

Abstract

This study "Affect of Moral Quotient, Creativity Quotient and Adversity Quotient on Career Success : A Case Study of a Private Company" is a survey research. The purposes of this study are as follows : to study affect of moral quotient, creativity quotient , adversity quotient on career success and also a personal characteristics factors that affect career success.

The sample consisted of 111 staffs in a private company. The instruments were questionnaires consisting of five parts : (1) Personal characteristics, (2) moral quotient appraisal, (3) creativity quotient appraisal, (4) adversity quotient appraisal and (5) self-perceive of career success. The statistic measurements were frequency, percentage, standard deviation, t-test and One-Way ANOVA. The result of this study were as follows :

1. Staff who are different in age, level of education marital status and years of service had no difference in career success, but staff who are different in sex had difference level of career success ($p < .05$)
2. Staff had a high level of moral quotient in overall.
3. Staff who are different in moral quotient had difference level of career success ($p < .05$)
4. Staff had a high level of creativity quotient in overall.
5. Staff who are different in creativity quotient had no difference level of career success
6. Staff had a high level of adversity quotient in overall.
7. Staff who are different in adversity quotient had difference level of career success ($p < .05$)
8. Staff who are different in adversity quotient had difference level of moral quotient ($p < .05$)

The result of this study can be applied to develop the guideline to increase personels' levels of moral quotient, creativity quotient, adversity quotient and career

success and also to redesigned the selection process in order to select the right person that suitable for each division in the organization which will result in leading the organization to a high level of efficiency and effectiveness.