

## Abstract

“The study of the relationship between Adversity Quotient, Perceived Organizational Support, and Organizational Citizenship Behavior : Case Study of Nurse at Private Hospital in Nakornprathom Province” is a survey research. The purposes of this study are as follows : to study levels to study levels and relationships of the Adversity Quotient, Perceived Organizational Support, and Organizational Citizenship Behavior

The sample consisted of 152 Nurse at Sanamchan’s Private Hospital. The instruments were questionnaires consisting of 4 parts ; Part 1 : Four categories of Personal Factors included age, work experience, status and job status .; Part 2 : Thirty-Eight items measuring Adversity Quotient (reliability coefficient .9042) ; Part 3 : Forty-Five items measuring Perceived Organizational Support including 5 dimensions which are ; Wage-intensives, Opportunity for advancement, Security, Social psychology and Working condition (reliability coefficient .9125) and Part 4 : Forty-Five items measuring Organizational Citizenship Behavior including 5 dimensions which are ; Altruism, Courtesy, Sportmanship, Civic virtue and Conscientiousness (reliability coefficient .8968)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, t-test, Pearson’s Product Moment Correlation and Stepwise Multiple Regression Analysis. The results of this study were as follows :

1. Nurses had a high level of Adversity Quotient and Organizational Citizenship Behavior.
2. Nurses had a normal level of Perceived Organizational Support.
3. Adversity Quotient had positive relationship with Organizational Citizenship Behavior and all dimension of Organizational Citizenship Behavior.
4. Perceived Organizational Support had positive relationship with Organizational Citizenship Behavior and all dimension of Organizational Citizenship Behavior.
5. Adversity Quotient had positive relationship with Perceived

Organizational Support and 4 dimensions of Perceived Organizational Support.

Additionally, the results indicated that Adversity Quotient had negative relationship with Perceived Organizational Support in Security dimension.

6. Adversity Quotient and Perceived Organizational Support is the significant predictor for Organizational Citizenship Behavior with the total predictability of 20.0 %

The results of this study can be applied to increase personnels' levels of Adversity Quotient, Perceived Organizational Support, and Organizational Citizenship Behavior and to develop nurses. As a results, they will lead to make development to the organizations successful.