

## Abstract

The objective of the study “Factors that Cause Work Happiness in Workers of the Thai Health Promotion Foundation” is to study the level of work happiness, different personal factors affecting happiness, and relationships between work satisfaction and work happiness. The sample population consists of 75 workers of the Thai Health Promotion Foundation, with the questionnaire as a tool. The data are processed by computer programs, using percentage, arithmetic means and average as statistical tools.

The findings reveal that most of the workers are female, aged 31-35 years, single, with master's degree education, earning 30,000 baht/month, working in technical positions as regular workers for 3-4 years. The level of satisfaction and happiness in social relationships within the agency is on average very high (2.72) and is highest in eight components of happiness. However, the workers' overall happiness is at the 7<sup>th</sup>-9<sup>th</sup> level on a scale of 10. The factor that causes different work satisfaction and happiness is education levels. The work factor does not affect work happiness and satisfaction. It can be observed that the basic welfare provided by the organization does not cause different work satisfaction and happiness in the workers while other factors in every aspect lead to different work satisfaction and happiness. Therefore, the workers suggest that medical welfare be increased, a savings system be set up, improvements made on the work system, criteria and environment, and opportunity open for the workers to show their potentials in organizing various projects.

The recommendations from the study are that the organization should have a policy of participatory management geared toward successful performance, that it have an effective monitoring system and that the administrators use a psychological approach to supervising and motivating the workers. With regard to the workers, they should make conscious efforts in building greater self-discipline, dividing their time for work and for rest properly as well as time for the family and friends for a better balanced life, and paying attention to health care on a regular basis.