



An Approach to Create a “Happy Workplace”



NK Apparel

WD Western Digital®



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Objectives of the Study

To design an approach to creating “Happy Workplace” in organizations, test it and report the results.

5 Pilot Organizations

voluntarily applied to participate in the program: B Food International, NK Apparel, Western Digital (Thailand), Mitr Phol Group, Siam Cement (Kaeng Khoi)



Methodology

Triple C Roadmap to Happiness in the workplace
(workshop and focus group discussions)

QOL (Happiness)



Objective
Conditions

**Subjective
Perceptions**

Emotion
emotional response
to something nice

Long-Term Mood Happiness
a mood with a genetic basis
contentment

Happy 8

Thai Health Promotion Foundation

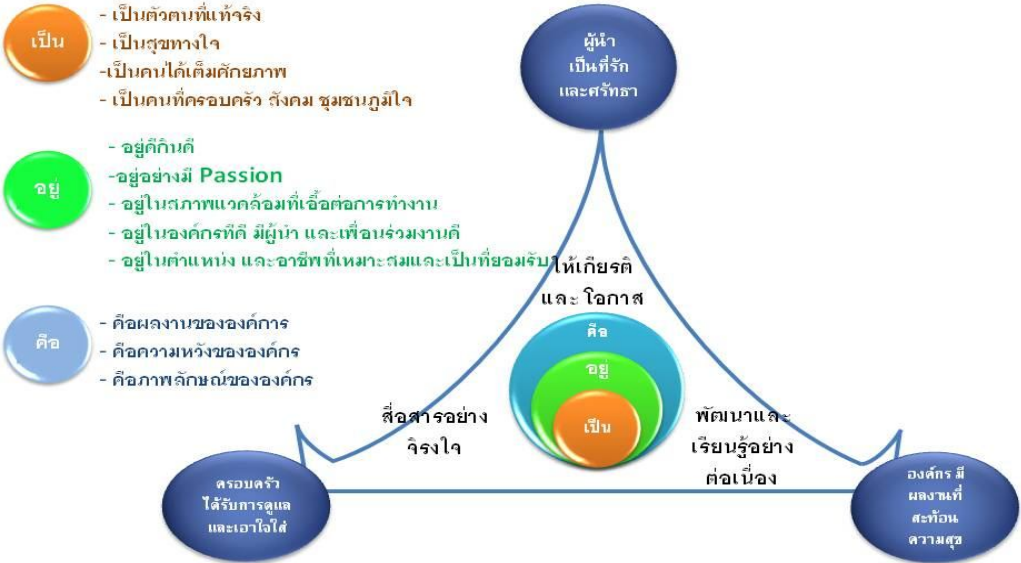
**Happy Body, Happy Heart, Happy Soul, Happy Relax,
Happy Brain, Happy Money, Happy Society, Happy Family**

"Decoding 103 Happy Organizations"

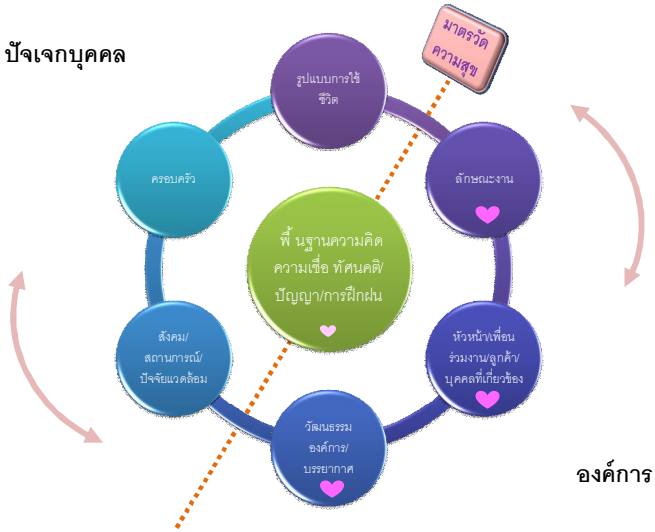
Happy Organization, Management, Employees



Happy Organization



Happy Management



Happy Employees

Methodology

Triple C

Roadmap to Happiness in the Workplace

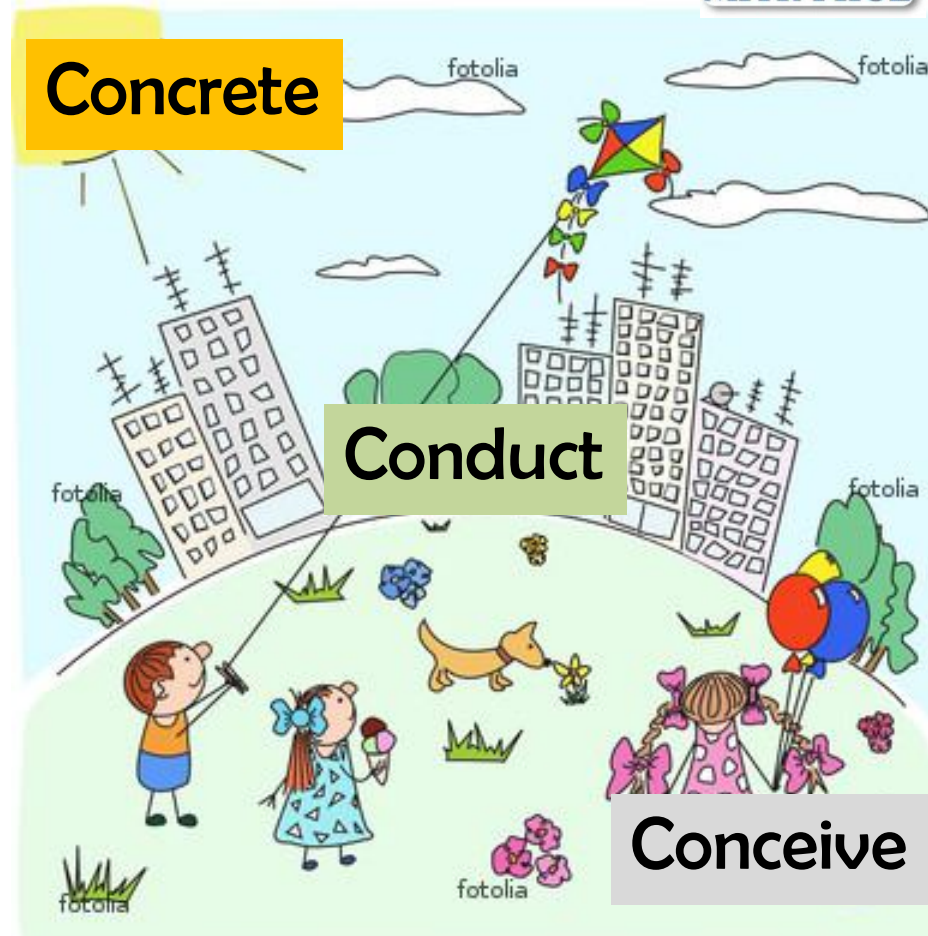


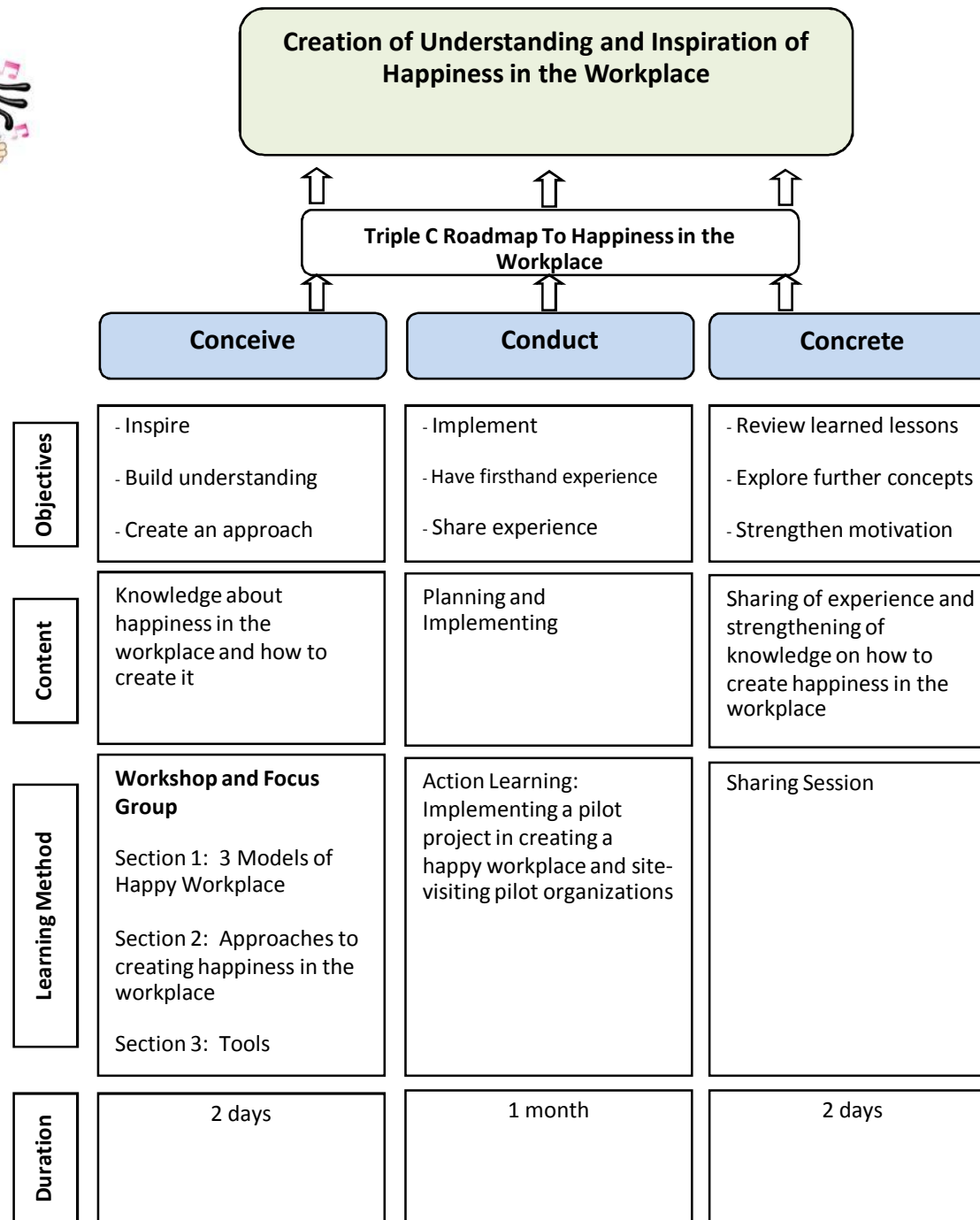
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SCG
SIAM CEMENT GROUP





Findings

Conceive

- Happiness is viewed by employees as well being.
- Leaders should provide some guidance and counseling.
- Happiness creation in an organization should take part in every division of the organization.
- Needs of each employee group are different.
- As a middleman, HR people have to know how to make executives understand and support such projects aimed at creating happiness for all staffs.



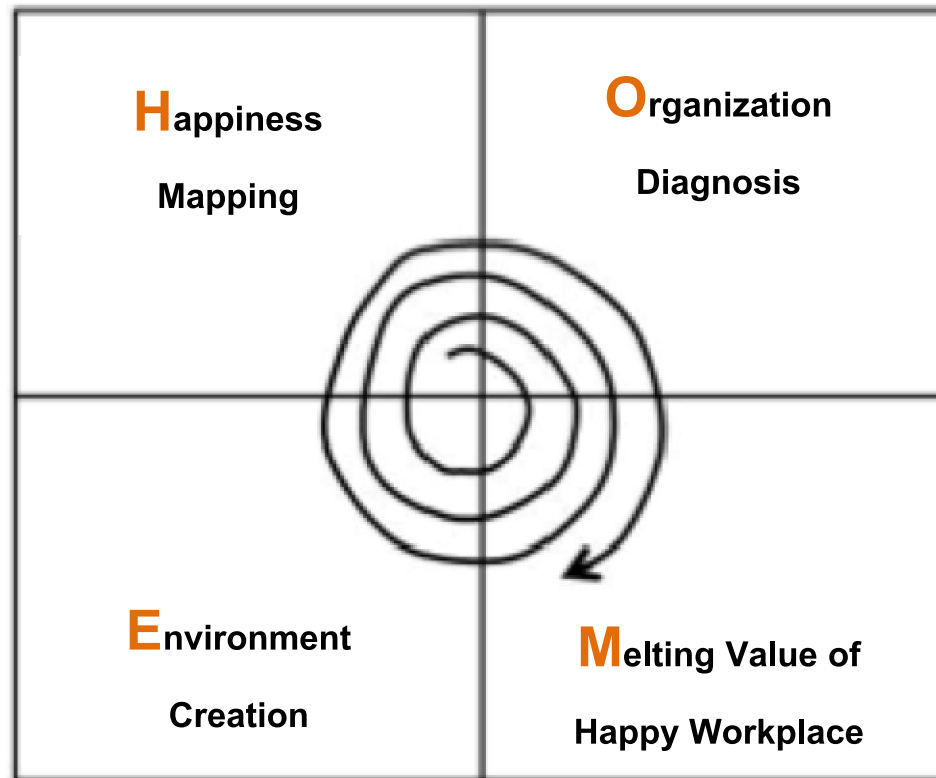
Conduct and Concrete

- Everyone should open up and share their true feelings.
- It is very essential to have collaboration from all employees.
- Management must give a full support.
- All of employees must think positively.
- Balance of work and life is a key to happiness.
- Creating a happy workplace is no one specific person's responsibility, but all's.

Critical Success Factors

- Leaders
- Employees
- Organization's Policy
- Work Atmosphere

HOME Model



Conclusion

“Happy Workplace” is one of the organization development approaches adopted by many organizations in Thailand. However, most practitioners still lack knowledge and understanding about how to create such happiness.

The results of this research suggest a HOME Model as a guideline for any organization to use for the building of happiness in their workplace.

Finally, it is also advisable for organizations, training or consulting companies, and educational institutions to design a curriculum or a training course on how to create a happy workplace for organizations in Thailand.

