

A Synthesis of Psychological Factors Correlating with Happy Workplace for the Support Personnel at a Thai Universities

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ABSTRACT

A happy workplace result in positive feelings and experiences of employees. The recent research about support personnel at the university were important to support teacher to success university goal setting was founded employee engagement relationship happy workplace significantly at .01 level while morale, self-efficacy, employee engagement, achievement, motivation, emotional intelligence, life balance, and job satisfaction affect happy workplace significantly at .01 level. The researchers interested to synthesis of psychological factors correlating with happy workplace for the support personnel at a Thai Universities. The methodology used was documentary research. The sample of research were twenty-five quantitative research studies about psychological factors correlating with happy workplace of supporting personnel at universities in Thailand published from the years in 2010-2020 and selected from purposive criterion from Thai Digital Collection (TDC). The instrument used were research quality evaluation form and research record. The results of the research found that the quality of research was good ($\bar{X}=3.17$ S.D.=0.65). The psychological factors of correlating with happy workplace for the support personnel at a Thai Universities which were in the following order: morale ($r=0.71$), self-efficacy ($r=0.69$) and employee engagement ($r=0.63$) with happy workplace the correlation at a high-level achievement motivation ($r=0.57$), emotional intelligence ($r=0.52$), life balance ($r=0.50$) and job satisfaction ($r=0.48$) with happy workplace the correlation at moderate level. Implication of findings suggest that Thai universities should design intervention training and positive reinforcement for morale and happy workplace for the supporting personnel who work at the universities.

Keywords: synthesis psychological factors, happy workplace, support personnel, Thai universities