

Abstract

The objective of the study on “Viewpoints of Workers of the Personnel Department, Central Retail Corporation, toward Work Happiness” is to study viewpoints of the workers of the Personnel Department of Central Retail Corporation toward work happiness and personal factors affecting such viewpoints. The sample population consists of 63 workers from the Personnel Department. Data is collected through use of questionnaire. Data analysis employs percentage, mean, and standard deviation.

The research finds that the majority of the samples are female, 26-35 years old, single, with a bachelor's degree qualification or equivalence, working at the operational level, with 1-5 years of service, and without dependants. In their viewpoints toward work happiness, family receives the highest score with most attention given to having a warm family. This is followed by responsible work focusing on care taken to get the work done. On time management, attention is given to work prioritization. On work aspect, importance is seen in helping each other at the workplace. On good health, the focus is on receiving medical welfare. On relaxation from work-related stress, importance is attached to having weekly days-off. On being debt-free, focus is on having a providential fund. On middle-way lifestyle, dharma is a spiritual refuge. The final item is pursuit of knowledge in which support is given to workers seeking knowledge to enhance other work skills.

The study recommends that the company attach importance to family happiness since it is considered most important by most workers. As most have just started their work life, they feel that it is important to support their families and help to ease the burdens of the families that have made it possible for them to complete their education and obtain employment. In this regard, the company should organize activities to promote relationship and balance family life and work life. On environment, development and increased performance efficiency, activities should be created to reduce work-related stress and increase work happiness.