

## ABSTRACT

This research was a study about the perception of ABAC instructors about job satisfaction and leadership style. The objective of the study was to find out the differences in perception of ABAC instructors of Assumption University in Bangkok, Thailand, who are full-time instructors, graduated with master's degree and have worked at the university for at least one year. The research aims to measure their level of job satisfaction with regard to leadership style.

For the part of demographic profile, most of the respondents are males aged 25 - 33 years who are single and earn incomes of more than 30,000 baht per month. Overall, they agreed with statements about whether their superior, both for task-oriented and relationship-oriented. They also agree to the overall statements indicating that their leader/superior is good. They also agree to the overall statements indicating that their co-workers are good and to the overall statements indicating that they feel that overall opportunities are fair, but are indifferent to the overall statements indicating that the present pay/rewards is adequate.

Recommendations include the fact that leaders of all levels at Assumption University should realize what the nature of their group's work is, how the people in the group are, what they need and expect from leaders, and what the situation is like. To increase satisfaction regarding pay, instructors could be asked to assess and make suggestions to improve the present system and create individualized benefits packages. In this way, the instructors would feel more involved in the pay/reward system, and they would become much more satisfied with the resulting changes that they helped make a reality. This research can be useful guidelines for future research that would result in more rigorous theoretical and methodological processes.