

# The philosophy of sufficiency economy to happiness in the work of the staff in Bangkok

Wisit Rittiboonchai<sup>1,\*</sup>

<sup>1</sup>Faculty of Management Science, Nakhon Pathom Rajabhat University

## Abstract

This research aims to study 1. the introduction of sufficiency economy philosophy implemented in Bangkok. 2. Happiness in the work of the staff in Bangkok. 3. the influence of the philosophy of sufficiency economy affects happiness in the work of the staff in Bangkok. Researchers used quantitative research techniques from the employee number 406 people use multi stage sampling method Tools used in this research is the research questionnaire. Analysis of the data by frequency percentage average, standard deviation and regression analysis by using the structural equation model.

The results showed that: 1. the philosophy of Sufficiency Economy in Bangkok in the included in high level. The aspects have been evaluated in the first three sequences include conditions moral conditions of knowledge and immune in good 2. Happiness of the staff in Bangkok. In total, at a high level. The aspects have been evaluated in the first three sequences including virtue, learning and relaxation (Mean = 4.19) 3. Using the philosophy of sufficiency economy affects happiness in the work of staff in Bangkok Statistical significance ( $\gamma = 0.86$  SE = 0.06 t-value = 14.00) With the predictive power of 77 percent ( $R^2 = 0.77$ ).

**Keywords** : The philosophy of sufficiency economy , Happiness in the work, staff in Bangkok

## 1. Introduction

In the globalization of competition intensifying, as a result, humans must work to race against time to create and seek funds to fulfill the popular objects. This is the era of the tension of the people in the society especially people of working age in Bangkok. The capital of Thailand is rapidly expanding. In terms of population increase and expansion of the city. As a result of the creation and the development of communication network infrastructure. [1] Such issues directly impact on performance. And enhances the pleasure of the employees directly. The impact of external factors such as what can not be controlled. Because of changes to the competitive environment of the world. However, what can not it be caused by internal employees themselves. Happiness is important to work. As can be seen from Theory of Happiness From many theorists [2] [3] [4]

Considered a fortunate Thailand we have powerful Kings tribute to the King Bhumibol Adulyadej. He had already invented the philosophy of sufficiency economy up and eat this concept, to whom the whole world and Thailand nationals in order to create a way of living in a world where quality changes with three main hoop two such criteria have proven international as applicable until he actually received flees to tie the rewards offered to them in honor of Mr. Khofi Annan from The Secretary-General of the United Nations "success for the highest human development."

Research the matter of sufficiency economy philosophy to happiness in the work of the staff in Bangkok, researchers with the purpose to explore the use of the philosophy of sufficiency economy in the Group of employees including researching the influence of the philosophy of sufficiency economy that affects the pleasure to work or not. Because of the staff in Bangkok have been affected by the pressure and stressful situations. The researchers hypothesized that. If employees are adopting the philosophy of sufficiency economy will help deploy such pressure reduction. And a pleasure to work. The end result of such a joy to do an effective resource to work alongside quality of life. This will affect the development of the country.

## 2. Objectives

- 2.1. to study the philosophy of sufficiency economy principles implemented in Bangkok.
- 2.2. to study the happiness in the work of the staff in Bangkok.
- 2.3. to study the influence of the philosophy of sufficiency economy affects happiness in the work of the staff in Bangkok.

## The hypothesis in the study

The philosophy of sufficiency economy principles implemented affects happiness in the work of the staff in Bangkok.

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\*Corresponding author; e-mail: mbakru1@gmail.com

## The documents and related Literature

Researchers have studied the relevant research to create a conceptual framework for research this strand of the literature review is divided as follows :

### Using the philosophy of sufficiency economy

Philosophy is the theory that the King had direct to existence and conduct of citizens at all levels, from the community level up to the level of the family, the State, both in development and management, in moderation, especially for economic development to continue the world Yu. Management is khalokawat his Majesty hath speeches entitled "sufficiency economy" when's birthday on 4 December 1997 [5] ,who welcomes the concept. The matter of sufficiency economy to comply with various agencies, but most people understand that Localism is the story of a farmer in the countryside, but the real, as well as other professionals, merchants, civil servants and employees, companies can apply enough economic speeches have, which subsequently has many scholars and organizations, the meaning of "sufficiency economy" added a variety of means. Pailoah Lerdwiram [6] discusses the meaning of localism that Localism is the philosophy of the mind and condition ourselves first. If it struck in the lustful passion From there, it's reasonable to remember keywords hold 3 words is his person said the word anchor Temperance and, there are immune.

Office of the National Education Commission [7] have discussed economic sufficiency that is capable of sustaining life as simple as there is estimated expenditure does not exceed their revenue recognized the shop at a local manufacturer. There is enough to eat, enough production to keep in the family. The remaining community from intake to be sold to a cooperative grouping so as to maintain their benefits and membership in the group.

Nattawut Bumrunjam [8] to study and codify the definition of sufficiency economy philosophy, conclude that the philosophy of sufficiency economy philosophy is the concept of life and conduct of the public at all levels from the family. Community level to State in self-development and management Families, communities and countries to act prudently to recognize self-sufficiency and do not destroy the environment. At the same time developing economies to globalization.

Sufficient means of sufficiently rationality, including the need to have an immune system well enough per to has any effect resulting from the change, both internal and external, will rely on the knowledge and caution. Leading academic programs used in the planning and execution of every step, and at the same time it must reinforce the fundamental mind of the people, in particular government officials, national. Theorists and students at all levels, business sense, moral integrity and providing appropriate knowledge. Life with patience. Perseverance, wisdom and prudence to consciously, balanced and ready to accommodate the rapid changes and extensive both on the social and cultural objects from the outside world as well.

Preyanuch phibunsarawat [9] Said the sufficiency economy used to affect the development that to understand the "conceptual framework" that is the philosophy that the existence of the guidelines and guidance and conduct themselves in a way that should be based on the traditional way of life of the society in Thailand. Can be applied at any time and see the world as a linear system that change over time? Focus on the perils and survived the crisis For stability and sustainable development. At the same time, it must be understood that the Localism features can be provided allowing application to practical implementation at all levels. By focusing on practice moderation and development party official steps.

### The concept and theory of happiness at work

The concept of happiness or happiness have academics studied a lot. In this research brief, and request the essence As follows:

Maethavee Domthammanupab [1] said happiness is what philosophers say, count as the highest good. Happy with the relationship with the social skills and intelligence over support from the family.

Watcharee Pumthong [10] discusses personal happiness, that means a healthy body, mind, and society. The social level of happiness section refers to a holistic social development that gives priority to the development of the social dimension culture, religion, coupled with the development of the country .

Wood and Wood [11] discusses the happiness that related close to life satisfaction The person feels happy, tend towards the belief that Life or living that is satisfied.

Diener *et al.* [12] discusses the happiness that is the satisfaction of two elements is satisfied in all of life, and satisfaction in things such as work, family, self-possession.

Lyubomirsky et al. [13] discuss 3 reasons element

1. Frequent Positive Affect
2. High Life Satisfaction
3. Infrequent Negative Affect

Diener *et al.* [12] proposed that the symbols of happiness the features that are associated with positive feelings and consists of 7 feature

1. Confidence, Optimism, and Self-Efficacy
2. Likeability and Positive Construal of Others
3. Sociability, Activity, and Energy

4. Prosaically Behavior
5. Immunity and Physical Well-Being
6. Effective Coping with Challenge and Stress
7. Originality and Flexibility

Manion [2] explain that the happiness at work means of learning which is the response from the creative action of their own. It will cause a good relationship at work. There is a feeling that the good work that has been assigned are diversion in working in the Organization of the next. Which explains the elements of happiness 4 areas:

1. Connections mean perceived fundamental cause relationship of personnel in the workplace. The staff worked together to work in society. What a good relationship with personnel at their work. Cooperate and help each other. Conversation talk friendly. The friendship between personnel working with various and feel happy. As well as the perception that among colleagues with love and best wishes to each other.

2. Love of the work means to feel loved and attached tightly cohesive with the work. Perceive that their mission in practice successfully. Be glad of what are the elements of the work, enthusiastic, happy to enjoy the performance and the desire to work with pleasure feel happy when work is proud of their responsibility in the job.

3. Work achievement means to acknowledge that their work goals defined by getting success in work has been assigned to work that is challenging, successful, independent work. Operation results in a positive way made to feel valuable in life occurs, take pride in developing and changing things in order to succeed, progress and make the organization development.

4. Recognition means to recognize that they are recognized and trusted by colleagues. Participants get to know the efforts regarding the tasks that have been performed and accepted by the supervisor in the performance get the great expectations and trust of colleagues. Exchanging experience with colleagues, as well as knowledge continuously.

Kjerulf [3] said that happiness at work means the feelings that occur within the mind of people who responded to the incident at work as follows.

1. a feeling of enjoyment and fun with the work performed.
2. Good work and pride ourselves with their actions.
3. work with good people.
4. acknowledge that their job action, it is important.
5. recognize that there are people who see value in their jobs.
6. responsibility for the work performed.
7. Feel the joy and happiness at work.
8. Feeling stimulation and extra power at work.

Iopener [4] said factors or elements of work happy, it consists of 5 main factors or 5Cs is contribution, conviction, culture, commitment, confidence these elements to reflect that people are happy with the work and to develop their potential and performance, reaching the highest point? By linking up with pride, trust and acceptance.

Quality of happiness evaluation of happiness from individual-level social indicators which are measurements from the level of satisfaction and expectations, assess the feelings of the people from living conditions. In addition to this, happiness also depends on an individual's experience of "happiness" and "satisfaction" thus plays an important role in the quality of life in individual level.

Thai Health Promotion Foundation [14] have defined a measure of human progress, called "happy 8" as follows:

1. Happy body is a strong physical and emotional health, caused by knowing life known to eat, sleep, the life is happy.

2. Happy heart is well known for the kindness, generosity, sharing appropriately recognize the role of each of the boss, parents, and things come to life.

3. Happy relax is relaxation to know what things in life.

4. Happy brain is to learn, to develop themselves and contribute to the professional to progress and stability in operation and ready to become a teacher to teach other people.

5. Happy soul is of modesty patch meant to shame and fear of bad deeds of their own, which is the primary virtue of the coexistence of people in society. And teamwork.

6. Happy money is ability to manage your income and expenses for themselves and their families, including well-known household accounting.

7. Happy family is to have a stable and loving family. The family is immune, and a great encouragement to face the future challenges.

8. Happy society is to love harmonious society courtesy of their working and social housing.

For all the research literature review can be used to create a conceptual framework are as follows:

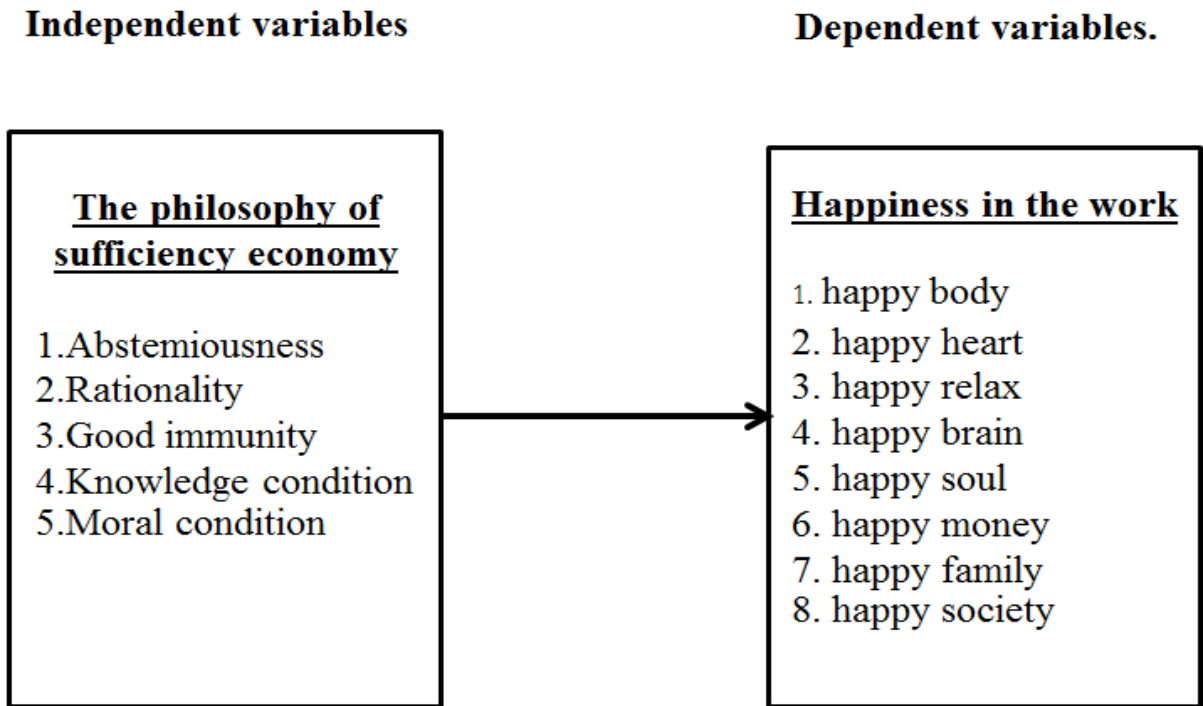


Figure 1 Conceptual framework for the research

**3. Methods**

This research is survey Research the working-age population of 5.293 million people in Bangkok. (Strategy and Evaluation Department [15] The researchers used a sample size formula of Krejcie and Morgan [16] on a sample of 406 people using multistage sampling starting from segments of the Bangkok District 50 to 6 groups according to the divisions of Bangkok Stratified random sampling Then, using simple random sampling. A separate group, select lottery 2 area of each group, set the quota to collect data on each region 87-88 patients by accidental sampling. When storing the amount of goals, and then terminate the storage. For the storage operation is as follows:

Table 1 population and sample storage

Group	The stored zone (zone 34 each)	
Center of Bangkok	Pomprapsattruphai	Ratchathewi
South of Bangkok	Suanluang	Yannawa *
North of Bangkok	Ladprao	Bangsur
East of Bangkok	BuengKum	Prawet
North of Thonburi	ThawiWattana	Chomthong*
South of Thonburi	Bangbon	Phasi Charoen

\* The field data collected by 33 people

The research is tested for content validity to consider the consistency between the content in question, an issue that must be researched to provide qualified people all 3 queries that quality checks from escrow, then. Only qualified and that update will generate a query and bring to try out with Employee in Nakhon Pathom province but not the number of samples 30 list value that information has value, confidence between 0.80-0.96 for questions about the sufficiency economy philosophy has values between 0.77-0.82 for the pleasure to work. The statistics include data analysis, data analysis, by finding the percentage frequencies of average standard deviation analysis and Simple Regression a structural equation (Structural Equation Modeling: SEM)

#### 4. Results and discussion

##### Personal Characteristics of the Respondents

The results showed that the majority of respondents were female (60.30 percent) aged between 31-40 years (36.50 percent), married (41.90 per cent) of the bachelor's degree level (41.90 percent). a staff position (77.80 percent) work experience of 5-10 years (30.80 percent).

**Table 2** using the philosophy of sufficiency economy in Bangkok

philosophy of sufficiency economy	Mean	SD.
1.Abstemiousness	4.03	0.63
2.Rationality	4.04	0.62
3.Good immunity	4.08	0.62
4.Knowledge condition	4.10	0.60
5.Moral condition	4.14	0.60
<b>Total</b>	<b>4.08</b>	<b>0.61</b>

Using the philosophy of sufficiency economy as a whole in Bangkok at a high level (Mean = 4.08) with a side that has been evaluated in three, including the first order. Moral conditions (Mean = 4.14) conditional knowledge (Mean = 4.10) and have a good immune (Mean = 4.08), respectively.

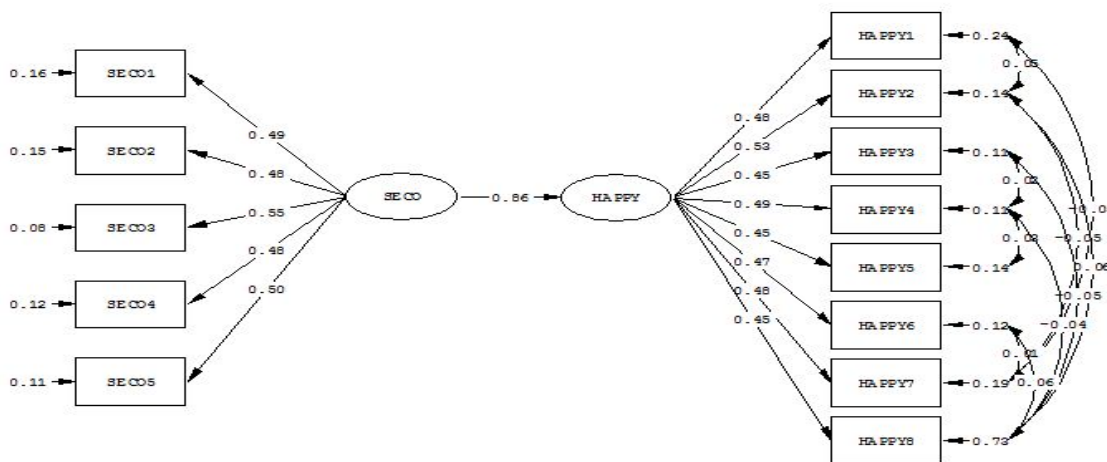
**Table 3** happiness in the work of the staff in Bangkok

Happiness at work	Mean	SD.
1. Happy body	4.11	0.69
2. Happy heart	4.04	0.64
3. Happy relax	4.19	0.55
4. Happy brain	4.22	0.58
5. Happy soul	4.23	0.59
6. Happy money	4.09	0.58
7. Happy family	4.13	0.65
8. Happy society	3.80	0.95
<b>Total</b>	<b>4.10</b>	<b>0.65</b>

Using the philosophy of sufficiency economy in Bangkok in an image is included on many levels (Mean = 4.10) by a side that has been evaluated in three priority include moral (Mean = 4.23) (Mean = 4.22) and relaxation (Mean = 4.19), respectively.

##### The results of the hypothesis test

Researchers estimate the parameters the results of such tests Statistics can be shown to structure relationships cause and effect the main philosophy for happiness in the workplace the staff in Bangkok in the overview below.



Chi-Square=93.31, df=54, P-value=0.06103, RMSEA=0.046

**Figure 2** The philosophy of sufficiency economy to happiness in the work of the staff in Bangkok

The research found that Using the philosophy of sufficiency economy affects happiness in the work of staff in Bangkok. Statistical significance ( $\gamma = 0.86$  SE = 0.06 t-value = 14.00) With the predictive power of 77 percent ( $R^2 = 0.77$ )

## 5. Conclusions

Research on The philosophy of sufficiency economy to happiness in the work of the staff in Bangkok to discussion results were as follows:

Using the philosophy of sufficiency economy affects happiness in the work of the staff in Bangkok. Statistically significant This brings the economic philosophy derived using inevitably affect the immune system in life Consistent with the concept Pailoah Lerdwiram [6] Proposed that a "sufficiency economy philosophy that helps the mind and condition of the operator lowers the lustful passion and create a reasonable result by bonding the word Temperance. And, there are immune. By the results from an analysis by structural equation to find that all the elements of the philosophy of sufficiency economy significantly. As well as the elements of happiness in the work. This is to prove that if employees in Bangkok have adopted such a concept in the works will inevitably create happiness in working effectively.

### Suggestions

#### 1. a suggestion to bring the research to use

1. Analysis of the use of The philosophy of sufficiency economy to happiness in the work of the staff in Bangkok Found to have evaluated all sides on many levels, but the sides have been evaluated in the two last ones include Temperance and rationality, where two such factors as the cornerstone in building a self-sufficient life. Therefore, the organization is said to adopt need to lay the groundwork for the first two factors are of special.

2. From the evaluation from the staff found happiness in the work of employees in Bangkok The good society have been evaluated in the sequence. So happiness at work need to consider the contexts in the society. The organization to build organization of happiness so employees need to realize happy relationship with surrounding social organization.

3. Structural equation analysis confirmed the influence of sufficiency economy to create a happy flavor and confirm that all the elements of composition is very important to the development of the twisters Who will bring sufficiency economy to create the happiness of employees in the organization must emphasize on this issue.

#### 2. Suggestions for the further research

1. Studies such as studies of transverse section in this particular moment, only people who are interested in repetition by time series study, it might be a different result.

2. In this study a case study in Bangkok. The sampling unit in the person also use random regardless of statistical chance. Thus the proposed extension boundary in education to suburbs and provinces. Try to adjust the sampling is concerned, including statistical chance in the process. It will make research reliability more.

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