

Abstract

The study on “Happiness in the Workplace as Reflected by Employees of Lion Company (Thailand) Ltd.” aims at studying the understanding of happiness in the workplace, acknowledgment of happiness activities in the workplace, recognition of happiness components in the workplace, participation in happiness activities, and the happiness arising from the participation in happiness activities. The data are collected by questionnaire from 60 employees and compiled by percentage, mean, and standard deviation.

The study finds that the majority of the sampling group are females aged between 26 – 35 years, bachelor’s degree graduates, operational employees, indebted and have 1-3 dependents. Their understanding on happiness in the workplace is at moderate level, while their acknowledgement on happiness activities is at high level. The most important component of happiness in the workplace is found to be “generosity”. Activity with highest participation is saving promotion activity. Activity which brings most happiness for the participants is religious / moral promotion activity.

The comparison of difference between average values of personal factors and various aspects of happiness in the workplace finds that gender affects the recognition of happiness components in the workplace but does not affect happiness in other aspects. Age affects happiness in the workplace in all 5 aspects. Status and education affect understanding, acknowledgement, and recognition of happiness in the workplace. Work position affects recognition of participation in happiness activities and happiness from activities participation. Indebtedness affects recognition, acknowledgment of happiness, and happiness from participation in activities. Number of dependents affects understanding, acknowledgement, recognition, and participation in happiness activities.

The study recommends that the Company should consider the difference in personal factors and arrange activities by group of employees with compatible characteristics to encourage full participation. The Company should allocate times for happiness activities in the workplace that will not affect too much normal working hours

and employees' private lives to enable them to participate in the activities and should develop appropriate process of building up happiness in the workplace in addition to the activities already organized. For the employees, they should openmindedly accept modern management which often embodies socially-oriented policy by truly understanding the concept of happiness in the workplace and realize its benefits. They should try to push themselves on establishing happiness in the workplace by adjusting themselves to the type of happiness according to their desire. On the other hand, the Company's executives must act as leaders in creating happiness in the workplace by giving regular and suitable support and participating in the activities. The immediate supervisor in particular have to exercise the most active role in building up happiness in the workplace.