

Title : Organization Climate and Leadership Behavior of Administrators  
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The works on the leadership behaviors and organization climates serve as a conceptual frame work of the hypotheses of this study that :

1. The mean score of the private sector administrators' initiating-structure leadership behavior is moderate ;
2. The mean score of the private sector administrators' consideration leadership behavior is moderate ;
3. Male and female administrators possess no different initiating-structure leadership behavior ;
4. Male and female administrators possess no different consideration leadership behavior ;
5. Administrators with different age possess no different initiating-structure leadership behavior ;
6. Administrators with different age possess no different consideration leadership behavior ;
7. Administrators with different work experience possess no different initiating-structure leadership behavior ;
8. Administrators with different work experience possess no different consideration leadership behavior ;
9. Administrators with different marital status possess no different initiating-structure leadership behavior ;
10. Administrators with different marital status possess no different consideration leadership behavior ;
11. Administrators with different education level possess no different initiating-structure leadership behavior ;
12. Administrators with different education level possess no different consideration leadership behavior ;
13. Administrators' initiating-structure leadership behavior is not related to aloofness organization climate ;

14. Administrators' initiating-structure leadership behavior is not related to production emphasis organization climate ;
15. Administrators' initiating-structure leadership behavior is not related to thrust organization climate ;
16. Administrators' initiating-structure leadership behavior is not related to consideration (benevolent) organization climate ;
17. Administrators' initiating-structure leadership behavior is not related to disengagement organization climate ;
18. Administrators' initiating-structure leadership behavior is not related to hindrance organization climate ;
19. Administrators' initiating-structure leadership behavior is not related to esprit (de corps) organization climate ;
20. Administrators' initiating-structure leadership behavior is not related to intimacy organization climate ;
21. Administrators' consideration leadership behavior is not related to aloofness organization climate ;
22. Administrators' consideration leadership behavior is not related to production-emphasis organization climate ;
23. Administrators' consideration leadership behavior is not related to thrust organization climate ;
24. Administrators' consideration leadership behavior is not related to consideration (benevolent) organization climate ;
25. Administrators' consideration leadership behavior is not related to disengagement organization climate ;
26. Administrators' consideration leadership behavior is not related to hindrance organization climate ;
27. Administrators' consideration leadership behavior is not related to esprit (de corps) organization climate ; and
28. Administrators' consideration leadership behavior is not related to initiating organization climate.

Data used in this research were drawn from a questionnaire mailing to 30 administrators and 270 employees of 10 companies. Out of this, 300 or 100% have returned the questionnaire. And from an analysis of the data via the utilization of  $\bar{x}$ , t-value, and correlation coefficient of the relationship between and among variables, it was found that 13 hypotheses were confirmed (Ho. Nos. 2, 3, 4, 5, 6, 9, 16, 18, 19, 20, 22, 25 and 26) while the rest were rejected (Ho. Nos. 1, 7, 8, 10, 11, 12, 13, 14, 15, 17, 21, 23, 24, 27 and 28).

From this study it is evidently clear that the research findings are very beneficial for the improvement of personnel administration in the private sector, especially for a modification of organization climate and leadership behavior.