

Piyawan Madpol 2011: Study of Workplace Happiness Level in the View of Employees: A Case of Thai Plastic Bags Industry, Sam Phran District, Nakhon Pathom. Master of Arts (Human and Community Resource Development), Major Field: Human and Community Resource Development. Department of Human and Community Resource Development. Thesis Advisor: Assistant Professor Wing Commander Sumit Suwan, Ph.D. 145 pages.

The main objectives of this research were to investigate the workplace happiness levels of employees of Thai Plastic Bags Industries Co., Ltd. and to compare the workplace happiness levels among those whose personal characteristics are different. The studied sample was 512 employees of Thai Plastic Bags Industries Co., Ltd. The sample was divided into 2 groups: daily wage and monthly wage. Data were collected using a questionnaire as a survey tool and then analyzed by a computer program package. Statistical parameters, including percentile, mean, and standard deviation, were determined. Statistical (t-test and One-way ANOVA) analysis was conducted at the significant level of .05.

This research showed that workplace happiness of employees of Thai Plastic Bags Industries Co., Ltd. in aspects of management policy of the organization, wages and benefits, welfare, social relations within the organization, workplace environment, work opportunities and advancement, and balance and quality of life was ranked at medium level. The comparison of workplace happiness levels among personality differences indicated that education level, employee type, wage rate, length of work, and number of person under support affected workplace happiness differently at the significant level of .05. In addition, it is the suggestions that Thai Plastic Bags Industries Co., Ltd. should engage in organization development to promote employee happiness in the workplace. Human resources management policy in terms of wages and benefits, communication, environment, and welfare should be improved. Competitive wages and benefits as compared with similar businesses should be offered. Communication should be explicit and companywide for consistent understanding. In addition, communication channel for the executives to announce the important organization policies to the employees should be provided in order that the employees can get the actual information and feel trust in the company. In aspect of environment, the workplace should be improved to reduce environmental hazards for employees' health. More flexible welfare options should be established to response to the needs of employees with different personal characteristics.

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