



<b>Independent Study Title</b>	Predictive Power of Resistance to Change and Work Values on Job Performance of Chiang Mai University Operative Staff
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### ABSTRACT

The purposes of this research were (1) to study the relationships among resistance to change, work values and job performance; and (2) to examine predictive power of resistance to change and work values on job performance.

The sample was 342 Chiang Mai University operative staff. The research instrument consisted of four measures: a demographic questionnaire, a resistance to change scale, a work values scale and a job performance appraisal. Data were analyzed by using percentage, mean, standard deviation, Pearson's product moment correlation and multiple regression analysis.

The results of this research were as follows :

1. Resistance to change was not correlated to job performance.
2. Work values were not correlated to job performance.
3. Resistance to change and work values did not predict job performance.