

## Abstract

The study of "The Relationship between The Big Five Perceived Organizational Support and Career Success" is a survey research. The purposes of this study are as follows : to study of characteristics of Big Five Personality, level of Perceived Organizational Support and Career Success; to investigate the relationships between big five personality, perceived organizational support and career success; to predict career success by big five personality and perceived organizational support.

The sample consists of 140 employees of Ditto Thailand Co.,Ltd. The instruments were questionnaires consisting of demographic questionnaires, the Big Five personality test, the Perceived Organizational Support questionnaires, self-perceived of career success questionnaires.

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, Pearson Product Moment Correlation Coefficient and Stepwise multiple regression analysis. The results of this study were as follows:

1. Employees of Ditto Thailand Co.,Ltd had normal level characteristics of Big Five Personality, Perceived Organizational Support and Career Success.
2. Agreeableness trait correlate positively Career Success ( $r = .174, p < .05$ ) and Neuroticism trait ( $r = -.206, p < .05$ ) correlate negatively Career Success.
3. Extravert trait, Openness to experience trait and Conscientiousness trait does not correlate with Career Success.
4. Perceived Organizational Support ( $r = .564, p < .01$ ), Wage Incentives( $r = .489, p < .01$ ), Knowledge in work and Opportunity for Advancement ( $r = .548, p < .01$ ), Security ( $r = .279, p < .01$ ), Emotion Psychology ( $r = .394, p < .01$ ), Working Condition ( $r = .552, p < .01$ ) correlate positively with Career Success.
5. All dimensions of the Big Five personality does not correlate with Career Success.
6. Working Condition of Perceived Organizational Support is predictor of Career Success at 29.9 percentage of coefficient of determination.

7. Working Condition, and Knowledge in work and Opportunity for Advancement of Perceived Organizational Support are predictors of Career Success at 36.3 percentage of coefficient of determination.

8. Working Condition, Knowledge in work and Opportunity for Advancement of Perceived Organizational Support and Neuroticism trait are predictors of Career Success at 41.3 percentage of coefficient of determination.

The results of this study can be applied for recruitment, planning, development, support and training to enhance efficient level Career Success.