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**MULTIDISCIPLINARY
RESEARCH FOR
SUSTAINABILITY**

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CONFERENCE CHAIR MESSAGE

We are delighted to welcome you to the International Conference and Global Forum on Multidisciplinary Research for Sustainability (MRS) hosted by Research Synergy Foundation and PT. Lintas Cakra Pusaka as official partner held on November 9 – 10, 2017 at Hi Seoul Youth Hostel, Seoul, South Korea.

The theme of MRS Conference is enhancing innovation and value creation sustainability through academic research. MRS 2017 International Conference shows up as a cutting-edge multidisciplinary platform to gather presentations and discussions of recent achievements by leading researchers in academic research.

It has been our privilege to convene this conference. Our sincere thanks, to the conference organizing committee; to the Program Chairs for their wise advice and brilliant suggestion on organizing the technical program and to the Program Committee for their thorough and timely reviewing of the papers. Recognition should go to the Local Organizing Committee members who have all worked extremely hard for the details of important aspects of the conference programs and social activities.

We welcome you to Seoul and hope that this year's conference will challenge and inspire you, and result in new knowledge, collaborations, and friendships.

Best regards,

Dr. Ismi Rajjani
Conference Chair of MRS 2017

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Track: Business and Management

Happiness of University Academic Support Staff in Workplace

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Abstract

This research aimed to 1) study the happiness for academic support staff in workplace 2) compare the individual factors on the level of happiness for academic support staff in workplace. The sample were 279 academic support staffs of Suan Sunandha Rajabhat University. The instruments used for data collection was a questionnaires. Data was analyzed by percentage, average, standard deviation, t-test and one-way ANOVA at statistical significant level of .05. The study revealed that 1) the happiness for academic support staff in workplace was at a high level in all aspects including social, family, work relaxation, relationships with colleagues, work environment, compensation, security in the workplace and career growth 2) the comparison of individual factors found that gender, age, education level, salary level, working years, and different types of staffs had different level of happiness in workplace at a statistically significant level of .05

Keywords: Happiness, University Academic Support Staff, Workplace

I. Introduction

Humans are considered important and valued to run or ruin an organization. People have studied about humans so far now. Humans are a topic that people have been interested in all ages. Apparently, top executives from many organizations agree that humans are as the most valued asset (Danai Tienput, 2008:49). Also, an academic finds importance of happiness in working to inspire staffs in an organization satisfied and to have good physical and mental health matching the 8th to 10th National Economic and Social Development Plan (B.E. 2550-2554) aiming people as the center in development, especially 10th National Economic and Social Development Plan pertaining to the economy will be a tool used to develop people for more happiness and life better life quality. It focuses on developing people for quality with morality, the same level of knowledge and good health, and good

living (Office of the National Economics and Social Development Board, 2014).

Making healthy in the organization or happy organization does not only satisfy in working, decrease a rate of absence and resignation but it is a key strategy to compete with other organizations to get an excellent staff (called War of Talent) to work in the organization. Thereby, many organizations underline staff's living in a workplace (Martine, Jones and Callan, 2005). An academic finds importance of happiness in working to inspire staffs in an organization satisfied and to have good physical and mental health leading to achievement. Except an international trend of making happiness in working, Thailand tends to make a happy organization as well. Federation of Thai Industries launches a project of developing staff's life quality in a workplace to enhance and develop staff's life quality in a workplace for stability that is important for developing Thailand's economy and society, plus the budget of Thai Health Promotion Foundation (THPF) has been supported since 2003 as Management System of Quality of Work Life (MS-QWL) covering 4 aspects: physical health, emotional health, social health and mental health.

A university is an intellectual treasure that can guide a society to a correct way. Currently, all countries over the world including Thailand are changing development pattern towards a new economic society and knowledge-based society as fast as possible to get ready to compete in economy, politics, society, sciences, technology and education; therefore, Suan Sunandha Rajabhat University has to hurriedly develop and change education and teaching management to catch up with every fast change. First of all, the administrative and managing system and approach strategy will be changed to make better-quality education management, to answer social needs and can compete with other universities in and out of Thailand (Suan Sunandha Rajabhat University, 2014). Suan Sunandha Rajabhat University divides staffs into 2 types: academic and support staffs; that is to say, university academic support staff are as a cogwheel that brings the organization to the expected goal. There are 881 university academic support staffs at Suan Sunandha Rajabhat University.

However, staff's working is considered important to drive the organization to the expected objective measured from their successful work. Necessarily, the organization must develop staffs, inspire them for more happiness in working, satisfy them in working for achieving the organization goal. As a result, studying happiness in working of university academic support staffs will make them happier, more lively in working, more enthusiastic to develop their work and increase a product or a better product quality. It makes staffs work with their own potentiality and feel inspired while working all the time. In the end, staffs feel happier, work with heart and stay with the organization.

Research Objectives

1. To study happiness level in working for university academic support staffs.
2. To compare individual factors towards happiness level in working for university academic support staff.

II. Research Methodology

Population and Sample

The samples used in this research were 881 university academic support staffs at Suan Sunandha Rajabhat University specified by Taroyamane's theory and the researcher used the simple random sampling (Prasobchai Pasunon, 2012). As follow, here was the acquired samples: 275 university academic support staffs but the researcher gave out 300 questionnaires to protect an incomplete data problem. However, there were 279 questionnaires that could be analyzed.

Research Tool

A closed-ended questionnaire was a research tool developed from an idea of happiness in working of Thai Health Promotion Foundation (THPF) (Thai Health Promotion Foundation, 2009). Examining a tool used in research was a content validity. According to the index of item-objective congruence, it revealed that the compatible index of questions was between 0.50-1.00. It meant questions matched the research objectives and the reliability was averaged by Cronbach's Alpha Coefficient and it was found that the reliability was equal to 9.25.

Data Analysis

This research used a descriptive statistical analysis with percentage, average, standard deviation, t-test and one-way ANOVA.

III. Findings

Demography: it was found that the respondents were 119 men considered 42.7 percent and 160 women considered 57.3 percent.

Age: it was found that the age between 31-40 years were the most found considered 44.4 percent, between 21-30 years considered 30.1 percent and between 51-60 years considered 8.6 percent.

Status: it was found that single considered 79.2 percent and married considered 20.8 percent.

Education: it was found that the bachelor's degree was the most found considered 65.9 percent and the master's degree considered 31.2 percent.

Salary: it was found that the salary between 21,001-25,000 baht were the most found considered 41.9 percent, between 15,000-20,000 baht considered 26.9 percent and more than 30,001 baht considered 8.6 percent.

Staff: it was found that there were the most full-time university staffs considered 61.3 percent, the part-time university staffs considered 22.2 percent and the government employees considered 5.8 percent.

Level of Happiness in Working for University Academic Support Staff (See the table below)

Happiness in Working	\bar{x}	S.D.	Level
1. Society	3.75	0.65	High
2. Family and Relaxation	3.56	.062	High
3. Relationship with Co-workers and Environment	3.87	0.54	High
4. Welfare and Compensation	3.36	0.54	High
5. Stability and Progress in Working	3.63	0.65	High

Comparison of individual factors of happiness level in working for university academic support staffs revealed that

1. The university academic support staffs with different genders had different happiness in working at a statistically significant level of 0.05. Female staffs tended to have more happiness than male staffs.
2. The university academic support staffs with different ages had different happiness in working in each aspect at a statistically significant level of 0.05. Staffs during 31-40 years tended to have more happiness in working in all aspects than staffs during 21-30 years.
3. The university academic support staffs with different statuses had different happiness in working in each aspect at a statistically significant level of 0.05. Staffs with single status tended to have more happiness in working in all aspects than staffs with married status.
4. The university academic support staffs with different education had different happiness in working in each aspect at a statistically significant level of 0.05. Staffs with the master's degree tended to have more happiness in working in all aspects than staffs with the bachelor's degree.
5. The university academic support staffs with different salaries had different happiness in working in each aspect at a statistically significant level of 0.05. Staffs with salary more than 30,001 baht tended to have more happiness in working in all aspects than staffs with salary between 15,000-20,000 baht.
6. The university academic support staffs with different types had different happiness in working in each aspect at a statistically significant level of

0.05. Full-time staffs tended to have more happiness in working in all aspects than part-time staffs.

IV. Discussion

The level of happiness in working for university academic support staffs at Suan Sunandha Rajabhat University is totally high in all aspects such as society, family, relationship with co-workers and environment, welfare and compensation and stability and progress in career that is not compatible with the research conducted by Napatchon Rodtieng (2007) pertaining to factors of happiness level in working; it was found that the level of happiness in working was moderate that matched Romsiri Menapothi (2007) pertaining to a tool used to scale happiness in working; it was found that there were 5 aspects that made staffs happy: leadership, relationship in a workplace, a career, an organization value and a life quality in working. The findings revealed that the level of happiness in working was high.

Suggestion

Suggestion for applying in the workplace:

There should be a place or zone that relaxes and can work out there or do other activities. Also, staff's salary and welfare should be raised to inspire them in working, and make staffs feel like they are a part of administrative role and importantly open a mind to get others' comments to make it better.

Suggestion for next research:

Studying happiness in working for university academic support staffs at Suan Sunandha Rajabhat University, comparison of both academic and support staffs in each campus including studying relationship of happiness in working and effectiveness in working of staffs.

Acknowledgment

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FUTURE EVENTS

January 8-9, 2018

Korea International Conference on Emerging Trends in Business, Economic
and Social Science Studies (KIBES)

<http://www.kibes.researchsynergy.org/>

January 18-19, 2018

Singapore International Conference on Management, Business, Economic,
and Social Science (SIMBES)

<http://www.simbes.researchsynergy.org/>

January 22-23, 2018

Hong Kong International Conference on Business, Social Science and
Management Studies for Sustainable Innovation (HIBSSI)

<http://www.hibssi.researchsynergy.org/>

January 29-30, 2018

Japan International Conference on Business, Management Studies and
Social Science (JIBUMS)

<http://www.jibums.researchsynergy.org/>

February 15-16, 2018

Singapore International Conference on Marketing, Management Science
and Business Theory and Practice (SIMBUT)

<http://www.simbut.researchsynergy.org/>

February 5-6, 2018

Korea International Conference on Business, Management and Social
Science: Theory, Current Issues and Research (KIMTIR)

<http://www.kimtir.researchsynergy.org/>

February 19-20, 2018

Hongkong International Conference on International Business, Economic
Studies and Humanities (HIBESH)

<http://www.hibesh.researchsynergy.org/>

February 26-27, 2018

Japan International Conference on Global Business Practice and Theory,
Management Studies and Social Science (JIGMES)

<http://www.jigmes.researchsynergy.org/>

