

Thanyapat Peerapakpaisarn 2009: The Influence of Perceived Self-Efficacy, Organizational Support and Leadership on Self-Development of First-Line Supervisors at the Frozen Foods Industrial Factory. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Associate Professor Phuangphet Wacharayoo, Ed.D. 146 pages.

The objectives of this research were to study: 1) the level of perceived self-efficacy, organizational support, leadership and self-development; 2) the relationship of perceived self-efficacy, organizational support, leadership and self-development, and 3) the influence of perceived self-efficacy, organizational support and leadership on self-development. Samples were 186 first-line supervisors at a Frozen Foods Industrial Factory. Data were collected by questionnaires and analyzed by a statistical package program.

The results were as the follows. 1) The first-line supervisors had a high level of perceived self-efficacy (performance accomplishments, vicarious experience, verbal persuasion and emotional arousal), a moderate level of organizational support (benefits & welfare, socioemotional) and of the rest the performance factor was at the high level, moderate level of transformational leadership and transactional leadership but at the low level in laissez-faire leadership; while in self-development physical and intelligence were at the high level but emotion & mind and social were at the moderate level. 2) Perceived self-efficacy, organizational support and transformational leadership were positively related to self-development with significance at the statistical level of .001 3) Perceived self-efficacy (vicarious experience and emotional arousal), organizational support (socioemotional and performance), transformational leadership and laissez-faire leadership could predict 72.8 percent of self-development at .001 level of significance.

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Thesis Advisor's signature

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