

The study on organizational factors, leadership, employee performance and organization performance : a case study of MTL company.

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Abstract

This study was on organizational factors (strategies, policies, organizational culture, job design, and working condition), leadership (directive, supportive, participative, and achievement-oriented leadership styles), employee performance (work result, job knowledge and job satisfaction), and organization performance (job dedication, learning, co-operation, and loyalty and commitment). In order to understand the relationships among these variables, concepts were reviewed and synthesized to form the conceptual framework. A questionnaire consisted of seventy questions and was designed based on the conceptual framework. The target respondents were full-time employees including management and operational functions. One hundred eight sets of questionnaires were distributed, which represented 100 percent total population.

The researcher used descriptive statistics to describe the demographic profile and identify perceptions of respondents on organizational factors, leadership, employee performance and organization performance. The respondents' perceptions toward overall organizational factors, leadership styles, employee performance and organization performance were at "agree level". The Bivariate Correlation Test (Pearson Correlation) was used to find out the relationship between organizational factors and employee performance, organizational factors and organization performance, leadership styles and employee performance, and leadership styles and organization performance. The findings indicated that there was a significant relationship between organizational factors and employee performance, leadership styles and employee performance, and leadership styles and organization performance. In addition, there was no significant relationship between organizational factors and organization performance.

The factors that the researcher suggested the organization to address to included strategies, policies, working condition, leadership style, work result, job knowledge, job satisfaction, learning, and loyalty and commitment. Therefore, the OD interventions were proposed in prioritizes order according to their importance and ODI framework with the desired outcomes were presented. Finally, the future research was recommended.

