

ABSTRACT

This study was designed to examine the employees' perception of the relationship between Selected Thai National Characteristics and Leadership Styles in an Air-conditioning Company in Thailand. Data were collected for 200 employees in the Head Office at level of staff management and officers.

The study employed an analytical survey method. Closed-ended questions were used as survey instrument to measure employee perceptions of specific related to Leadership Styles. The questionnaires were developed from several theorists who stated about the theory of Thai National culture, Ego Orientation, Smooth Interpersonal Relationship Orientation, Fun and Pleasure Orientation, Leadership Styles, Autocratic, Democratic, and Laissez-faire.

The study revealed that the relationship between Selected National Characteristics and Leadership Styles were statistically significant. In addition, the respondents perceived on Leadership Styles in term of Autocratic, Democratic, and Laissez-faire at 4.08, 4.24, 3.63 and 3.42 respectively.

For the correlation between Selected National Characteristics and Leadership Styles were statistically significant including the relationship among each independent variables. Those respondents accept Ego Orientation, Smooth and Interpersonal Relationship Orientation, and Fun and Pleasure Orientation. The reason can be assumed is most of leaders in this organization play their roles to concern with the Thai culture.