

Netiya Jaemtim 2014: Antecedents of Engagement and Empowerment Impact on Job Performance and Organization Citizenship Behavior of Nursing Instructors of Boromarajonani College of Nursing, the Ministry of Public Health. Doctor of Education (Educational Administration), Major Field: Educational Administration, Department of Education. Thesis Advisor: Assistant Professor Wisut Wichitputchraporn, Ph.D. 201 pages.

The purpose of this research were to study the relations among variables antecedents of job engagement, the influence of antecedent variables influencing job engagement, empowerment influencing job performance and OCB and propose Model of antecedent variables influencing job engagement and result of job engagement of Nursing Instructors at Boromarajonani College of Nursing, the Ministry of Public Health. A sample of 323 was randomly selected from nursing instructors at Boromarajonani College of Nursing. The research instrument was a questionnaire constructed by the researcher. Returns of usable questionnaire copies were 320 or 99.07 percent. The data were analyzed in terms descriptive, correlation coefficient, stepwise multiple regression and path analysis.

The research results were as follows. Firstly, value congruence, organizational supporting and self-evaluation were antecedents of job engagement. Secondly, antecedents of job engagement and empowerment were directly and indirectly influencing on job performance and OCB. Finally, The Model of antecedent variables and result of job engagement of Nursing Instructors at Boromarajonani College of Nursing, the Ministry of Public Health had value congruence, organizational supporting, self-evaluation and empowerment.

---

Student's signature

---

Thesis Advisor's signature