

Purikarn Watprapasak 2014: Spiritual Leadership, Five-Factor Model, Organizational Culture and Job Performance of Supervisor in Paper Industrial Company, Kanchanaburi Province. Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Rattigorn Chongvisal, Ph.D. 138 pages.

The objective of research were to analyze: 1) the level of Spiritual Leadership, Five-Factor Model, Organizational Culture and Job Performance; 2) relationship between Spiritual Leadership, Five-Factor Model, Organizational Culture and Job Performance; and 3) to determine the variables that could predict Job Performance

The samples of this research were 250 Supervisor in Large Paper Industrial . Data was collected with questionnaires for personal data, Spiritual Leadership, Five-Factor Model, Organizational Culture and Job Performance. Analysis of data by statistic software to assess percentage, mean, standard deviation, Preason's product moment correlations, and multiple regression analysis. The results of the research show the following 1) Levels of Spiritual Leadership, Five-Factor Model in a dimension of Extraversion, Openness to Experience, Agreeableness, Conscientiousness, Organizational Culture and Job Performance were at high level and the level of Neuroticism was low ; 2) Spiritual Leadership, Five-Factor Model in a dimension of Extraversion, Openness to Experience, Agreeableness, Conscientiousness and Organizational Culture were positively related to Job Performance of supervisor in Paper Industrial Company with statistical significant at .01 level ($r = .877, .851, .874, .869, .883, .862, .877$) only Neuroticism had a negative relationship with Job Performance at 0.1 level ($r = -.165$); 3) multiple regression indicated that Spiritual Leadership, Neuroticism, Organizational Culture can predict Job Performance of supervisor in Paper Industrial with statistical significant at .01 level.

Student's signature

Thesis Advisor's signature