

Sirichai Sripratumvong 2011: Leadership, Organizational Citizenship Behavior, Learning Organization, Trust in Supervisor and Job Performance of Operational Employees in Electronic Industry Factory. Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Rattigorn Chongvisal, Ph.D. 144 pages.

The objectives of this research were to study: the level of leadership, organizational citizenship behavior, learning organization, trust in supervisor and job performance, the relationship between leadership, organizational citizenship behavior, learning organization, trust in supervisor and job performance and to look for the predictors of job performance of operational employees in electronic industry factory.

Samples used in this research were 189 operational employees in electronic industry factory. Data were collected by questionnaires for personal factors, leadership, organizational citizenship behavior, learning organization, trust in supervisor and job performance appraisal. Statistics used in analysis are percentage, mean, standard deviation, Pearson's product moment correlation coefficient and multiple regression analysis.

The results of the research had showed the following : 1) the level of leadership, organizational citizenship behavior, learning organization, trust in supervisor and job performance were at high level 2) leadership, organizational citizenship behavior, learning organization and trust in supervisor were positively related to job performance at .01 level of significance (  $r = .321, .609, .544, .360$  respectively ) 3) multiple regression indicated that organizational citizenship behavior, learning organization, trust in supervisor can predict 43.4 % of job performance at .01 level of significance.

---

Student's signature

---

Thesis Advisor's signature