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University Employees
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Abstract

This research used a mixed methods with the purposes as follow : 1) to describe the definition, the factors of a happy workplace and to study the happy workplace which affects employees' work using in-depth interviews and literature reviews. And 2) to develop the measurement and analyze exploratory factors of the happy workplace. The research was divided into 2 stages. The sample size of the first stage consisted 12 Employees of Kasem Bundit University and the sample size of the second stage included 319 Kasem Bundit University Employees. Analytical for descriptive statistic using statistic software package for research, and the exploratory factor analysis.

The results were as follows:

Phase 1 research: The results revealed that 1) the definition of a happy workplace was the organization that encouraged its employees to have a common goal, focus on adjusting a new work process, have operation guidelines which supported one another, strive for maximum results; moreover, the employees themselves had a chance to do what they loved, had a good attitude towards work, had good colleagues, were happy to work and loved their work 2) the overall factors that created a happy workplace included a total of 9 elements in accordance with the concept of a happy workplace of Thai Health Promotion Foundation (ThaiHealth), which consisted of 7 elements as follows: Happy Body, Happy Heart, Happy Relax, Happy Brain, Happy Soul, Happy Family and Happy Society. In addition, the researcheres found additional two factors i.e. Happy Instrument and Happy Environment 3) The happy workplace which affected employees' work could be divided into three types: the happy workplace affecting employees themselves, affecting colleagues and affecting the organization. It could be described that 3.1) the happy workplace affecting themselves (the employees), namely making them happy, enthusiastic to work, willing to work, and ready to develop themselves 3.2) affecting colleagues, namely creating collaboration, unity, helping one another and working together happily and 3.3) affecting the organization, namely improving performance, building loyalty in the organization and organization development.

Phase 2 research: The total of happy workplace of Kasem Bundit University Employees were high level with the mean = 3.16 ($\bar{X} = 3.16$) after rotated, the 65 factors of happy workplace were found with the factor loading between .385-.843. It can be classified into 9 elements: Happy Body, Happy Heart and Knowledge Acquisition, Happy Relaxation, Happy Brain, Happy Soul, Happy Family, Happy Society, Happy Instrument, and Happy Environment which were consistent with the results of Phase 1 research.

(Total 173 Pages)

Keyword : Happiness, Happy Workplace, Factors of the Happy Workplace,
Exploratory Factor Analysis