

The quality of working life affecting organizational commitment of university staff

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Abstract

This research paper aims to (1) To study the quality of working life that affects the organization of university staff (2) Create a model for the development of quality of working life that affects the organizational commitment of the university's staff. This research is a mixed-method research by studying the documents In-depth interviews and questionnaires were used with 400 Rajabhat University staff. The seminar was based on experts by 9 experts.

The results of the research revealed that (1) The quality of working life was in high to low level. Ordered as follows In collaboration and relationships with other people The development of the ability of a person On the balance between work and personal life Democracy in the organization Jobs that are beneficial to society Security and job progress In terms of receiving sufficient and fair remuneration for work And working conditions that are considered to be safe and promote health. (2) The model for the development of quality of working life that affects the organizational commitment of university staff has 7 components, which are Leadership of executives Salary and compensation Democracy in the organization Security and progress Development of knowledge and capability On the balance between work and personal life And the physical environment

Keywords: improving the quality of work-life Commitment to the organization University staff

Introduction

Quality of life is very important for the development of the country. This is seen in the 6th National Economic and Social Development Plan, which focuses on improving quality of life. Human Resource Development Improving quality of life People are the center of development. The 12th National Economic and Social Development Plan (2017-2021) focuses on results for people to have a good and happy quality of life. At the same time, quality of work life is very important in today's work because people are an important resource, a valuable social cost. Nowadays, most people have to log in. Work must be done to ensure a living and meet basic needs. When people are mostly working at work, they should have the right conditions. It causes happiness both physically and mentally. There is a sense of stability and physical well-being. Emotional well-being, spiritual well-being and social well-being, quality of work affects work a lot. That is to say, it makes you feel good about yourself. It also promotes mental health, helps to thrive. It has developed itself as a quality person of the organization and also reduces absence problems. Resignation, accident reduction and promoting good productivity and service, both quality and quantity.

Quality of Working Life is extremely important because people are a valuable resource and important to the organization. so The environment and atmosphere in the workplace must be suitable and conducive to work, i.e. make the worker feel good about the job. This will have positive effects on both individuals and organizations, such as increasing the productivity of the organization, as quality of life management in the organization gives the organization a



policy and planning for quality of life. Strategies for improving the quality of life of work in various areas of work, including job characteristics, personnel, and good environments, directly and indirectly, affect the operation. As a result, the organization's productivity has increased. Due to the quality of life of the workers, employee satisfaction in the work motivates them to work and affects their engagement and loyalty to the organization. Improves worker potential Improving the quality of life of work by Allow workers to enhance their skills Whether by education, training or development, it increases the potential of workers.

One of the major problems is the quality of life in work, where the quality of life is an important factor in the livelihood of all human beings. This means living happily ever after physically, mentally, socially and economically. Due to adequate and appropriate responses and needs in various areas. If the organization lacks skilled, knowledgeable and competent staff to serve in the organization, it could result in a lack of operational efficiency and competitiveness that could result in long-term operational failures. Organizations that recognize the importance of human resources have dedicated their budgets for recruitment, selection, care and development. As a result, almost every Staff who works in the organization feels good, engaged and thinks they are an important part of the organization. As a result, staff are engaged with the organization to be ready to work to the fullest.

Rajabhat University is another agency that should focus on improving the quality of life of university staff in both support and academic lines. Universities and related agencies should focus on improving the quality of life of university staff to facilitate the development of university staff potential and ultimately lead to student development. For that reason, Therefore, researchers are interested in studying the quality of life of university staff. The data from this study will be useful for considering, revising and planning. The operation helps to determine the guidelines that will be useful in improving the quality of life of rajabhat university staff to be used as a way to improve. And further improve the quality of life management of university staff in the future.

Research Objectives

1. To study the quality of life of work that affects the organization of university staff government official
2. To create a model of improving the quality of life of work that affects staff' corporate engagement.

Rajabhat University Related Documents & Research

- Theory of Motivation to Work Chirakan (2008, pages 72-73) Theory Maslow's Hierarchy of Needs Theory is a study of the hierarchy of human needs to be used as an incentive and to meet human needs, believing that a person's needs are the beginning of the process of incentivizing humans to work hard to achieve their goals. 1) Physiological needs are the requirements for survival of life such as rest, air, excretion, sexuality, as well as four factors: food, housing, apparel, medicines, 2) Safety and security needs, and the need to be protected from accidents, epidemics, and work security, economic and socio-cultural. 3) Social needs are the need for love, care. 4) Self-esteem, want to be respected by others and consider yourself a person and, 5) Self-actualization needs are the highest priority requirements that can only be achieved if humans have met their initial needs.



- Concepts and theories of quality of life, work, quality of life, as elements One of the key aspects of organizational development, many industrialized countries in the 1930s and 1940s, are imported into the organization because the quality of life of work directly affects the workforce. If the personnel have a good quality of life, The highest level of job satisfaction will result in efficiency and effectiveness. As a result, progressive organizations have achieved their goals, which theorists and scholars have given the meaning of quality of life. To do this, you must be a In different perspectives, which can be divided into two areas: 1) The senses are due to the needs of staff or human resources who have a need for a good quality of life to work. In areas such as getting the right pay for skills or experience. Obtaining safety from working environments 2) The method or structure is caused by the employer to meet the needs of staff or individuals in the organization, because when a person is satisfied with receiving a response, it will result in effective work. Quality output As Walton (1973, referred to in Sathorn Saprawongthong, Waraporn Saprawongthong, 2020, page 8), it is said that it is a relationship between personnel in the organization and the working environment with humanity in mind. Work ethic Workplace, reasonable and fair compensation The desire for a better life is a behavior that meets a person's needs, which can be measured by eight indicators: adequate and fair compensation. Safe working conditions promote health Stability and progress in the work, opportunities to develop their own capabilities. Working together, democracy in organizations, work-life balance and personal life, and taking into account the benefits of society, Delamolte and Takasawa (1980, referred to in Manthana Petchmanee, 2009, page 7) discuss broad working quality of life as employment conditions such as wages, decent working hours, and more. Work environment, relationships with people in the organization, progression of work duties. This results in satisfaction. It is important to promote the quality of work of individuals and to participate in decisions about working conditions that will affect the working conditions of the personnel. Working in the view of Delamolte and Takasawa is to develop and improve working conditions accordingly. Worker protection Having the right and participating in decisions that will affect the working conditions and working environment of the workforce. Recognizing and looking at workers as non-machine-based human beings Husus and cam (1985, referred to in Siraprapa Narakaew, 2010, page 11) sees the quality of life of work as a good performance of the organization. If a worker is happy to work, satisfaction in that job is an incentive to improve the worker's productivity. Due to well being in the worker's job, the quality of life of work affects three organizations. Firstly, it increases the productivity of the organization, secondly, the morale of the workers as well as the motivation to work. Finally, it improves the potential of workers to work more efficiently.

Sathorn Subruangthong, Waraporn Subruangthong (2020) Study on the development of teacher quality of life in small schools under the Office of the Basic Education Commission. (1) Elements of the quality of life of teachers in small schools under the Office of the Basic Education Commission It was found that there were six elements: leadership of the executive, salary and welfare, attitudes to the school, the physical environment of the school, security, professional advancement and competence development. (2) The model for improving the quality of life of teachers in small schools under the Office of the Basic Education Commission consists of three parts: the first part, the introduction is the conceptual principles. The



objectives of the form and the goals of the second part are elements of the 6-sided model and the work system and mechanisms of the appropriate model. (3) Evaluation of the quality of life development model of teachers in small schools under the Office of the Basic Education Commission The accuracy is at the highest level, the suitability is very high. The possibilities are high, and the leverage is at the highest level.

Oraphan Khoma Saranon, Nantawan Jinakul, Sukanda Yellow, Lamduan Pakdee, Chanita Napasawat, Kittiya Kaew Prasertsri (2017) study on the quality of life of university staff supporting Mahidol University Phayathai. The results showed that the quality of life of staff was not the same. The university supports Mahidol University, Phayathai, as a whole, moderately. When considering the four areas, it was found that personnel development and social relations were high. Work environment and values In return for working at a moderate level. When analyzing personal factors, it was found that age, marital status, work experience and salary had significantly different quality of life in the work of support university staff. Statistics at .05 gender and education levels do not result in different quality of life for support university staff.

Natchart Intachak, Viroj Jessadalak (2013) study on the quality of life of staff affecting the organizational development potential of Inter-Adnex Food Co., Ltd. The results showed that the overall level of satisfaction in working quality of life in the overall workforce was moderate. The potential for organizational development in the picture is very high. The overall quality of life of work influences the potential for positive organizational development. The findings can be used to improve the quality of life of staff. To increase the potential for further development of the organization. Dawn Rungarun Silpprokob (2015) conducted a study on the relationship between quality of life in work and commitment to the organization of Thammasat Hospital personnel.

Lewis (Lewis, 2001) studies internal and external elements towards improving the quality of working life in health care centers. The results showed that factors affecting the quality of work include compensation and appropriate benefits. Inservice Form Organizational leadership features and roles

Jira Hongladarom (1990) An important component of quality of life is wages and welfare. Working conditions, work safety and labor protection

How to conduct research

This research is mixed-method research to create a model for improving the quality of life of Rajabhat University staff. The researchers defined the research in two steps:

Step 1: Study the quality of life of work that affects the organization of Rajabhat University staff

- (1) Study papers and research related to improving quality of life
- (2) The population and samples include 400 Rajabhat University staff. The researchers determined the sample by opening the Krejcie and Morgan tables (Krejcie and Morgan, 1970) and performing multi-stage random sampling.
- (3) Research instruments include 5-level scale questionnaires. IOC value of 0.80 or higher The confidence value of the entire questionnaire is 0.89.
- (4) Data analysis uses statistics. Frequency (f), percentage (%), average () deviation Standard (S.D.)

Step 2: Create a model for improving the quality of life in work that affects the organization of Rajabhat University staff. Here's how:



- (1) The results of the quality of life study obtained from Step 1 were drafted to outline the quality of life of work. This affects the organizational engagement of Rajabhat University staff.
- (2) Check the suitability of the quality of life model in work that affects the bond. The organization of Rajabhat University staff, who provide important information, namely, qualified persons. 9 people selected specifically by organizing a connoisseurship seminar.

Discussion

Findings on quality of life affecting staff organizational engagement Rajabhat University The researchers set out two objectives that uncovered the findings. as follows As a result of Objective Research No. 1, the quality of life in work is very much sorted. Collaboration and relationships with other people: Developing individual abilities in the balance between work and personal life. Democracy in organizations, jobs that benefit society. Huse and Cumming(1985) proposes elements of quality of life that include: (1) appropriate compensation and (2) the environment is safe and promotes health, (3) improving the competence of individuals, (4) progressing and steadyng the job, (5) fair legal rights; (6) Social integration or social integration; (7) Balance between life and work (8) Social relations Elements of quality of life-based on the concept of Walton (Walton, 1973) consist of (1) fair and adequate compensation (2). Environmentally characteristic and safe (3) (4) Job characteristics that promote growth and stability for workers (5) Job descriptions (6) The nature of work based on law or justice, (7) the balance between life and work by a total of 8) The nature of the work is directly involved and related to society. Suprunthong, Waraporn Subruangthong (2020) found that the quality of life composition of teachers in small schools under the Office of the Basic Education Commission There are 6 elements: leadership of the executive, salary and welfare, attitude to the school, physical environment of the school. In line with Natchart Intachak, Viroj Jessadalak (2013), the overall level of satisfaction in working quality of life was moderate. The potential for organizational development in the picture is very high. The overall quality of life influences the potential for positive organizational development and is consistent with Oraphan's. Khoma Saranon, Nantawan Jinakul, Sukanda Yellow, Lamduan Pakdee, Chanita Napasawat, Kittiya Kaew Prasertsri (2017) found that the quality of life of staff The university supports Mahidol University, Phayathai, as a whole, moderately. When considering the four areas, it was found that personnel development and social relations were high. Work environment and values In return for working at a moderate level.

As a result of objective research no. 2, it has been found that the pattern of improving the quality of life in work affects There are seven elements of engagement with the organization of university staff: executive leadership, salary and remuneration. The organization's democracy, security and progress, knowledge development, work-life balance, and physical environment are consistent with research by (Rungarun Silpprakob, 2015), a study on the relationship between quality of life and commitment to the organization of Thammasat Hospital personnel. Lewis (2001) studied internal and external elements towards improving the quality of working life in health care centers. The results showed that factors affecting the quality of work include compensation and appropriate benefits. Inservice Form The characteristics and roles of the organization's leaders were consistent with Sathorn Saprawongthong, Waraporn Saprawongthong (2020), and found that elements of the quality of life of teachers in small schools under the Office of the Basic Education Commission were found to be in line with the Office of the Basic Education Commission. There are 6 elements:



leadership of the executive, salary and welfare, attitude to the school, physical environment of the school. The results of the assessment of the quality of life of teachers in small schools under the Office of the Basic Education Commission The accuracy is at the highest level, the suitability is very high. The possibilities are high, and the leverage is at the highest level.

Suggestion

The findings were based on the development of a model for improving the quality of life in work that affected the organization of Rajabhat University staff.

1. Suggestions for util use

1.1 Executives should create a work environment that encourages university staff to work with determination. And there is an exergonic between colleagues, allowing them to participate in opinions and solve problems that arise in the organization.

1.2 University staff should be encouraged to develop the skills, knowledge and capabilities needed to perform effectively, such as foreign language skills, technology skills, which will help to empower university staff to have a passion and commitment to the organization.

2. Suggestions for next research

2.1 Qualitative research on the quality of life of Rajabhat University staff in both academic and support lines should be conducted in order to obtain information that reflects the quality of life in order to see real and complete conditions and problems.

2.2 There should be a study on improving the quality of life of Rajabhat University staff compared to other affiliated university staff. To provide guidance or options for improving the quality of life appropriately.

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