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The Impact of Welfare, Work Life Balance, And Work Environment Factors Towards Job Satisfaction in Company a That Located in Pathum Thani, Thailand

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Abstract

This study is for understanding welfare, work life balance, and work environment factors impact to job satisfaction. The tested welfare sub-variables included Bonus, Medical insurance, and Retirement plan. The tested work life balance sub-variables consisted of Flexible work arrangement, Vacation policy, and Promoting fitness and healthy living. The tested work environment sub-variables composed of Physical Environment, Chemical Environment, and Biological Environment. Quantitative research was adopted to collect the data from the 400 respondents who work at Company A in Pathum Thani, and the convenience sampling technique which is non-probability sampling method was used to collect the data by using the Google forms. The results of the study showed that the Welfare, and the Work environment had a significant impact on job satisfaction, which supported by an agreement with most existing research, while the Work life balance did not have a significant impact on job satisfaction, which opposed previous research.

Keywords: Job satisfaction, Welfare, Work life balance, and Work environment.

Introduction

This study focuses on the Impact of welfare, work life balance, and work environment factors towards job satisfaction in Company A that located in Pathum Thani, Thailand. Turnover is still in a problem when employees decide on the resignation with multi reasons such as getting more opportunities, more challenge work skill, more benefits, more quality of work-life, and health. A company must encounter getting loss human resource who is a key person of an organization for competitor. To realize about the root cause to find out the corrective action on the turnover issue, there are three assumed factors such as welfare, work



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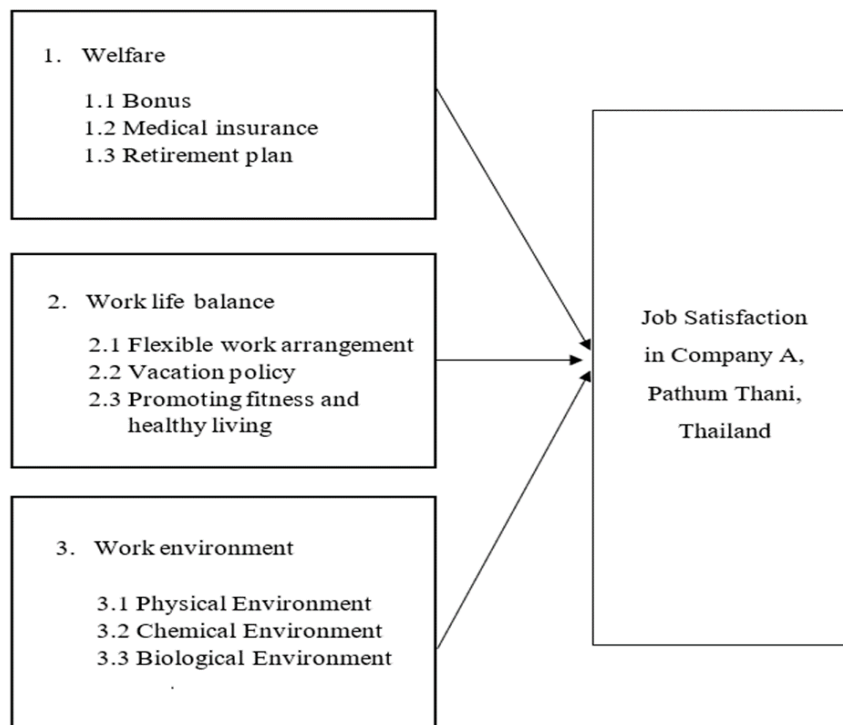
life balance, and work environment to consider that relate to job satisfaction. When job satisfaction indicates how employees feel, it becomes more attractiveness to work with a company permanently.

Objective of the study

1. To study the impact of welfare factor (Bonus, Medical insurance, and Retirement plan) on job satisfaction.
2. To study the impact of work life balance factor (Flexible work arrangement, Vacation policy, and Promoting fitness and healthy living) on job satisfaction.
3. To study the impact of work environment factor (Physical Environment, Chemical Environment, and Biological Environment) on job satisfaction.

Scope of the study

Conceptual Framework





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Validity Test

The online questionnaire was checked for validity and approved by the advisor Assoc. Prof. Dr. Suthinan Pomsuwan.

Reliability Test

30 samples, the data from the questionnaires were analyzed by using Cronbach's Alpha in the statistical software, with total reliability of 0.9334. The required value to be accepted is 0.7-1.00.

Statistics

1. Descriptive statistics consisted of frequency, mean, and standard deviation.
2. Inferential statistics consisted of multiple regression analysis tests.

Result

Demographic Data

The most significant number of nationalities is Thai (96.0%), Gender is female (78.5%), age range is 22 – 28 years old (33.0%), the background is High school/Diploma (75.0%), working year of experience is under or equal to 5 years (54.5%). Most participants are Operator/Performer (80.8%) who have been contracted as Daily Employment (71.3%), living in Pathumthani (76.3%). Most of them take 16-30 mins (37.8%) to go to work, and work overtime 3-4 times a week (47.3%).

Mean and Standard Deviation

- Welfare Factors: ($\bar{x} = 3.44$, $SD = 0.796$), SATISFIED
- Work life balance Factors: ($\bar{x} = 3.62$, $SD = 0.822$), SATISFIED
- Work environment Factors: ($\bar{x} = 3.68$, $SD = 0.890$), SATISFIED
- Job Satisfaction: ($\bar{x} = 3.62$, $SD = 0.919$), SATISFIED

Multiple linear regression

1. Welfare vs Job satisfaction: Accepted with Adjusted R-square = .442, $F = 106.450$, $*P \leq 0.05$ (Bonus = .000, significance, Medical insurance = .000, significance, and Retirement plan = .050, significance), and Coefficients of Bonus, Medical insurance, and Retirement plan are .441, .429, and -.133.



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2. Work life balance vs Job satisfaction: Rejected with Adjusted R-square = .482, F = 124.880, *P<0.05 (Flexible work arrangement = .000, significance, Vacation policy = .108, insignificance, and Promoting fitness and healthy living = .438, insignificance), and Coefficients of Flexible work arrangement, Vacation policy, and Promoting fitness and healthy living are .598, .122, and .050.

3. Work environment vs Job satisfaction: Accepted with Adjusted R-square = .478, F = 122.810, *P<0.05 (Physical Environment = .627, in significance, Chemical Environment = .012, significance, and Biological Environment = .000, significance), and Coefficients of Physical, Chemical, and Biological Environment are -.050, .298, and .453.

Conclusion

Demographic Data

The most of respondents were Thai female in age range 22 – 28 years old who had the background in High school/Diploma. Most participants have been working in a company under or equal to 5 years as operator (daily employment contract. Most of them lived in Pathumthani, spent 16-30 mins to go to work place, and they usually worked overtime 3-4 times a week.

Attitudes towards variables

- **Independent Variable 1: Welfare Factors**, the most respondents satisfied with the Medical insurance, followed by the Retirement plan, and neutral with the Bonus. Overall, participants satisfied with welfare' factors.

- **Independent Variable 2: Work Life Balance Factors**, the most of the respondents satisfied with the Vacation policy, the Flexible work arrangement, and the Promoting fitness and healthy living. Overall, Participants satisfied with the Work Life Balance Factors.

- **Independent Variable 3: Work Environment Factors**, the most respondents satisfied with the Chemical Environment, the Biological Environment, and the Physical Environment. Overall, participants satisfied with the Work Environment Factors.

Hypotheses

- H₁: Welfare (Bonus, Medical insurance, and Retirement plan) have a significant impact on job satisfaction.

