Phannawadee Phuaphan 2012: The Relationship between Personality, Happiness at Work and Performance Appraisal Case Study of Manufacturing and Export Kitchenware Company. Master of Science (Industrial Psychology), Major Field: Industrial Psychology, Department of Psychology. Thesis Advisor: Assistant Professor Panatda Chumnansook, Ph.D. 182 pages.

The objective of this research are firstly to study the level of Job performance, personality, and happiness at work of employee in factory of kitchenwear products , secondly to study the correlation between personality, happiness at work and performance. The sample consisted of operational staffs and senior staffs of 120 samples. The questionnaires comprise of two parts, the first part for the employees as respondents are three sections : general information, questionnaire to measure personality and a questionnaire to measure the happiness at work. The second part for the supervisors who responded to evaluating the performance of employees. The statistic computer programe was used for data analysis. The statistics included percentage, mean, standard deviation. and Pearson Product–moment correlation coefficient. The level of statistical significance at the .05 level.

The research results found that 1) The employees were women as 61.7 %, age of the employees range 33 – 45 years as 45% and have work experience between 3 - 5 years as 41.7% 2) The employees have personality of conscientiousness in a high level and personality of extraversion, neuroticism, agreeableness and openness to experience in a moderate level. 3) Employees are happy at work in a high level, when considering in each element, found that employees have perceived happiness in freedom at work in the medium level, while perceived happiness in knowledge and with virture at work in high level 4) Most employees have performance in the good level 5) The age of the employees have correlate significantly with happiness at work (r = .252) 6) Personality of neuroticism had correlate significantly with happiness in knowledge and virture (r = -.440, -.428 in orderly), while personality of extraversion, conscientiousness, agreeableness and openness to experience are correlate significantly with happiness in freedom (r = .477, .351, .265 and .352 in orderly), in the knowledge (r = .525, .670, .550 and .546 in orderly) and in virture (r = .389, .659, .559 and .419 in orderly) 7) Happiness at work in virtue had correlate significantly with performance. (r = .260)

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