

Ekkachai Buranaton 2007: Leadership, Job Attitude, Participative in Job, and Organizational Citizenship Behavior : A Case Study of First-line Supervisors in Private Bank. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Rattigorn Chongvisal, Ph.D. 129 pages.

The objective of this research were to study : 1) the level of leadership, job attitude, participative in job, and organizational citizenship behavior, 2) the relationship between leadership, job attitude, participative in job, and organizational citizenship behavior and 3) leadership, job attitude and participative in job which could predict organizational citizenship behavior. Sample were 171 first-line supervisors of private bank in head office. The data were collected by questionnaire and were analyzed by statistically using percentage, mean, standard deviation, Pearson's product moment correlation coefficient, and stepwise multiple regression .

The results showed that first, the first-line supervisors had medium level of transformational leadership and transactional leadership, low level of laissez-fair leadership, medium level of job attitude, medium level of participative in job, and high level of organizational citizenship behavior. Secondly transformational leadership and transactional leadership were positively related to organizational citizenship behavior at .01 significantly ( $r=.552$  ,  $r=.193$ ), while laissez-fair leadership were negative correlated with organizational citizenship behavior at .01 significantly ( $r=-.276$ ). Thirdly job attitude were positively related to organizational citizenship behavior at .01 significantly ( $r=.232$ ). Fourthly participative in job were positively related to organizational citizenship behavior at .01 significantly ( $r=.226$ ). and, fifthly transformational leadership, laissez-fair leadership and job attitude could predict first-line supervisors ' organizational citizenship behavior in level of 37.6 %

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Thesis Advisor's signature

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