

Abstract

The purpose of this study, "Relationship of Perceived Transformational Leadership, Psychological Empowerment and Job Involvement: The Case Study of Non-profit Organization of Natural Resources and Environment Conservation Foundation in Bangkok Province", were to study the relationship between perceived transformational leadership, psychological empowerment and job involvement and to formulate regression equation predicting psychological empowerment by perceived transformational leadership factors and predicting job involvement by perceived transformational leadership and psychological empowerment factors.

The sample, selected by using the proportional stratified random sampling method, included 215 officers in Natural Resources and Environment Conservation Foundation in Bangkok Province. The data collecting tool was a questionnaire divided into four parts: (1) demographic information, (2) perceived transformational leadership, (3) psychological empowerment and (4) job involvement. The data was analyzed by SPSS program for percentage and the hypothesis testing with methods such Pearson's product moment correlation and stepwise regression analysis. The results were as follows:

1. Perceived transformational leadership had significant positive correlation with psychological empowerment.
2. Perceived transformational leadership had significant positive correlation with job involvement.
3. Psychological empowerment had significant positive correlation with job involvement.
4. Intellectual stimulation leadership was the most predictive variables of psychological empowerment by 44%.
5. Meaning, Competence and impact of psychological empowerment, individualized consideration leadership and inspirational motivation leadership was the most predictive variables of psychological empowerment by 44.7%.

The result of this study revealed that perceived transformational leadership had positive relationships with psychological empowerment and job involvement. Thus, the organization could apply these findings to human resource management; recruitment and selection, training and development and retention; in order to achieve effectiveness in organization.