

Pawarisa Neanpark 2008: Leadership, Personality, Self Esteem and Decision-Making Ability on Job Performance of Air-Pursers, Thai Airways International Public Company Limited. Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Rattigorn Chongvisal, Ph.D. 146 pages.

The objectives of this research were to study ; the level of leadership, personality, self-esteem, decision-making ability and job performance, the relationship between leadership, personality, self-esteem, decision-making ability and job performance and to look for the predictors of job performance of air-pursers, Thai Airways International Public Company Limited.

Samples used in this research were 186 air-pursers in Thai Airways International Public Company Limited. Data were collected by questionnaires for personal factors, leadership, personality, self-esteem, decision-making ability and job performance appraisal. Statistics used in analysis are percentage, mean, standard deviation, Pearson's product moment correlation coefficient and Stepwise multiple regression analysis.

The results of the research had showed the following : 1) Level of Leadership and Agreeableness of Air-Pursers were at very high level. For Extraversion, Openness, Conscientiousness, Self-Esteem, Decision Making Ability and Job Performance of Air-Pursers were at high level. 2) Leadership, Agreeableness, Extraversion, Openness, Conscientiousness, Self-Esteem and Decision Making Ability had a positive relationship with Job Performance of Air-Pursers at .01 level of significance. ( $r = .589, .433, .285, .328, .480, .574$  and  $.710$  respectively) only Neuroticism had a negative relationship with Job Performance of Air-Pursers at .01 of significance. ( $r = -.307$ ) 3) Multiple regression indicated that leadership, Self-Esteem and Decision Making Ability can predict 55.3% of Job Performance at .001 level of significance.

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