

Abstract

The purposes of the study “The Relationships among Perception of Organizational Climate, Job Engagement and Life Satisfaction of Officers in the Adjutant General Department” were to investigate perception of organizational climate, job engagement and life satisfaction, to investigate the correlation of perception of organizational climate and job engagement, to investigate the correlation of perception of organizational climate and life satisfaction, to investigate the correlation of job engagement and life satisfaction and to construct an equation predicting job engagement by using perception of organizational climate as predicting variables.

The sample consisted of 224 officers in the Adjutant General Department. The instrument employed were questionnaires having 3 parts: Part 1 was regarding to measure perception of organizational climate (37 items, reliability was 0.90) Part 2 is about the measurement of job engagement (22 items, reliability was 0.87) and Part 3 was regarding to measure life satisfaction (5 items, reliability was 0.77)

The statistical analysis included arithmetic mean, standard deviation, Pearson Product Moment Correlation Coefficient and Stepwise Multiple Regression Analysis. The results of this study are as follows:

1. The officers in the Adjutant General Department had a moderate level of overall perception of organizational climate, participation, structure, reward, warmth and support, progress and development and control had a moderate level also.
2. The officers in the Adjutant General Department had a moderate level of overall job engagement, physical component and emotional component; however, they had a high level of cognitive component.
3. The officers in the Adjutant General Department had a moderate level of overall life satisfaction.
4. There was a significant positive correlation between perception of organizational climate and job engagement. ($r = .310$, $p < .01$)
5. There was a significant positive correlation between perception of organizational climate and life satisfaction. ($r = .453$, $p < .01$)

6. There was a significant positive correlation between job engagement and life satisfaction. ($r = .338, p < .01$)

7. The stepwise multiple regression showed that warmth and support and participation were significant predictors of job engagement with a predictability of 14%.