

ความสัมพันธ์ในที่ทำงาน ด้านคุณภาพชีวิตในการทำงานและด้านผู้นำที่สามารถทำนายภาพรวม
ความสุขในการทำงานได้อย่างมีนัยสำคัญทางสถิติที่ระดับ 95% โดยองค์ประกอบทั้ง 3 ด้าน
สามารถทำนายภาพรวมความสุขในการทำงานได้ร้อยละ 43.5 ($R^2 = 0.435$)



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Independent Study Title	Happiness at Work of Employees at Material Handling System Division, Mae Moh Lignite Mine, Lampang Province
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ABSTRACT

This independent study aimed to study happiness at work of employees at Material Handling System Division, Mae Moh Lignite Mine, Lampang Province. The subjects for this independent study consisted of 160 personnel of Material Handling System Division, Mae Moh Lignite Mine. The data was collected from self - administered questionnaire. The questionnaire was designed to collected data which consisted of two types of questions: personal demographic information and opinions on factors which led to happiness at work. The data was analyzed by frequency, percentage, mean, independent - samples t - test, analysis of variance: ANOVA, Scheffe and Linear Regression.

The results of the study show that all of the personnel were male. Most of the personnel were between 41 - 50 years old, married and with education at the level below Bachelor's degree. Most of them were at operation positions, with monthly income ranging from 30,001 - 50,000 baht and had been working for 21 - 30 years. The level of happiness at work at Material Handling System Division, Mae Moh Lignite Mine was at the high level. The opinion towards the overall happiness at work was at the "agree" level on all factors. The personal demographic factors that significantly related to happiness at work were marital status at the level of 95%, while sex, age, education level, position, income and work period did not correlate significantly with happiness at work. Variables that significantly predicated happiness at work of employees were Relationship at

Workplace, Quality of Work Life and Leadership. These predictors accounted for 43.50 percent ($R^2 = 0.435$) of variance.



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