

## Abstract

The objectives of this study, “ A Study of Relationship between Adversity Quotient and Competency of Industrail Supervisors : A Case Study of A Private Enterprise “ are to investigate (1) to investigate the relationship between Adversity Quotient (AQ) and Competency of Industrail Supervisors, (2) to study the demographic data that effect to AQ of Industrail Supervisors, (3) to study the demographic data that effect to Competency of Industrail Supervisors.

The population in this study is 111 supervisors of Hourly Workers and Supervisors of Technical and Professional work who works in one Industrail Private Enterprise, Nakhonphathom Provice. The Questionnaire used in this study consists of four main parts : demographic data, AQ test, Competencies test 1 ( to assess by supervisors), Competencies test 2 ( to assess by superiors). SPSS for Windows is applied to analyse the data. Descriptive statistics, the T-test, the One-Way ANOVA and Pearson Correlation. The results are as follow :

1. There are no differences in overall AQ of differences supervisors sexual, ages, marital status and work experinces.
2. There are differences in Origin and Ownership, Reach and all of AQ but no differences in Control and Endurance of differences supervisors level of education.
3. There are differences in Control but no differences in Origin and Ownership, Reach, Endurance and all of AQ of differences supervisors type of works.
4. There are no differences in overall Competencies of differences Supervisors sexual except Task Achivement competencies.
5. There are no differences in overall Competencies of differences Supervisors ages except Relationship Competencies.
6. There are no differences in overall Competencies of differences Supervisors marital status and type of work.
7. There are differences in overall Competencies of differences supervi sors level of educations.

8. There are differences in Task Achievement competencies, Personal Attribute Competencies, Managerial Competencies, Leadership Competencies and all of Competencies but no differences in Relationship Competencies of differences supervisors type of works.

9. Control and Managerial Competencies and Leadership Competencies had significant positive relationship but had not significant positive relationship with Task Achievement competencies, Relationship Competencies, Personal Attribute Competencies and all of Competencies.

10. Origin and Ownership and Task Achievement competencies, Managerial Competencies, Leadership Competencies and all of Competencies had significant positive relationship but had not significant positive relationship with Relationship Competencies and Personal Attribute Competencies.

11. Reach and Task Achievement competencies, Personal Attribute Competencies and all of Competencies had significant positive relationship but had not significant positive relationship with Relationship Competencies, Managerial Competencies, Leadership Competencies.

12. Endurance and overall AQ each had significant positive relationship Managerial Competencies, Leadership Competencies and all of Competencies but had not significant positive relationship with Task Achievement competencies, Relationship Competencies and Personal Attribute Competencies.

The results of this study indicate that overall AQ and overall Competencies had significant positive relationship. Thus, the organization can apply this study to develop Industrial Supervisors in level of AQ and effective competencies to higher level. In addition, This study is also the guideline for stimulating other similar study on Stoltz' s AQ and Zwell' s Competencies in the future in Thailand.