

The Primary Study of Well- being while Working from Home of Gen Y Employees in Bangkok during Covid 19 Pandemic Crisis

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Abstract

This research is aimed to study well- being while Working from Home of Gen Y employees in Bangkok during Covid 19 pandemic crisis. The study is conducted by qualitative study to understand Gen Y employee well-being by using semi-structure with framing the questions by Seligman's (2011) PERMA model (Positive emotion, Engagement, Relationships, Meaning, and Accomplishment) model. The samples are Gen Y Employees (N = 20) from both private and public sector in Bangkok which are recruited by purposive and snowball sampling. In-depth interview is employed to use theoretically relevant in relation to the PERMA Model. The results show and analyze the description and contents of findings in PERMA thematic analysis in relation to Gen Y employees' well-being while working from home.

Key Words: Covid 19, Working from Home, Well- being

Introduction

The millennial generation is so-called Generation Y. Millennials is considered as the one of the most adaptive and creative generations, especially in their own careers. The primary characteristic is most of them could not live without internet. They have been socialized by new technologies like smartphones, laptops, and social media application, such as: Facebook, Instagram, Twitter, and all applications they are interested to. Consequently, they can apply new technologies much better than generation X or older. However, when it comes to the workforce, Gen Y remains a force to reckon with. Gen Y does not recall life before the Internet. They live and breathe through their smartphones, sharing their lives over Instagram and connecting with friends and family via Facebook and Twitter. 80% even sleep with their cell phone next to the bed. This generation has also mastered self-expression, with 75% creating a profile on a social networking site, 20% posting a video of themselves online, 38% with one to six tattoos, and 23% with a piercing in some place other than an earlobe. The trend towards personal branding or self-promoting is a rampant attribute of this group (Telusinternational, 2019). The global COVID-19 pandemic will impact these young in a critical time when they are reaching key milestones in their lives. To exemplify, (Schmidt, 2020) states that health and wellness is another trend to watch. Gen Y are known for embracing ethical and healthy lifestyles, but the COVID-19 pandemic will raise their awareness even more.

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Going forward, young people are expected to pursue fitness goals, cook more fresh food at home, and seek products and services that support their mental health such as meditation apps during the pandemic period. In addition, “the COVID-19 pandemic has radically shifted our way of life, how we work, socialize, shop, and more young generations were especially impacted,” says Michele Parmelee, Deloitte Global Chief People and Purpose Officer. “However, despite uncertain and discouraging conditions, millennials express impressive resiliency and a resolve to improve the world. As we rebuild our economies and society, young people will be critical in shaping the world that emerges” (Deloitte, 2020).

Moreover, Gen Y had been the most diverse generation, and the pandemic has hurt people both in health and financially. The pandemic has shined a spotlight on massive of Gen Y people who have to work during the pandemic. The coronavirus pandemic is fueling the growth of work from home situation. When the pandemic struck, remote work was accelerating in Thailand. Companies and workers shifted to remote working in order to contain the transmission of COVID-19, dramatically changing how we work (Bolotsky, 2020). Interestingly, when generation Y has to work from home, they have trended to drag those new technologies to employ to their job well. Thus far, Gen Y looks for a good work-life balance, flexible working hours and strong diversity policies. With seamless digital technology in which time and physical limits are minimized. Work can do everywhere, and working hours are not necessary. Gen Y worker has no problem with working for long hours as long as the work can be done from their laptop in their favorite place. (Sa’aban, Ismail, & Mansor, 2013) explain that gen Y is the new generation that being flexible in the workplace. As mention early, this generation can easily adapt with new culture and change. What is means by flexible is they can work together with new people, place, and new situation. To support, even this generation is being flexible in the workplace, but they still consider their personal life (ibid, 2013). Also, they associate themselves more with the type of work that they perform rather than the organization they are associated with. They place more emphasis on work-life balance so have interests in working from home (Sharma, 2012). Moreover, (Islam, Cheong, Yusuf, & Desa, 2011) state that Gen Y insists on working flexibly, choosing when and where to work. (Brown, et al., 2009) Gen Y also does not connect long working hours to work quality or devotion to their employer. With the technological advancement, this generation believes they can work away from the office and still produce quality results. Then, Gen Y takes work-life balance as important issue in life. However, (Brown, et al., 2009) illustrate that Gen Y is much like the preceding Generation X seeks to maintain an adequate work-life balance. Compared with their boomer parents, Millennials place more emphasis on family relationships than work and, because of this, have an interest in working from home (Concours, 2007).

In the light of COVID-19 pandemic crisis, many employees could not go to work normally. The global work-from-home movement intended to maintain output and efficiency during the COVID-19 pandemic could generate a worldwide productivity slump and threaten economic growth for many years (Bloom, 2020). The well-being of employee is vital for productivity of both private and public sector while working from home. Due to COVID-19, many employees are unable to go to work. Likewise, the share of jobs that could be performed at home is an important input to predicting the economy’s performance during this or subsequent periods of social distancing. However, that it is not straightforward to use these values to estimate the share of output that would be produced under stringent stay-at-home policies. An individual worker’s productivity may differ considerably when working at home rather than her usual workplace.

Also, Covid-19 crisis has disrupted the strategic decision-making framework for organizations, with rebuilding necessary for business survival (REPORTERS, 2020). Thus, Covid 19 pandemic crisis makes increasing for the growing work-from-home trend, making millions of people into remote workers almost overnight as companies seek to continue operations amid the global pandemic. In fact, working from home all the time under these difficult conditions, could actually be increasing their burnout. Our research on their current careers and employment shows that 36% of remotely working. Gen Y says that working from home has been a difficult transition, and 34% say they get less work done (YPULSE, 2020). Kotzen noted that Millennials' mindset could be contributing to their challenges. After all, the Millennial generation pushed the concept of work/life balance, and now the two are hyper intertwined. "Now it's like they have no control over their environment" (Agovino, 2020). In other words, before the pandemic, the office is designed to be an office and it also helps people be productive, millennials are at the front end of changes to the workplace that included greater flexibility like working from home. Then, it turns out that during COVID-19 lockdowns they missed the office more than anyone else (JLL, 2020). Paradoxically, Gen Y employees who ever been struggled with remote working previously worked in an office setting but are now struggling while working from home due to Covid-19.

Consequently, well-being of employee has become the important thing which has to be concerned. (APA, 2020) states that the coronavirus (COVID-19) is presenting new and unique challenges and making it is important to find new ways to work and interact while also taking care of our mental health and well-being. Human beings are social animals, so working from home may have taken some getting used to. In terms of finding the ways to cope with feelings of isolation or may still be struggling during this hard period. However, working from home requires self-control while "normal" work environments are surrounded with offices, factories, shops which have been set up to engage in work efficiently. On the contrary, for many Gen Y employees, home environments are not designed for work. The disruptions of this critical pandemic are a shift these people to work from home. Then, new work surroundings (at home) become the new challenges by how to concern their work despite new distractions, set new boundaries and keep well-being in a good shape.

Thus, well-being is a positive outcome that is meaningful for people and for many sectors of society, because it tells us that people perceive that their lives are going well. Good living conditions (e.g., housing, employment) are fundamental to well-being. Also, tracking these conditions is important for setting the agenda in public policy regarding work from home issues. In order to understand well-being, it may therefore be practical to get to understand the factors that cause the high and low well-being. In the context of Covid 19 pandemic crisis, this study will attempt to illustrate the Gen Y's employee well-being while Working from Home (WFH) by employing PERMA model to find the answer of research's objective.

Objectives

- 1.To study the well- being while Working from Home (WFH) of Gen Y employees in Bangkok during Covid 19 pandemic crisis.
- 2.To employ PERMA model to serve as the lens in order to understand the well-being of Gen Y employees in Bangkok.

Definition of Terms

1. Gen Y: or Millennials, were born between 1980 and 1994. They are currently between 26-40 years old.
2. Well-being: is the experience of health, happiness, and prosperity. It includes:
 - (P) Positive emotions – feeling good
 - (E) Engagement – being completely absorbed in activities
 - (R) Relationships – being authentically connected to others
 - (M) Meaning – purposeful existence
 - (A) Achievement – a sense of accomplishment and success
3. Work from Home: used to describe arrangements in which employees work in their own homes, rather than in an office
4. Covid-19 Pandemic: the coronavirus pandemic, is an ongoing global pandemic of coronavirus disease 2019 (COVID-19), caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).

Scope and limitation

1. Content: an employee well-being by semi-structure using Seligman's (2011) PERMA model (Positive emotion, Engagement, positive Relationships, Meaning, and Accomplishment) model.
2. Samples: Gen Y employees (N = 20) from both private and public sector who work in Bangkok.
3. Period: 4 weeks
4. Instrumentation and data collection: semi-structured questions by employing in-depth interview.
5. Data analysis: the interviews are transcribed verbatim and the selected quotes were translated into English and describe in thematic analysis. In the analysis the statements about each element of the PERMA model is listed in sub-themes to understand easily with simply words.

Expected Results

1. To understand well-being while Working from Home (WFH) of Gen Y employees in Bangkok.
2. To understand well-being of Gen Y employees in Bangkok by employing PERMA model to serve as the lens to obtain the data.

Limitations

The period for collecting the data is tight to grab a big sample to analyze.

Literature Reviews

1. The research conducted regarding every generation when at work

Liu, Pasma, Taal-Fokker, & Stappers (2014) design the research in relation to community's notion of interaction quality by exploring these new ways of interacting and comparing them in the home and work contexts. They describe and analyze two interview studies conducted with office workers to consider how they perceive, experience, and compare interaction qualities. Six interaction qualities (instant, expressive, playful, collaborative, responsive and flexible) were identified that together embody an interaction style that we have labeled 'Generation Y. The finding is personal and natural type of interactions were mostly experienced in the more private home context. Formal and subtle type of interactions were mostly experienced in the more public work context. The results states that the office workers scored the interaction qualities in their home context as richer than in their work context. This study resulted in a set of design guidelines, aiming to be used to implement the Generation Y interaction style in future office tools and applications.

Putnik, Houkes, Jansen, Nijhuis, & Kant (2020) state that there is a need for the development of theoretical frameworks that take cultural context into account in relation to work-home interface (WHI). This study points out that 'the pyramid of intersecting domains of WHI' that incorporates cultural context and other important work-life interface aspects. It builds on empirical findings of the intersectionality and work/family border theories. The pyramid consists of the following domains: the domain of work and home characteristics, the roles domain, and the cultural domain, which intersect to determine the fourth side of the pyramid, that is, the observed WHI. Based on the pyramid several research propositions can be formulated. Implications for researchers and HR professionals are provided.

Rohula & Kariuki (2020) explores factors that millennials and Generation Z consider as motivators or hygiene factors. The primary objective of the research is to provide Human Resource practitioners with information that may help in their recruiting and retention efforts. A structured survey, including both closed and open-ended questions, was conducted in order to answer the research questions and realize the research objective. A deductive approach is taken to create understanding and offer suggestions to recruiting personnel. The sample included millennials and Generation Z participants while also featuring a diverse range of respondents, including native Finns and immigrants living and working in Finland. The emergence of the COVID-19 pandemic prompted a second data collection similar in content to the first, in order to establish whether the pandemic affected the preferences of participants compared to the pre-pandemic sample. Analyzing the results of the study identified the concerns of currently working respondents and prospective employees, thus serving to form an image of an ideal employer. For example, money and benefits continue to motivate prospective employees. Thus, the results provided a glimpse of salaries and benefits that appeal to these younger generations. In conclusion, the participants offered suggestions for their future employers. The study concludes with recommendations for future research.

2. The research conducted regarding well-being by using PERMA model

D'raven & Pasha-Zaidi (2016) determine whether descriptions of happiness provided by a sample of Emirati university students would align with the PERMA model pathways. The results showed

that the way in which happiness was described overlapped with the PERMA pathways in culturally consistent ways. The PERMA model was effective in highlighting opportunities and challenges for intervention in the United Arab Emirates. Finally, the study suggests that as researchers aim to increase well-being and as nations strive to improve the satisfaction of their citizens, cultural structures may be impacted.

Kun, Balogh, & Krasz (2016) drawing the research on determinants of subjective well-being, the study developed and conducted a pilot study of an employee well-being questionnaire using (Seligman, 2011) multidimensional PERMA model (Positive emotion, Engagement, Positive Relationships, Meaning, and Accomplishment) model. Employees (N = 397) from postgraduate courses at the Budapest University of Technology and Economics (BME) completed a survey including 56 items which were theoretically relevant to the PERMA theory. Factor analyses recovered the expected five PERMA components and a negative emotion factor. Based on factor and reliability analyses, this study reduced the 56 PERMA items to 35 items. The results support the multidimensional approach to defining and measuring multidimensional well-being. A multidimensional well-being assessment may be useful for understanding employees' well-being, which can then be applied when developing policy and practice to increase well-being for all employees at work.

Elayan & Shamou (2020) seeks to measure Generation Y (Gen Y) attitude toward perceived Happiness at Workplace in North Cyprus Universities. By using five paradigms of Positive emotion, Engagement, Relations, Meaning, and Achievement (PERMA) Model. The tool for this study is a questionnaire which is developed and shared with a randomly to selected sample of 170 respondents who are students in Girne American University with 20 students for interviews. The findings indicate that the identified paradigms of the PERMA model are essential in Gen Y attitudes in the Happiness at Workplace with the most critical aspects being Engagement, Achievement, Positive emotion, Relations, and Meaning sequentially. Also, Gen Y's perceptions towards Happiness at Workplace is evident that it is lack of significant statistical differences between the Gen Y's perceptions towards Happiness at workplace attributes to their characteristics of gender, class standing, and nationality.

Pant & Agarwal (2021) studies the emotional wellbeing of private sector employees working from home during Covid-19. A detailed review of the literature was undertaken, and the PERMA framework was used for measuring the emotional wellbeing of employees. The study shows that employees' emotions were mildly positive along with mixed sentiments of anger, sadness, and loneliness. There are recommendations for employers to have a process and governance framework in place for work from home, be prepared for such uncertainties in future, followed with recommendations for employees. The study additionally shows that there were some positive outcomes of working from home, such as a cleaner environment and a better work-life balance.

3.The research conducted regarding work from home in general

Raišienė, Rapuano, Varkulevičiūtė, & Stachov (2020) examine the evaluation of telework through a questionnaire by different conditional groups of 436 teleworkers in Lithuania. Through a correlation analysis between the study variables, the findings suggest that there are differences in the evaluation of factors affecting telework efficiency and qualities required from a remote worker, depending on gender, age, education, work experience, and experience of telework. The results

are discussed in terms of the characteristics of the most satisfied and the most dissatisfied teleworkers.

Indulkar (2020) state that world has been facing a revolutionary change in the working pattern of employees with the adoption of work from home method. Slowly, companies are accepting this trend and taking benefits out of this. They are in benefit of cutting operational cost as well as making effective use of their employees with the help of telecommunication techniques. Employers as well as employees of the IT companies are using work from home method to solve their own purposes. Primary data as well as secondary data have been used for this research. Questionnaire and interview methods were used for the purpose of collection of primary data. It has been observed that employees from IT sector are willing to accept the work from home option when they have family situation to attend. They are afraid of its consequences on their health and social life in long run.

Purwanto, et al. (2020) identify an obtain information about the advantages and disadvantages of working at home (Work from Home) during pandemic COVID19. Research using the case study method, using an approach to discover and study method qualitative case that is used to gain information advantages and disadvantages of working at home (Work from Home) during pandemic COVID-19. The respondents were 6 people in an elementary school in Tangerang. For confidentiality purposes, respondents are given the initials R1, R2, R3, R4, R5 and R6. Semi-structured interviews were conducted, and a list of questions compiled for interviews was developed based on the related literature. Respondents for this study were teachers and at an elementary school in Tangerang. The results illustrate that there are several advantages and disadvantages to the WFH program, the advantages are that the WFH activity is more flexible in completing work, does not follow office hours, does not need to spend money to pay for transportation costs or gasoline costs, can minimize the level of stress experienced besides traffic jams traffic from home to the office, have more free time. The disadvantage of WFH is that it can lose work motivation to bear electricity and internet costs, can cause data security problems.

Praptana & Riyanto (2020) point out to the implementation of work from home (WFH) for the State Civil Apparatus (ASN) is a new thing that is done now, in the midst of the 2019 Corona Virus Disease pandemic (Covid19), ASN are required to continue working to serve the community from home. This study analyzes the effect of supervision and work environment on the effectiveness of the implementation of Work from Home (WFH) for the State Civil Apparatus (ASN). Respondents of this study focus on ASN who work in staffing units with consideration as a locus whose personnel are relatively capable of carrying out Work from Home (WFH) compared to ASN with the type of work in the field. With survey methodology this kind of study is quantitative. The research respondents were 30 (thirty people) and the data was analyzed using an SPSS computer program. The results showed there was an influence of supervision on the effectiveness of the implementation of Work from Home (WFH). The work environment has no effect on effectiveness, but supervision and the work environment together influence the effectiveness of the implementation of Work from Home (WFH).

4. The research conducted regarding well-being problem from Covid 19 while working from home

Wolor, Dalimunthe, Febrilia, & Martono (2020) add insight into how to manage stress experienced by employees while working from home amid dangerous conditions, especially now with the

outbreak of the covid-19 virus from a review of various existing literature and using qualitative methodologies to support this research. Next, this study presents the results of the empirical analysis and discuss the implications of further research. This study recommends six approaches that employees can take to prevent uncontrolled stress namely communication with family, communication at work, scheduling, safety. While maintaining health, obey government regulations and limit it to see news about the pandemic covid-19 outbreak.

Kazmi, Hasan, Talib, & Saxena (2020) conducted with the aim of exploring the impact of Covid-19 and lockdown on the mental health of individuals. DASS-21 was used to assess depression, anxiety, and stress among 1000 respondents. Results suggest that there is a significant difference among Depression, Anxiety and Stress across age, gender and employment. Also, Depression was found to be high among the respondents of age range 15-35 years, Anxiety was found to be prevalent among those belonging to 21-25 years of age and Stress was found to be high in individuals of 21-25 years of age.

Jaiswa & Arun (2020) examine the impact of work from home on employees during the lockdown and the nature and quality of work in the context of the current crisis. This study conducted in-depth interviews with 24 middle and senior-level managers across manufacturing and technology-enabled service sectors in India and analyzed the data using MAXQDA software. Employees reported an increase in working hours, major changes in their roles, reduced levels of productivity, and increased levels of stress. This paper discovered sparks of creativity among employees during this isolation period. These creative steps were either towards nurturing oneself for career growth or towards solving long-pending organizational issues. Interestingly, the creativity was self-initiated. The finding has key implications for organizations and their leaders who need to revisit work-from-home policies for the future workforce. The study also highlights the theoretical contributions and outline the scope for future research.

Delaporte & Pena (2020) estimates the share of jobs that can be performed at home in 23 Latin American and Caribbean (LAC) countries as well as examines the workers' characteristics associated with such jobs. To carry out this analysis, this paper uses rich harmonized household surveys and presents two measures of telework ability. The first measure of the feasibility of working from home is borrowed from Dingel and Neiman while the second closely follows the methodology of Saltiel. This study uses the second measure as our benchmark, as it is based on a more representative task content of occupations for LAC countries. We find that the share of individuals who are able to work from home varies from 7% in Guatemala to 16% in the Bahamas. We document considerable variation in the potential to work from home across occupations, industries, regions, and workers' socioeconomic characteristics. The results show that some individuals are better positioned to cope with the current situation than others. This highlights the need to assist the most vulnerable workers in the context of the global pandemic.

5. Synthesizing Sources

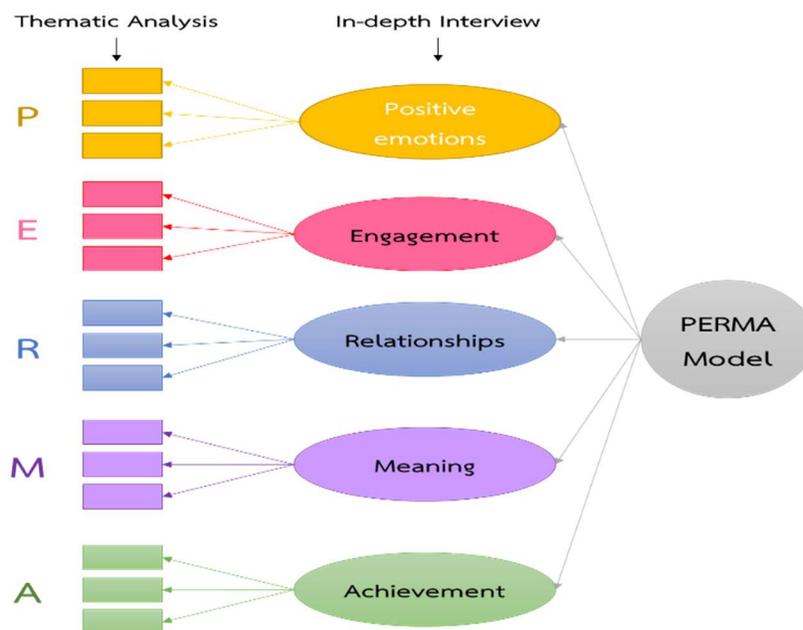
In the first group, the results states in the same way that the work and home context are significantly different when regarding on Gen Y at work.

In the second group, the findings state that PERMA model is effective and useful for understanding employees' well-being, which can then be applied when developing policy and practice to increase well-being for all employees at work.

In the third group, the findings illustrate the work from home situation, remote worker, work from home option, advantages, and disadvantages to the WFH program and the effectiveness of the implementation of work from home.

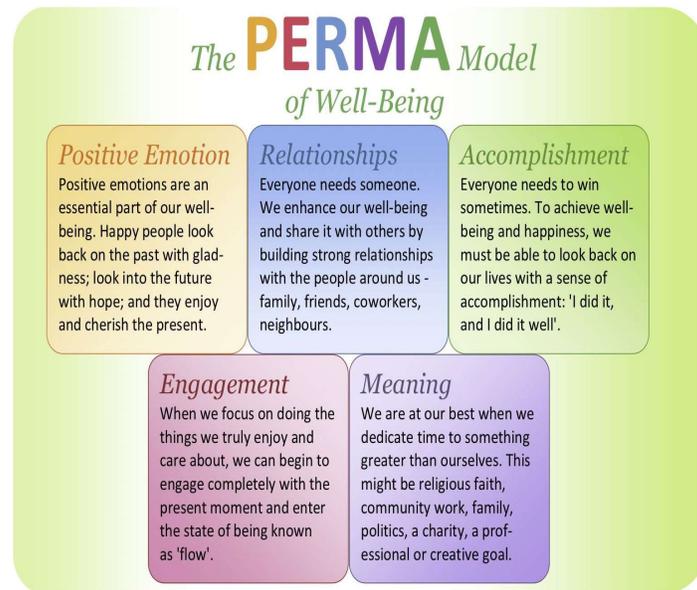
In the last group, the findings point out that the present pandemic caused by COVID-19 has caused unprecedented turmoil in human lives. One of the most visible and tangible COVID-19 impacts for many employees is the complete shift to working from home. COVID-19 has created several significant forced experiments in which companies have been compelled to make organizational decisions they likely wouldn't have in the "old normal" anymore, The research should be conducted more to dig deeply to enhance setting Work from Home policy.

Conceptual Framework



Theoretical Underpinning

Seligman (2011) developed the PERMA model, which consists of five components of wellbeing. PERMA is an acronym formed from the first letters of each domain defined by Seligman as a determinant of wellbeing: Positive emotion, Engagement, Relationships, Meaning, and Accomplishment.



From Martin Seligman's *Flourish*, 2011

Findings and Discussions

1.Element of P (Positive Emotion):

This element is the connection to happiness. It focuses on positive emotions. For example, it is the ability to be optimistic and view one's past, present, and future from a constructive perspective. A positive attitude can help in relationships and work and inspire others to be more creative and take more chances. It is founded that the sub-themes developed frequently and with the greatest intensity when describing the most important elements of positive emotion are:

- 1.1 Pet
- 1.2 Rest
- 1.3 Isolation
- 1.4 Family
- 1.5 Food and Drink
- 1.6 No Rush Hour and No Traffic

1.7 Music

2. Element of E (Engagement):

This element is the connection to how to engage in the situation, task, or project, we experience a state of flow: time seems to stop, we lose our sense of self, and we concentrate intensely on the present. It makes us feel good. The activity that we engage in leads us to the state of flow. The more we experience this type of engagement, the more likely we are to experience well-being. It is founded that the sub-themes developed frequently and with the greatest intensity when describing the most important elements of engagement are:

2.1 Games

2.2 Watching Movies and Series

2.3 Music

2.4 Working

2.5 Doing Hobby

2.6 Food / Eating

2.7 Online Shopping

3. Element of R (Relationships):

This element is the connection to relationships and social connections which are essential in one's life. As humans, we are "social beings," and good relationships are core to our well-being. Time and again, we see that people who have meaningful, positive relationships with others are happier than those who do not. It is founded that the sub-themes developed frequently and with the greatest intensity when describing the most important elements of relationship are:

3.1 Family / Dad / Mom

3.2 Life Partner

3.3 Friends

3.4 Colleagues

3.5 Never need relationship

4. Element of M (Meaning):

This element is the connection to meaning of life. In some point of lives that beyond material wealth and individual careers, there is something more important, namely, to lead a happy and balanced life regarding well-being. This is the meaning of life that helps us understand and see the true values in our lives. Understanding the impact of work and why do we "work from home" and how to enjoy the tasks and become more satisfied with the things we do when working from home.

It is founded that the sub-themes developed frequently and with the greatest intensity when describing the most important elements of meaning are:

- 4.1 Can-do everything
- 4.2 Work Success
- 4.3 Family and Siblings
- 4.4 Life Planning
- 4.5 Life goes on
- 4.6 Home

5. Element of A (Accomplishment):

This element is the connection to sense of performance and success, about constantly challenging oneself and the opportunity to strengthen and improve one's skills. Achievement is primarily about making efforts to improve one's performance which involves challenges that help to improve a person's self-image in order to allow someone to be proud of the performance he or she has delivered. This strengthens confidence and that results in increased happiness and well-being by setting feasible goals, people are actually able to achieve them which will lead to a feeling of satisfaction and motivate someone to keep going. It is founded that the sub-themes developed frequently and with the greatest intensity when describing the most important elements of relationship are:

- 5.1 Customer Consulting
- 5.2 Nothing
- 5.3 Financial Plan
- 5.4 Work Planning
- 5.5 Controlling Work
- 5.6 Work Coordination
- 5.7 Time Management
- 5.8 Work Success
- 5.9 Task Accomplished

According to findings, PERMA model could be considered as the lens to see the meaning and fulfillment to individual life in terms of happiness.

From the results, starting with positive emotion, it finds the things that make Gen Y feel joy and pleasure, and be in touch with those things often. The stuff that falls into that category can be anything from activities of Gen Y. Also, Gen Y always choose to have a positive outlook on life

because it makes them happier and healthier in general. Next, Gen Y makes time for activities that make them go into an above-mentioned state of flow.

By finding out what those activities are and letting Gen Y goes to the brain relax activities which will lead them to feel more content when working from home. Thus, taking care of relationships that Gen Y currently have and taking time and effort into building them into stronger connections is a must-have on the road to well-being. Generally, making new friends and meeting new people can help Gen Y feel like they belong to a group, which is something that all humans need to feel. However, it is important to understand Gen Y's meaning because it can be anything that makes them feel good to ending world hunger.

As mentioned above, to feel more accomplished Gen Y has to set realistic goals and also aware of what they want to accomplish. After accomplishing that goal for a while and letting yourself fail from time to time, Gen Y will strongly build courage and persistence to his or her subjective well-being. To support these findings, (Kenny, 2018) states that workplace happiness and well-being have received increasing attention, as organizations strive to address the challenges associated with employee stress and burnout. Consequently, while the individual elements of the model can be seen to function alone to generate wellbeing effects, they often work together, interacting to produce a range of outcomes, which in combination offer well-being impact. Gen Y employees spend their life in a meaningful way. They do not live to work; they work to live. From the results, it points out that Gen Y employees are flexible person. They are enthusiastic, adaptive, and very motivated about what they do while working from home. Also, this generation grows up in a world of technology and has experienced some significant technological advances, which typically are very natural to them. Then, they can be adaptive well when working from home which relies on technology. Accordingly, PERMA model can be the lens to see well-being by focusing on combinations of feeling good, living meaningfully, establishing supportive and friendly relationships, accomplishing goals, and being fully engaged with life. According to the PERMA model, the five elements result in relation to Gen Y employees take for granted experiencing positive wellbeing and developing greater resilience to life's challenges when working from home. Then, PERMA serves as a model to offer a range of elements and engagement level which could be produce well-being (Lee, Krause, & Davidson, 2017).

Conclusions

In sum, PERMA Model can be used and practical to understand the factors as significant element of well-being in terms of Gen Y which can take for granted regarding Gen Y well-being while working from home. The finding suggests that the PERMA model could be as a tool for understanding wellbeing in the critical situation of Covid 19 pandemic period. Lastly, in order to promote and support well-being of Gen Y and every generation, understanding the subjective well-being by using PERMA model might be applied when formulating work from home policy among this covid-19 pandemic period. The health, safety and good well-being of people in Thailand are needed because supporting wellbeing of people through the pandemic crisis is the duty of the state to take for granted the problems to be agenda setting and continue the policy process to support people inevitably.

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