

## Abstract

The study on “Work Life Balance of the Employees during the Preparation for Moving to Suvarnabhumi Airport” aims at exploring the impact of balance or imbalance of life and work of the employees of Airports of Thailand Public Company Limited during the period of preparation to move to Suvarnabhumi Airport. This is a survey research, having a sampling group of 75 levels 2-8 employees from 2 worklines namely Planning and Finance, and Information Technology and Communication. The instrument for data collection is questionnaire. Descriptive Statistics are used to report general characteristics of the population, and significant difference points used to determine variables relationship test are from 0.05 and over.

The study finds that the majority of the sampling group are females with an average age of 33, bachelor's degree graduates, single, do not have dependents, earn an average income of 30, 227 baht per month, belong to level 3 classification, and have been working for an average of 9 years. The sampling group both work at normal time and occasionally go to work at Suvarnabhumi Airport. Collectively their balance of life and work is affected at a moderate level, although most of them are highly affected by way of living and lowly affected by way of promotion or annual work evaluation. It is found that the sampling group is facing high imbalance between work and self, family, and also social environment since they have to spend more time commuting to work, plus the increase of expenditures and decrease of private time and leisure. Therefore, they require that the Company seriously improve work system and welfare to reduce their imbalance between work and life.

The test of variables relationship reveals that those who occasionally go to work at the new Airport are more affected by the move than those who work normally full-time; those with dependents are more affected than those without dependents; those who are within 35 years old are more affected than those who are 36 and older; and female employees are more affected than male employees.

Recommendations from the study include that the Company should support the employees' balance between life and work by providing them transportation, housing and additional payment to cover their daily travelling, increased expenditure, and time spending. The Company should also provide facilities for favorable work environment both inside and outside the workplace, study and effectively apply the principles of balancing life and work, and consider the provision of flexible welfare to appropriately serve the needs of individual groups of employees. On the employees' part, they should participate in suggesting types and models of welfare that are suitable for the changes occurred. The employees themselves should reorganize their work schedule, prioritize the importance of work, consult fellow employees and superiors on the sharing of responsibilities, and ask for the cooperation of family members to understand the change and make reasonable adjustment.