

Chatchamon Intrarapirom 2013 : Proactive Personality, Perceived Psychological Empowerment, Decision Making ability, and Learning Organization Affecting Job Performance of First Level Supervisors in an Automobile Assembly Plant. Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Sayamon Akakulanan, Ph.D. 166 pages.

The objectives of this research were to study: 1) to study the level of proactive personality, perceived psychological empowerment, decision making ability, learning organization and job performance of first level supervisors in an automobile assembly plant. 2) to assess the relationship between proactive personality, perceived psychological empowerment, decision making ability, learning organization and job performance of first level supervisors in an automobile assembly plant. 3) proactive personality, perceived psychological empowerment, decision making ability, learning organization which can predict job performance of first level supervisors in an automobile assembly plant. Samples were 302 first level supervisors in an automobile assembly plant. Data were collected with questionnaires for personal factors, proactive personality, perceived psychological empowerment, decision making ability, learning organization and job performance. The statistical method used for analysis was percentage, mean, standard deviation, Pearson's product moment correlation coefficient, and multiple regression analysis with the stepwise technique.

Results showed that: 1) proactive personality, perceived psychological empowerment, decision making ability, learning organization and job performance of first level supervisors in an automobile assembly plant were at high level. 2) proactive personality, perceived psychological empowerment, decision making ability, learning organization were positively correlated with job performance of first level supervisors in an automobile assembly plant at .01 level of significance. ($r = .613, .649, .509$ and $.370$ respectively) and 3) proactive personality, perceived psychological empowerment and decision making ability could jointly predict 53.2 percent of job performance of at .01 level of significance.

Student's signature

Thesis Advisor's signature