

The Psychological Characteristics and Job Satisfaction in Relation to The Happy Workplace of Electrical Industrial Factory Personnel in Pathumthani Province.

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Abstracts: The objectives of this research aimed to study 1) the level of significance of psychological characteristics, job satisfaction and happy workplace of electrical industrial factory personnel in Pathumthani Province. 2) To study the relationship between psychological characteristics and happy workplace of electrical industrial factory personnel in Pathumthani Province. 3) To study the relationship between psychological characteristics and job satisfaction of electrical industrial factory personnel in Pathumthani Province. 4) To study the relationship between job satisfaction and happy workplace of electrical industrial factory personnel in Pathumthani Province. The population is the personnel from a total of 191 electrical industrial factories in Pathumthani Province. Using Taro Yamane's formula, 35 electrical industrial factories were selected to be calculated with unknown population sample size. A sample of 385 personnel with 11 production personnel were purposive sampled from each factory. Statistical tool was questionnaire, and statistics used for analysis were frequency, percentage, mean and Pearson's correlation coefficient. The research had found that: 1) The overall level of significance of psychological characteristics, job satisfaction and happy workplace was found that in general the level of importance was high at average of 3.67, when considered individually, it was found that the highest aspect was happy workplace at average of 3.74, followed by job satisfaction at average of 3.71, and psychological characteristics at average of 3.57. 2) The relationship between psychological characteristics and happy workplace of electrical industrial factory personnel in Pathumtani Province had a high positive correlation ($r = .972$, Sig $<.05$). 3) The relationship between psychological characteristics and job satisfaction among electrical plant personnel in Pathumtani Province and electrical industrial factory personnel in Pathumtani Province had a high positive correlation ($r = .771$, Sig $<.05$). 4) The relationship between job satisfaction and happy workplace among electrical plant personnel in Pathumthani Province and electrical industrial factory personnel in Pathumtani Province had a high positive correlation ($r = .843$, Sig $<.05$).

Keywords: Psychological Characteristics Job Satisfaction Happy Workplace

1. INTRODUCTION

Nowadays happy working is what people need. Individuals who are happier at work tend to be more active. Focus on job satisfaction, empathy for colleagues and persistence in the face of adversity that compared to unhappy employees [1]. Condition of happiness at work, it depends on satisfaction, environment, and leadership. Career development appropriate for nature and environment. A person's understanding contributes to happiness or well-being at work. The study of happiness at work of individual from the potential impact on character and context of happiness at work. Although participation in the work job satisfaction and well-being Indicates important relationships with other people. Studying the concept of employee engagement makes an organization more productive, willing to go above and beyond its expectations to help organizations survive and thrive [2][3]. Employees who are engaged and satisfied their job, they live a happy life. Job satisfaction is an important criterion for assessing an individual's overall work [4][5]. Job satisfaction reflects individual values and preferences regarding challenges and safety that affect employee job success [6][7][8]. Psychological characteristics encourage personnel to work in the electrical industry have physical and mental readiness, attitudes, beliefs, motivations and suitable personality. Their qualifications are able to work with others happily causing personnel to understand both themselves and others etiquette. The sum of thoughts, attitudes and habits arising from physiological components which is the origin of behavior [9]. Psychological characteristics affect behavior [10]. Makes personnel ready for situations arising from organic conditions that are stimulated or driven by motivation. Physical state is a force that causes the body movement in a direction which has the goal of showing a particular behavior to achieve the intended goals such as desires, wants, wishes, aims, goals, needs, motives or drives, incentives, effort striving and ambition [11][12][13][14][15][16]. Job satisfaction occurs when the satisfaction system has more positive feelings than negative ones [17]. Personal characteristics and stimuli or motivations [18]. Both internal and external

satisfaction as well as willingness to carry out the work to accomplish the organization objectives. People are satisfied with their work when they are both materially rewarding and psychologically [19]. Therefore, the researcher of psychological characteristics and job satisfaction were related to happiness at work for electrical industry personnel in Pathum Thani Province, due to the electrical industry is an organization that must adapt to variation and demands of consumers, consequently, personnel who work happily and are satisfied with their work can develop themselves quickly according to the needs of the organization.

2. METHODOLOGY

2.1. Research Objectives

1. To study the level of psychological characteristics, job satisfaction and happiness at work of electrical industry personnel in Pathum Thani Province.
2. To study the relationship between psychological characteristics and happiness at work of electrical industry personnel in Pathum Thani Province.
3. To study the relationship between psychological characteristics and job satisfaction of electrical industry personnel in Pathum Thani Province.
4. To study the relationship between job satisfaction and happiness at work of electrical industry personnel in Pathum Thani Province.

2.2. Research Scope

1. Content scope of psychological characteristics consisted of the following components: 1) Attitude 2) Personality 3) Motivation and 4) Creativity. In terms of satisfaction, there were the following components: 1) Compensation (Pay). 2) supervisor (Supervision), 3) co-workers, 4) working conditions (work setting), 5) tasks (tasks), and 6) advancement opportunities (Advancement Opportunities). In terms of happiness at work, consisting of the following components: 1) Good health (Happy Body) 2) Beauty (Happy Heart) 3) Relaxation (Happy Relax) 4) Pursuing knowledge (Happy Brain) 5) Religion and morality (Happy Soul) 6) Debt free (Happy Money) 7) Happy Family and 8) Happy Society.

2. Location scope

The researcher has determined the location of data used to be collected for this research include personnel working in the electrical industry in Pathum Thani Province.

3. Time edge

The research period is between June 2020 and May 2021.

2.3. Research Method

The population and the sample used in this research were personnel working in the electrical industry 191 places in Pathum Thani Province. The population used in this research is personnel and executives working in the electrical industry in Pathum Thani Province.

Sample size from the population of personnel who work in the electrical industry 191 places in Pathum Thani Province using percentage calculation criteria [20]. In the consideration of hundreds of samples. Using a sample of 15 - 30 percent, it is calculated from 18% to get the number of power plants ($191 \times 18\%$), total of 35 places. Calculate the sample personnel working in the electrical industry in Pathum Thani Province, the sample size of population unknown was calculated [21]. The sample size was 385 people and data were collected from 35 electrical industrial plants, 11 people each.

Purposive Sampling collects data from a sample of personnel working in the production department in the electrical industry in Pathum Thani Province, a total of 35 places, 11 people each.

The tool used is a questionnaire about psychological characteristics, job satisfaction and happiness at work.

Statistics used in data analysis 1) Personal characteristics analysis, frequency and percentage analysis 2) Psychological characteristics analysis job satisfaction and happiness at work, the mean and standard deviation were obtained 3) The test data was analyzed for the relationship between independent and dependent variables using the correlation coefficient according to Pearson's method.

2.4. Research Conceptual Framework

1. Psychological characteristics consist of 4 variables 1) Attitude 2) Personality 3) Motivation and 4) Creativity that developed from the concept [11][12][13][14][15][16][22][23][24].

2. Job satisfaction consists of 6 variables: 1) compensation 2) supervisor 3) colleagues 4) working conditions 5) employment and 6) advancement opportunities that developed from the concept [25][26][27][28][29][30][31][32][33].

3. Happy workplace consists of 8 variables: 1) good health 2) kindness 3) relaxation 4) pursuing knowledge 5) religion and morality 6) debt-free 7) good family and 8) society that developed from the concept [34][35][36][37][38][39][40][41][42].

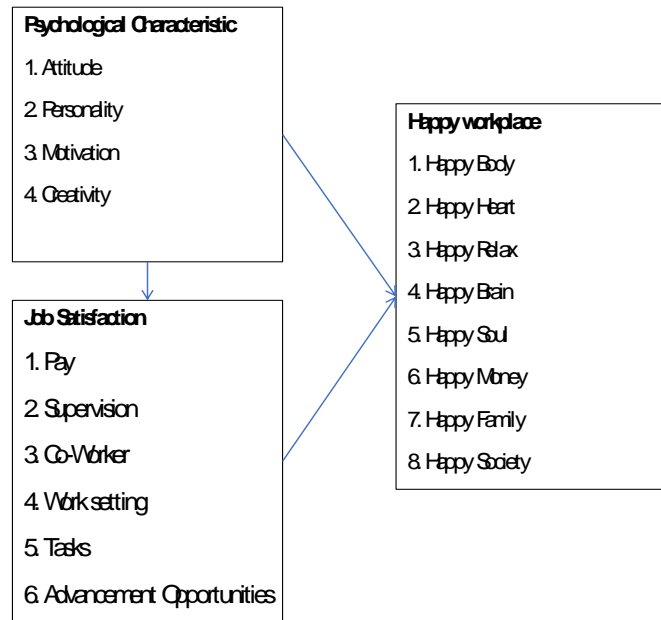


Figure 1. Research Conceptual Framework

3. RESULTS AND DISCUSSIONS

1. Personal characteristics of the respondents in terms of gender, mostly males, amounting to 231 people, representing 60 percent, aged between 20-30 years, numbering 142 people, representing 36.1%. Education level is lower than a diploma, there are 146 people, accounting for 37.9% of the positions in the operational level, there are 340 people, representing 88.3%, having 1-5 years of work experience, 185 people, accounting for 48.1%. There are 211 employees, representing 54.8%, and the average monthly income is between 15,000-20,000 Baht, 176 people.

2. Psychological characteristics, the results of the analysis of the importance of psychological characteristics as a whole revealed that the importance level was at a high level (\bar{X} = 3.57, SD = .570). When considering each aspect, it was found that the personality aspect (\bar{X} = 3.86, SD = .677) had the highest level of importance, followed by motivation (\bar{X} = 3.54, SD = .693), creativity (\bar{X} = 3.53, SD = .731) and attitude (\bar{X} = 3.34, SD = .731), respectively.

3. Job satisfaction, the results of the analysis of the importance of job satisfaction as a whole revealed that the importance level was at a high level (\bar{X} = 3.63, SD = .564). When considering each aspect, it was found that the supervisor (\bar{X} = 3.89, SD = .571) had the highest priority, followed by working conditions (\bar{X} = 3.78, SD = .597), compensation (\bar{X} = 3.77, SD = .606), colleagues (\bar{X} = 3.68, SD = .613), the opportunity for advancement (\bar{X} = 3.36, SD = .922) and the job aspect (\bar{X} = 3.27, SD = .899), respectively.

4. Happiness at work, the results of the analysis of the level of importance of happiness at work as a whole revealed that the level of importance was at a high level (\bar{X} = 3.73, SD = .520). When considering each aspect, it was found that the social aspect was good (\bar{X} = 3.89., SD = .619) had the highest priority, followed by relaxation (\bar{X} = 3.81, SD = .596), religion and morals (\bar{X} = 3.81, SD = .618), good family (\bar{X} = 3.76, SD = .675) Debt-free (\bar{X} = 3.70,

SD = .607) Knowledge-seeking (\bar{X} = 3.71, SD = .636) Mental health (\bar{X} = 3.68, SD = .641) and in good health (\bar{X} = 3.55, SD = .607), respectively.

5. The analysis results of the relationship between psychological characteristics and happiness at work for personnel in the electrical industry in Pathum Thani Province. There was a high correlation ($r = .792$) with statistical significance at the .01 level according to the assumptions.

6. The analysis results of the relationship between psychological characteristics and job satisfaction of electrical industry personnel in Pathum Thani Province. There was a high correlation ($r = .771$) with statistical significance at the .01 level according to the assumptions.

7. The analysis results of the relationship between job satisfaction and happiness at work for electrical industry personnel in Pathum Thani Province. There was a high level of correlation ($r = .843$). The statistical significance at the .01 level was based on the assumptions.

CONCLUSIONS

1. Analysis results found that the level of importance was high-level when considering each aspect, it was found that the happiness at work has the highest priority followed by job satisfaction and psychological characteristics that consist with research [43]. For individual working under difficult working conditions which are important factors for job satisfaction. Therefore, there is a need for management to improve working conditions. The difficult working conditions will make them equally satisfied with the environment under normal working conditions and the overall compensation will increase and consist with the research [44]. The results found that personnel can think creatively, happy to work and healthy at a high-level. Health factor was positively correlated with happiness at work at a moderate level. As for the happiness caused by internal factors in an organization, it was at quite high level. In order to factors from greatest to least as follows: job features interpersonal relationship expected results and work environment, all internal factors in the organization were positively correlated with happiness at work moderate the most important thing for happiness at work is compensation, job security, work-life balance and workload.

2. The relationship between psychological characteristics and happiness at work for electrical industry personnel in Pathum Thani Province. There was a high correlation ($r = .792$) consistent with research [24]. It was found that happiness at work affects psychological characteristics as behaviors which is an event that supports people who work psychological characteristics of work life is the inner power to make work more meaningful in respect encouragement and emotional support.

3. Relationship between Psychological Characteristics and Job Satisfaction of Electrical Industry Personnel in Pathum Thani Province. There was a high correlation ($r = .771$) consistent with research [45][46]. A consciousness of duty will encourage personnel to be more satisfied with their work, helping and guiding colleagues when there is a problem to get the job done effectively. This is to develop a good relationship among colleagues, and personnel are satisfied with their work and proud of their organizations.

4. The relationship between job satisfaction and happiness at work for electrical industry personnel in Pathum Thani Province. There was a high level of correlation ($r = .843$) consistent with research [1]. Happiness at work depends on environmental and leadership satisfaction. A person's career development, job description, and environment are appropriate for understanding happiness or well-being at work. In this study, we examined occupational happiness. The individual's life, its potential impact on the individual and in the context of happiness at work. The participation in work job satisfaction and well-being (SWB) workers, employees are motivated to work. Employee engagement and organization are more productive and willing to work more than expected for growth [2][3].

Research Suggestions

Psychological characteristics and job satisfaction were related to happiness at work for electrical industry personnel in Pathum Thani Province as follows:

1) Psychological characteristics personnel are the utmost importance of personality and motivation so it is considerable for electrical industry including attitude development and creativity to improve personnel to be ready both physical and mental.

2) job satisfaction personnel attached the highest importance to command working conditions and compensation. Therefore, the electrical industry supervisors should be developed to be knowledgeable and competent. They should pay attention to the details of each individual employee, assign tasks that match the expertise of each employee, consider the appropriate remuneration and support for career advancement.

3) happiness at work personnel attached the highest importance to social wellbeing. Allowing them to set a balance between their work and personal life including religious and moral administration also having good physical health to impact on their quality of work.

4) The relationship between psychological characteristics and happiness at work for electrical industry personnel in Pathum Thani Province have a high level of correlation, so motivating attitude development and receiving reasonable compensation make employees happy at work.

5) The relationship between psychological characteristics and job satisfaction of electrical industry personnel in Pathum Thani Province have a high level of correlation. Thusly, motivating personality development getting reasonable compensation causing employees to be satisfied with the job.

6) Relationship between job satisfaction and happiness at work for electrical industry personnel in Pathum Thani Province have a high level of correlation. Therefore, it is recommended to develop leadership to provide command working condition and compensation improve the work environment of personnel as well as a good relationship between colleagues that make it successful in quality management throughout the organization.

The researcher proposes a guideline for the next research to study the population working in the electrical industry and other industries in Pathum Thani Province to cover industrial plants in Pathum Thani Province.

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