THE RELATIONSHIP BETWEEN LEADERSHIP STYLE, ORGANIZATIONAL SITUATION SUPPORTING LEADERS AND ORGANIZATIONAL EFFECTIVENESS:
A CASE STUDY OF TAMBON ADMINISTRATIVE ORGANIZATION IN ROI-ET PROVINCE

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The relationship between leadership style, organizational situation supporting leaders and organizational effectiveness: A case study of Tambon Administrative Organization in Roi-et Province

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The objectives of this research are to study the leadership style of the Tambon Administrative Organization in Roi-187, to study the efficiency of the organization, and to analyze the relationship between the variables of the population used in the study are the Tambon Administrative Organization Administration in Roi-187, a total of 186 people, received 186 questionnaires, which is 100%.

The research results are that the Tambon Administrative Organization in Roi-187 is a large, middle-level leadership style, organizational situation that supports leadership is in the middle level, when considering, the relationship between leadership and organizational structure is clear, and the authority is full, in general, the Tambon Administrative Organization has the highest efficiency when analyzing the positive relationship coefficient, and stepwise regression analysis found 1) Leadership style does not have a relationship with the efficiency of the organization, not consistent with the hypothesis set, 2) the organizational situation that supports leadership has a significant relationship with the organization, it is consistent with the hypothesis set, and has a positive relationship, 3) leadership style has a significant relationship with the organizational situation that supports leadership, it has been recommended that the leadership style is clear housing and organizational situation that supports leadership to focus on three dimensions of the organization to support organization administration, to maintain organizational efficiency.

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ABSTRACT

This research was a survey to study leadership style, ‘organizational situation supporting leaders’ (the leaders who have good leader-member relations, task structure and position power) following the theory of Fiedler, and organizational effectiveness, and then analyze the relationships between them. The targeted population was the chairman of the Tambon Administrative Organization in each census of Roi-ET Province, totaling 186 persons. The data was collected by sending a questionnaire through the post to the 186 chairmen of the Tambon Administrative Organizations. All of the chairmen replied, giving a 100% response rate.

The research results found that most chairmen of the Tambon Administrative Organizations were relationship-oriented leaders, and organizational situation supporting leaders were at a moderate level of ability. Considering each aspect, it revealed that the relationship between the average chairman of a Tambon Administrative Organization in Roi-ET Province and his subordinates was moderate; the task structure was precise and the position power was full. From the overview, Tambon Administrative Organizations in Roi-ET Province had a high organizational effectiveness. According to the analysis through Pearson’s Product Moment Correlation Coefficient and Multiple Regression Analysis, it is found that:

1) The leadership style did not relate to the organizational effectiveness, disagreeing with the research hypothesis.
2) The organizational situation supporting leaders related to the organizational effectiveness, following the research hypothesis. Also the trend of the relation was positive.
3) The leadership style had a relation to the organizational situation supporting leaders.

The suggestion from the research is that the Tambon Administrative Organization should pay attention to organizational situation supporting leaders, which use good leader-member relations, task structure and position power, in order to support the chairman of the Tambon Administrative Organization to work at high effectiveness.

KEY WORDS: LEADERSHIP STYLE/ LEADER-MEMBER RELATIONS/ TASK STRUCTURE/ POSITION POWER/ ORGANIZATIONAL EFFECTIVENESS

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