

Patiwat Witawatwatin 2013: Factors Affecting Job Performance of Monthly Employees of a Beverage Company in Nonthaburi Province. Master of Science (Industrial and Organizational Psychology), Major Field: Industrial and Organizational Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Thawan Nieamsup, Ph.D. 192 pages.

The objectives of the study were to study 1) level of self-esteem, organizational citizenship behavior, job satisfaction, and job performance of monthly employees of a beverage company in Nonthaburi Province and 2) to investigate effects of personal factor, self-esteem, organizational citizenship behavior, and job satisfaction on job performance of monthly employees of a beverage company in Nonthaburi Province. The sample group consisted of 201 monthly employees of a beverage company in Nonthaburi Province. Moreover, questionnaires were used as research tool to collect data while statistics were applied for the analysis including percentage, mean, standard deviation, and stepwise multiple regression analysis.

The results of the study indicate that the monthly employees of a beverage company in Nonthaburi Province had overall self-esteem at rather high level. When considering in each dimension, it found that self-confidence, prime, success, and honor were at rather high level where as capability was at high level. The overall organizational citizenship behavior was at quite good level. After considering in each part, it demonstrated that conscientiousness and courtesy were at good level. However, three parts of organizational citizenship behavior were at quite good level including altruism, sportsmanship, and civic virtue. The overall job satisfaction and every aspect of job satisfaction were at quite good level as follows; the work itself, pay, promotion opportunities, supervision, and co-workers. The job performance was at quite good level as well. According to a hypothesis testing, furthermore, the result illustrated that there were 8 factors could predict the job performance of the monthly employees of the beverage company in Nonthaburi Province including personal factors for the level of education and income, self-esteem in aspects of self-confidence and capability, organizational citizenship behavior in aspects of sportsmanship and civic virtue, job satisfaction in aspects of promotional opportunities and co-workers could jointly predict job performance of monthly employees of a beverage company in Nonthaburi Province up to 75.6 percent at .001 significance level.

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