

ABSTRACT

Thesis Title : A Study on Leadership Styles of Thai Working Women

Case Study : Phetchaburi Province

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Today, women are advancing in professional fields such as politics and business. Although their numbers are smaller and their status is less than these of men, there are successful women work in every field. The expansion women's role have been seen in everywhere, even in a small province as Phetchaburi.

Objectives of this study are learning about 1) the present leadership styles of Thai working women in Phetchaburi 2) exhibiting leadership behaviors of Thai working women in Phetchaburi in relating between person and organizational situations 3) the factors which affect leadership styles of Thai working women in Phetchaburi.

The sampling comprised 400 Thai working women in Phetchaburi province who act as a leader in organizations. The research tool using to collect data was the questionnaires. The data were analyzed by SPSS Program and the test of differences according to Chi-Square Test.

The results show that Thai working women in Phetchaburi use more than one leadership style. They modify their leadership styles to fit different environmental

and situational factors. Leadership style also varies by age, education, work period and position as the following results show :

1. Age : They will exhibit a task-oriented style in a part of management more than operation when they are elder and use a relationship-oriented style more.

In the younger group will exhibit an achievement-oriented and a directive style and exhibit more a directive style, less in an achievement-oriented style when they are elder. A section of statute of using a participative and a supportive style will have more too.

2. Education : The results for education were similar to those for age. The greater the education, the more women exhibit a task-oriented style in a part of operation do and also exhibit more a relationship-oriented style too.

Those with low education are distinct in exhibiting a directive style. When education is higher, they will exhibit more of an achievement-oriented style and have more a section of statute in using a participative and a supportive style. Especially, in the highest education group will be distinct in using a participative style and still use a directive style.

3. Work period : Consideration in work period factor must be consider together with other factors. It has some result same as the results of age and education factor. Thoes in the low education group with longer work experience exhibit a highly task-oriented style in a part of operation and rarely exhibit a relationship-oriented style. Furthermore, this group rarely use a participative and a supportive style, but other groups do.

4. Position : Those low manager group exhibit a strong task-oriented style in a part of operation and those in the middle and the top manager group will also exhibit more a task-oriented style in a part of management and more in a relationship-oriented style.

The same leadership styles of the low manager and the middle manager are an achievement-oriented style and a directive style. The top manager will be a directive and a participative style.

In summary, research results above, provide information leadership role of Thai working women in Phetchaburi. To solving these problems, we suggest the creation of self-confidence to help them by learning more and more. This can lead to going higher all the time. This can help them clear about leadership styles that they have to exhibit. About the ways of work, Thai working women in Phetchaburi who play role as a leader have more a skill in operation term than manager term, so they should overhaul their ways of work to have more managing skill that can develop their abilities and efficiency in management which is a core mission for real leader.