychology. Thesis Advisor: Assistant Professor Rattigorn Chongvisal, Ph.D. 127 pages.

The objectives of this research were to study level of leadership, adversity quotient, organizational climate and job performance of supervisory level staffs of an automobile assembly factory, the relationship between leadership , adversity quotient, organizational climate and job performance including the predictive variables of job performance. Samples were 134 supervisory level staffs of an automobile assembly factory. The research measurements used in collecting data were questionnaire of leadership, adversity quotient, organizational climate and job performance. The Statistics analyzed were percentage, mean Pearson product moment correlation and multiple regression analysis.

The result of the research had showed as follows: 1) The supervisory level staffs had high level of job performance, high level of transformational leadership, moderate level of transactional leadership and low level of laissez-faire leadership. They were also had high level of adversity quotient and organizational climate perception. 2) Transformational leadership and transaction leadership had significant positive relationship, laissez-faire leadership had significant negative relationships with effectiveness at .01 level. 3) Adversity quotient had significant positive relationships with effectiveness at .01 level. 4) Organizational climate had significant positive relationships with effectiveness at .01 level. 5) Transformational leadership, Laissez-fair leadership and organizational climate could significantly predict effectiveness at the .05 level.



Student's signature



Thesis Advisor's signature

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