

## Abstract

“The study of the relationship between emotional quotient, locus of control and job satisfaction : a case study of Betagro Agro-Group Public Co.,Ltd.” is a survey research. The purposes of this study are as follows : to study levels and relationships of emotional quotient, locus of control and job satisfaction and also to design an equation for predict job satisfaction from emotional quotient and locus of control.

The population consisted of 350 officers in Betagro Agro-Group Public Co.,Ltd. The data was collected by questionnaire which was returned 283 sets (equivalent 80.06 percents of all questionnaire). As a result, the relationship analysis of Internal Locus of Control, referring from 283 sets of the questionnaire, demonstrates that, 255 officers had internal locus of control, which were analyzed by 255 sets of data analysis accordingly.

The instruments were questionnaire consisting of 4 parts ; Part 1 : Five categories of Personal Factors included sex, age, level of education, level of position and station of work or department. Part 2 : Sixty three categories measuring emotional quotient including 5 dimensions which are ; self-awareness, self-regulation, self-motivation, empathy and social skill. Part 3 : Eighteen categories measuring locus of control and Part 4 : Fifty five categories measuring job satisfaction including 5 dimensions following ; work itself, pay, promotional opportunity, supervisor and co-workers.

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, Pearson's product moment correlation and stepwise multiple regression analysis. The results of this study were as follows :

1. Officers of Betagro Agro-Group Public Co.,Ltd. had a high level of emotional quotient, most of the officers had internal locus of control and had normal level of job satisfaction.

2. There was relationship between emotional quotient and job satisfaction. When consider each dimensions of emotional quotient, we realized that, there was relationship

between all dimension of emotional and job satisfaction. Additionally, the results indicated that there was relationship between emotional and all dimension of job satisfaction.

3. Obviously we have learnt that internal locus of control and job satisfaction are related including all dimension of job satisfaction.

4. There was the relationship amongst emotional quotient, self-regulation, self-motivation, social skill and internal locus of control, which did not show the relationship between self-awareness, empathy and internal locus of control.

5. 16 percents of Emotional quotient and internal locus of control can predict job satisfaction.