

**RELATIONSHIP BETWEEN SELF-EFFICACY AND QUALITY
OF LIFE IN FAMILY, WORKING AND SOCIETY AMONG
MIDDLE ADULTHOOD WORKERS: CASE STUDY AMONG
OFFICERS IN SEAFOOD INDUSTRY IN SAMUTSAKORN
PROVINCE**

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**A THESIS SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR
THE DEGREE OF MASTER OF SCIENCE
(HUMAN DEVELOPMENT)
FACULTY OF GRADUATE STUDIES
MAHIDOL UNIVERSITY
2014**

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ACKNOWLEDGEMENTS

This research was successfully accomplished due to the kind cooperation of several persons. First of all, I would like to express my sincere thanks to Asst. Prof. Wimontip Musikaphan, my major adviser, who has provided invaluable help and constant encouragement throughout the course of this research. I am most grateful for her teaching and advice. Next, I would like to say thank you to Asst. Prof. Banyat Yongyuan and Lect. Kaewta Nopmaneejumrulers, my co-advisers, for their kind advice and opinion for completing of this thesis. Furthermore, I would like to express my gratitude to Prof. Khemika Yamarat, the thesis chairman, for her useful and valuable academic suggestions. Last but not least, I would like to express my deep gratitude to NICFD Director; Lect. Suriyadeo Tripathi for his kind support along the process of the thesis procedure.

In addition, I would like to extend my sincere gratitude to my parents for their endless and unconditional love. Especially, I also thank to my best friends who assist, take care and trust that I have done.

Finally, I would like to declare that they all are a part of this thesis achievement.

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ABSTRACT

This research study aims to investigate the correlation between self-efficacy, the quality of family life, quality of working life, and quality of social life of individuals in middle adulthood. The sample group involved 400 employees working for companies in the seafood industry located in Samutsakorn. The research instrument was questionnaire. Respondents were asked about demographic, self-efficacy, quality of family life, quality of working life and quality of social life. The data was analyzed by the descriptive statistics, e.g., frequency, percentage, Mean, Standard Deviation, Cross Tabulations Table, Pearson's Correlation and Multiple Linear Regression.

The results showed that all variables pairs were positively correlated. Self-efficacy was correlated with the quality of working life ($r = 0.663$) at the statistical level of 0.01. Self-efficacy was correlated with the quality of family life ($r = 0.457$) at the statistical level of 0.01. Self-efficacy was correlated with the quality of social life ($r = 0.407$) at the statistical level of 0.01. From this research, it is suggested that both government and private sectors should develop policies for improving the quality of life of working-age people by integrating the job, family, and social elements.

KEY WORDS: SELF-EFFICACY/QUALITY OF LIFE OF FAMILY/ QUALITY OF LIFE OF WORKING/ QUALITY OF LIFE OF SOCIETY

84 pages

การศึกษาความสัมพันธ์ระหว่างการรับรู้ความสามารถของตนเองกับคุณภาพชีวิตด้านครอบครัว การทำงาน และสังคมในวัยผู้ใหญ่ตอนกลาง : กรณีศึกษา พนักงานบริษัทกลุ่มอุตสาหกรรมอาหารทะเล ในเขต จ.สมุทรสาคร

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บทคัดย่อ

การศึกษานี้ เป็นการวิจัยเชิงสำรวจ (Survey Research) มีวัตถุประสงค์เพื่อศึกษาความสัมพันธ์ระหว่างการรับรู้ความสามารถของตนเองกับคุณภาพชีวิตด้านครอบครัว การทำงาน และสังคมในวัยผู้ใหญ่ตอนกลาง กลุ่มตัวอย่างที่ใช้ในการวิจัย คือ กลุ่มพนักงานบริษัทอุตสาหกรรมอาหารทะเล ในเขต จ.สมุทรสาคร จำนวน 400 คน เครื่องมือที่ใช้ในการเก็บรวบรวมข้อมูล ประกอบด้วย แบบสอบถามคุณลักษณะทางประชากร แบบสอบถามการรับรู้ความสามารถของตนเอง และแบบสอบถามคุณภาพชีวิตด้านครอบครัว ด้านการทำงาน และด้านสังคม วิเคราะห์ข้อมูลโดยใช้สถิติเชิงพรรณนา (Descriptive Statistic) ได้แก่ การแจกแจงความถี่ (Frequency) ค่าร้อยละ (Percentage) ค่าเฉลี่ย (Mean) ค่าเบี่ยงเบนมาตรฐาน (Standard Deviation) ตารางไขว้ (Cross Tabulations Table) การวิเคราะห์ความสัมพันธ์ โดยใช้ค่าสัมประสิทธิ์สหสัมพันธ์ของเพียร์สัน (Pearson's correlation) และสถิติการถดถอยพหุคูณเชิงเส้นตรง (Multiple Linear Regression)

ผลการวิจัย พบว่า ตัวแปรทุกคู่มีความสัมพันธ์ทางบวก โดยการรับรู้ความสามารถของตนเองสัมพันธ์กับคุณภาพชีวิตด้านการทำงาน ($r = 0.663$) ที่ระดับนัยสำคัญ 0.01 การรับรู้ความสามารถของตนเองสัมพันธ์กับคุณภาพชีวิตด้านครอบครัว ($r = 0.457$) ที่ระดับนัยสำคัญ 0.01 และการรับรู้ความสามารถของตนเองสัมพันธ์กับคุณภาพชีวิตด้านสังคม ($r = 0.407$) ที่ระดับนัยสำคัญ 0.01 ซึ่งผลการศึกษานี้ มีข้อเสนอแนะที่สำคัญเพื่อสร้างนโยบายให้กับภาครัฐและภาคเอกชน ที่มุ่งส่งเสริมให้มีการพัฒนาบุคลากรวัยแรงงานให้มีคุณภาพชีวิตที่ดีโดยไม่จำเป็นต้องแยกภาระงาน ครอบครัว และสังคมออกจากกัน

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CHAPTER 1

INTRODUCTION

1.1 Background

Thailand has constantly carried out the economic and social development. It is undeniable that the core workforce of such development comes from the working-age people. It was estimated by the National Statistical Office that, in 2011, the adulthood people (25-59 years old) totaled 30.97 million, representing 79.6% (National Statistical Office, 2012) from the total population of 64,125, 586 (Institute for Population and Social Research, Mahidol University, 2009). These people have been working in the government sector, private sector and state enterprises. The population at this age deems the national key workforce, who provoke the productivity for the country, and generate a huge amount of revenues for the country in the form of tax in each year.

Although the adults' wisdom and mind are strong for problem-solving or their physical bodies are strong and will not collapse easily, no understanding or no recognition of adults' problems as well as conflicts in organizations and surrounding society may close the opportunities to remedy their faults, which may lead to any incautious acts and consequent major mistakes. Theoretically, an adult with good self-emotional control will be able to get through any event and control his/her emotions. Importantly, he/she must have self-efficacy or this means that the adult believes that what he/she has done will meet the preset objectives.

Self-efficacy means that a person considers whether or not his/her own abilities will make any assignments successful and in which extent his/her efficiency stays. This recognition in the adulthood causes that person to be aware of his own preparedness before making decision whether he/she will do or not do such behavior so that the assignment or what must be done will go on and be successful (Pilanthana Lampachawa, 2003). According to Nopamas Saesiew (2007) regarding Psychosocial Adjustments and Situational Conditions as Correlates of the Quality of Life in Midlife

Adulthood, it studied the correlation, and compared casual factors relating to the quality of family life, the quality of working life and the quality of social life. One of those casual factors was self-efficacy in stress-coping. The results showed that self-efficacy and stress-coping were correlated with the quality of life as a whole and the component of the quality of family life, the quality of working life and the quality of social life. These results indicated that, among various factors, self-efficacy was so important. However, since such research analyzed multiple factors, e.g. awareness of social support from peers, optimistic, etc. in order to find out their correlation with the quality of life as a whole and each component of the quality of life. So, it was still unclear whether or not self-efficacy was the most important factor and how. In this regard, “self-efficacy” was the single factor selected for this research based on the concept that self-efficacy would take effect to the adults’ good quality of life.

The quality of life is a concept emerging in 1970 in western countries. In Thailand, this concept appeared in the 3rd National Economic and Social Development Plan (1972-1976) when Thailand has confronted some political fluctuations (Pilanthana Lampachawa, 2003), which took effect to the national economy, labor, cost of living, family or unhappy family life. Therefore, the Thai Government at that time turned to value the quality living, which led to the quality of life issue. In this research, the quality of life in midlife adulthood was defined as middle-aged adults who are physically, psychologically, emotionally and socially mature, feel pleasant with their present residence and environment, and feel pleased in their local culture and tradition; so they have the good living and life success as targeted. Most studies previously conducted involved the overall quality of life; so there has never been the clear perspective which factor was the most important for the good quality of life in midlife adulthood.

In Thailand, although there are plenty of studies on self-efficacy, most of them were self-efficacy in fighting against sickness and diseases (Suthra Liengchawangwong, 1998); conditions of pregnancy (Somsong Kaophai, 1998); self-efficacy of school-age children to academic achievements (Juthamas Choojan, 2006), (Rojareg Ratanajarn, 2004), (Kesara Noimanop, 2005); self-efficacy in health care and stress in the working life (Chulaluck Preechakul, 2006), (Tassanee Homklin, 2008). Regarding the quality of life, it has been studied by several persons, but most of them

focused on the quality of working life and overall quality of life for people in different careers (Viroj Chimdee, 2008), (Theeraporn Thirasilp, 2008). From those studies, it is evident that there were so few studies on the correlation between self-efficacy and quality of life, especially studies conducted in the vicinity. Therefore, the Researcher wished to study the correlation of these two issues in order to enhance the new knowledge to be further employed appropriately. There are also some theories relevant to self-efficacy and quality of family life, quality of working life and quality of social life in midlife adulthood, which added more understanding and reliability. The first theory is the Need-Hierarchy Conception of Human Motivation. This conception causes the basic understanding that which basic needs that the adults require, which one the adults are responded, and which needs they still require. The second theory is Self-efficacy Theory, which is so relevant to the studied variables, that is, humans believing in self-efficacy will be able to overcome obstacles and to attain the determined targets. For Erikson's Theory of Psychosocial Development, Stage 7 and 8 of psychosocial development deem that the adults utilize their capabilities to show behaviors to serve their previous needs. If they have intention, they will have achievements in Stage 7 and 8. The last theory is the Moral Tree Theory; it says that a successful person must be good and smart. Having the good quality of life requires 3 important components like the tree, which include the root (inner behavior), stem (expressed behavior resulted by the functioning of inner behavior) and flower (behavior seen by others).

However, various issues about midlife adulthood have been studied as well as issues about self-efficacy of people at different ages and the quality of life, there has not yet been any study regarding the correlation between self-efficacy in midlife adulthood and their quality of family life, quality of working life and quality of social life. Therefore, the Researcher felt interested in and valued this topic. It was expected that the findings of this research would fulfill some missing knowledge, and build up the clear understanding whether or not and how self-efficacy would be correlated with the quality of life in those 3 areas. Four psychological theories were used to explain the correlation between self-efficacy and the quality of life in 3 areas in midlife adulthood; namely, (1) Abraham Maslow's Need-Hierarchy Conception of Human Motivation, (2) Erik Erikson's Psychosocial Theory, (3) Moral Tree Theory of

Duangduen Bhanthumnavin, and (4) Albert Bandura's Self-efficacy Theory. Each theory is relevant to the independent and dependent variables. In studying the adulthood, the target group involved the middle-aged adults in the range of 36-59 years old, who were officers, at the professional level, working in private organizations in the type of sea-food manufacturing industrial plant located in the vicinity. This group of subjects was selected as these people intended to secure their families. Most family stability came from their working and effort. They had to present their efficacy as much as possible for proficiency and efficiency in their responsible jobs, and suitable for the compensation they received, which would provoke success in their family building and living in the society before having the good quality of life.

1.2 Research Question

Was self-efficacy in middle adulthood correlated with the quality of family life, quality of working life and quality of social life and how?

1.3 Purposes of the Study

1. To study the characteristics of middle adulthood (aged 36-59 years, both male and female.
2. To study the correlation between self-efficacy and the quality of family life, quality of working life and quality of social life.
3. To study the correlation between demographic variables, e.g. income, number of children and service length in the present title as well as self-efficacy and three components of the quality of life (to be discussed as minor issue in this research).

1.4 Hypothesis

1. Self-efficacy in midlife adulthood was correlated with the quality of family life.

2. Self-efficacy in midlife adulthood was correlated with the quality of working life.

3. Self-efficacy in midlife adulthood was correlated with the quality of social life.

1.5 Scope of the Study

1. This research studied the correlation between self-efficacy in midlife adulthood and the quality of family life, quality of working life and quality of social life.

2. The population of this research involved the middle-aged adults in the range of 36-59 years old, which was the appropriate range of ages because the people at this age usually had the secure jobs, strong family and they were socially accepted. This group of people involved 38.46 million persons as estimated by the National Statistical Office (2011).

3. The samples of this research included the middle-aged adults working in private organizations in the type of seafood industrial plants located at Samut Sakhon. These samples were 36-59 years old in the total of 400 persons.

4. The independent variable of this research was self-efficacy based on Bandura's Self-efficacy Theory. Bandura believed that an adult would express behaviors or perform some activities from his or her belief in his or her ability. When perceiving that he or she could manage prospective situations, he or she would express his or her confidence and succeed pursuant to the preset goal (Somchai Intramongkol, 2005).

5. Dependent variables (quality of family life, quality of working life and quality of social life) were based on Maslow's Hierarchy of Needs Theory, that is, when humans' physical, psychological and social needs are completely fulfilled, and humans feel proud to use their full capabilities, they will attain the good quality of life finally.

1.6 Research Variables

1. Demographic variables, e.g. gender, age, education, income, marital status, residence type, family type, number of children, service length in the present title and job title.

2. Independent variable

2.1 Self-efficacy

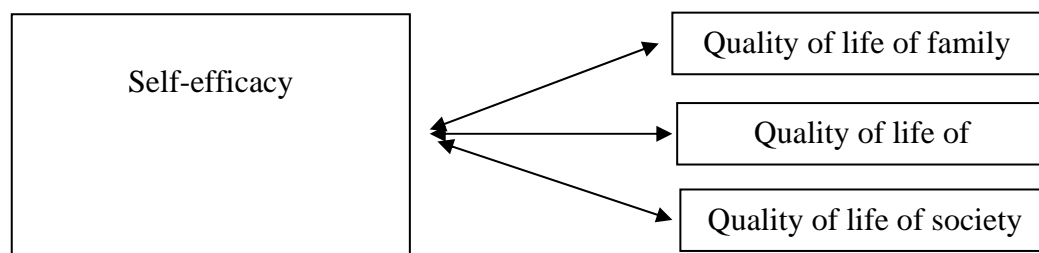
3. Dependent variables

3.1 Quality of family life in midlife adulthood

3.2 Quality of working life in midlife adulthood

3.3 Quality of social life in midlife adulthood

1.7 Conceptual Framework of the Study



1.8 Definitions

1. Middle age or middle adulthood means persons at ages of 36-59 years, either male or female (Nopamas Saesiew (2007: 6 as cited in Duangduen Bhanthumnavin, 1998). The middle adulthood may be divided into the early middle adulthood and late middle adulthood. This age deems a turning point when these adults have more roles and many changes. If they have the good foundation during the early adulthood, they will meet success during the middle adulthood, either in terms of stable career, family, financial status, social acceptance, and responsibility for any events for themselves and other people. The middle adulthood will have the physical and psychological declines.

2. Quality of life means the persons at the middle age who have well-being in terms of physical body, mind, emotion and society. The persons will have the good living as their requisites are responded.

3. Self-efficacy means the character of midlife adults with confidence in their capabilities in taking any acts to attain the targets that will lead to the good quality of family life, quality of working life and quality of social life.

1.9 Expected Outcome and Benefits

The independent variable of this research was self-efficacy while the dependent variables were the quality of family life, the quality of working life, and the quality of social life. The subjects were the midlife adults. The expected research result was the understanding about self-efficacy of midlife adults that might be correlated with their quality of family life, quality of working life and quality of social life.

The findings of this research may be utilized as the supplement information or they may be developed for the development and care for the quality of life to prepare the midlife adults for their old age. These findings may be referred in creating the good quality of life for people at other ages before they become the midlife adults.

CHAPTER 2

LITERATURE REVIEW

This chapter mentioned about all related academic documents and research used to determine the variables, meanings, independent variables (self-efficacy), dependent variables (quality of family life, quality of working life, and quality of social life in the middle adulthood). The correlation between independent variables and dependent variables were also studied for further research. The contents of this chapter were divided into 4 parts:

- 2.1 Concepts relating to self-efficacy
- 2.2 Concepts and theories relating to midlife adulthood
- 2.3 Quality of life
 - 2.3.1 Quality of family life
 - 2.3.2 Quality of working life
 - 2.3.3 Quality of social life
- 2.4 Related research

2.1 Concepts relating to self-efficacy

2.1.1 Definitions of self-efficacy

Somchai Intramongkol (2005) defines self-efficacy as a person who believes in his ability for any assignment, and expresses his behavior to any act in which he expects that it will be accomplished as expected. Matanee Duangjinda (2004) defines self-efficacy similarly, and it is consistent with Chitima Katonyoo (2004) who adds that such belief does not regard the physical condition or other obstacles when the success is resulted by the expression of behavior expected for the changes in life (Nopamas Saesiew (2007). The outcome depends on that individual's decision and requirements laid down by him or society.

This can be concluded that self-efficacy means a person who believes in his ability for expressing his behavior to handle any assignment until it is accomplished or for some competition, improvement and changes in life without concerning about the obstacles and physical differences of individuals.

2.2 Concepts and theories relating to midlife adulthood

2.2.1 Definitions of midlife adulthood

Nopamas Saesiew (2007) defines the middle adulthood as person, either male or female, at ages of 36-59 years. At this life span, they must have the life adaptation to be the adults, and express explicit social roles, that is, they are able to be responsible for their self and society until they meet success and accepted in terms of family, career and society. Thongyai Wattanasat (2010) defines the middle adulthood as persons at ages of 40-60 years with 4 main developments. The midlife adults have more declines of inner and outer physical body. For the emotional aspect, the persons with successful working success will have the mature emotions, concern about the public interests, and have the firm personalities. However, these adults may have depression as they lose their beloved persons or their children separate from the family. In the social area, if the midlife adults have the complete social development, they will share and offer care to other people. They also add their value by creating the creative work beneficial to themselves and others. For the intellectual aspects, they have the rationale thought. Meanwhile, Pranot Kaochim (n.d.) says that the middle-aged adults are at ages of 40-60 years, which may be divided into the early middle adulthood and late middle adulthood. What should not be ignored for the middle adulthood are more physical decline and more mental stress due to more responsibilities in life from the family, working and society.

This could be concluded that the middle adulthood means the persons at ages of 36-59 years. This is the stage after the early adulthood (20-40 years). If the midlife adults have more understanding in their life roles, are able to responsible for their work, build up the strong family, and are socially accepted, they will have happiness although they have more physical decline or stress resulted by more burden.

2.2.2 Theories relating to midlife adulthood

2.2.2.1 Maslow's Hierarchy of Needs Theory

2.2.2.2 Erik Erikson's Psychosocial Theory

2.2.2.3 Moral Tree Theory of Duangduen Bhanthumnavin

2.2.2.4 Albert Bandura's Self-efficacy Theory

Maslow's Hierarchy of Needs Theory

Nopamas Saesiew (2007) indicated that human needs may be divided into 2 stages: early quality of life and late quality of life. The early quality of life involves all life matters, including living, financial status, health, education, social condition, etc. The late quality of life involves the social support, acceptance and love from surrounding people, public mind, situation control and ability in solving family and organization problems.

Savitree Limchai-aroonrang (1993) referred to Maslow's Theory that humans have 5 stages of needs. One must start from Stage 1, which is the lowest level. When the first stage of needs is fulfilled, a person seeks to fulfill the second stage until Stage 5 or the final level is fulfilled. The 5-stage hierarchy of human needs is as follows:

1. Basic physiological needs – The first need for human's physical body, e.g. air, food, drink, etc.
2. Security and safety needs – Needs for security and safety in life and assets, e.g. job security, etc.
3. Social affiliation needs – Needs for rights in being a part in the society, and need for acceptance by others.
4. Self-esteem needs – Needs for self-value in the society and fame for self-pride and respect from others.
5. Self-Actualization needs – Needs for understanding and realizing personal potential and weakness to be improved, and attempts to complete assignments to get the highest success.

In conclusion, Hierarchy of Needs Theory divides human needs into 5 stages: basic physiological needs, security and safety needs, social affiliation needs, self-esteem needs, and self-actualization needs. The condition of this theory is that

Level 1 of human needs must be satisfied before going to Level 2, 3, 4 and 5 respectively. In the middle adulthood, the individuals' basic needs are fulfilled as they are at the working age and have life security. What the people at this age seeks for is self-pride and self-actualization. These issues directly relate to self-efficacy, and it is the foundation driving humans to attain their quality of life finally.

Erik Erikson's Psychosocial Theory

Panthip Siriwanbus (2010: 93) indicated that Erik Erikson's Psychological Theory was developed from Freud's theory, which observed the relationship of individuals and family, and individuals and society. Erikson started by collecting data from a group of child patients. He observed children's behavior and found that the children began their development from mouth; whatever they found, it would be put into mouth. Then, the children would go to other development stages. When the children grow up to be the adults, their life would be in order, starting from their self, family, community, society, nation and to the international level or the world.

Erikson divided children's development into 8 stages. The first 5 stages are similar to Freud's human development. According to Erikson's theory, the factors influencing human development included:

1. Basic physical motivation
2. Cultural influence
3. Individual differences

At each stage, Erikson used "Sense of" to show that one had to be competent in each area of life, if the problems in that stage could be handled, one would pass it to the next step. But, if any problems could not be solved, they would be rooted in mind and became the negative affection in the next stage.

Here, only Psychosocial Stage 7 and 8 were explained as they covered the middle adulthood to be examined in this research.

Stage 7: Generativity vs. Stagnation (22-40 years old). At this stage, we become older and must be responsible for ourselves and others as it's time of marriage and parental status. Those who fail to attain this stage will be inactive, feel unproductive, wish not to be responsible for anything, be uninvolved with any other,

have no trust in themselves and others, and will be inactive to build the foundation for themselves and family.

Stage 8: Ego Integrity vs. Despair. This phase occurs at ages over 40 years, and it is the last development stage. If the previous 7 stages are completely fulfilled, the individuals will get the highest success or they feel happy among many changes in life, are aware of and accept that they must be old, sick and die finally. In contrast, for those who are unsuccessful for the whole life, they will not be successful at this phase. They will have feelings of bitterness and despair of everything in their life.

Table 2.1: illustrating development stage from Stage 1 – 6 is as follows (Adisorn Konkam, 2005)

| Development Levels | Personality Development | Personality Characteristics |
|---------------------------|--------------------------------|---|
| Stage 1 | Trust vs. Mistrust | Infancy is the most fundamental stage for further development at other ages. An infant needs the caregivers who care and release him/her from any uncomfortable feelings, e.g. hunger or excretion, etc. |
| Stage 2 | Autonomy vs. Shame and Doubt | This stage takes place at ages of 2-3 years when children toddle and speak. Their physical bodies grow up until they are independent to control their bodily functions, have enthusiasm, and survey everything by themselves. |

Table 2.1: illustrating development stage from Stage 1 – 6 is as follows (Adisorn Konkam, 2005) (cont.)

| Development Levels | Personality Development | Personality Characteristics |
|---------------------------|---------------------------------|---|
| Stage 3 | Initiative vs. Guilt | This phase occurs at ages of 3-5 years. Children begin to do everything by themselves through their imagination. Playing is so important at this stage because the children try to do many things. They feel funny to suppose any objects as real ones. For example, a child may suppose a wooden box to be a car, and drive it like the adult. |
| Stage 4 | Industry vs. Inferiority | This stage covers ages of 6-12. Children have the intellectual and physical development at the phase that they want to do activities at all time. |
| Stage 5 | Ego Identity vs. Role Confusion | This phase occurs at ages of 12-18 years. Children feel that they look like adults. They have the rapid physical changes, either girl or boy. Some teenagers may feel worried about such changes. |
| Stage 6 | Intimacy vs. Isolation | Both male and female adolescents start learning about their self. They realize their life goal, are ready to form relationships with opposite-sex peers, want to settle, and are keen on marriage and family-setting. |

In conclusion, Erik Erikson's Psychosocial Theory divides children's development into 8 stages. Stage 7 and 8 involve the middle adulthood, which we want to study. The midlife adults pay attention to 3 issues: family, working and society. The individuals must have attempts and self-efficacy to pass the preceding 6 stages from infancy to adolescence before engaging the good quality of life in the adulthood, that is, they attain the genuine happiness, maturity, are more responsible for the surrounding society, and are successful in life. However, the failure during the childhood can predict the unsuccessful quality of life during the adulthood.

Moral Tree Theory

Duangduen Bhanthumnavin (1995) started examining the causes of behavior in good and intelligent persons. The subjects were in the range of 6-60 years old. They were analyzed before provoking the Moral Tree Theory. The moral tree is divided into 3 parts:

1. Part 1: Flower and fruit, which present the good citizenship. Individuals prefer making merit, ignore evil, are diligent, and making interests for the country.

2. Part 2: Stem, which presents the strong and patient working that must involve 5 psychological characters. The Researcher used these psychological characters to explain the behavior of midlife adults:

- 2.1 Ethical reason – This means when a situation occurs, that middle-aged adult has the reason to take or not to take an act. Individuals may have the same or different reasons.

- 2.2 Future orientation and self-control. Future orientation means a middle-aged adult is able to predict possible advantages and disadvantages before adding them to his experience and planning for further actions. The prediction is to prevent the possible disadvantages. Self-control means that a middle-aged adult is able to control himself to do or not to do as he recognizes the consequent outcome. When one has self-control, he will have the discipline and proper practice.

- 2.3 Locus of control – It comprises the predictability, which means the ability in finding out the relationship between causes and effect, and the control ability.

2.4 Achievement motive means the motive driving one to express his behavior to meet success without focusing on rewards. The components of achievement motives are: 1) success-orientation, 2) high ambition, 3) high target setting, 4) good working responsibility, 5) working patience, 6) self-efficacy, 7) working by plans, and 8) high expectation.

2.5 Attitude, morality and value - Attitude means the relation between feeling and belief and tendency of behavior to respond to the target. Morality means the goodness benefiting one's self and society. Value means an individual's favor as he has learnt from the society, and this relates to the expressed behavior.

3. Root means the working behavior, which involves 3 psychological characters: intelligence, social experience and mental health.

If these 3 psychological characters are used appropriately for each age, they can be developed to 5 psychological characters mentioned above. The 3 psychological characters are derived from all environment at home, school, community and society. It looks like a tree with strong root and ready to grow up (3 psychological characters); so the tree stem will be strong.

Self-efficacy Theory

Somchai Intramongkol (2005) explained Bandura's Self-efficacy Theory that it was adapted from the Social Cognitive Theory. Bandura believed that one's behavior was resulted by interactions of 3 components: B (behavior), P (cognitive and other personal factors), and E (environmental influences).

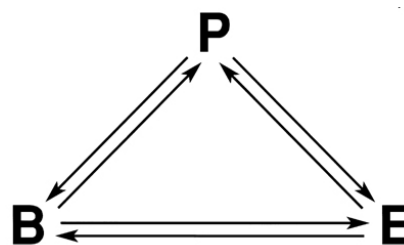


Figure 2.1: Relationship structure between behavior, cognitive and personal factors, and environmental influences

Source: Somchai Intramongkol, 2005 and Bandura, 1986 (Karen Glanz, Ph.D., MPH (2013))

All 3 components put influence to each other. When either of them changes, others will be changing as well.

Bandura (1977) explained the Self-efficacy Theory, and defines it as one's belief in his efficacy that he will make the assignment successful. The more one recognizes his efficacy, the more he is driven to confront the obstacles and he overcomes them by his attempts. Self-efficacy also involves some health behaviors, e.g. smoking cessation while others continue smoking, but one thinks that he cannot quit smoking.

In developing oneself to recognize self-efficacy, there must be 4 factors (Pojanee Thorsuwan, 2006):

1. Experience of success: One's previous learning experience shall determine his behavior in a situation. If one is successful, he will have more learning experience. On the contrary, if one fails, he will present self-efficacy less.

2. Model experience: This occurs when one observes the experience of success similar to his and he recognizes that if he fully presents his efficacy, he will meet success similarly.

3. Persuasive words: One may have some experience in talking about his success with others or in controlling so that some persons follow him. It is unnecessary that everyone has such experience of success. Someone may fails until his self-efficacy is lower.

4. Emotional stimulation: One will have self-development until he achieves self-efficacy if he reduces some emotional stimulation like fear, stress, excitement, etc. These emotions reduce the expression of certain behavior. The emotional stimulation should be changed to be positive affections, which help increase self-efficacy.

In conclusion, Bandura's Self-efficacy Theory was adapted from the Social Cognitive Theory. When a midlife adults attain self-efficacy and accumulated experience, he will have attempts to reach the goal. The change in any behavior is resulted by one of 3 components: B (behavior), P (cognitive and other personal factors), and E (environmental influences). Each of these 3 components is important and takes effect to each other.

2.3 Quality of life

UNESCO (1981) defines the quality of life as the degree to which the individual's wants and needs are responded in terms of food, health services, residences, education and career, which are tangible and accessible responses. In fact, the quality of life also includes the psychological response to humans' mind. Individuals will have different needs and wants.

Savitree Limchai-aroonrang (1993) defines the quality of life as an individual's feelings in happiness and life satisfaction, having happiness based on his condition or living, either physical, psychological, emotional aspects and social acceptance. Individuals have different cultures, values and targets. She also referred to Maslow's Hierarchy of Needs that the quality of life is divided into the early quality of life that individuals have the life and asset security and safety, education, health support, and social acceptance. For the late quality of life, except the fundamental factors mentioned earlier, individuals want self-pride and have chance to show self-efficacy fully.

Thippawal Wanchotephavej (2003) defines the quality of life as physical and psychological integrity from good family living and society, building of human relationship, adaptation to the environment, and sharing happiness with others.

Praparat Changruean (2009) defines the quality of life as a happy living in terms of physical, psychological, emotional and social aspects, adaptation to the environment, and creating happiness for the family, society and country.

It can be concluded that the midlife adults have happiness and life satisfaction due to their perfect physical, psychological, emotional and social happiness, and such happiness relates to the cultural contexts in the society, value and goals of midlife adults.

In this research, 3 types of quality of life were examined; namely, quality of family life, quality of working life, and quality of social life because the previous studies indicated that these 3 types of quality of life directly related to the daily situations faced by the midlife adults.

2.3.1 Quality of family life

Nopamas Saesiew (2007) defines the quality of family life as individual's satisfaction resulted by good relationship of family members. Such satisfaction may be divided into 3 parts: recognition of material support; recognition of psychological and emotional support; and recognition of information support. Similarly, Supranee Suradej (2011) said that the quality of family life means that the family members have love, attachment and inter-dependence, which lead to their good relationship.

The National Institute of Development Administration (2010) defines the quality of working life as the attachment and help of family members in respect with objects and mind.

Thai Family Research and Development Center defines the quality of family life as family members who are able to have the appropriate adaptation based on love and care offered to each other, can be relied on by family members, and root morality and ethics for family members.

It can be concluded that the quality of family life means the middle-aged adults who live with family members with love and attachment, are dependable, give some material, psychological and emotional supports, have morality and ethics, and share useful information with each other.

2.3.2 Quality of working life

Supranee Suradej (2011) defines the quality of working life as an individual who is satisfied with his present working responsibilities. This satisfaction may be divided into the job satisfaction and working environment satisfaction. Satisfaction involves everything related to those individuals, either wage, work condition, working hour, human relation of organization employees, and working environment, etc.

Dejkunchorn Wanasupdamrong (2010) defines the quality of working life as individual's feelings in working that can respond him physically and psychologically; so he feels satisfied with his efficient performance as well as good living.

Jiraporn Noinakhon (2008) defines the quality of working life as satisfaction in job and organization environment, which make him work happily with quality work performance, and become the value personnel of the organization.

This can be concluded that the quality of working life means a midlife adult who is assigned to perform a job and feels satisfied with it because it can respond his physical body and mind until he has the good living.

2.3.3 Quality of social life

Nopamas Saesiew (2007) defines the quality of social life as one who lives in the society, feels satisfied with peers at the same or different ages in the society, praise other people's contributions and feel proud of himself in contributing for the public. But, one may be affected from many things in the society, e.g. danger, disaster, etc.

The minute of the Civil Servant Meeting for the strategy of improving the quality of life of ordinary civil servants (2006) defines the quality of social life as people in the society who have relationship and understanding with each other, love and harmony, and public mind for that society.

The Ministry of Social Development and Human Security (2013) concluded what a person should receive from living in the society is the neighbors and community members who are dependable.

This can be concluded that the quality of social life means the midlife adults who live in the society satisfactorily as they can associate with peers at the same or different ages, and feel proud of making merit for themselves and the public, but they are positively and negatively affected by various factors in the society.

2.4 Related research

2.4.1 Local Research

Somchai Intramongkol studied the correlation between self-efficacy, personality and emotional quotient and work performance of salespersons. The samples were 251 salespersons for electric appliances and electronic equipment in Bangkok and vicinity. The data was collected from the questionnaires and work performance inventory for salespersons as assessed by their supervisors. The data was analyzed by the statistical data processing program. Pearson Product Moment Correlation Coefficient and Stepwise Multiple Regression Analysis were used to predict the salespersons' work performance. The research findings showed that self-efficacy was correlated with the quantitative and qualitative work performance and overall work performance of salespersons at the statistic significance of .01.

Nopamas Saesiew (2007) studied the relationship, and compared the casual factors relating to each type of quality of life (family, working and social) and overall quality of life. The samples were 645 male and female midlife adults who were married and had at least 1 child. These samples worked in the government and private sectors, and attained the diploma up to the bachelor degree. There were 3 groups of independent variables: 1) original mind and behaviors, 2) situation condition, and 3) situational mind. All 3 groups had only one variable, that is, self-efficacy in coping with the stress in the family, workplace and society. The dependent variables were the quality of social life and overall quality of life. The data collection tools were 15 summated rating scales. The data was analyzed by Three-Way Analysis of Variance and Hierarchical Multiple Regression Analysis. The results that were related and linked to this research were that when putting the situational mind (self-efficacy in stress-coping) into 3 steps of prediction equation, it was found that self-efficacy in stress-coping could increase the power in predicting each area of the quality of life (family, working and social and all 3 areas). The results also showed that there were other several factors that helped improve the quality of life of adults; one of them was self-efficacy in stress-coping.

Pitak Santapan (2007) studied the Improvement of the Quality of Family and Community Life according to Diversified Farming System: Case Study of

Prathumchart Farm, Tambon Bung, Amphoe Muang, Amnat Charoen Province. He studied the diversified farming process, guideline of transferring the diversified farming approach, and outcome of diversified farming system to the quality of life of family and community members at Prathumchart Farm. The samples came from 5 groups: farm manager, 4 relatives and children of farm manager, 10 community leaders, 10 diversified farmers network, and 15 community members. The data collection tool was the structural interview. The interview methods involved both in-depth interview and participatory observation. The results showed that the diversified farming principle in the viewpoint of Mr. Samorn Pathumchart was 5 ways of sufficiency: mental sufficiency, social sufficiency, economic sufficiency, natural resource and environmental sufficiency, and technological sufficiency. Six aspects of sustainability were focused on: financial self-reliance, healthcare, group formation for problem analysis and solution, community-based management of natural resources and environment, preservation of culture, tradition and local wisdom, and use of appropriate technologies for the community. Every activity occurred adhered to the Principle of Sufficiency Economy. The core concept of Mr. Samorn was “Good model is more valuable than teaching”. He was a good model for his children, wife, relatives and community members; this led to the good quality of family and community life.

2.4.2 Foreign Research

From the study conducted by Gwenaelle Joet Ellen L. Usher, Pascal Bressoux in 2011 regarding the influence of Self-efficacy Theory and Self-regulatory Efficacy from 4 factors. The experiment was done in 395 Grade 3-students in France. The hierarchical linear model was constructed to show 4 factors, including learning experience, social persuasion, grade, and physical body condition, which were used to predicted students' self-efficacy in studying math and French. The results showed that the boys achieved lower scores of self-efficacy, self-control, learning experience, social persuasion and physical expression in math than girls. Meanwhile, the girls achieved lower scores of self-efficacy, self-control, learning experience, social persuasion and physical expression in French than boys.

Though the age of samples mentioned above was different from those in this research, the above research was conducted to find out the factors causing self-

efficacy for what they were doing. The children's self-efficacy resulted to their decision-making in continuing studies and jobs. This will cause putting the right man on the right job.

Deborah L. Feltz from Michigan State University and Cathy D. Lirgg from University of Arkansas conducted a study, which was published in Handbook of Sport Psychology in 2001. They said that self-efficacy influenced the mental state. It inspired humans to meet success in sports. The sport team managers thought that they should be aware of their own abilities and the potential of their teams. This is relevant to Bandura's theory that self-efficacy is to believe that we can accomplish the mission, which is an important factor to reach the goal.

Derrick Wirtz and Christie Napa Scollon conducted a study, which was published in Journal of Cross-Cultural Psychology in 2012, in the title of "Culture, Visual Perspective and the Effect of Material Success on Perceived Life Quality. They set a research question that whether or not the behaviors in our life were determined by an important factor called success from others' words of praise. This research was conducted in 2 periods. In the first period, the effect to the target as called success was the quality of life. The researchers carried out the cross-cultural comparison, and the result showed that Singaporeans set the good quality of life as their second target and the first target was the success in life. Their perspective was different from American people. In the second period of study, it focused on the viewpoints that both success and quality of life take effect to each other. Success was the indicator of the quality of life. The good quality of life meant that a person had success in life as well. The result showed that the successful persons usually had the good quality of life. This is relevant to this research that if one has self-efficacy and fully express it, he will attain his preset target, which leads to his good quality of life.

CHAPTER 3

METHODOLOGY

This research studied the relationship between self-efficacy and the quality of family life, quality of working life and quality of social life. This study was the survey research. The research process started from setting up the population and samples, selection and improvement of research tools, checking of tool quality, data collection and data analysis. The statistics used in this research were detailed below.

3.1 Population and Sample Selection

3.1.1 Population

The population of this research involved the midlife adults, male and female, at ages of 36-59 years, working in the private organizations in the seafood industry located in the vicinity.

3.1.2 Selection of samples

The samples of this research were the midlife adults, both male and female, at ages of 36-59 years, who attained the bachelor degree and higher or equivalent and these samples answered the inventory. The provinces located in the vicinity in where many working people have lived and many proper centers and industries have been located, e.g. Bangkok, Nakhon Pathom, Nonthaburi, Pathumthani, Samut Prakarn and Samut Sakhon (Wikimedia Foundation, Inc., n.d.). From these 6 provinces, the Researcher used the purposive sampling and, finally, Samut Sakhon was selected. There were 9.5 million people at the working age who have been living there (National Statistic Office, 2004). When classifying employees in each company, Union Frozen Products Co., Ltd. employed 8,140 persons, Prantalay Marketing Co., Ltd. employed 4,976 persons, Bright Sea Co., Ltd. employed 2,520

persons, PT Intermarine Co., Ltd. employed 2,326 persons, and Pongtip Cold Storage Co., Ltd. employed 890 persons. Therefore, there were 18,852 employees in these companies. Taro Yamane Formula (1967) (Suthipol Udompandhurak and Chulaporn Poon-iam. n.d.) was used to calculate the sample size to represent the group. The sample group would contain 400 subjects. This sample group was divided into the male and female groups, and each group contained the same number of subjects. The main qualifications of these samples were the full-time employees attaining the bachelor degree and higher or equivalent. They have worked at operation level and up, and they were at ages of 36-59 years.

3.2 Selection and Improvement of Research Tools

In this research, there were 3 tools: Quality of Life Questionnaire, Self-efficacy Questionnaire, and Demographic Questionnaire.

1. Quality of Life Questionnaire – This questionnaire was developed from those constructed by Jiraporn Noinakhon (2008), Suthep Panya (2009), Nopamas Saesiew (2007) and Supranee Suradej (2011). Some questions in those questionnaires were selected and revised, and one more question was added. This questionnaire was used to measure life satisfaction of midlife adults by comparing expectation or targets they determined with their daily experience. The variables indicated 3 areas of the quality of life: (1) quality of family life; (2) quality of working life; and (3) quality of social life.

2. Self-efficacy Questionnaire – This questionnaire was developed from those constructed by Suppanuch Sudwilai (2007), Pilanthana Lampachawa (2003) and Nuchamon Sawangsook (2007). Some questions in those questionnaires were selected and revised. This questionnaire was used to measure the confidence in self-efficacy in expressing behavior to attain the targets.

3. Demographic Questionnaire – This questionnaire was constructed by the Researcher to ask some personal information of the samples. There were 10 questions about gender, age, level of education, income, marital status, types of residence, types of family, number of children, working length in the present title, and job

characteristics. The questions were open-ended and close-ended questions in the checklist form.

3.3 Quality of Tool Research

The steps of checking the tool quality were as follows:

Step 1: Validity – The content validity of the questionnaire was checked by 3 experts who helped check the content validity of all questions and other related contents.

Step 2: Discrimination – The quality of questionnaire contents was analyzed by calculating the item discrimination and item total discrimination. When considering r-Item Total (Item-Total Correlation), some questions were deleted. The total 60 revised questions were tried out with middle-aged labors whose characteristics were similar with the sample group of this research.

Step 3: Reliability – The tried-out questions were calculated to get the reliability of each variable and all variables in the questionnaire by using Cronbach's Alpha Coefficient.

Self-efficacy Questionnaire – This questionnaire was developed from those constructed by Supanuch Sudwilai (2007), Nuchamon Sawaengsook (2007) and Pilanthana Lampachawa (2003). All questions were revised so that they were consistent with the operating definition set up by the Researcher. This questionnaire was the 5-rating scale: most true, so true, not sure, slightly true, least true. There were 15 questions in total; they were 12 positive and 3 negative questions. The scoring method was as follows:

| | Positive Questions | Negative Questions |
|---------------|--------------------|--------------------|
| Most true | 5 | 1 |
| So true | 4 | 2 |
| Not sure | 3 | 3 |
| Slightly true | 2 | 4 |
| Least true | 1 | 5 |

Example: Self-efficacy Questionnaire

Instruction: Please mark ✓ for answers most relevant to your facts. Your opinions shall be rated in 5 scales:

Most true means you feel that it is most true or most relevant to your life.

So true means you feel that it is so true or so relevant to your life.

Not sure means you feel unsure or you are not sure if it is relevant to your life.

Slightly true means you feel that it is slightly true or slightly relevant to your life.

Least true means you feel that it is the least true or least relevant to your life.

| Questions | Degree of Opinions | | | | |
|--|--------------------|---------|----------|---------------|------------|
| | Most true | So true | Not sure | Slightly true | Least true |
| a. When the organization assigns you to perform a new work you have never done before, you are usually afraid that you are unable to accomplish that work. | | | | | |

Quality of Family Life Questionnaire – This questionnaire was developed from those constructed by Nopamas Sae-Saew (2007) and Supranee Suradej (2011). The questions were revised so that they were consistent with the operating definition set up by the Researcher. This questionnaire was the 5-rating

scale: most true, so true, not sure, slightly true, least true. There were 12 questions in total; they were 7 positive and 5 negative questions. The scoring method was as follows:

| | Positive Questions | Negative Questions |
|---------------|--------------------|--------------------|
| Most true | 5 | 1 |
| So true | 4 | 2 |
| Not sure | 3 | 3 |
| Slightly true | 2 | 4 |
| Least true | 1 | 5 |

Example: Quality of Family Life Questionnaire

Instruction: Please mark ✓ for answers most relevant to your facts. Your opinions shall be rated in 5 scales:

Most true means you feel that it is most true or most relevant to your life.

So true means you feel that it is so true or so relevant to your life.

Not sure means you feel unsure or you are not sure if it is relevant to your life.

Slightly true means you feel that it is slightly true or slightly relevant to your life.

Least true means you feel that it is the least true or least relevant to your life.

| Questions | Degree of Opinions | | | | |
|---|--------------------|---------|----------|---------------|------------|
| | Most true | So true | Not sure | Slightly true | Least true |
| a. you feel happy when staying at home. | | | | | |

Quality of Working Life Questionnaire – This questionnaire was developed from those constructed by Jiraporn Noinakhon (2008) and Suthep Panya (2009). The questions were revised so that they were consistent with the operating definition set up by the Researcher. This questionnaire was the 5-rating scale: most true, so true, not sure, slightly true, least true. There were 12 questions in total; they were 10 positive and 2 negative questions. The scoring method was as follows:

| | Positive Questions | Negative Questions |
|---------------|--------------------|--------------------|
| Most true | 5 | 1 |
| So true | 4 | 2 |
| Not sure | 3 | 3 |
| Slightly true | 2 | 4 |
| Least true | 1 | 5 |

Example: Self-efficacy Questionnaire

Instruction: Please mark ✓ for answers most relevant to your facts. Your opinions shall be rated in 5 scales:

Most true means you feel that it is most true or most relevant to your life.

So true means you feel that it is so true or so relevant to your life.

Not sure means you feel unsure or you are not sure if it is relevant to your life.

Slightly true means you feel that it is slightly true or slightly relevant to your life.

Least true means you feel that it is the least true or least relevant to your life.

| Questions | Degree of Opinions | | | | |
|---|--------------------|---------|----------|---------------|------------|
| | Most true | So true | Not sure | Slightly true | Least true |
| a. You gradually have achieved the work progress. | | | | | |

Quality of Social Life Questionnaire – This questionnaire was developed from those constructed by Nopamas Sae-Saew (2007) and Supranee Suradej (2011). The questions were revised so that they were consistent with the operating definition set up by the Researcher. This questionnaire was the 5-rating scale: most true, so true, not sure, slightly true, least true. There were 11 questions in total; they were 6 positive and 5 negative questions. The scoring method was as follows:

| | Positive Questions | Negative Questions |
|---------------|--------------------|--------------------|
| Most true | 5 | 1 |
| So true | 4 | 2 |
| Not sure | 3 | 3 |
| Slightly true | 2 | 4 |
| Least true | 1 | 5 |

Example: Self-efficacy Questionnaire

Instruction: Please mark ✓ for answers most relevant to your facts. Your opinions shall be rated in 5 scales:

Most true means you feel that it is most true or most relevant to your life.

So true means you feel that it is so true or so relevant to your life.

Not sure means you feel unsure or you are not sure if it is relevant to your life.

Slightly true means you feel that it is slightly true or slightly relevant to your life.

Least true means you feel that it is the least true or least relevant to your life.

| Questions | Degree of Opinions | | | | |
|--|--------------------|---------|----------|---------------|------------|
| | Most true | So true | Not sure | Slightly true | Least true |
| a. You take part in the activities held by the community you have lived. | | | | | |

The scoring criteria of self-efficacy and each area of the quality of life were as follows:

| Scoring Interpretation | |
|------------------------|---------|
| Mean | Meaning |
| 4.21 – 5.00 | So high |
| 3.41 – 4.20 | High |
| 2.61 – 3.40 | Fair |
| 1.81 – 2.60 | Low |
| 1.00 – 1.80 | So low |

3.4 Data Collection

The researcher formally contacted with the targeted companies and submitted the questionnaires for their consideration. These companies considered that these questionnaires were appropriate and did not harm their corporate images; so they permitted the researcher to collect the data. At the initial stage, the Researcher indicated the qualifications of questionnaire respondents, and was always careful about the questions possibly harming their corporate images. The human research ethics were also concerned. The research subjects were informed clearly of their rights. The data collection took 4 weeks. About 396 questionnaires were returned from the total of 400 questionnaires distributed.

3.5 Data Analysis and Statistics of the Study

In this research, the data was analyzed by SPSS for Windows. The statistics for data analysis included:

1. Descriptive statistics, e.g. frequency, percentage, mean, standard deviation, and cross tabulations table to explain about the demographic variables.
2. Pearson's Product Moment Correlation was used to find out the correlation between self-efficacy and each area of the quality of life.
3. Multiple Linear Regression was used to build the relationship equation used in the inspection, and to build the relationship form between demographic variables, e.g. income, number of children, working length in the present title, and independent variable was self-efficacy to the quality of family life, quality of working life and quality of social life respectively.

CHAPTER 4

RESULTS

This study was the survey research aiming at examining the relationship between self-efficacy and the quality of family life, quality of working life and quality of social life in the middle adulthood. The results of this research were presented below.

4.1 Demographic characteristics

Table 4.1: Number and percentage of samples classified by personal data

| Characteristics of Samples | Number (person) | Percentage |
|----------------------------|-----------------|------------|
| Age | | |
| 36-47 years | 282 | 71.2 |
| 48-59 years | 114 | 28.8 |
| Gender | | |
| Male | 158 | 39.9 |
| Female | 238 | 60.1 |
| Level of education | | |
| Bachelor Degree | 289 | 73.0 |
| Master Degree | 100 | 25.3 |
| Doctorate Degree | 7 | 1.8 |

Table 4.1: Number and percentage of samples classified by personal data (cont.)

| Characteristics of Samples | Number (person) | Percentage |
|-----------------------------------|------------------------|-------------------|
| Income | | |
| 10,001 – 15,000 Baht | 2 | 5 |
| 15,001 – 20,000 Baht | 11 | 2.8 |
| 20,001 – 25,000 Baht | 33 | 8.3 |
| 25,001 – 30,000 Baht | 47 | 11.9 |
| 30,001 – 35,000 Baht | 74 | 18.7 |
| 35,001 – 40,000 Baht | 83 | 21.0 |
| 40,001 – 45,000 Baht | 68 | 17.2 |
| More than 45,000 Baht | 78 | 19.7 |
| Marital status | | |
| Single | 168 | 42.4 |
| Married | 208 | 52.5 |
| Divorced/Widow | 15 | 3.8 |
| Separated | 5 | 1.3 |
| Types of residence | | |
| Detached house | 221 | 55.8 |
| Townhouse | 90 | 22.7 |
| Condominium/Dorm | 63 | 15.9 |
| Flat | 2 | 0.5 |
| Rented room | 18 | 4.5 |
| Others | 2 | 0.5 |
| Types of family | | |
| Living with the parents | 131 | 33.1 |
| Living with relatives | 36 | 9.1 |
| Living alone | 58 | 14.6 |
| Living with the spouse | 163 | 41.2 |
| Others | 8 | 2.0 |

Table 4.1: Number and percentage of samples classified by personal data (cont.)

| Characteristics of Samples | Number (person) | Percentage |
|-------------------------------------|-----------------|------------|
| Number of children | | |
| No child | 231 | 58.3 |
| 1 child | 68 | 17.2 |
| 2 children | 73 | 18.4 |
| 3 children | 20 | 5.1 |
| 4 children | 4 | 1.0 |
| Working length in the present title | | |
| 0-5 years | 104 | 26.3 |
| 6-10 years | 139 | 35.1 |
| 11-15 years | 112 | 28.3 |
| 16-20 years | 30 | 7.6 |
| 21-25 years | 10 | 2.5 |
| 26-30 years | 1 | 0.3 |

Population Attributes

Table 4.1 showed that the sample group involved 396 persons, which were divided into 2 groups pursuant to the range of ages: range of 36-47 years totaling 282 persons or 71.2%; and range of 48-59 years totaling 114 persons or 28.8%. This sample group contained 158 male subjects or 39.9% and 238 female subjects or 60.1%. The education attained by the sample group was divided into 3 levels: bachelor degree for 289 persons or 73%; master degree for 100 persons or 25.3%, and doctorate degree for 7 persons or 1.8%. There were no samples who attained the secondary school level or vocational level or diploma or higher vocational level. The analysis results showed that most samples completed the bachelor degree or 73% while 25.3% and 1.8% of samples completed the master degree and doctorate degree respectively.

Regarding the income, 2 persons or 5% of samples had the monthly income in the range of 10,001-15,000 Baht; 11 persons or 2.8% of samples had the monthly income in the range of 15,001-20,000 Baht; 33 persons or 8.3% of samples had the monthly income in the range of 20,001-25,000 Baht; 47 persons or 11.9% of

samples had the monthly income in the range of 25,001-30,000 Baht; 74 persons or 18.7% of samples had the monthly income in the range of 30,001-35,000 Baht; 83 persons or 21% of samples had the monthly income in the range of 35,001-40,000 Baht; 68 persons or 17.2% of samples had the monthly income in the range of 40,001-45,000 Baht; 78 persons or 19.7% of samples had the monthly income more than 45,001 Baht; and no questionnaire respondents had the monthly income in the range of 5,000-10,000 Baht. According to the income analysis, most samples or 21% had the monthly income in the range of 35,001-40,000 Baht.

For the marital status, 168 persons or 42.4% of the samples were single; 208 persons or 52.5% of the samples were married; 15 persons or 3.8% of the samples were divorced or widows; and 5 persons or 1.3% of the samples were separated. From the analysis of marital status, most samples were married while other samples were single (5.1%) and divorced or separated.

For types of residence, 221 persons or 55.8% of the samples lived in detached houses; 90 persons or 22.7% of the samples lived in townhouses; 63 persons or 15.9% lived in condominiums or dorms; 2 persons or 0.5% of the samples lived in flats; 18 persons or 4.5% of the samples lived in rented rooms; and 2 persons or 0.5% lived in the parents' houses. The results showed that most samples lived in the detached houses, townhouses and condominiums or dorms respectively.

The samples had different types of family, that is, 131 persons or 33.1% of the samples lived with their parents; 36 persons or 9.1% of the samples lived with their relatives; 58 persons or 14.6% of the samples lived alone; 163 persons or 41.2% of the samples lived with their spouses; and others. Most answers were similar to the answer choices provided in the questionnaire. For example, 8 samples answered that they lived with their spouses and lived in the same house with their parents (2%). From the analysis, most samples lived with their spouses while others lived with their parents and lived alone.

Regarding the number of children, 68 persons or 17.2% of the samples had 1 child; 73 persons or 18.4% of the samples had 2 children; 20 persons or 5.1% of the samples had 3 children; 4 persons or 1% of the samples had 4 children; and 231 persons or 58.3% of the samples had no child. The analysis results showed that most samples had no child or they had only 1 or 2 children.

The working length in the present title was another investigated issue. It was found that 104 persons or 26.3% of the samples have been working in the present title for 0-5 years, 139 persons or 35.1% of the samples have been working in the present title for 6-10 years, 112 persons or 28.3% of the samples have been working in the present title for 11-15 years, 30 persons or 7.6% of the samples have been working in the present title for 16-20 years, 10 persons or 2.5% of the samples have been working in the present title for 21-25 years, and 1 person or 0.3% of the samples have been working in the present title for 26-30 years. The analysis results showed that most samples have been working in the present title for 6-10 years, 11-15 years and 0-5 years respectively. In addition, regarding the present title, it was found that 105 persons or 26.5% of the samples worked as the operation employees in departments, 50 persons or 12.6% worked in the title of Section Supervisor, 25 persons or 6.3% of the samples worked in the title of Division Assistant Manager, 78 persons or 19.7% of the samples worked in the title of Division Manager, 42 persons or 10.6% of the samples worked in the title of Department Assistant Manager, 81 persons or 20.5% of the samples worked in the title of Department Manager, and 15 persons or 3.8% of the samples worked in the title of Department Director. According to the analysis results, most samples were the operation employees in departments and department managers.

Regarding the demographic characteristics, the samples of this research involved 396 midlife adults: 282 persons or 71.2% of them were at ages of 36-47 years, and 114 persons or 28.8% of them were at ages of 48-59 years. In both ranges of ages, most samples or 238 persons, representing 60.1%, were female and 158 persons, representing 39.9%, were male. Most samples or 289 persons, representing 73%, attained the bachelor degree and the remaining samples attained the master degree and doctorate degree. For the present title, most samples were the operation employees and department managers, and they have been working in such titles for 6-10 years; so most samples earned the monthly income in the range of 35,001-40,000 Baht, more than 45,001 Baht, and in the range of 30,001-35,000 Baht respectively. Since most samples were married, but they had no child; so they have lived with their spouses or parents. Therefore, most samples have lived in the detached houses and townhouses respectively. Some samples have lived in the condominiums or dorms.

Table 4.2.: Level of education classified by the range of ages

| Samples at ages of 36-59 years | | Level of Education | | | Total |
|--------------------------------|------------|--------------------|---------------|------------------|-------|
| | | Bachelor degree | Master degree | Doctorate degree | |
| 36-47 years | Number | 224 | 55 | 3 | 282 |
| | Percentage | 56.6 | 13.9 | 0.8 | 71.2 |
| 48-59 years | Number | 65 | 45 | 4 | 114 |
| | Percentage | 16.4 | 11.4 | 1.0 | 28.8 |

The data in Table 4.2 showed that 224 persons or 56.6% of the samples aged 36-47 years attained the bachelor degree, 55 persons or 13.9% attained the master degree, and 3 persons or 0.8% attained the doctorate degree. For the samples aged 48-59 years, 65 persons or 6.4% attained the bachelor degree, 45 persons or 11.4% attained the master degree, and 4 persons or 1% attained the doctorate degree. In conclusion, for the questionnaire respondents aged 36-47 years, 282 persons or 71.2% attained the bachelor degree, master degree and doctorate degree. For the questionnaire respondents aged 48-59 years, 114 persons or 28.8% attained the bachelor degree, master degree and doctorate degree. When both groups were merged, 289 persons or 73% attained the bachelor degree, 100 persons or 25.3% attained the master degree and 7 persons or 1.8% attained the doctorate degree.

Table 4.3: Level of education classified by gender

| Samples' Gender | | Level of Education | | | Total |
|-----------------|------------|--------------------|---------------|------------------|-------|
| | | Bachelor degree | Master degree | Doctorate degree | |
| Male | Number | 112 | 43 | 3 | 158 |
| | Percentage | 28.3 | 10.9 | 0.8 | 39.9 |
| Female | Number | 177 | 57 | 4 | 238 |
| | Percentage | 44.7 | 14.4 | 1.0 | 60.1 |

Table 4.3 showed that 112 male samples or 28.3% attained the bachelor degree while 43 male samples or 10.9% attained the master degree and 3 male samples or 0.8% attained the doctorate degree. There were 177 female samples or 44.7% attaining the bachelor degree, 57 female samples or 14.4% attaining the master degree, and 4 female samples or 1% attaining the doctorate degree. In conclusion, there were total 158 male samples or 39.9% attaining the bachelor degree, master degree and doctorate degree while there were total 238 female samples or 60.1% attaining the bachelor degree, master degree and doctorate degree. If considering the level of education, 289 samples, both male and female, attained the bachelor degree, which represented 73% of the sample group. About 100 male and female samples, representing 25.3%, attained the master degree, and 7 male and female samples, representing 1.8%, attained the doctorate degree. The results showed that most male and female samples attained the bachelor degree, and others attained the master degree and doctorate degree. At every level of education, there were more female samples than male ones.

Table 4.4: Present title classified by level of education

| Level of Education | | Present Title | | | | | | | Total |
|--------------------|------------|--------------------|--------------------|----------------------------|------------------|-------------------------|---------------|----------------|-------|
| | | Operation employee | Section Supervisor | Division Assistant Manager | Division Manager | Dept. Assistant Manager | Dept. Manager | Dept. Director | |
| Bachelor degree | Number | 96 | 46 | 21 | 61 | 24 | 36 | 5 | 289 |
| | Percentage | 24.2 | 11.6 | 5.3 | 15.4 | 6.1 | 9.1 | 1.3 | 73 |
| Master degree | Number | 9 | 4 | 4 | 16 | 18 | 43 | 6 | 100 |
| | Percentage | 2.3 | 1.0 | 1.0 | 4 | 4.5 | 10.9 | 1.5 | 25.3 |
| Doctorate degree | Number | 0 | 0 | 0 | 1 | 0 | 2 | 4 | 7 |
| | Percentage | 0 | 0 | 0 | 0.3 | 0 | 0.5 | 1.0 | 1.8 |

Table 4.4 showed that there were 96 samples or 24.2% attaining the bachelor degree and working as operation employees while 61 samples or 15.4% worked in the title of section supervisor, and 46 samples or 11.6% worked in the title of division manager respectively. For the samples attaining the master degree, 43 samples or 10.9% worked in the title of department manager, 18 samples or 4.5% worked in the title of department assistant manager, 16 samples or 4% worked in the title of division manager respectively. For the samples attaining the doctorate degree, 4 samples or 1% worked in the title of director, 2 samples or 0.5% worked in the title of department manager, and 1 sample or 0.3% worked in the title of division manager respectively. In conclusion, there were total 289 samples (73%) attaining the bachelor degree and worked in every job title in the organization. There were total 100 samples (25.3%) attaining the master degree and worked in every job title in the organization. There were total 7 samples (1.8%) attaining the doctorate degree and worked in every job title in the organization. The analysis results showed that most samples attaining the bachelor degree worked in the title of operation officer, section supervisor and division manager respectively. Most samples attaining the master degree worked in the title of department manager, department assistant manager, and division manager respectively. Most samples attaining the doctorate degree worked in the title of department director, department manager and division manager respectively.

Table 4.5: Samples' number of children as classified by income

| Income of samples | | Number of Children | | | | | Total |
|------------------------------|------------|--------------------|------|------|-----|-----|-------|
| | | No child | 1 | 2 | 3 | 4 | |
| 10,001-15,000 Baht | Number | 1 | 1 | 0 | 0 | 0 | 2 |
| | Percentage | 0.3 | 0.3 | 0 | 0 | 0 | 0.5 |
| 15,001 – 20,000 Baht | Number | 8 | 2 | 1 | 0 | 0 | 11 |
| | Percentage | 2 | 0.5 | 0.3 | 0 | 0 | 2.8 |
| 20,001 – 25,000 Baht | Number | 18 | 8 | 4 | 3 | 0 | 33 |
| | Percentage | 4.5 | 2 | 1 | 0.8 | 0 | 8.3 |
| 25,001 – 30,000 Baht | Number | 31 | 9 | 6 | 1 | 0 | 47 |
| | Percentage | 7.8 | 2.3 | 1.5 | 0.3 | 0 | 11.9 |
| 30,001 – 35,000 Baht | Number | 48 | 16 | 9 | 1 | 0 | 74 |
| | Percentage | 12.1 | 4 | 2.3 | 0.3 | 0 | 18.7 |
| 35,001 – 40,000 Baht | Number | 47 | 14 | 15 | 6 | 1 | 83 |
| | Percentage | 11.9 | 3.5 | 3.8 | 1.5 | 0.3 | 21 |
| 40,001 – 45,000 Baht | Number | 46 | 7 | 12 | 2 | 1 | 68 |
| | Percentage | 11.6 | 1.8 | 3 | 0.5 | 0.3 | 17.2 |
| 45,001 Baht up | Number | 32 | 11 | 26 | 7 | 2 | 78 |
| | Percentage | 8.1 | 2.8 | 6.6 | 1.8 | 0.5 | 19.7 |
| Every range of income (Baht) | Number | 231 | 68 | 73 | 20 | 4 | 396 |
| | Percentage | 58.3 | 17.2 | 18.4 | 5.1 | 1 | 100 |

Table 4.5 showed that there were 2 samples or 0.5% earning the income in the range of 10,001-15,000 Baht and had 1 child or had no child. There were 11 samples or 2.8% earning the income in the range of 15,001-20,000 Baht and had 1-2 children or had no child. There were 33 samples or 8.3% earning the income in the range of 20,001-25,000 Baht and had 1-3 children or had no child. There were 47 samples or 11.9% earning the income in the range of 25,001-30,000 Baht and had 1-3

children or had no child. There were 74 samples or 18.7% earning the income in the range of 30,001-35,000 Baht and had 1-3 children or had no child. There were 83 samples or 21% earning the income in the range of 35,001-40,000 Baht and had 1-4 children or had no child. There were 68 samples or 17.2% earning the income in the range of 40,001-45,000 Baht and had 1-4 children or had no child. There were 78 samples or 19.7% earning the income more than 45,001 and had 1-4 children or had no child. If considering another area, 231 samples or 58.3% earning the income more than 25,001 Baht and had no child. The analysis results showed that most samples had no child although they earned much income.

Table 4.6: Marital status of samples as classified by gender

| Samples' Gender | | Marital Status | | | | Total |
|-----------------|------------|----------------|---------|----------------|-----------|-------|
| | | Single | Married | Widow/Divorced | Separated | |
| Male | Number | 60 | 91 | 6 | 1 | 158 |
| | Percentage | 15.2 | 23 | 1.5 | 0.3 | 39.9 |
| Female | Number | 108 | 117 | 9 | 4 | 238 |
| | Percentage | 27.3 | 29.5 | 2.3 | 1.0 | 60.1 |
| Both | Number | 168 | 208 | 15 | 5 | 396 |
| | Percentage | 42.4 | 52.5 | 3.8 | 1.3 | 100 |

Table 4.6 showed that 60 male samples or 15.2%, were single, 91 male samples or 23% were married, 6 samples or 1.5% were divorced or widow, and 1 sample or 0.3% was separated. For female samples, 108 samples or 27.3% were single, 117 samples or 29.5% were married, 9 samples or 2.3% were divorced or widow, and 4 samples or 1% were separated. In conclusion, there were 158 male samples from all status or 39.9%, and there were 238 female samples from all status or 60.1%. For all male and female samples, 168 respondents or 42.4% were single, 208 respondents or 52.5% were married, 15 respondents or 3.8% were widow or divorced, and 5 respondents or 1.3% were separated. The analysis results showed that most male and female samples were married and single respectively.

Table 4.7: Marital status of samples as classified by number of children

| Samples' Gender | | Marital Status | | | | Total |
|--------------------|------------|----------------|---------|----------------|-----------|-------|
| | | Single | Married | Widow/Divorced | Separated | |
| No child | Number | 167 | 54 | 7 | 3 | 231 |
| | Percentage | 42.2 | 13.6 | 1.8 | 0.8 | 58.3 |
| 1 child | Number | 1 | 62 | 3 | 2 | 68 |
| | Percentage | 0.3 | 15.7 | 0.8 | 0.5 | 17.2 |
| 2 children | Number | 0 | 68 | 5 | 0 | 73 |
| | Percentage | 0 | 17.2 | 1.3 | 0 | 18.4 |
| 3 children | Number | 0 | 20 | 0 | 0 | 20 |
| | Percentage | 0 | 5.1 | 0 | 0 | 5.1 |
| 4 children | Number | 0 | 4 | 0 | 0 | 4 |
| | Percentage | 0 | 1.0 | 0 | 0 | 1.0 |
| Number of children | Number | 168 | 208 | 15 | 5 | 396 |
| | Percentage | 42.4 | 52.5 | 3.8 | 1.3 | 100 |

Table 4.7 showed that 167 male and female samples or 42.2% were single and had no child, 54 samples or 13.6% were married but had no child, 62 samples or 15.7% had 1 child, 68 samples or 17.2% had 2 children, 20 samples or 5.1% had 3 children, and 4 samples or 1% had 4 children. For widow or divorced respondents, 7 samples or 1.8% had no child, 3 samples or 0.8% had 1 child, 5 samples or 1.3% had 2 children. For the separated respondents, 3 samples or 0.8% had no child, and 2 samples or 0.5% had 1 child. In conclusion, 168 samples or 42.4% who were single and had no child or had only 1 child. Another 208 samples or 52.5% were married and they had some children or had no child. For widow or divorced samples, 15 respondents or 3.8% had 1-2 children or had no child. For separated samples, 5 respondents or 1.3% had 1 child or had no child. The samples with no child in the total of 231 persons or 58.3% were found in every status. The samples in the total of 68 persons or 17.2% with 1 child were found in every status. The samples in the total of 73 persons or 18.4% with 2 children were found in the married and widow or divorced status. There were 20 samples or 5.1% who were married and had 3 children. There

were 4 samples or 1% who were married and had 4 children. The analysis results showed that most male and female samples were single; so they had no child, and other respondents were married and had 1-2 children or had no child respectively.

Table 4.8: Titles of samples as classified by marital status and gender

| Samples' Gender | Title | | Marital Status | | | | Total |
|-----------------|------------------------------|------------|----------------|---------|--------------------|-----------|-------|
| | | | Single | Married | Widow/ Divorced | Separated | |
| Male | Operation Employee | Number | 16 | 24 | 1 | 0 | 41 |
| | | Percentage | 10.1 | 15.2 | 0.6 | 0 | 25.9 |
| | Section Supervisor | Number | 6 | 14 | 0 | 0 | 20 |
| | | Percentage | 3.8 | 8.9 | 0 | 0 | 12.7 |
| | Division Assistant Manager | Number | 7 | 4 | 0 | 0 | 11 |
| | | Percentage | 4.4 | 2.5 | 0 | 0 | 7.0 |
| | Division Manager | Number | 17 | 14 | 0 | 0 | 31 |
| | | Percentage | 10.8 | 8.9 | 0 | 0 | 19.6 |
| | Department Assistant Manager | Number | 2 | 11 | 0 | 0 | 13 |
| | | Percentage | 1.3 | 7 | 0 | 0 | 8.2 |
| | Department Manager | Number | 12 | 20 | 3 | 1 | 36 |
| | | Percentage | 7.6 | 12.7 | 1.9 | 0.6 | 22.8 |
| | Department Director | Number | 0 | 4 | 2 | 0 | 6 |
| | | Percentage | 0 | 2.5 | 1.3 | 0 | 3.8 |
| | All job titles | Number | 60 | 91 | 6 | 1 | 158 |
| | | Percentage | 38 | 57.6 | 3.8 | 0.6 | 100 |
| Female | Operation Employee | Number | 29 | 31 | 3 | 1 | 64 |
| | | Percentage | 12.2 | 13 | 1.3 | 0.4 | 26.9 |
| | Section Supervisor | Number | 11 | 17 | 1 | 1 | 30 |
| | | Percentage | 4.6 | 7.1 | 0.4 | 0.4 | 12.6 |
| | Division Assistant Manager | Number | 10 | 3 | 1 | 0 | 14 |
| | | Percentage | 4.2 | 1.3 | 0.4 | 0 | 5.9 |

Table 4.8: Titles of samples as classified by marital status and gender (cont.)

| Samples' Gender | Title | | Marital Status | | | | Total |
|-----------------|------------------------------|------------|----------------|---------|--------------------|-----------|-------|
| | | | Single | Married | Widow/ Divorced | Separated | |
| | Division Manager | Number | 25 | 19 | 2 | 1 | 47 |
| | | Percentage | 10.5 | 8.0 | 0.8 | 0.4 | 19.7 |
| | Department Assistant Manager | Number | 16 | 12 | 1 | 0 | 29 |
| | | Percentage | 6.7 | 5.0 | 0.4 | 0 | 12.2 |
| | Department Manager | Number | 16 | 28 | 1 | 0 | 45 |
| | | Percentage | 6.7 | 11.8 | 0.4 | 0 | 18.9 |
| | Department Director | Number | 1 | 7 | 0 | 1 | 9 |
| | | Percentage | 0.4 | 2.9 | 0 | 0.4 | 3.8 |
| | All job titles | Number | 108 | 117 | 9 | 4 | 238 |
| | | Percentage | 45.4 | 49.2 | 3.8 | 1.7 | 100 |

Table 4.8 showed that, for male respondents, 16 samples, representing 10.1%, were single and worked in the title of operation officer, 6 samples, representing 3.8% worked in the title of section supervisor, 7 samples, representing 4.4% worked in the title of division assistant manager, 17 samples, representing 10.8% worked in the title of division manager, 2 samples, representing 1.3% worked in the title of department assistant manager, 12 samples, representing 7.6%, worked in the title of department manager, and no male and single samples worked in the title of department director. For the male and married samples, 24 respondents or 15.2% worked in the title of operation officer, 14 respondents or 8.9% worked in the title of section supervisor, 4 respondents or 2.5% worked in the title of division assistant manager, 14 respondents or 8.9% worked in the title of division manager, 11 respondents or 7% worked in the title of department assistant manager, 20 respondents or 12.7% worked in the title of department manager, and 4 respondents or 2.5%

worked in the title of department director. For the male and widow or divorced samples, 1 respondent or 0.6% worked in the title of operation officer, 3 respondents or 1.9% worked in the title of department manager, 2 respondents or 1.3% worked in the title of department director, no male and widow or divorced samples worked in the title of section supervisor, division assistant manager, division manager and department assistant manager. There was only one respondent who was male and separated, which represented 0.6%, worked in the title of department manager. There were no male and separated samples working in the title of operation officer, section supervisor, division assistant manager, division manager, department assistant manager and department director. For male samples working in the title of operation officer, 16 respondents or 10.1% were single, 24 respondents or 15.2% were married, 1 respondent or 0.6% was widow or divorced. No male samples working in the title of operation officer were separated. For male samples working in the title of section supervisor, 6 respondents or 3.8% were single, 14 respondents or 8.9% were married, and no male samples working in the title of section supervisor were widow or divorced and separated. For male samples working in the title of division assistant manager, 7 respondents or 4.4% were single, 4 respondents or 2.5% were married, and no male samples working in the title of division assistant manager were widow or divorced and separated. For male samples working in the title of division manager, 17 respondents or 10.8% were single, 14 respondents or 8.9% were married, and no male samples working in the title of division manager were widow or divorced and separated. For male samples working in the title of department assistant manager, 2 respondents or 1.3% were single, 11 respondents or 7% were married, and no male samples working in the title of department assistant manager were widow or divorced and separated. For male samples working in the title of department manager, 12 respondents or 7.6% were single, 20 respondents or 12.7% were married, 3 respondents or 1.9% were widow or divorced, 1 respondent or 0.6% was separated. For male samples working in the title of department director, 4 respondents or 2.5% were single, 2 respondents or 1.3% were widow or divorced, and no male samples working in the title of department director were single and separated. There were 60 male single samples or 38% working in each title, 91 male married or 57.6% working in each title, 6 male widow or divorced samples or 3.8% working in each title, and 1 male separated sample or

0.6% working in each title. There were 41 male samples from all status or 25.9% working in the title of operation officer, 20 male samples from all status or 12.7% working in the title of section supervisor, 11 male samples from all status or 7% working in the title of division assistant manager, 31 male samples from all status or 19.6% working in the title of division manager, 13 male samples from all status or 8.2% working in the title of department assistant manager, 36 male samples from all status or 22.8% working in the title of department manager, and 6 male samples from all status or 3.8% working in the title of department director.

For female respondents, 29 samples, representing 12.2%, were single and worked in the title of operation officer, 11 samples, representing 4.6% worked in the title of section supervisor, 10 samples, representing 4.2% worked in the title of division assistant manager, 25 samples, representing 10.5% worked in the title of division manager, 16 samples, representing 6.7% worked in the title of department assistant manager, 16 samples, representing 6.7%, worked in the title of department manager, and 1 sample, representing 0.4% worked in the title of department director. For the female married samples, 31 respondents or 13% worked in the title of operation officer, 17 respondents or 7.1% worked in the title of section supervisor, 3 respondents or 1.3% worked in the title of division assistant manager, 19 respondents or 8% worked in the title of division manager, 12 respondents or 5% worked in the title of department assistant manager, 28 respondents or 11.8% worked in the title of department manager, and 7 respondents or 2.9% worked in the title of department director. For female and widow or divorced samples, 3 respondents or 1.3% worked in the title of operation officer, 1 respondent or 0.4% worked in the title of section supervisor, 1 respondent or 0.4% worked in the title of division assistant manager, 2 respondents or 0.8% worked in the title of division manager, 1 respondent or 0.4% worked in the title of department assistant manager, 1 respondent or 0.4% worked in the title of department manager, 2 respondents or 1.3% worked in the title of department director, and no female and widow or divorced samples worked in the title of department director. There were some female respondents who were separated, that is, 1 respondent or 0.4%, worked in the title of operation officer, 1 respondent or 0.4% worked in the title of section supervisor, 1 respondent or 0.4% worked in the title of division manager, 1 respondent or 0.4% worked in the title of department director, and

there were no female separated samples working in the title of division assistant manager, department assistant manager and department manager. For female samples working in the title of operation officer, 29 respondents or 12.2% were single, 31 respondents or 13% were married, 3 respondents or 1.3% were widow or divorced, and 1 respondent or 0.4% was separated. For female samples working in the title of section supervisor, 11 respondents or 4.6% were single, 17 respondents or 7.1% were married, 1 respondent or 0.4% was widow or divorced, and 1 respondent or 0.4% was separated. For female samples working in the title of division assistant manager, 10 respondents or 4.2% were single, 3 respondents or 1.3% were married, and 1 respondent or 0.4% was widow or divorced, and no female sample working in the title of division assistant manager was separated. For female samples working in the title of division manager, 25 respondents or 10.5% were single, 19 respondents or 8% were married, 2 respondents or 0.8% were widow or divorced, and 1 respondent or 0.4% was separated. For female samples working in the title of department assistant manager, 16 respondents or 6.7% were single, 12 respondents or 5% were married, 1 respondent or 0.4% was widow or divorced, and no female samples working in the title of department assistant manager were separated. For female samples working in the title of department manager, 16 respondents or 6.7% were single, 28 respondents or 11.8% were married, 1 respondent or 0.4% were widow or divorced, and no female sample working in the title of department manager was separated. For female samples working in the title of department director, 1 respondent or 0.4% were single, 7 respondents or 2.9% were married, 1 respondent or 0.4% was separated, and no female sample working in the title of department director were widow or divorced. There were 108 female single samples or 45.4% working in each title, 117 female married or 49.2% working in each title, 9 female widow or divorced samples or 3.8% working in each title, and 4 female separated samples or 1.7% working in each title. There were 64 female samples from all status or 26.9% working in the title of operation officer, 30 female samples from all status or 12.6% working in the title of section supervisor, 14 female samples from all status or 5.9% working in the title of division assistant manager, 47 female samples from all status or 19.7% working in the title of division manager, 29 female samples from all status or 12.2% working in the title of department assistant manager, 45 female samples from all status or 18.9% working in

the title of department manager, and 9 female samples from all status or 3.8% working in the title of department director.

The analysis results showed that there were more female samples than male ones. Most samples, either male or female, were married and worked in every title, except division assistant manager and department director.

4.2 Pearson's Product Moment Correlation

Pearson's Product Moment Correlation is an analysis process aiming at finding out the correlation between 2 variables or more by considering the Correlation Coefficient in measuring the correlation of each pair of variables whether it is high or low and which direction of correlation it is. The Correlation Coefficient will be in the range of -1 to +1. In this research, the correlation of independent and dependent variables in 3 equations was calculated: self-efficacy and quality of family life; self-efficacy and quality of working life; and self-efficacy and quality of social life. These were to find out whether or not the midlife adults' more self-efficacy would be correlated with the quality of family, the quality of working life and the quality of social life. The research results were shown below.

Table 4.9: Means and Standard Deviation of scores in each area and number of samples

| | Mean | Standard Deviation | N | Meanings of Mean |
|-------------------------|--------|--------------------|-----|------------------|
| Self-efficacy | 3.8702 | 0.46132 | 396 | High |
| Quality of Family Life | 4.0082 | 0.63834 | 396 | High |
| Quality of Working Life | 3.6719 | 0.55590 | 396 | High |
| Quality of Social Life | 3.7987 | 0.53235 | 396 | High |

Table 4.9 showed that, from 396 respondents in the sample group, the mean of self-efficacy was 3.87 from 5 full scores. The mean of the quality of family life was 4.00 from 5 full scores, which was high scores. The mean of the quality of working life was 3.67 from 5 full scores, which was high scores. The mean of the quality of social life was 3.8 from 5 full scores, which was high scores.

Table 4.10: Correlation Coefficient between self-efficacy and each area of the quality of life

**Correlation is significant at the 0.01 level (2-tailed)

| | | Self- efficacy | Quality of Family Life | Quality of Working Life | Quality of Social Life |
|-------------------------------|------------------------|-------------------|------------------------------|-------------------------------|---------------------------|
| Self-efficacy | Pearson Correlation | 1 | 0.457** | 0.663** | 0.407** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 396 | 396 | 396 | 396 |
| Quality of Family Life | Pearson Correlation | 0.457** | 1 | 0.525** | 0.598** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 396 | 396 | 396 | 396 |
| Quality of Working Life | Pearson Correlation | 0.663** | 0.525** | 1 | 0.479** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 396 | 396 | 396 | 396 |
| Quality of Social Life | Pearson Correlation | 0.407** | 0.598** | 0.479** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 396 | 396 | 396 | 396 |

Table 4.10 showed that **self-efficacy** was most highly correlated with the quality of working life at 0.663, followed by the quality of family life at 0.457 and the quality of social life at 0.407. The correlation of all three areas was in the same direction at the statistic level of 0.01. When considering **the quality of working life**, it was most highly correlated with self-efficacy at 0.633, followed by the quality of family life at 0.525 and the quality of social life at 0.479. The correlation of all three areas was in the same direction at the statistic level of 0.01. When considering **the quality of family life**, it was most highly correlated with the quality of social life at 0.598, followed by the quality of working life at 0.525 and self-efficacy at 0.457. The correlation of all three areas was in the same direction at the statistic level of 0.01. When considering **the quality of social life**, it was most highly correlated with the quality of family life at 0.598, followed by the quality of working life at 0.479 and self-efficacy at 0.407. The correlation of all three areas was in the same direction at the statistic level of 0.01.

From the above analysis results, it led to a conclusion that self-efficacy was most highly correlated with the quality of working life and all three areas were in the same direction. This meant that if the sample group had more self-efficacy, they would have better quality of working life, followed by the correlation between self-efficacy and the quality of family life, and self-efficacy and the quality of social life.

4.3 Multiple Linear Regression

Multiple Linear Regression is an analysis of correlation whereas the correlation equation involves 2 independent variables or predictors or more and one response or dependent variable. In this research, 4 correlation models were investigated: (1) whether or not the income, number of children and working length in the present title, which were independent variables, were correlated with self-efficacy, which was the dependent variable; (2) whether or not the income, number of children, working length in the present title and self-efficacy, which were independent variables, were correlated with the quality of family life, which was the dependent variable; (3) whether or not the income, number of children, working length in the present title and self-efficacy, which were independent variables, were correlated with

the quality of working life, which was the dependent variable; and (4) whether or not the income, number of children, working length in the present title and self-efficacy, which were independent variables, were correlated with the quality of social life, which was the dependent variable.

The results were presented in 4 models as follows:

4.3.1 Correlation between income, number of children and working length in the present title and self-efficacy

Table 4.11: Correlation between income, number of children and working length in the present title and self-efficacy

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|--------------------|------------------------------------|-------------------|----------------------------------|----------|-------------|
| | B | Std. Error | Beta | t | Sig. |
| (Constant) | 3.249 | 0.105 | | 30.920 | .000 |
| Income | 0.083 | 0.013 | 0.305 | 6.231 | .000 |
| Number of children | -0.043 | 0.023 | -0.092 | -1.860 | .064 |
| Working length | 0.042 | 0.022 | 0.092 | 1.899 | .058 |

a. Dependent Variable: Self-efficacy

Table 4.11 showed that the variable that was able to predict the correlation with self-efficacy was the income with the coefficient value at 0.083 at the statistic level of 0.001. The correlation was positive, which meant that the more income the sample group had, the more self-efficacy it had. However, the variables in terms of number of children and working length in the present title were unable to predict such correlation.

4.3.2 Correlation between income, number of children and working length in the present title, self-efficacy and the quality of family life

Table 4.12: Correlation between income, number of children and working length in the present title, self-efficacy and the quality of family life

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | t | Sig. |
| (Constant) | 1.571 | 0.248 | | 6.345 | .000 |
| Income | -0.042 | 0.018 | -0.113 | -2.404 | .017 |
| Number of children | 0.099 | 0.029 | 0.154 | 3.383 | .001 |
| Working length | 0.006 | 0.028 | 0.010 | 0.212 | .832 |
| Self-efficacy | 0.682 | 0.064 | 0.493 | 10.619 | .000 |

a. Dependent Variable: Quality of Family Life

Table 4.12 showed that the correlation between self-efficacy and the quality of family life was positive with the coefficient value at 0.682 at the statistic level of 0.001, which meant that the more self-efficacy the sample group had, the better the quality of family life it had. Next, the correlation value between the number of children and the quality of family life was 0.099 at the statistic level of 0.001. This correlation was positive, which meant that the more children the samples had, the better the quality of family life they had. Finally, the correlation value between the income and the quality of family life was -0.042 at the statistic level of 0.05. This correlation was negative, which meant that the more income the samples had, the worse the quality of family life they had. However, the variable regarding the working length in the present title was unable to predict such correlation.

4.3.3 Correlation between income, number of children and working length in the present title, self-efficacy and the quality of working life

Table 4.13: Correlation between income, number of children and working length in the present title, self-efficacy and the quality of working life

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|--------------------|-----------------------------|------------|---------------------------|--------|-------|
| | B | Std. Error | Beta | t | Sig. |
| (Constant) | 0.541 | 0.185 | | 2.926 | .004 |
| Self-efficacy | 0.789 | 0.048 | 0.655 | 16.472 | .000 |
| Income | 0.006 | 0.013 | 0.019 | 0.480 | .631 |
| Working length | 0.017 | 0.021 | 0.032 | 0.826 | 0.409 |
| Number of children | -0.007 | 0.022 | -0.013 | -0.331 | .741 |

a. Dependent Variable: Quality of Working Life

Table 4.13 showed that the correlation between self-efficacy and the quality of working life was positive with the coefficient value at 0.789 at the statistic level of 0.001, which meant that the more self-efficacy the sample group had, the better the quality of working life it had. However, the variables in terms of working length in the present title, number of children and income were unable to predict such correlation.

Table 4.14: Correlation between income, number of children and working length in the present title, self-efficacy and the quality of social life

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | t | Sig. |
| (Constant) | 2.035 | 0.212 | | 9.609 | .000 |
| Self-efficacy | 0.520 | 0.055 | 0.450 | 9.466 | .000 |
| Income | -0.052 | 0.015 | -0.168 | -3.473 | .001 |
| Working length | 0.042 | 0.024 | 0.081 | 1.766 | .078 |
| Number of children | 0.016 | 0.025 | 0.030 | 0.650 | .516 |

a. Dependent Variable: Quality of Social Life

4.3.4 Correlation between income, number of children and working length in the present title, self-efficacy and the quality of social life

Table 4.14 showed that the correlation between self-efficacy and the quality of social life was positive with the coefficient value at 0.520 at the statistic level of 0.001, which meant that the more self-efficacy the sample group had, the better the quality of social life it had. Next, the correlation value between the income and the quality of social life was -0.052 at the statistic level of 0.01. This correlation was negative, which meant that the more income the samples had, the worse the quality of social life they had. However, the variables regarding the working length in the present title and number of children were unable to predict such correlation.

CHAPTER 5

CONCLUSION, DISCUSSION AND RECOMMENDATIONS

This study was the survey research under 3 main objectives: (1) to investigate the characteristics of middle adulthood (36-59 years) either male or female; (2) to investigate the correlation between self-efficacy and the quality of family life, quality of working life and quality of social life; and (3) to investigate the correlation between demographic variables, e.g. income, number of children and working length in the present title as well as self-efficacy and each area of the quality of life. **The sample group** involved the middle-aged labors, selected by the sampling in certain provinces where the working-age labors have lived most and where the industrial clusters existed. Those provinces included Chonburi, Ayutthaya, Samut Prakarn, Samut Sakhon, Samut Songkram, and Pathumthani. By the purposive sampling, Samut Sakhon and seafood industry were selected. This province contained the working-age people in the amount of 9.5 million. The sample size was calculated by Yamane's formula (1967) (Sutthipol Udompandhurak and Chulaporn Pul-iam, n.d.) in order to obtain the sample size to represent the group. The organizations to be the sample group of this research were selected by the simple sampling; and 5 organizations were selected; namely, Union Frozen Products Co., Ltd., Prantalay Marketing Co., Ltd., Bright Sea Co., Ltd., PT Intermarine Co., Ltd., and Pongtip Cold Storage Co., Ltd. The sample size contained 400 persons. The core qualifications of the sample group were those attaining the bachelor degree and higher or equivalent, working as the operation officer or higher, at ages of 36-59 years old. **The research tool** was a set of questionnaire, divided into 5 sections. Section 1 contained 10 demographic questions; the questions were open-ended and close-ended answered by the checklist. Section 2 contained 15 5-rating scale questions about self-efficacy. Section 3 contained 12 5-rating scale questions about the quality of family life. Section 4 contained 12 5-rating scale questions about the quality of working life. Section 5 contained 11 5-rating scale questions about the quality of social life. The questionnaire reliability tested by

Cronbach's Alpha Coefficient was 0.743. **The statistics for data analysis** involved (1) Descriptive statistics, e.g. frequency, percentage, cross tabulations table to explain about the demographic variables and to test Hypothesis 1, (2) Pearson's Product Moment Correlation used to find out the correlation between self-efficacy and each area of the quality of life and to test Hypothesis 2, (3) Multiple Linear Regression used to build the relationship equation and to build the relationship form for more than 3 variables, and to test Hypothesis 3.

For data collection, the Researcher had the official contact with the Customer Service Department Manager of the companies mentioned above and submitted them the questionnaire so that they considered the appropriateness of contents and questionnaire items. When these companies considered that the questionnaire was appropriate and did not harm their corporate image, the Researcher stated the data collection process. The Researcher also explained to the samples in each department about the qualifications of questionnaire respondents, and was also careful about any questions possibly harming the corporate image. The data collection process took 4 weeks and 396 questionnaires were completed and returned.

Conclusion of Research Results

According to the demographic characteristics, there were more female employees than males ones. Most of them were at ages of 36-47 years, and attained the bachelor degree, master degree and doctorate degree respectively. Most employees were married, lived with their spouses, had no child, lived in detached houses, and have worked in the present title for 6-10 years. Most employees were the operation officers, and earned the income in the range of 35,001-40,000 Baht per month. When the demographic characteristics were distributed in the crosstab by analyzing the age and level of education together, the finding showed that most samples, aged 36-59 years, attained the bachelor degree. By analyzing the age and gender together, most male and female samples were at ages of 36-47 years. By analyzing the gender and level of education together, most male and female samples attained the bachelor degree. By analyzing the level of education and job title together, most samples attaining the bachelor degree worked in the title of operation officer; most samples

attaining the master degree worked in the title of department manager; and most samples attaining the doctorate degree worked in the title of department director. By analyzing the income and number of children together, no matter how much the samples earned the income, most samples had no child or had only 1-2 children. By analyzing the gender and marital status together, most male and female samples were married. By analyzing the marital status and number of children together, most male and female samples were single so they had no child. By analyzing the job title and marital status and gender together, there were more female samples than male ones. Most samples were married and worked in every job title, except in the titles of assistant manager and department director.

Next, the independent variable or self-efficacy, and the dependent variables or the quality of family life, quality of working life, quality of social life and demographic characteristics, e.g. income, number of children, working length in the present title, etc. were calculated by using Pearson Correlation and Multiple Linear Regression. The findings showed that self-efficacy was correlated with the quality of family life, quality of working life and quality of social life at the statistical level of 0.01 (positive). The income was correlated with self-efficacy at the statistical level of 0.001 (positive). The income was correlated with the quality of family life at the statistical level of 0.01 (negative). The income was correlated with the quality of social life at the statistical level of 0.01 (positive). The number of children was correlated with the quality of family life at the statistical level of 0.01 (positive).

Hypothesis Discussion

Hypothesis 1: Self-efficacy in midlife adulthood was correlated with the quality of family life. The Multiple Linear Regression was used to find out the correlation of these 2 variables in midlife adults in the total of 396 persons. The result showed that self-efficacy was able to predict the quality of family life with the correlation coefficient at 0.682 at the statistical level of 0.001. This meant that self-efficacy was correlated with the quality of family life, and such correlation was in the same direction, that is, when the samples had more self-efficacy, they had better

quality of family life. This meant that if the samples recognized and accessed their own abilities, they could fully utilize their competencies. This is to build some important roles in the family as husband and wife who must care for each other, as parents who must care and bring up children, or as children who must extend the gratitude to the parents. When a working-age person realizes that he has abilities and utilizes them to take care of his family and surrounding persons, these surrounding people will give him back the moral support until he has the perfect family, which leads to the good quality of family life. This is consistent with Pawadee Tongphuak (2004) studying the Effect of Using the Perceived Self-efficacy Promoting Program Emphasizing Husband Support on Maternal Role Adaptation of Teenage Primigravidas subject to the Self-Efficacy Theory (Bandura,1997) and the Social Support Theory (House,1981). Her major findings showed that the mean of maternal role adaptation of teenage primigravidas in the experimental group after receiving the perceived self-efficacy promoting program emphasizing husband support was significantly higher than before receiving the program at the statistical level of 0.01. The mean of maternal role adaptation of teenage primigravidas in the experimental group after receiving the perceived self-efficacy promoting program emphasizing husband support was significantly higher than that of the control group at the statistical level of 0.01. This is also consistent with Preeyada Phattarasatjatum (2003) studying the Effect of Using Perceived Self-efficacy Promoting Program Emphasizing Family Participation on Health Promoting Behaviors of School-aged Children with Asthma pursuant to Bandura's Theory (1977). The major findings were that the health promoting behaviors of school-aged children with asthma after receiving perceived self-efficacy promoting program emphasizing family participation were significantly higher than those before receiving the program ($p<.01$), and the health promoting behaviors of school-aged children with asthma in the experimental group receiving perceived self-efficacy promoting program emphasizing family participation were significantly higher than those of the control group ($p<.01$). Although the ages in these two studies were different, the findings were consistent, that is, when one perceived self-efficacy as supported by family members, he would feel confident that he had sufficient abilities to bear the family burden or any physical disorders, which took good effects to himself and other family members. These findings were also consistent

with Bandura's Self-efficacy Theory (1977) that the positive emotional stimulation and persuasive wording help increase self-efficacy and build the good and direct relationship for the family life.

Hypothesis 2: Self-efficacy in midlife adulthood was correlated with the quality of working life. The Pearson Correlation was used to find out the correlation of these 2 variables in midlife adults in the total of 396 persons. The result showed that self-efficacy was able to predict the quality of working life with the correlation coefficient at 0.663 at the statistical level of 0.001, and such correlation was in the same direction, that is, when the samples had more self-efficacy, they had better quality of working life as they believed in self-power and self-esteem. This is one psychological character according to the Moral Tree Theory of Duangduen Bhanthumnavin (1995). She explained that the second portion of tree or stem has duties of expressing patient and strong working behaviors. It consists of 5 psychological characters: ethical reason to take or not to take an act; self-control as one recognizes the consequent outcome; locus of control that one can control the outcome he wants; achievement motive that drives one to express his behavior to meet success; and attitude, morality and value to respond to the target. This means that one can control himself to build his potential based on his belief, which leads to his determined target, that is, he perceives the actual efficacy he has and utilizes such efficacy for his working as much as possible. Consequently, one will show the good performance, which helps drive his organization to meet the goals. The feedback will be better quality of working life. The midlife adults need the secure foundation in working. At this age, one should be aware of his skills or jobs he should do so that his knowledge and abilities are utilized. At present, the good quality of working life is resulted by the tangible performance. One must perceive self-efficacy so that it can be utilized. One should not only know his work, but open for any new experience from his co-workers and receive good opportunities from the management. These are the important elements causing the integrated knowledge base. This is not the original abilities, but they have been perceived, learnt, developed and trained. As Somchai Intramongkol (2005) stated that the salespersons' perceiving their self-efficacy and opening for any new experience were correlated with their work performance. This

showed that when the salespersons achieved good work performance, the first thing they got was the praise, followed by the reward, which were the worthwhile compensation for the use of their knowledge and abilities. Then, the salespersons would have the job satisfaction, which led to their good quality of working life. This is also consistent with Wilaikorn Kaewkam (2011) regarding An Analysis of Internal Locus of Control, Self-esteem and Self-efficacy based on Teachers' Career Cycle. The teachers **in the induction stage** are those were adapting themselves to the new environment and organization culture. They also needed appropriate supports from the mentor to share experience, guidance and training program. The teachers **in the competency building stage** were developing themselves to be accepted. Appropriate supports were to promote courage and challenge to work on their field if interest. The teachers **in the enthusiastic and growing stage** were trying to further developing themselves to the top of career path. They had high level of experience and expertise. They were proud of their occupation and dedicated in teaching. Appropriate supports were to encourage their role model leading sharing knowledge and experience and provided flexible time of working. The teachers **in the career frustration stage** were frustrated, unhappy and want to quit the career. The teachers **in the career stability stage** lack enthusiasm and interest in developing. They work on their minimum assignment. The teachers **in the career wind-down stage** were prepared to leave the career. Appropriate supports were acknowledging their works and support them to pass on their successful experiences and skills to succeeding teachers for professional development. The above results were relevant to this research, that is, the midlife adults are in the competency building stage when they need appropriate supports from colleagues, and professional opportunities from supervisors. Their self-efficacy must be utilized to benefit their working and be accepted by colleagues. This will lead to the work progress, higher compensation and better quality of life. This is also consistent with Vorachat Boonsuya (2010) investigating the quality of working life of police officers in the Welfare Division, Personnel Office, Royal Thai Police. The findings showed that the factors influencing the quality of working life were the supervising unit, self-efficacy in working, and perception to the management system and working value. This shows that self-efficacy deems one of primary factors correlated with the quality of working life. The more the personnel perceive their self-efficacy, the better

they have the quality of working life. This is also consistent with Roongtiwa Inprung (2011) investigating Self-efficacy, Career Success and Life Satisfaction of Rubber Planters in Bueng Kan Province. She found that most rubber planters had self-efficacy at the moderate level because they thought that they have not yet understood, felt sure and had no good knowledge in the rubber plantations. The rubber planters believed that if they obtained more knowledge, their agriculture would achieve the determined goals. Similarly, this study focuses that self-efficacy can provoke the good quality of working life because the good quality of working encourages the working spirit among the personnel. This is the indirect building of prosperity for the organization.

Hypothesis 3: Self-efficacy in midlife adulthood was correlated with the quality of social life. The Multiple Linear Regression was used to find out the correlation of these 2 variables in midlife adults in the total of 396 persons. The result showed that self-efficacy was able to predict the quality of social life with the correlation coefficient at 0.520 at the statistical level of 0.001. This meant that self-efficacy was correlated with the quality of social life, and such correlation was in the same direction, that is, when the samples had more self-efficacy, they had better quality of social life. This meant that if the samples were ready to set up their personal goals, and they have tried to attain such goals under their own competencies, the feedback would be the quality work performance, which reflected those persons' efficiency. The samples would perceive their competencies, they knew how to benefit the society because, as adults, they want to have roles and value the society. What they can be responsible for or help, they are pleased to volunteer immediately. This deems the personal pride and they will be accepted by surrounding people. This deals with Stage 8 of Erikson's Social Psychology Theory that if one passes Stage 7 successfully and has the good foundation, one will have happiness and life success in Stage 8 as he accepts for what occurs and changes. Therefore, the midlife adults are able to pass their good experience to the next generations, and be good models in supporting the society; for example, going to the temple and making merit on every Buddhist holy day or religious days, participating in activities improving and maintaining the community, or contributing some money or requisites to poor schools, etc. This is consistent with Nopamas Saesaew (2007) and Savitree Limchai-aroonrang (1993)

mentioning about Stage 3 and 4 of Maslow's Theory that humans have social affiliation needs, self-esteem needs and needs for acceptance by others. The above findings were similar to Viroj Chimdee (2008) investigating the career development for women's good quality of life under the Principle of Sufficiency Economy at Chiang Mai. The finding showed that women with good knowledge and understanding, and following the Principle of Sufficiency Economy needed not to rely on other people and they could have the good quality of life. This meant that when the sample group had self-efficacy, they would foresee the good practice guideline, and create benefits for themselves and others in the society, which led to the good quality of life. Also, the study of Rirangrong Rattanawilaisakul as published in Journal of Kasembundit University in 2011 conducted in the sample group involving 1,000 working-age persons at ages of 25-60 years. The finding showed that they had the high quality of social life. She also studied the factors affecting life satisfaction in 12 variables. The result showed that all 12 variables were the factors affecting the quality of life. Therefore, if one had happiness and life satisfaction, one would not reject his inner knowledge and abilities. He was ready to do any useful things for himself and the public so that he would have the quality living in the society, and he is a part of driving the society.

First interesting issue: Income was correlated with self-efficacy. The Multiple Linear Regression was used to find out the correlation of these 2 variables in midlife adults in the total of 396 persons. The result showed that the income was able to predict self-efficacy with the correlation coefficient at 0.083 at the statistical level of 0.001. This meant that the income was correlated with self-efficacy, and such correlation was in the same direction, that is, when the samples had more income, they had better self-efficacy. This meant that when the samples attained higher education and higher positions, they perform more outcome for the organization; so they receive more compensation or income; this was correlated with their higher self-efficacy. Whatever circumstance and society, every worker wants the praise and higher compensation. The more the workers perceived self-efficacy and used it creatively for their jobs, the higher their income would be. In contrast, the revision of income based on qualifications and assignments would stimulate the workers to utilize their

knowledge and skills, to open for new information useful for their jobs, and to learn from surrounding people. This deemed the building of knowledge base for oneself for his job, the value creation, and income revision. According to Erikson's Theory (Panthip Siriwanbus (2010: 93)), Stage 7 covers people at ages of 22-40 years, which are in the range of ages of this research, 36-59 years, have more adulthood, and tried to use all their competencies to be responsible for themselves and others. If they failed, they might feel insecure, ignored their competencies, and rejected any responsibilities. This issue is interesting and quite relevant to the research conducted by Roongtiwa Inprung (2011: 38-39) who investigated self-efficacy, career success and life satisfaction of rubber planters in Bueng Kan Province. The finding showed some consistency between self-efficacy and career success (especially income). It showed that most rubber planters had self-efficacy at the moderate level because they thought that they have not yet understood, felt sure and had no good knowledge in the rubber plantations. As a result, these rubber planters met the income success at the moderate level as well. This presented the correlation between income and self-efficacy, that is, if the rubber planters hesitated in their knowledge and abilities, their practice would become unclear; so the output evaluation result was at the moderate level. Thus, the compensation the rubber planters received would not be high as expected. In contrast, if the government agencies promoted, gave the financial supports, and carried out the income guarantee when the output went to the market; this would motivate the farmers to make the products as per the required quantity in time. This would give good results to both local distribution and exportation. The organization's good profit resulted to the income of the whole organization and its personnel.

The next issue is that when using the crosstabs to analyze the income and number of children, it was found that no matter how much the samples earned the income, most samples had no child or had only 1-2 children. The amount of income did not result to the childbearing. The reason may be the present gloomy economic and social conditions, which took great effects to the families with regular income, but having no enough reserve to secure their childbearing. In addition, the spouses may have the attitude that if they have few children, they can contribute to their children fully so that these children will have the good quality of life and become the quality

adults. The good quality of life means the fulfillment of fundamental requisites, food, clothes, shelter, health service, education and secure career in the future (UNESCO, 1981). As most samples earned the income about 35,001-40,000 Baht per month, having more than 2 children may cause some financial difficulties due to high monthly expenses per child. In addition, many spouses have the infertility due to some health problems in men and women; so the pregnancy chance is lower. According to the study on male infertility done by Dr. Thanut Jirachotechuenthaveechai (2013), for women aged over 35 years old, if they, after marriage, have the regular sexual intercourses without any birth control, the chance of pregnancy would be 85% within 12 months. If not being pregnant after 12 months, this meant that those spouses had the infertility. Infertility was caused by men for 20-30%, by women for 40-55%, by men and women for 20-30%, and unknown reasons for 10-20%. This infertility is caused by several reasons, e.g. birth defects for 30-40%, or germ cell defects for 10-20%, etc. Finally, many spouses must rely on the medical technologies, which come along with higher expenses. Therefore, the parents with moderate or quite good income are unable to use such medical technologies, and although they become midlife adults, they have no child. By this reason, the Office of the National Economic and Social Development Board and the United Nations Population Fund (UNFPA) (n.d.) proposed the situations and policy-based suggestions on the impact of population changes in Thailand in accordance with Thailand's policy on family planning for the reduction of birth rate since 1970. Up to now, due to the great economic and social development, the family size becomes smaller, partially resulted by the previous family planning policy. However, an interesting data that is relevant to this research is that Thailand is a country in the world, where the fertility has been declining at the quickest rate. As a result, the number of infants has been lower. If Thai people have not yet concerned about childbearing, most populations in the future will be aged; so the national development will be sluggish as well. This is consistent with Pichanan Noowong (2008) who studied the factors affecting the pregnancy and childbearing of women younger than 20 years, and factors related to wanted and unwanted pregnancy. The results indicated that the factors related to wanted and unwanted pregnancy in women younger than 20 years included age, level of education, career, income, mother's age at the first pregnancy, and value of

childbearing at the statistical level of 0.05. The result showed that the women's pregnancy, either wanted or unwanted, related to the income because although the samples of this research were younger than 20 years and they earned no much income, but the income was still the important variable of this research. This issue in the study of Pichanan Noowong (2008) is different from that of the Researcher because, in this research, the samples were midlife adults who could earn for living securely, but they decided not have any child. This showed that the financial factor was no longer the main cause of childbearing among Thai people. According to the Demographic Transition Theory (Research and Information Center, College of Population Studies, Chulalongkorn University, 2008), this may be explained that the spouses do not prefer the childbearing due to the economic and social development and modernity, that is, modernity and industrial development cause the spouses to view that having many children does not correspond to the economic condition and time contribution for the quality child-rearing.

Research Limitations

In conducting this research, some dispersed data as previously investigated by other researchers was compiled, but it did not cover the important factors regarding middle adulthood. There were few studies on this matter; although the midlife adults are the core workforce of the country. Those studies have focused on other ages; so the referred information was limited.

Recommendations for Further Practice

1. Self-efficacy makes the midlife adults confident, and enables them to have better quality of working life. This proves that if one accesses self-efficacy and knows how to apply it to his work appropriately along with the opportunities given by his organization, he will have the work progress finally.
2. The research results showed that most people thought that self-efficacy could be used in the working area only. In fact, making the family warm and happy also needs self-efficacy.

3. The research result showed that the midlife adults were least concerned about the public. Various organizations should arrange the public awareness activities, which allow the organization people to join the social activities more so that these people realize the advantages and disadvantages of public awareness.

4. **Self-efficacy causes the midlife adults to be confident and have better quality of life in multiple areas.** At present, it appears that self-efficacy in midlife adults or those at adjacent ages has been likely to be lower. According to the study by Kitporn Ua-trongjit, Orasa Panpakdee and Apinya Siripitayakhunkij (2012) regarding factors relating to job satisfaction in the working of advanced practice nurses. The result showed that the sample group had the job satisfaction in the moderate level; so their job satisfaction correlated with self-efficacy in working was less. Roongtiwa Inprung (2011) investigating Self-efficacy, Career Success and Life Satisfaction of Rubber Planters in Bueng Kan Province. She found that most rubber planters had self-efficacy at the moderate level because they thought that they have not yet understood, felt sure and had no good knowledge in the rubber plantations. Therefore, if the individuals perceive that they have the abilities and feel confident that they are capable of attaining those determined goals; they will meet success and live valuably for the society and country. This issue may be leveled up or self-efficacy of Thai people may be strengthened. **The increasing income making the quality of family life worse** is another issue to be investigated by all related sectors. The quality of family life should be more focused, not only the income increase because the empirical data from this research confirmed that the income was not the main variable causing every family member to have more happiness. The research also found that **the income was not correlated with the childbearing.** This is opposite to most people's belief that the income and number of children were correlated. This research indicated the value of childbearing in our modern society, which may be investigated further.

5. The in-depth study to investigate the independent and dependent variables causing more people to deny the childbearing should be conducted because, now, Thailand completely becomes the aging society. This meant that, in the near future, the shortage of working-age population would be critical. This will be the

critical problem in many countries. Technologies may replace some labor, but they cannot replace all. The population growth should be an interesting issue.

6. The research results focused that, for the development of working-age personnel, the family and social matters cannot be absolutely separated. The productivity cannot be achieved by way of training course only. For the personnel's better quality of working life, the improvement must focus on their family and society as well. This directly relates with the government policy.

7. This research presents the value of self-efficacy that it materially encourages the middle-aged adults to improve their quality of life, and to manage their life efficiently. According to Erikson's Psychosocial Theory, the fulfilled middle-aged adults must have good bringing-up during their childhood. For example, if this child expresses any behavior that can reach the determined target, he/she should be praised, rewarded or hugged so that he/she has the spirit and good behavior in the future.

8. Career development should be promoted from the childhood so that the individuals can learn about their actual favor and skills, and understand their personalities, which will lead to the career planning in the future.

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APPENDIX

แบบสอบถาม

เรื่อง การศึกษาความสัมพันธ์ระหว่างการรับรู้ความสามารถของตนเองกับคุณภาพชีวิตด้านครอบครัว การทำงาน และสังคม ในวัยผู้ใหญ่ตอนกลาง: กรณีศึกษาพนักงานบริษัทกลุ่มอุตสาหกรรมอาหารทะเล ในเขตจังหวัดสมุทรสาคร

คำชี้แจง

1.แบบสอบถามนี้มีวัตถุประสงค์หลักเพื่อประกอบการทำวิทยานิพนธ์ และเพื่อทราบถึงการรับรู้ความสามารถของตนเอง คุณภาพชีวิตด้านครอบครัว การทำงาน และสังคม ซึ่งคำตอบของท่านนั้นไม่มีถูกผิด โปรดให้คำตอบที่ตรงกับความรู้สึกแท้จริงของท่านให้มากที่สุด เพราะจะมีผลและเป็นประโยชน์ต่อการวิจัยเป็นอย่างมาก ทุกคำตอบของท่านจะถูกเก็บเป็นความลับและไม่มีผลแต่อย่างใดต่ออาชีพ ครอบครัว และสังคมของท่าน นอกจากนำเสนอผลการวิจัยในภาพรวมเท่านั้น โดยแบบสอบถามแบ่งเป็น 5 ตอน ประกอบด้วยตอนที่1 ข้อมูลลักษณะประชากรตอนที่2 การรับรู้ความสามารถของตนเองตอนที่3 คุณภาพชีวิตด้านครอบครัว ตอนที่4 คุณภาพชีวิตด้านการทำงานตอนที่5คุณภาพชีวิตด้านสังคม

ขอขอบพระคุณทุกท่านที่ให้ข้อมูลและให้ความร่วมมือในการวิจัยครั้งนี้เป็นอย่างดี

นางสาวพิมพ์ชญา พัวสกุล

นักศึกษาปริญญาโท สาขาพัฒนการมนุษย์

สถาบันแห่งชาติเพื่อการพัฒนาเด็กและครอบครัวมหาวิทยาลัยมหิดล

ตอนที่1 ข้อมูลส่วนบุคคลของผู้ตอบแบบวัด**คำชี้แจง** โปรดเขียนเครื่องหมาย ✓ ลงใน ☐ หรือเติมคำตอบที่เป็นจริงเกี่ยวกับตัวท่าน

1. อายุ ปี

2. เพศ

☐ (1.) ชาย☐ (2.) หญิง

3. ระดับการศึกษา

☐ (1.) ปริญญาตรี☐ (2.) ปริญญาโท☐ (3.) ปริญญาเอก

4. รายได้

☐ (1.) 10,001-15,000บาท ☐ (2.) 15,001-20,000บาท ☐ (3.) 20,001-25,000บาท☐ (4.) 25,001-30,000บาท ☐ (5.) 30,001-35,000บาท ☐ (6.) 35,001-40,000บาท☐ (7.) 40,001-45,000บาท ☐ (8.) มากกว่า 45,001บาท

5.สถานภาพสมรส

☐ (1.) โสด ☐ (2.) สมรส☐ (3.) หย่าร้าง/หม้าย ☐ (4.) แยกกันอยู่

6.ลักษณะที่อยู่อาศัย

☐ (1.) บ้านเดี่ยว ☐ (2.) ทาวน์เฮ้าส์☐ (3.) คอนโดมิเนียม/หอพัก ☐ (4.) แฟลต☐ (5.) ห้องเช่า ☐ (6.) อื่นๆ(โปรดระบุ)

7.ลักษณะครอบครัว

☐ (1.) อาศัยอยู่กับพ่อ-แม่ ☐ (2.) อาศัยอยู่กับญาติพี่น้อง ☐ (3.) อยู่คนเดียว
☐ (4.) อาศัยอยู่กับคู่สมรส ☐ (6.) อื่นๆ(โปรดระบุ)

8.จำนวนบุตร คน

9.ระยะเวลาการทำงานในตำแหน่งปัจจุบันของท่าน ปี เดือน

10.ตำแหน่งงานของท่านในปัจจุบัน

ตอนที่2แบบวัดการรับรู้ความสามารถของตนเอง

คำชี้แจง โปรดใส่เครื่องหมาย ✓ ลงในช่องที่ตรงกับความคิดเห็นของท่านมากที่สุด

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|--|------------------|---------|----------|----------|----------------|
| | จริงมากที่สุด | จริงมาก | ไม่แน่ใจ | จริงน้อย | จริงน้อยที่สุด |
| 1.ท่านสามารถแก้ไขปัญหาละเอียดใหญ่ที่พบได้ ถ้าท่านทุ่มเทความพยายามอย่างจริงจัง | | | | | |
| 2.เมื่อองค์กรมอบหมายงานใหม่ๆที่ท่านไม่เคยทำมาก่อน ท่านมักมั่นใจว่าจะทำงานนั้นไม่สำเร็จ | | | | | |
| 3.ถ้าท่านอยู่ในสภาวะที่มีปัญหา ท่านสามารถคิดหาทางออกที่ดีได้เสมอ | | | | | |
| 4.ท่านวิตกกังวลเกี่ยวกับงานที่ทำ | | | | | |
| 5.ท่านสามารถนำความสำเร็จของผู้อื่นมาเป็นแนวทางปฏิบัติของตน | | | | | |
| 6.ผู้อื่นรู้สึกสบายใจ เมื่อได้มาปรึกษาปัญหาของเขากับท่าน | | | | | |
| 7.คนส่วนใหญ่หวังพึ่งคำแนะนำจากท่าน | | | | | |
| 8.ท่านสามารถพุดชักจูงให้เพื่อนร่วมงานเกิดความร่วมมือร่วมใจกัน ทำงานจนประสบความสำเร็จ | | | | | |
| 9.ท่านสามารถขอความช่วยเหลือจากคนอื่นได้เสมอ โดยคนเหล่านั้นทำให้ด้วยความยินดีและเต็มใจ | | | | | |
| 10.ท่านเชื่อว่าคนเราสามารถเปลี่ยนแปลงกันได้ ถ้าเขารู้ว่าอะไรและเปลี่ยนอย่างไร | | | | | |

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|--|------------------|---------|----------|----------|----------------|
| | จริงมากที่สุด | จริงมาก | ไม่แน่ใจ | จริงน้อย | จริงน้อยที่สุด |
| 11.ท่านเชื่อมั่นว่าคนเรา หากมีความเพียรพยายาม ตั้งใจทำอย่างเต็มความสามารถจะประสบความสำเร็จในที่สุด | | | | | |
| 12.ท่านรู้สึกท้อแท้เมื่อต้องเผชิญกับปัญหาต่างๆ | | | | | |
| 13.ท่านสามารถเป็นตัวอย่างที่ดีในการทำงานให้กับลูกน้องของท่านได้ | | | | | |
| | | | | | |
| 14.ท่านมีความเชื่อมั่นในความสามารถของตนเอง | | | | | |
| 15.ท่านมั่นใจว่าสามารถทำงานให้บรรลุเป้าหมายที่ตั้งไว้ได้ | | | | | |

ตอนที่3แบบวัดคุณภาพชีวิตด้านครอบครัว

คำชี้แจง โปรดใส่เครื่องหมาย ✓ ลงในช่องที่ตรงกับความคิดเห็นของท่านมากที่สุด

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|---|------------------|---------|----------|----------|----------------|
| | จริงมากที่สุด | จริงมาก | ไม่แน่ใจ | จริงน้อย | จริงน้อยที่สุด |
| 1.คนในครอบครัวของท่านพูดคุยเรื่องต่างๆกันทุกวัน | | | | | |
| 2.ท่านรู้สึกมีความสุข เมื่ออยู่บ้าน | | | | | |
| 3.ท่านไม่ค่อยมีเวลาให้ครอบครัว | | | | | |
| 4.สมาชิกในครอบครัวปรึกษาและรับฟังความคิดเห็นของท่านเสมอ | | | | | |
| 5.ท่านมีส่วนร่วมในการตัดสินใจเรื่องสำคัญของครอบครัว | | | | | |

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|--|-----------------------|-------------|--------------|--------------|------------------------|
| | จริง มาก ที่สุด | จริง มาก | ไม่ แน่ใจ | จริง น้อย | จริง น้อย ที่สุด |
| 6.ผู้อื่นรู้สึกสบายใจ เมื่อได้มาปรึกษาปัญหาของเขา กับท่าน | | | | | |
| 7.สมาชิกในครอบครัวจะพูดคุยกับท่าน เฉพาะเมื่อ เขาต้องการความช่วยเหลือจากท่านเท่านั้น | | | | | |
| 8.เมื่อท่านมีปัญหา สามารถปรึกษาสมาชิกใน ครอบครัวได้ | | | | | |
| 9.ยามเจ็บป่วย ท่านต้องไปพบแพทย์ตามลำพัง เพราะไม่มีใครเสนอตัวที่จะไปด้วย | | | | | |
| 10.สมาชิกในครอบครัวรักและห่วงใยท่าน | | | | | |
| 11.ท่านรู้สึกว่าสมาชิกในครอบครัวไม่ไว้วางใจ ท่าน | | | | | |
| 12.ท่านคิดว่าครอบครัวของท่าน เป็นครอบครัวที่ อบอุ่น | | | | | |

ตอนที่4แบบวัดคุณภาพชีวิตด้านการทำงาน

คำชี้แจง โปรดใส่เครื่องหมาย ✓ ลงในช่องที่ตรงกับความคิดเห็นของท่านมากที่สุด

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|---|-------------------|---------|----------|--------------|------------------------|
| | จริงมาก ที่สุด | จริงมาก | ไม่แน่ใจ | จริง น้อย | จริง น้อย ที่สุด |
| 1.ท่านมีความก้าวหน้าในหน้าที่การงานโดย ลำดับ | | | | | |

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|--|------------------|---------|----------|----------|----------------|
| | จริงมากที่สุด | จริงมาก | ไม่แน่ใจ | จริงน้อย | จริงน้อยที่สุด |
| 2.ท่านได้รับการจ่ายเงินเดือนหรือค่าตอบแทนอย่างเป็นธรรม | | | | | |
| 3.ท่านได้รับโอกาสในการแสดงทักษะความรู้ความสามารถในการปฏิบัติงานเสมอ | | | | | |
| 4.ท่านมีโอกาสดำเนินงานในอาชีพและตำแหน่งอย่างมั่นคง | | | | | |
| 5.เมื่อท่านทำงานผิดพลาดหรือบกพร่องหัวหน้างานจะเรียกท่านไปตำหนิมากกว่าจะให้คำแนะนำในการแก้ปัญหา | | | | | |
| 6.ท่านพอใจกับสวัสดิการต่างๆที่ท่านได้รับ | | | | | |
| 11.ภาระงานของท่านไม่มีผลทำให้เกิดปัญหาสุขภาพทางด้านจิตใจ เช่น เครียดหรือวิตกกังวล | | | | | |
| 12.ภาระงานของท่านไม่มีผลทำให้เกิดปัญหาสุขภาพทางด้านร่างกาย | | | | | |

ตอนที่ 5 แบบวัดคุณภาพชีวิตด้านสังคม

คำชี้แจง โปรดใส่เครื่องหมาย ✓ ลงในช่องที่ตรงกับความคิดเห็นของท่านมากที่สุด

| ข้อคำถาม | ระดับความคิดเห็น | | | | |
|---|------------------|---------|----------|----------|----------------|
| | จริงมากที่สุด | จริงมาก | ไม่แน่ใจ | จริงน้อย | จริงน้อยที่สุด |
| 1.ท่านภาคภูมิใจมาก ถ้าจะมีสมาชิกในครอบครัวหรือบุคคลที่ท่านรู้จัก อาสาช่วยเหลือสังคม | | | | | |
| 2.ท่านรู้สึกว่าการบำเพ็ญประโยชน์ต่อสังคม เป็นสิ่งที่สนุกและท้าทายความสามารถ | | | | | |
| 3.การได้มีโอกาสช่วยเหลือเพื่อน/เพื่อนบ้าน ทำให้ท่านมีความสุข | | | | | |
| 4.ท่านไม่มีเวลาพอที่จะคบหาใครภายนอกครอบครัว | | | | | |
| 5.ท่านรู้สึกว่างานอาสาบำเพ็ญประโยชน์ เป็นงานของพวกอยากได้หน้า | | | | | |
| 6.ท่านรู้สึกอึดอัดกับการช่วยเหลือเพื่อน/เพื่อนบ้าน | | | | | |
| 7.ท่านมีความสุขที่ได้มีโอกาสทำบุญกุศล | | | | | |
| 8.ท่านมีส่วนร่วมในกิจกรรมของชุมชนที่ท่านอาศัยอยู่ | | | | | |
| 9.ท่านรู้สึกไม่ปลอดภัยในชีวิตและทรัพย์สินจากปัญหาโจรผู้ร้าย | | | | | |
| 10.ชุมชนที่ท่านอยู่มีความสามัคคีกัน | | | | | |
| 11.ถ้าเลือกได้ ท่านต้องการย้ายที่อยู่ใหม่ | | | | | |

BIOGRAPHY

| | |
|-------------------------------|---|
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