

# HAPPY 8 WORKPLACE ACTIVITIES AFFECTING THE PERFORMANCE OF PERSONNEL AT COLLEGE OF INNOVATION AND MANAGEMENT SUAN SUNANDHA RAJABHAT UNIVERSITY

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## ABSTRACT

This study has objectives to examine 1) individual general information of the informants, 2) happy 8 workplace activities 3) performance efficiency of the personnel 4) happy 8 workplace activities affecting the performance efficiency of personnel at College of Innovation and Management, Suan Sunandha Rajabhat University. The population is 139 personnel who are working at College of Innovation and Management during year 2023, data collection was conducted through questionnaires. Descriptive statistics were applied to examine the individual general information, happy 8 workplace activities affecting the performance efficiency and performance efficiency whereas the inferential statistics were applied for Multiple Regression Analysis to examine and compare the performance efficiency of the studied group. The findings revealed that 1) most of the informants were female, age 41 years up, married, educational level of higher than a bachelor's degree with an average monthly income Baht 25,001-35,000 and working period of 5-10 years, 2) in view of the happy 8 workplace activities, overall, the opinion level was at the highest level and considering on aspect basis, it was found that the following aspects showed highest level; Happy Heart, Happy Society and Happy Family, respectively, 3) the analysis of opinion towards performance efficiency, overall, the opinion level was at the highest level and considering on aspect basis, the highest aspects were time, work quantity and work quality, respectively, 4) the analysis on happy 8 workplace activities affecting the performance efficiency, overall, showed that such activities affected the following aspects; work quality, work quantity, time and operating cost at 81.6 percent.

**Keywords:** Happy 8 Workplace Activities, Performance Efficiency, Individual Performance Efficiency

## INTRODUCTION

Happy workplace is the concept focusing on the target group of “personnel at workplace” who are a key force of family, society and organization. The personnel at workplace are therefore the most significant factor contributing to an organization's sustainable growth since they are the appliers utilizing their organizational resources for production and creation of products and services including managerial strategies that enhance business competitive advantage (Pahasing, B., Girdwichai, P., Kulwanich, A., Siriyanun, S. 2022). Consequently, happy workplace plays a vital role in an organizational administration by developing human resources to be in line with the corporate vision and goal of an organization and it can be

conducted based on the Happy 8 Workplace principle that is an approach of happiness and sustainability consisting of Happy Body, Happy Heart, Happy Relax, Happy Brain, Happy Soul, Happy Money, Happy Family and Happy Society (Kwanmuang Bavornatsawakul, 2016).

Realizing an importance of happiness of its working personnel, College of Innovation and Management, Suan Sunandha Rajabhat University therefore has a policy to run its organization to be a happy workplace by applying the happy 8 activities in order to have all employees implement and work happily since presently there are unavoidable economic, social and technological changes that broadly affect the captioned working personnel. Applying the Happy 8 Workplace within an organization will therefore help make them to work happily and efficiently, adjust their point of views and conduct working plan to be in line with the current situations to develop them to be happy that will result in the organizational performance efficiency.

As per the above reason, the researchers therefore are of interest to conduct a study on “Happy 8 Workplace Activities Affecting the Performance of Personnel at College of Innovation and Management Suan Sunandha Rajabhat University” to examine the happiness level that affects the performance of the working personnel so as to bring the findings for development and improvement of the organization to become a happy workplace with performance efficiency enabling the organization to achieve the defined target.

## OBJECTIVE

1. To examine individual factor of the working personnel of College of Innovation and Management, Suan Sunandha Rajabhat University.
2. To examine Happy 8 Workplace Activities of the working personnel of College of Innovation and Management, Suan Sunandha Rajabhat University.
3. To examine performance efficiency of the working personnel of College of Innovation and Management, Suan Sunandha Rajabhat University.
4. To examine Happy 8 Workplace Activities affecting performance efficiency of the working personnel of College of Innovation and Management, Suan Sunandha Rajabhat University.

### Research Hypothesis

Happy 8 Workplace Activities affect performance efficiency of the working personnel of College of Innovation and Management, Suan Sunandha Rajabhat University.

## REVIEWED LITERATURE

### Definition of Joy at Work

Joy at Work means the employees' feeling in terms of love, satisfaction, enjoyment of working, working with passion, being recognized, obtaining reliability from colleagues, having good relationship, pride, intention to create achievements for their own or for organization and according to the concept of Manion (2003), it consists of 4 aspects:

- 1) Connections: It is the happy feeling upon having connections with colleagues, rendering assistance with each other and working collaboration.
- 2) Love at Work: It is the passionate and attached feeling towards responsible works with anxiety to come to work and enjoyment as well as pride to work as assigned.
- 3) Achievement: It is the happy feeling of achieving the assigned tasks leading to self-value, pride and effort to further improve for more achievement.

4) Recognition: It is the happy feeling upon being recognized by colleagues, supervisor and inferiors including colleagues' recognition on one's effort, reliability, good expectation and regular knowledge and experience sharing to each other.

As per Charnwit Wasanthanarat (2008), Thai Health Promotion Foundation (Thaihealth) proposes the approach of the happy workplace creation and happy 8 workplace activities consisting of the following aspects:

1) Happy Body: means being physically and mentally healthy since it is believed that should human beings have physical strength, they will have mental health ready to properly deal with the confronting problems.

2) Happy Heart: means generosity to each other since it is believed that the real happiness is being the giver.

3) Happy Soul: means adhering to religion or morality of living since it is believed that the dharma principle and teachings will help everyone's living to be in a proper way, be conscious and concentrate in working and be able to deal with the incoming problems. This is based on encouragement of being a good person having good thoughts and actions as well as having faith in entire virtue.

4) Happy Relax: means relaxation from surrounding environment since it is believed that should working people do not relax, they will have physical and mental stress that will eventually impact their performances.

5) Happy Brain: means regular self-development by exploring knowledge from various sources to become a professional and strengthen career path since it is believed that should everyone explore and gain more new knowledge with regular self-development, it will be another force enabling an organization to be developed by the potential employees.

6) Happy Money: means having adequate money with economizing manner, no debt, fostering of saving habit that will spend money when necessary only based on the sufficient economy philosophy.

7) Happy Family: means having a warm and stable family, fostering family-oriented to be applied for living to know love, confidence and faith in virtue to become a good person of the society (self-esteem, being family-oriented, work-oriented, friend-oriented and sufficiency preference)

8) Happy Society: means the generous unity among people in a community and workplace, well-being of people in a society or community that will be as a foundation enabling living people to have unity in developing their communities for better living.

Happy 8 Workplace places importance on individual, family and society levels that are a key and correlated principle. Should one is happy, his/her family will be also happy and when a family is happy, the society will be also happy.

This can be concluded that the composition of happiness means things responding to an individual demand affecting such an individual to be happy, work within an organization happily, live carelessly, work together with other people happily, have positive thinking, no stress or worry during working, be sincere to colleagues, create unity among colleagues including befriending and clear communication. When all of these are combined, it will eventually cause the Joy at Work.

### **Performance Efficiency**

Siriwadee Chu-Cherd (2013) stated that the performance efficiency meant an ability and skills in actions of an individual or others that are better or improved to achieve his/her own or corporate goal that would enable oneself, others and an organization to be eventually satisfied and peaceful.

Peeraya Chuenwong (2017) stated that the performance efficiency meant utilization of organizational resources to achieve an organizational goal. Therefore, it focused on doing the right things and efficiency was the way of allocating resources to minimize consumption by

being capable to achieve the goal within the lowest consumption of resources; usage resources with goal to achieve the highest efficiency or goal. This might be called “Doing Things Right”.

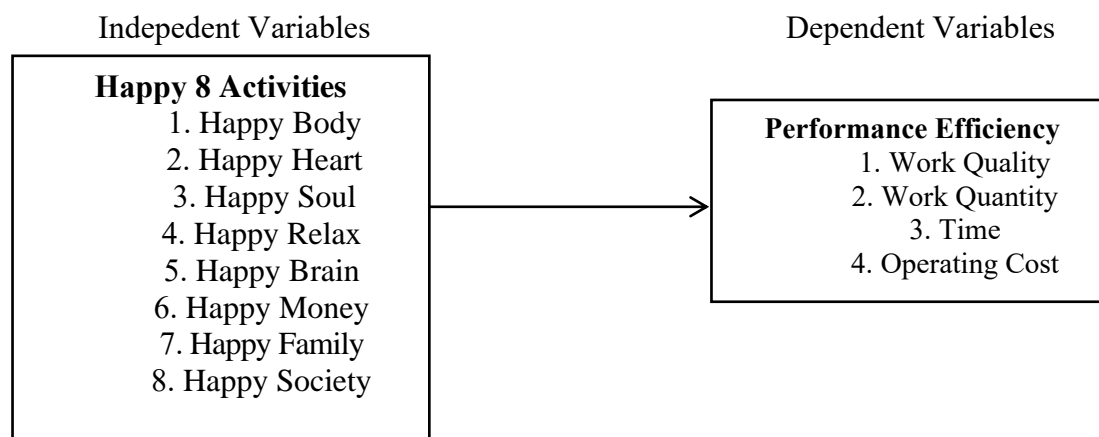
In conclusion, the performance efficiency means fully performing duties with good disciplines, effort and dedication, on-time, rapid and accurate completion of works, responsibility for assignments, completion within timeframe, and additional improvement of one’s or others’ ability and skills for achievement of the corporate goal.

### **Background of College of Innovation and Management, Suan Sunandha Rajabhat University**

The College of Innovation and Management was established in 1997 under the “Education Management Project for Permanent Personnel” by Asst.Prof. Dr. Chuangchot Pantuvej as the project leader in which Asst.Prof.Dr. Prangsri Phanichayakul had incorporated with Department of Non-Formal Education, Ministry of Education for the purpose of providing education for adults who lacked of educational opportunity; businessmen, politicians, actors & actresses and entrepreneurs having their own businesses or having duties in managerial level. At the beginning, the educational program consisted of 2 areas of study; Bachelor of Business Administration Program in Quality Management and Bachelor of Public Administration. Later, in 2005, the name was changed to “College of Management” having Asst.Prof. Wichien Sriprajan as the first director. On March 26, 2008, the 4/2008 Suan Sunandha Rajabhat University Councils’ Conference had its resolution to change the name of “College of Management” to be “College of Innovation and Management” having status equivalent to a faculty with its own rules of management and core target of having high dependence and flexibility under supervision of the university and the tasks similar to the higher educational institute; to produce qualified undergraduates to the society to provide research, academic services and art & cultural preservation.

### **Conceptual Framework**

The study on concepts and theories related to Happy 8 Activities were conducted and applied for focusing on the the performance efficiency of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University.



*Figure 1 Conceptual Framework*

## **METHODOLOGY**

The population in this study were personnel working at College of Innovation and Management, Suan Sunandha Rajabhat University, among of those was the sample group consisting of 139 informants and the quantitative research was conducted during January – March, 2023.

## **Research Instrument**

The research instrument was questionnaires applied for data collection that were divided into 3 parts:

Part 1 Questions on Individual General Information; gender, age, marital status, educational level, average monthly income and tenure.

Part 2 Questions on Happy 8 Activities affecting the personnel's performance efficiency

Part 3 Questions on the personnel's performance efficiency

## **Data Analysis**

All data gained was processed through the followings:

1. Descriptive Statistics: the individual general information of the sample group; gender, age, marital status, educational level and average monthly income to find out the value of frequency and percentage.

1.1 Data of Happy 8 Activities affecting the performance efficiency of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University to find out the value of mean and standard deviation.

1.2 Data of performance efficiency of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University to find out the value of mean and standard deviation.

2. Inferential statistics: to compare performance efficiency of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University with the enter method for multiple regression analysis.

## **CONCLUSION**

1) The research findings revealed that in view of the individual general information, most of the informants in the sample group were female at the age of 41 years up, holding a bachelor's degree with average monthly income of Baht 25,001-35,000 and tenure of 5-10 years.

2) Analysis on Happy 8 Activities: Overall, the opinion level was at a high level and when considering on aspect basis, they were ranked in order as follows; Happy Heart, Happy Society, Happy Family, Happy Soul, Happy Relax, Happy Brain, happy Body and Happy Money respectively.

3) Analysis on the Performance Efficiency : Overall, the opinion level was at a high level and when considering on aspect basis, they were ranked in order as follows; time, work quantity, work quality and operating cost respectively.

4) Analysis on Happy 8 Activities affecting the performance efficiency of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University could be concluded that the Happy 8 Activities affected the performance efficiency of the sample group in terms of work quality, work quantity, time and operating cost at an overall percentage of 81.6.

## **DISCUSTION**

The research findings can be discussed based on the objectives as follows:

1) The results on the performance efficiency of personnel of College of Innovation and Management, Suan Sunandha Rajabhat University classified in gender, age, marital status, educational level and average monthly income could be concluded that;

1.1) the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University, consisting of different gender overall caused different performance efficiency. This concurred with the study of Waraporn Thaharn (2018) on "Happiness at Work of

the Institute for the Promotion of Teaching Science and Technology (IPST)” revealing that overall, the different gender makes different happiness at work.

1.2) the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University, at the different age overall showed different performance efficiency. This was in line with the concept in the study of Warunee Dabsungnoen (2011) on “Quality of Work Life, Organizational Commitment, Work Empowerment and Quality of Service of the Operative Professional Nurses at A Private Hospital in Bangkok” stating that nurses at the different age had different quality of working life, organizational commitment, work empowerment and quality of service.

1.3) the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University, with the different marital status overall showed no difference of performance efficiency. This is in line with the study of Peerada Kaewmoon (2019) on “The Staff Performance Efficiency of Employees in Ricoh (Thailand) Company Limited. Head Office” stating that Rico (Thailand) employees at the head office who had different marital status showed no difference of the performance efficiency.

1.4) the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University, with the different educational level overall showed different performance efficiency that was in line with the study of Soradee Chokekunawattana (2015) on “The Quality of Working Life Affecting Employees Commitment of Krung Thai Bank Plc., Head Office” revealing that the employees holding different educational level showed different commitment towards an organization; the employees holding a bachelor’s degree or lower than had more commitment than those holding higher educational level that might be since those holding higher degree had more opportunity of job selection than the lower ones causing them to often change jobs and had less commitment.

1.5) the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University, with the different average monthly income overall showed different performance efficiency in line with the study of Aekaluck Chumpuchai (2018) on “The study of the Quality of Working Life Affecting Organizational Commitments: A Case Study of Staff from Skillpower Service (Thailand) Co., Ltd. (Manpower Lumphun Branch)” revealing that the factor of monthly income differently affected the organizational commitment.

1.6) the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University, with the different tenure, overall showed different performance efficiency in line with the study of Ammaraporn Yamkajorn (2014) on “Comparison of Organizational Commitment of Advanced Research Group Co., Ltd.” revealing that the individual factor of different tenure aspect caused the different organizational commitment.

2) the findings on Happy 8 Activities, of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University, classified on aspect basis; Happy Body, Happy Heart, Happy Soul, Happy Relax, Happy Brain, Happy Money, Happy Family and Happy Society, could be concluded as follows:

With difference in Happy Body, Happy Heart, Happy Soul, Happy Relax, Happy Brain, Happy Money, Happy Family and Happy Society, the personnel, of College of Innovation and Management, Suan Sunandha Rajabhat University overall showed different performance efficiency in line with the study of Trakul Chitwattanakorn (2021) on “Creating Happiness in the Organization Influences to the Warm Relationship in the Workplace of the Company Employees in Pathum Thani Province” revealing that in view of Happy Body aspect, it influenced the organizational commitment of the employees in private companies. This was in line with the study of Sasithorn Laotheng and Viroj Jedsadaluk (2014) on “The Influence of Happiness Activities in the Organization by Happy- 8 Model toward Happiness at Work, Productivity of Work and Intention to Resign of Workers in a Private Company” revealing that the Happy 8 Activities positively influenced happiness at work in line with Sakun Tubthong (2015) on “The Relationship between Elements of Happy Workplace and the Quality of Work Life of Employees

at Mizuno Plastic Company Limited” revealing that the relationship between the element of happy workplace in view of Happy Body affected the quality of life of Mizuno Plastic Co., Ltd.’s employees.

3) The findings on performance efficiency, of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University, classified on aspect basis; work quality, work quantity, time and operating cost, could be concluded as follows:

3.1) the work quality of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University affected their performance efficiency in line with Sirinapa Taranut (2018) on “A Study on Efficiency in Operations of the Local Government Officers at Chomtong District, Chiang Mai Province” revealing that work quality had positive relationship in enhancing the performance efficiency.

3.2) a lot of work quantity of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University affected their performance efficiency. For this aspect, the researchers are of the view that those personnel place importance on achieving the assigned tasks based on their work quantity when compared to the defined target. Additionally, creating benefits to an organization makes them proud that will result in their happy at work. This is in line with Sompong Ruttananupong (2015) on “Quality of Work Life and Performance Efficiency of Workers of SMM News Center” revealing that the work quality had a positive effect towards quality of working life level.

3.3) time of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University affected their performance efficiency: For this aspect, the researchers are of the view that those personnel place importance on on-time working, ability of time saving and have time management that result in organizational commitment and higher performance efficiency. This is in line with Natchapol Ngarmthammachart, (2015) on “A Guideline of Enhancing Performance Efficiency of Employees in Production Line of XYZ Co., Ltd.” revealing that time had positive relationship with higher performance efficiency.

3.4) operating cost of the personnel of College of Innovation and Management, Suan Sunandha Rajabhat University affected their performance efficiency. The researchers are of the view that those personnel place importance on achievement of the assigned tasks despite of having limit resources. Resource management is very essential and those personnel’s ability of planning resource management shows their working potential. The better they handle resource management, it shows that they have systematic thinking and overview awareness that will result in performance efficiency. This is in line with Sirinapa Taranut (2018) on “A Study on Efficiency in Operations of the Local Government Officers at Chomtong District, Chiang Mai Province” revealing that the operating cost had positive relationship with higher performance efficiency.

## RECOMMENDATIONS

### Recommendations

The Happy 8 Activities affect the performance efficiency in all aspects; therefore, an organization should consider a proper activity arrangement for their employees to nurture happiness during their working i.e. praying and meditation activity for peacefulness or New Year party for relaxation, etc.

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