

Abstract

The purposes of this study “A Comparative Study of The Impacts of Perception of Organizational Justice, Self Esteem and Self Image on Decision to Resign Between Outsource Staff and Permanent Staff : A Case Study of Private Organization in Bangkok”, are as follows :

1. To study the perception of organizational justice, self esteem, self image and decision to resign of outsource staff and permanent staff.
2. To compare the perception of organizational justice, self esteem, self image and decision to resign between outsource staff and permanent staff.
3. To study the correlation of the perception of organizational justice, self esteem, self image and decision to resign of outsource staff and permanent staff.
4. To formulate an equation predicting decision to resign of outsource staff , permanent staff and all of staff by using the perception of organizational justice, self esteem and self image as predicting variables.

The sample consisted of 257 staff (outsource staff = 78 staff, permanent staff = 179 staff). The instruments employed were questionnaires consisting of personal characteristics, perception of organizational justice (reliability coefficient .9243), self esteem (reliability coefficient .8645), self image (reliability coefficient .6203) and decision to resign (reliability coefficient .8573).

The statistical analysis included frequency, percentage, arithmetic mean, standard deviation, t-test, Pearson product moment correlation coefficient and Stepwise multiple regression analysis. The results of this study are as follows:

1. Outsource staff and permanent staff had a moderate level of the distributive justice, procedural justice and interactional justice.
2. Outsource staff and permanent staff had a moderate level of power or perceived control, importance and competence or expertise.

3. Outsource staff had a high level of person image, a moderate level of career image and permanent staff had a moderate level of person image and career image.

4. Outsource staff had a high level of decision to resign and permanent staff had a moderate level of decision to resign.

5. Between outsource staff and permanent staff, there was a significant of distributive justice ($p < .01$), procedural justice ($p < .05$) and no significant of interactional justice.

6. Between outsource staff and permanent staff, there was no significant of perceived control, importance and competence.

7. Between outsource staff and permanent staff, there was a significant of person image ($p < .05$) and career image ($p < .01$).

8. Between outsource staff and permanent staff, there was a significant of decision to resign ($p < .01$).

9. The stepwise multiple regression analysis revealed that the perception of distributive justice, career image, perceived control and interactional justice were the significant predictors of decision to resign of outsource staff with predictability of 59.3.

10. The stepwise multiple regression analysis revealed that the perception of procedural justice and interactional justice were the significant predictors of decision to resign of permanent staff with predictability of 20.9.

11. The stepwise multiple regression analysis revealed that the perception of distributive justice, career image, interactional justice and perceived control were the significant predictors of decision to resign of all staff with predictability of 38.6.

The results of this study can be used as a basis for further study on the perception of organizational justice, self esteem and self image on decision to resign between outsource staff and permanent staff. Besides, the results can be applied for human resource management to organize the management for outsource staff and permanent staff in order to unite them when they start to work with others.