

Research Title : The Impact of Compensation on Organizational Citizenship Behaviors and Task Performance of Employees in Electrical, Electronics and Telecommunications Industry Group

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ABSTRACT

This research of “The Impact of Compensation on Organizational Citizenship Behaviors and Task Performance of Employees in Electrical, Electronics and Telecommunications Industry Group” was conducted with the purposes to 1) study about personal factors that affect compensation, organizational citizenship behaviors and task performance of employees 2) study about compensation that affect organizational citizenship behaviors and task performance of employees 3) study about organizational citizenship behaviors affect task performance of employees. This research was the quantitative research. Questionnaires were used to collect data from the sample. The employees at the operational level of the Electrical, Electronics and Telecommunications Industry Group and willing to provide information 272 people. The statistical analyses of the data were frequency, percentage, mean, standard deviation, t-test, F-test and multiple regression. The research found that age and working experience affect compensation. Age, educational level, working experience and average income per month affect organizational citizenship behaviors and task performance. Non-financial Compensation affect organizational citizenship behaviors. Organizational Citizenship Behaviors in terms of sportsmanship, civic virtue and conscientiousness affect task performance of employees in Electrical, Electronics and Telecommunications Industry Group.

Keywords : Compensation, Organizational Citizenship Behaviors, Task Performance