

THE HAPPINESS AT WORK OF STAFFS IN ONE OF TERTIARY HOSPITALS

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ABSTRACT

This research aimed to 1) examine the level of happiness at work of staffs at Prapokklao Hospital 2) compare the level of happiness at work of the staffs at Prapokklao Hospital by selected variables, and 3) investigate relationships between 11 domains of the happiness at work.

311 staffs who were working at Prapokklao Hospital were asked to complete a questionnaire asking for their demographic data, happiness at work and job satisfaction as well as their opinion about factors that influence work happiness or job satisfaction.

Descriptive statistics including frequency, percentage, mean, standard deviation, as well as One-way Analysis of Variance, Pearson's Product-Moment Correlation, and stepwise multiple regression, were analyzed.

Results showed that an overall happiness at work, along with most of the 11 domains of the happiness at work were in moderate level. High levels of happiness at work were found in 'Responsibility,' 'Job Security' and 'Interpersonal relationship with colleagues' domains. The line of work played a role in the level of happiness at work. Sample who work in service line reported the significantly lower level of happiness when compared to other line works ($p=.05$). Pearson's Product-Moment Correlation analysis showed positive relationships between the 11 domains of work happiness (Cronbach's alpha ranged from .12 to .65).

Additionally, result from multiple regression analysis revealed that working conditions, achievement, job security, interpersonal relationship with peers, responsibility, organization policy and administration, salary and the work itself, all together significantly explained 60.9% of total variance of work happiness ($r^2=.61$, $p=.05$).

KEY WORDS : HAPPINESS AT WORK / TERTIARY HOSPITALS /
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