



2.687,  $p \leq 0.01$ ) คุณภาพชีวิตในการทำงานที่ดี ( $t = 10.941$ ,  $p \leq 0.001$ ) และความสุขในชีวิต ( $t = 11.700$ ,  $p \leq 0.001$ ) สูงกว่าพนักงานในองค์กรรัฐบาล

2. บุคลิกภาพแบบ A ( $\beta = -.056$ ;  $t = -2.156$ ,  $p \leq 0.05$ ) การรับรู้คุณค่าในตนเอง ( $\beta = .657$ ;  $t = 22.381$ , Sig = .001) กลวิธีการจัดการปัญหาเชิงสร้างสรรค์ ( $\beta = .090$ ;  $t = 3.328$ , Sig = .001) และคุณภาพชีวิตในการทำงาน ( $\beta = .241$ ;  $t = 8.671$ , Sig = .001) สามารถร่วมกันพยากรณ์ความสุขในชีวิตของพนักงานในองค์กรรัฐบาลและเอกชนได้ โดยมีอำนาจในการพยากรณ์ความสุขในชีวิตของพนักงานร้อยละ 67.5 (Adjusted  $R^2 = 0.675$ ,  $p \leq 0.001$ )



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่

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<b>Independent Study Title</b>	Factors Predicting the Well-Being of Public and Private Organization Employees in Mueang District, Chiang Mai Province
<b>Author</b>	Miss Phisamai Watthanaworasakun
<b>Degree</b>	Master of Science (Industrial and Organization Psychology)
<b>Independent Study Advisor</b>	Assistant Prof. Dr. Jiraporn Tangkittipaporn

### ABSTRACT

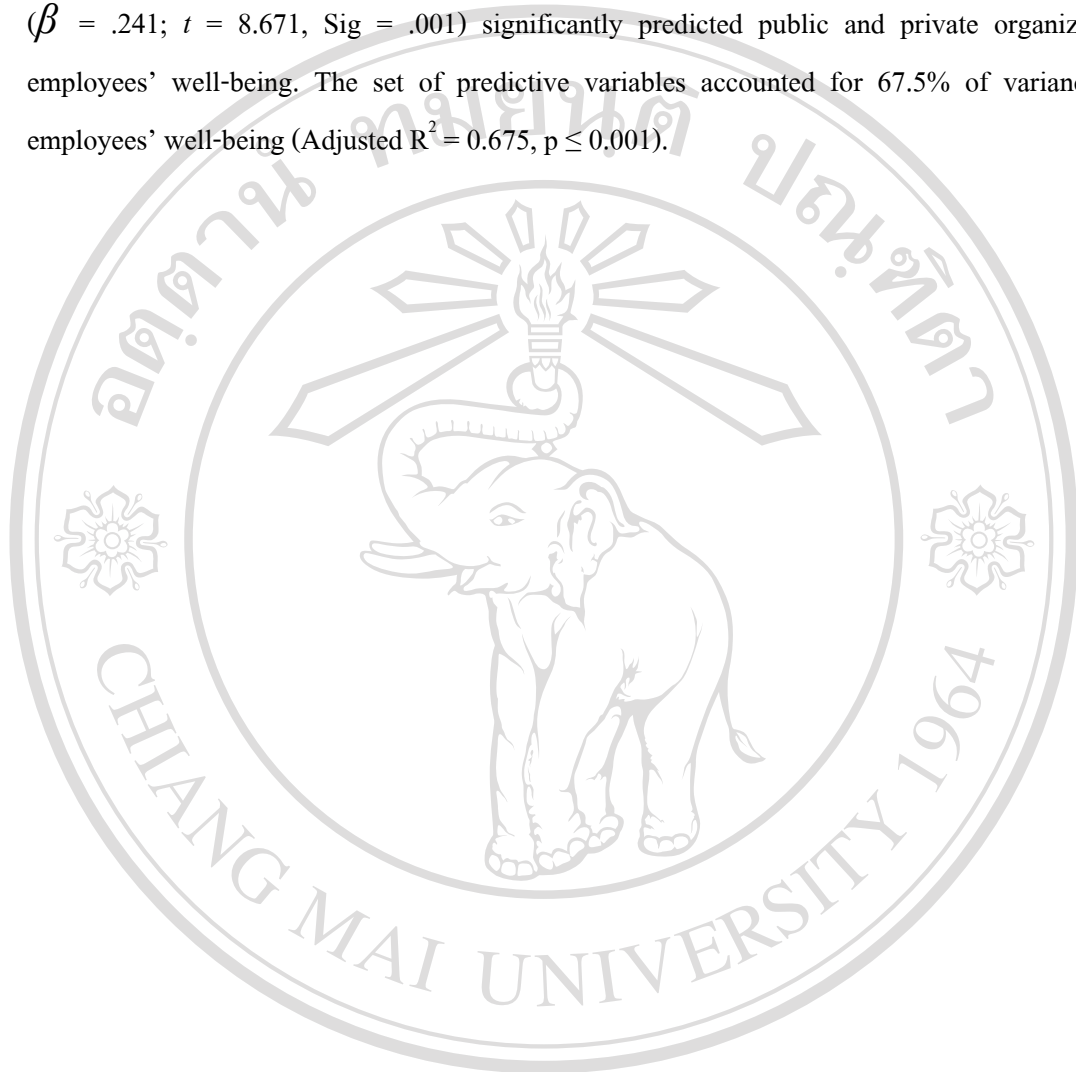
The purposes of this study were (1) to comparatively study the difference of personality, self-esteem, coping strategies, quality of work life and well-being between public and private organization employees in Mueang District, Chiang Mai Province (2) to study personality, self-esteem, coping strategies, quality of work life as predictors of well-being of employees in Mueang District, Chiang Mai Province.

The correlational research design was used. The samples were 500 public and private organization employees in Mueang District, Chiang Mai Province. The study samples were divided into 2 groups: 250 public organization employees and 250 private organization employees.

The research instruments consisted of 6 scales: (1) Demographic Data Scale, (2) General Well-being Schedule, (3) Type A Personality Test, (4) Self-Esteem Scales, (5) Way of Coping Scale, and (6) Quality of Life Scale. The t-Test and the multiple regressions were employed to analyze the data by using SPSS computer program. The major findings were as follows:

1. Private organization employees had a higher type A personality ( $t = 3.238, p \leq 0.001$ ), self-esteem ( $t = 13.806, p \leq 0.001$ ), positive coping strategies ( $t = 2.687, p \leq 0.01$ ), quality of work life ( $t = 10.941, p \leq 0.001$ ) and well-being ( $t = 11.700, p \leq 0.001$ ) than public organization employees.

2. Type A personality ( $\beta = -.056$ ;  $t = -2.156$ , Sig = .05), self-esteem ( $\beta = .657$ ;  $t = 22.381$ , Sig = .001), positive coping strategies ( $\beta = .090$ ;  $t = 3.328$ , Sig = .001) and quality of life ( $\beta = .241$ ;  $t = 8.671$ , Sig = .001) significantly predicted public and private organization employees' well-being. The set of predictive variables accounted for 67.5% of variance in employees' well-being (Adjusted  $R^2 = 0.675$ ,  $p \leq 0.001$ ).



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