

Causal Relationship between Work Happiness, Work Passion, and Job Satisfaction of People in Muak Lek Municipality, Muak Lek District, Saraburi Province

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Received: 16/01/2024

Revised: 26/04/2024

Accepted: 03/05/2024

Abstract

Work passion is an important variable that helps workers to be satisfied with their work. Therefore, this research has the objective to examine the consistency between the research conceptual framework and empirical data on causal influences, including both direct and indirect influences on work happiness, work passion, and job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. This research used a closed-end questionnaire to collect data from 203 working age groups in the Muak Lek Municipality. Statistics used include frequency, percentage, mean, standard deviation, confirmatory factor analysis, and a causal relationship test. The study found that the conceptual framework of research and empirical evidence was consistent with the conditions (p -value = 0.94, Chi-square/df = 0.76, GFI = 0.96, AGFI = 0.94, NFI = 0.92, IFI = 1.03, CFI = 1.00, RMSEA = 0.00). The findings revealed that work happiness directly influenced work passion and job satisfaction, work passion directly influenced job satisfaction, and work happiness indirectly influenced job satisfaction. This research provides suggestions and future research for those interested.

Keywords: Work Happiness, Work Passion, Job Satisfaction

1. Introduction

Work is important and part of daily life. Most people spend more than eight hours a day at work, accounting for a third of their lives. The workplace is like a second home. The workplace has a good working environment and some facilities help work more efficiently, it will result in working people being happy in their work, and have a mental and emotional state that promotes efficient work. Work happiness is therefore important for entrepreneurs to create a happy atmosphere, which is a worthwhile investment that benefits both employers and employees. When working people have a happy atmosphere, it will generate the power to create work that is valuable in all dimensions, such as increasing productivity, increasing quality, increasing customer satisfaction, reducing waste, reducing absenteeism and turnover, reducing

stress at work, and reducing accidents. (Sawaengphol, 2011) stated that no one doesn't want happiness in working because happiness is like water that nourishes people's behavior to change and develop in a better way, which will lead to performance results as desired by the organization.

Work passion is another important factor for workers that makes workers feel positive about the job with enthusiasm, indomitable in the face of obstacles, diligent in making the work successful, and determined to find solutions to problems that result in creative work. It also has a full dedicated mind to work according to the assigned duties including wanting to make that work even better. Wongmadthong (2020) explained that workers must have patience and dedication to be able to work happily with commitment and dedication to work consisting of determination, effort, indomitable in the face of obstacles be good members, and create excellent work.

Job satisfaction is a factor that affects job success which comes from responding to the needs of workers in a specified way. When there is job satisfaction, it creates comfort, acceptance, liking, and willingness to work. Working people are ready to sacrifice and dedicate their body, mind, and intellect to their work fully. Job satisfaction is a positive feeling that increases morale and motivation at work. These affect the efficiency, effectiveness, and success of the organization. Meetaun (2019) said that job satisfaction is critical to effective performance as well as the progress of the organization and is a key element for the success of an organization. Creating job satisfaction makes employees more enthusiastic and dedicated to knowledge the ability to increase efficiency and productivity in work which leads to the success of organizations in the future.

Muak Lek District is a district of Saraburi Province and there is a lot of space. Muak Lek District is abundant with natural resources and therefore has been accepted from NASA's ozone map it is the land with the 7th highest ozone in the world, which makes it popular for tourists to travel a lot. Major attractions include Jet Sao Noi Waterfall, and Thai-Denmark Dairy Farm which is one of the major dairy farms in Thailand and the first agricultural tourism destination in Thailand. Most of the population is dairy farmers. Therefore, there is a special local culture difference from other districts called cowboy costumes. Popular souvenirs include curry puffs, which are wrapped in dough and filled with filling. In addition, Muak Lek District also has the Muak Lek National Sports Training Center, which is the training ground for the Thai national team athletes, and a military preparatory school namely Navaminda Kasatriyadhirat Royal Air Force Academy (Amphoe.com, 2023)

Work happiness, work passion, and job satisfaction benefit both employers and employees. It gives working people stability in life, a feeling that they are a valuable resource to the organization, have good relationships with other co-workers and are motivated to work which helps drive effective work results. Therefore, the researcher is interested in studying the consistency between the hypothetical model and empirical evidence on the causal relationship between work happiness, work passion, and job satisfaction. Including analyzing the relationship of direct influence between work happiness, work passion, and job satisfaction and the indirect influence of work happiness and job satisfaction through work passion among working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province.

2. Research Objective

The study was guided by the following research objectives:

- 1) To examine the consistency between the hypothetical model and the empirical evidence of the causal relationship between work happiness, work passion, and job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province.
- 2) To analyze the relationship of direct influence between work happiness and work passion of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province.
- 3) To analyze the relationship of direct influence between work happiness and job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province.
- 4) To analyze the relationship of direct influence between work passion and job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province.
- 5) To analyze the relationship of indirect influence of work happiness and job satisfaction that is transmitted through work passion of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province.

3. Theoretical and Related Literature

Work happiness means satisfaction whether it is satisfaction in life or work. In family life, satisfaction is primarily related to life goals. If expect a lot and don't get what is expected, satisfaction will decrease. Herzberg's Two-Factor theory mentions that job satisfaction comes from factors related to work happiness and work success (Yawirat, 2017). Veenhoven said that happiness depends on an individual's evaluation of how much he or she likes things. If you say you are happy, so it means to satisfied (Sawaengphol, 2011). However, Maslow's Hierarchy of Needs Theory also states that when needs have been met, people will be happy and satisfied with the job (Sa-nguanwongwan, 2016). Apaipakdi (2020) explained that work happiness in general includes happiness from living a proper life, having good work, having job security, receiving good compensation and benefits, and feeling like you are a person of value to the organization. Work happiness is a good emotional awareness of assigned tasks that will have a positive effect on work effectiveness, loyalty, and lower turnover rate. It is also said that work happiness is a feeling that arises within the mind of a person in response to events to occur in work or work experience consisting of enjoyment in work (Sawaengphol, 2011). Motivation to work, atmosphere in working, environment, and quality of life at work were important components that make working happy made personnel feel good about the organization, enthusiastic in working included fun and happiness in working (Srichan, 2017). Moreover, happiness at work refers to the feelings of personnel that occur during work due to happiness from the work and environment while working which is a positive emotion each day that can classified happiness into 9 aspects; happy body, happy relaxed, happy heart, happy soul, happy family, happy social, happy brain, happy money, and happy work-life (Kuna, 2019). Work happiness in the workplace also can bush and trigger workers' positive attitudes such as dedication and determination toward their responsibilities and organization (Apaipakdi, 2020).

In addition, the study of Wongmadthong (2020), Meetaun (2019) and Srichan (2017) were found that work happiness influences the job satisfaction. Therefore, the literature review found that work happiness influences work passion and job satisfaction. In this regard, the researchers have studied the related research and divided work happiness into 5 sub-variables; success at work, being respected, relationship between work, working atmosphere, and support from the organization.

Work passion means feelings of love and connection with work recognition, seeing value in the work, being determined to work successfully, and having fun while working. and have pride in their work. Vallerand's Dualistic Model of Passion is divided into two main types: Harmonious Passion (HP), which refers to the love of daily routines that bring happiness, and Obsessive Passion (OP), which is the love that arises from fear and expectation (Yawirat, 2017). Also, Vallerand's Hierarchical Model of Passion is divided into three levels: Passion to do, Passion to Be, and Passion to Have, and Passion to Do involves actions that bring happiness and success and is the source of Passion to Be and Passion to Have, which require recognition and acceptance from others (Yawirat, 2017). Cardon and Kirk's Conceptualization of Entrepreneurial Passion focuses on creating a relationship between passion and business success, great passion will be able to create success and happiness in work (Photiwiroon, 2017). Work passion is a positive feeling in a person's work which makes an expression of enthusiasm persistence determination to find a way to overcome obstacles which results in creative work (Wongmadthong, 2020). Photiwiroon (2017) also explained that work passion started from the organization's commitment which refers to the involvement of employees in organizational goals and wanting to maintain membership in the organization. People with high organizational commitment have a sense of belonging to the organization. Organizational commitment is negatively related to truancy and job resignation and is also a better indicator of attrition than predictions based on job satisfaction. Employees who are passionate about their work will devote their full potential to work to achieve efficiency and good results for the organization (Khantee, 2019). Moreover, employees who have a strong passion for their work have a positive emotional state that a person perceives from evaluating the value of work and the environment within the organization related to continuous work leading to well-being and leads to consistent expression of creative behavior (Sakunmontreechai, 2017). Work passion is a motivational construct that comprises a strong liking or love for one's work, as well as an internalization of work into one's identity, such that work becomes a central aspect of one's life and identity (Ho et al., 2021). In addition, the study of Purba & Ananta (2018), Photiwiroon (2017), and Kasai (2017) found that work passion influences job satisfaction. In this regard, the researchers collected the questions about work passion that had the highest scores from related research to use in this research.

Job satisfaction is a person's feelings that occur while working by feeling grateful, liking the work, feeling that the work is interesting, and feeling happy and fulfilled in their work. Job satisfaction means a person's good feelings or good attitude which arises from receiving the response that he or she desires will create good feelings towards that thing, and if the response is not received, there will be dissatisfaction (Meetaun, 2019). From Maslow's Hierarchy of needs, it was found that people try to satisfy their most important needs. When that need has been satisfied, that need will cease and motivate people to satisfy their next

important need (Sa-nguanwongwan, 2016). Furthermore, motivation factors including achievement, recognition, work itself, responsibility, and advancement at work, according to Herzberg's Two-Factor theory, created job satisfaction, helped people love the work they do, and made that work efficient (Yawirat, 2017). The researchers collected the questions about job satisfaction that had the highest scores from related research to use in this research.

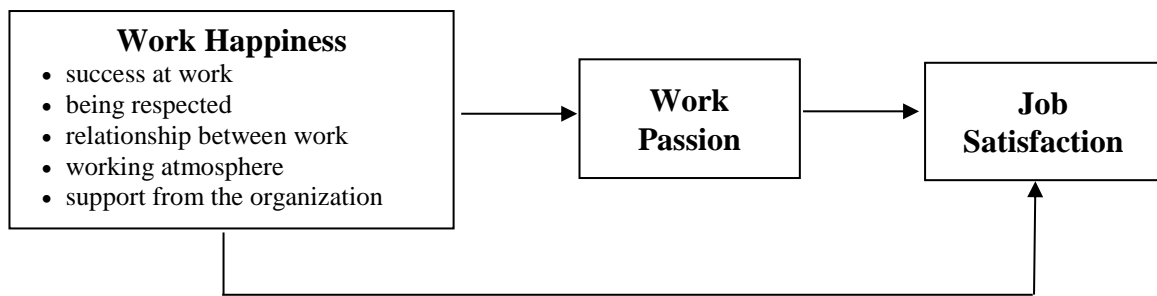
The study of the happiness model for maximizing employee productivity in Sinsakorn Industrial found that the efficiency work happiness model consisted of taking care of themselves by not being a burden to others, considering others, managing their own emotions, self-improvement all the time, morality and gratitude, and love and care for the family, organization and social responsibility (Chonphanitchakun, 2020). Work happiness of employees at AP Auto Master Co. Ltd. found that factors that affected work happiness of employees were self-esteem, self-actualization, motivation, fun and happiness at work, and enjoyment and working with colleagues while organizational factor salary and compensation were associated with the work happiness (Srichan, 2017). However, Apaipakdi (2020) stated that a happy environment in the workplace makes workers happy and productive.

The study of the driving factors for the work passion of the regional master trainer consisted of 8 factors; collaboration, helping others, acceptance, receiving a chance for learning and development, management of time, incentive, nourishing job, and getting challenging tasks (Khantee, 2019). The study by Sakunmontreechai (2017) found that employees who had different work periods, job functions, and working nationalities had different work passions. The finding of (Kasai, 2017) who studied factors leading to work passion, it was found that employees perceived meaningful work, engagement with an organization, and personality as important factors that could lead them to have more work passion.

The study of employee job satisfaction at Honeywell Electronics Material (Thailand) Co. Ltd. initiated that job stability and career advancement were factors that affected job satisfaction, however, employees who were different genders, ages, years in working, and monthly incomes were different in job satisfaction (Meetaun, 2019). The finding of the relationship between job satisfaction with personality and the motivation of employees in the banking industry found that intrinsic motivation was positively related to over-job satisfaction (Bunnag et al., 2014).

From a review of related literature, it can be concluded that the variables used in this study consist of 3 variables; 1) work happiness which are 5 sub-variables: success in work, being respected, relationship between work, working atmosphere, and support from the organization; 2) work passion, and 3) job satisfaction. Therefore, the conceptual framework of this research is shown in Figure 1.

Figure 1 Research Framework Concept



4. Research Methodology

4.1 Population and Sample

The population used in this research was 7,016 people in Muak Lek municipality, Muak Lek district, Saraburi province (Amphoe.com, 2023). The determination of the sample size was based on the conditions of data analysis using structural equations, in which Hair and colleagues (2014) stated that the sample size should be from 200 samples or more for the case where the research framework is not complex and Kline (2016) also stated that the sample size was less than 200 samples or 5 times the questions. This research has 35 questions, so the sample size should not be less than 35 questions x 5 times which equals 175 samples. Data were collected using cross-sectional methods and there were a total of 203 respondents, so it was considered the sample size met the conditions and the data can be analyzed.

4.2 Research Tools

The tools used to collect data for this research was a closed-end questionnaire which was divided into four parts. Part 1 General Information of the Respondents which has seven multiple-choice questions: gender, age, status, education level, occupation, length of time currently working, and monthly income. Part 2 Opinion about Work Happiness was divided into five variables: 5 questions about success in work, 5 questions about being respected, 5 questions about relationship between works, 5 questions about working atmosphere, and 5 questions about support from an organization. Part 3 Opinion about Work Passion which has 4 questions. Part 4 Opinion about Job Satisfaction which has 5 questions.

The scale of Part 1 used a nominal scale and an ordinal scale. Parts 2, 3, and 4 used an interval scale by using a 5-level Likert scale. A score of 5 means highest, 4 means high, 3 means medium, 2 means low, and 1 means lowest.

The researcher has examined the tools used in this research divided into 2 steps; Step 1 Checking Content Validity which was the researcher took the developed questionnaire and examined it by 3 experts to check the consistency between the questions and the research objectives using the Index of Conformity (IOC) technique. The results of the inspection found that the consistency index value was between 0.67 to 1.00 satisfies the acceptable criteria, a concordance index greater than 0.5 (Rovinelli, 1977); Step 2 Checking the Reliable of the Questionnaire which was analyzed by Cronbach's alpha two times: the first time was before collecting the data by using the questionnaire after checking an IOC index tested on a sample

group that had characteristics similar to the real sample total 30 respondents. The results showed a confidence value of 0.87; the second time was after collecting the data by using the questionnaire to collect data with 203 respondents in Muak Lek municipality, Muak Lek district, Saraburi province. The reliability of the entire questionnaire was equal to 0.86. Therefore, the reliability of the questionnaire passed the acceptable criteria, which is greater than 0.70 (Cho & Kim, 2015) indicating that the quality of the tools used in this research passed the inspection criteria for both content validity and reliability.

4.3 Data Collection

This research used collected data by using cross-sectional methods which is collected data only at the time of the research study. The researcher requested the fourth-year students to distribute the questionnaires by printing them and handing them over to the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. In this regard, students asked basic questions if the person runs their business or does not have a job, they will not collect data from that person. The researcher checked the accuracy of filling out the questionnaire before analyzing the data.

4.4 Research Ethics

This research followed the Human Research Protection policy of the institute. The researcher submitted a research proposal along with a questionnaire to the Human Research Ethics Committee. The main content is this research does not feel pressured and respondents are not children, patients, people with learning difficulties, people with mentally debilitating conditions, and other vulnerable groups. The questionnaire was evaluated for validity and appropriateness including the data collection and approved by the Committee on September 20, 2023, by meeting resolution number RRDC 2023-146. The real respondents were to be informed that all information of respondents would be kept secret, and will not be disclosed to the public. In addition, the data will be used to analyze the research report and discuss the overall results mainly for academic benefit.

4.5 Data Analysis

This research used a statistical computer program to analyze the data. The analysis was divided into 3 steps. Step 1 Descriptive statistical analysis to describe the characteristics of the sample, consisting of frequency and percentage. Step 2 Testing the consistency between the variables of each component by using Confirmatory Factor Analysis (CFA). The criterion for considering the conditions is that the Chi-square /df is less than 4.00. The p-value must not be statistically significant or not less than 0.05. The Comparative Fit Index (CFI) value is greater than 0.97, the Tucker and Lewis Comparative Fit Index (TLI) is greater than or equal to 0.95, the Root Mean Square Error of Approximation (RMSEA) is less than or equal to 0.05, and the Root Mean Square value is greater than or equal to 0.05. Residual (RMR) is less than 0.05 (Choi & Seltzer, 2010; Hair et al., 2014). Step 3 Analysis of direct and indirect influences using Structural Equation Modeling (SEM) to test the harmony of the research model with empirical data according to standard criteria, namely relative Chi-square/df is less than 4.00. The p-value must not be statistically significant or not less than 0.05. The Goodness of Fit Index (GFI) is greater than or equal to 0.90. The Adjusted Goodness of Fit Index (AGFI) is greater than 0.90,

the Normed Fit Index (NFI) is greater than 0.90, the Incremental Fit Index (IFI) is greater than or equal to 0.90, and the Comparative Fit Index (CFI) is greater than or equal to 0.90 (Kline, 2016; Hair, 2019)

5. Research Results

5.1 Personal Factors

The results of the research found that the largest group of respondents were male (50.7%), aged between 21-30 years old (30.5%), had marital status (54.2%), and graduated with a Bachelor's degree (53.7%). They already worked for 5-10 years (41.4%), and had monthly incomes between 15,000-25,000 baht (41.4%), as shown in Table 1.

Table 1 Personal Factors of Respondents

Factors		Frequency (n=203)	Percentage
Gender	• Male	103	50.7
	• Female	100	49.3
Age	• Less than 20 years old	56	27.6
	• 20-30 years old	62	30.5
	• 31-40 years old	42	20.7
	• 41-50 years old	27	13.3
	• More than 50 years old	16	7.9
Status	• Single	85	41.9
	• Married	110	54.2
	• Devoted	8	3.9
Educational Background	• Lower than a Bachelor's Degree	80	39.4
	• Bachelor's Degree	109	53.7
	• Higher than a Bachelor's Degree	14	6.9
Period of Work	• Less than 5 years	76	37.4
	• 5-10 years	84	41.4
	• 11-15 years	25	12.3
	• More than 15 years	18	8.9
Monthly Incomes	• Less than 15,000 baht	70	35.0
	• 15,000-25,000 baht	84	41.4
	• 25,001-35,000 baht	33	16.3
	• More than 35,000 baht	15	7.4

When work happiness, work passion, and job satisfaction were considered as shown in Table 2. It was found that work passion was the highest score (mean=4.27, S.D.=0.44) while work happiness was high score (mean=4.15, S.D.=0.45) and job satisfaction was high score (mean=4.19, S.D.=0.42). When considering each sub-valuable of work happiness, it was found that success at work was the highest score (mean=4.29, S.D.=0.40). However, the other four sub-variables were high scores: being respected (mean=4.12, S.D.=0.47), relationship between work (mean=4.13, S.D.=0.46), work atmosphere (mean=4.13, S.D.=0.46), and support from the organization (mean=4.07, S.D.=0.47). When considering each question, it was found that the question with the highest score is the question under work happiness: success at work which

is ‘I can perform assigned tasks to achieve the stated objectives’ (mean=4.52, S.D.=0.63), The question with the lowest score is the question under job satisfaction which is ‘I am satisfied with the job that I am responsible for’ (mean=3.16, S.D.=0.67).

Table 2 Work happiness, work passion, and job satisfaction

Factors	Mean	S.D.	Significance
<u>Work Happiness</u>	4.15	0.45	High
<i>Work Happiness: Success at Work</i>	4.29	0.40	Highest
• I can perform assigned tasks to achieve the stated objectives.	4.52	0.63	Highest
• I am happy when my work is successful.	4.32	0.62	Highest
• I can work efficiently and meet the needs of my supervisor.	4.20	0.71	High
• I feel that my work is quality and valuable to the organization.	4.20	0.75	High
• I am independent in my work and received appropriate development and advancement according to the job position.	4.24	0.70	Highest
<i>Work Happiness: Being Respected</i>	4.12	0.47	High
• When exchanging opinions or suggestions, my ideas were accepted by colleagues	4.12	0.69	High
• Colleagues recognized my knowledge, abilities, skills, and experience.	4.07	0.70	High
• I received opportunities to show my knowledge and abilities by being assigned to perform important tasks.	4.06	0.70	High
• Colleagues praised and complied with my successful work.	4.17	0.75	High
• I feel that I am a part of the success of the department or organization.	4.18	0.71	High
<i>Work Happiness: Relationship Between Work</i>	4.16	0.46	High
• Colleagues allowed me to participate in their work.	4.14	0.73	High
• I and colleagues supported each other in performing the jobs.	4.26	0.67	Highest
• I and colleagues were bonded and friendly to each other.	4.20	0.75	High
• Colleagues listened to my problems and provided some advice when I encountered problems at work.	4.13	0.7	High
• I and colleagues worked together as a team and had a close relationship.	4.11	0.78	High
<i>Work Happiness: Working Atmosphere</i>	4.13	0.46	High
• My workplace is clean, has wider space, and is sufficient for work.	4.08	0.71	High
• My workplace has an appropriate and adequate safety protection system.	4.11	0.77	High
• My workplace has an atmosphere that promotes successful work.	4.14	0.76	High
• The environment within the workplace is designed to be appropriate for my work.	4.21	0.70	Highest
• My workplace has facilitated to have creative thinking.	4.11	0.75	High

Factors	Mean	S.D.	Significance
<i>Work Happiness: Support From the Organization</i>	4.07	0.47	High
• I always received attention and cared to perform work happily.	4.26	0.69	Highest
• I recognized that colleagues appreciated me as someone valuable to their work.	4.08	0.70	High
• Colleagues are always willing to help when I need help.	3.96	0.73	High
• I received a small punishment when there was a mistake in operating with honesty.	4.02	0.78	High
• I was assigned to perform tasks that are always challenging.	4.06	0.76	High
<u>Work Passion</u>	4.27	0.44	Highest
• I love my job and have a feeling of connecting to the work that I have done.	4.23	0.68	Highest
• I am proficient in the work and recognize the value of the work that I have done.	4.19	0.70	High
• I am determined to carry out my work successfully.	3.24	0.71	Medium
• I performed my work with pleasure and did not feel that the assigned work was a burden.	4.35	0.65	Highest
• I performed my work with dedication and sacrifice so that the performance results were satisfactory.	4.36	0.69	Highest
<u>Job Satisfaction</u>	4.19	0.42	High
• I am happy to do my job with determination.	4.33	0.64	Highest
• I feel that my work could develop my knowledge and it was interesting.	4.25	0.63	Highest
• I am satisfied with the job that I am responsible for.	3.16	0.67	Medium
• I am satisfied with the job operation and did not want to quit the current job.	4.09	0.78	High
• I received appropriate wages and rewards based on work performance.	4.13	0.73	High

Confirmatory Factor Analysis (CFA). The results of the data analysis in Table 3 showed the consistency between each variable: work happiness consisted of 5 sub-variables, work passion, and job satisfaction. *Work happiness: success at work* showed the relative of Chi-square/df is equal to 1.29, the p-value is equal to 0.27, the Comparative Fit Index (CFI) is equal to 0.98, the Tucker and Lewis Comparative Fit Index (TLI) is equal to 0.96, the Root Mean Square Error of Approximation (RMSEA) is equal to 0.04, and the Root Mean Square (RMR) is equal to 0.02. *Work happiness: being respected* showed the relative of Chi-square/df is equal to 0.62, the p-value is equal to 0.60, the CFI value is equal to 1.00, the TLI value is equal to 1.03, the RMSEA value is equal to 0.00, and the RMR value is equal to 0.01. *Work happiness: relationship between works* showed the relative of Chi-square/df is equal to 1.33, the p-value is equal to 0.25, the CFI value is equal to 0.99, the TLI value is equal to 0.97, the RMSEA value is equal to 0.04, and the RMR value is equal to 0.02. *Work happiness: working atmosphere* showed the relative of Chi-square/df is equal to 1.41, the p-value is equal to 0.24, the CFI value is equal to 0.99, the TLI value is equal to 0.96, the RMSEA value is equal to 0.05, and the RMR value is equal to 0.01. *Work happiness: support from the organization* showed the relative of Chi-square/df is equal to 0.60, the p-value is equal to 0.55, the CFI value is equal to 1.00, the TLI value is equal to 1.03, the RMSEA value is equal to 0.00, and the RMR value is equal to 0.01. *Work passion* showed the relative of Chi-square/df is equal to 0.82, the p-value is equal to 0.51, the CFI value is equal to 1.00, the TLI value is equal to 1.01, the RMSEA value is equal to 0.00, and the RMR value is equal to 0.01. *Job satisfaction* showed

the relative of Chi-square/df is equal to 0.00, the p-value is equal to 0.96, the CFI value is equal to 1.00, the TLI value is equal to 1.07, the RMSEA value is equal to 0.00, and the RMR value is equal to 0.00. All values met the criteria of the analysis of the consistency of the variables and appropriate according to the criteria specified in every condition.

Table 3 Consistency values of each component

Variables	χ^2/df <4.00	p-value >0.05	CFI >0.97	TLI >0.95	RMSEA <0.05	RMR <0.05
Work Happiness						
• success at work	1.29	0.27	0.98	0.96	0.04	0.02
• being respected	0.62	0.60	1.00	1.03	0.00	0.01
• relationship between work	1.33	0.25	0.99	0.97	0.04	0.02
• working atmosphere	1.41	0.24	0.99	0.96	0.05	0.01
• support from the organization	0.60	0.55	1.00	1.03	0.00	0.01
Work Passion	0.82	0.51	1.00	1.01	0.00	0.01
Job Satisfaction	0.00	0.96	1.00	1.07	0.00	0.00

Structural Equation Modeling (SEM). The results of testing the harmony of the research conceptual framework with empirical data on work happiness, work passion, and job satisfaction according to objective number 1, it was found that the relative of Chi-square/df is equal to 0.76, the p-value is equal to 0.94, Goodness of Fit Index (GFI) is equal to 0.96, Adjusted Goodness of Fit Index (AGFI) is equal to 0.94, Normed Fit Index (NFI) is equal to 0.92, Incremental Fit Index (IFI) is equal to 1.03, the Comparative Fit Index (CFI) is equal to 1.00, and the Root Mean Square Error of Approximation (RMSEA) is equal to 0.00. The showing that all values meet the specified conditions, as shown in Figure 2.

Figure 2 Results of testing the harmony of the research concept framework with empirical data

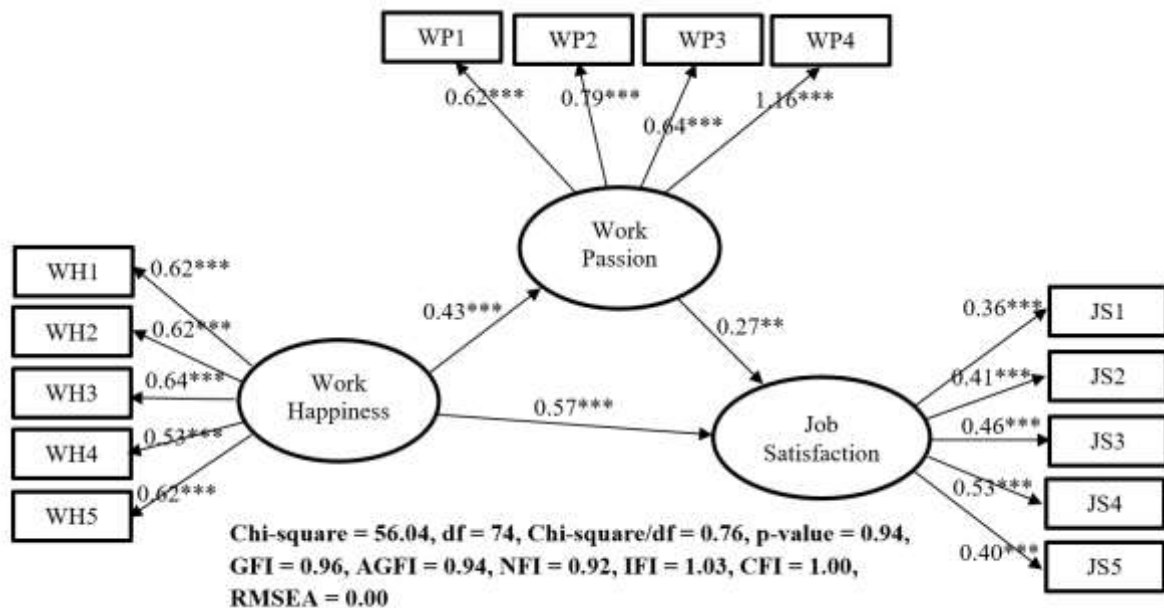


Table 4 Results of Direct Effect (DE), Indirect Effect (IE), and Total Effect (TE)

Dependent Variables	Independent Variables	
	Work Happiness	Work Passion
Work Passion	DE = 0.43*** IE = 0.00 TE = 0.43***	- - -
Job Satisfaction	DE = 0.57*** IE = 0.12** TE = 0.69***	DE = 0.27*** IE = 0.00 TE = 0.27***

Notes: ** p-value <0.05, *** p-value<0.01

Data analysis according to objectives 2, 3, 4, and 5 is shown in Figure 2 and Table 4. Objective number 2 is to analyze the direct relationship influence between work happiness and work passion among working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. It was found that there is a direct influence between work happiness and work passion that is statistically significant at a confidence level of 0.01 with a coefficient of influence equal to 0.43 (DE = 0.43). Objective number 3 is to analyze the direct relationship influence between work happiness and job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. It was found that there is a direct influence between work happiness and job satisfaction. Statistically significant at the confidence level of 0.01 with an influence coefficient equal to 0.57 (DE = 0.57). Objective number 4 is to analyze the direct relationship influence between work passion and job satisfaction of people in Muak Lek Municipality, Muak Lek District, Saraburi Province. It was found that there is a direct influence between work passion and job satisfaction. Statistically significant at the confidence level of 0.01 with an influence coefficient equal to 0.27 (DE = 0.27). Objective number 5 is to analyze the indirect relationship influence between work happiness and job satisfaction which is passed on through work passion of working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. It was found that work happiness has an indirect influence on job satisfaction through work passion with statistical significance at the confidence level of 0.05 (DE = 0.57, IE = 0.12, TE = 0.69).

6. Discussion

The results of the study found that most of the respondents were male, aged between 20-30 years old, married status, graduated with a Bachelor’s degree, already worked for 5-10 years, and received income of 15,000-25,000 bath per month. The results of the research found that the largest group of respondents were male (50.7%), aged between 21-30 years (30.5%), had marital status (54.2%), and graduated with a Bachelor's degree (53.7%). They had already worked for 5-10 years (41.4%) and had monthly incomes between 15,000-25,000 baht (41.4%).

The results from research objective number 1 found that the hypothetical model and empirical data of the causal relationship between work happiness, work passion, and job satisfaction of working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province is harmonious. This is consistent with Apaipakdi (2020) who stated that work happiness results in people becoming loyal and satisfying their work. This is similar to Srichan (2017) who said that work happiness makes personnel feel good about the organization's enthusiasm for work including fun and satisfaction in work. The findings supported

Hertzberg's Two-Factor theory mentions that job satisfaction comes from factors related to work happiness and work success, and Maslow's Hierarchy of Needs Theory that when people are happy with their job, they will be satisfied.

The results of research objective number 2 found that work happiness has a direct influence on the work passion of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. This is consistent with the findings of Wongmadthong (2020) that work passion makes people feel loved and accepted at work which is determined to work successfully and happiness in work. Although, it is similar to the finding of Chonphanitchakun (2020) that efficiency work happiness model consisted of taking care of themselves, self-improvement, and love and care for their job. The findings related to Vallerand's Dualistic Model of Passion that work passion influenced work happiness, Vallerand's Hierarchical Model of Passion that passion to do brings happiness, and Cardon and Kirk's Conceptualization of Entrepreneurial Passion that work passion creates happiness in work.

The results from research objective number 3 found that work happiness has a direct influence on the job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. This is consistent with Meetaun (2019) who found that when people are happy, they feel good, have a good attitude toward work, and receive the desired response which will be satisfaction with that thing. It is related to the study of Srirachan (2017) who found that factors that affect the happiness at work of employees include enjoying and satisfying with co-workers.

The results from research objective number 4 found that work passion has a direct influence on the job satisfaction of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. This is consistent with Photiwiroon (2017) who explained that work passion started from organizational commitment which is negatively related to truancy and job resignation and is also a better indicator of attrition than predictions based on job satisfaction. Ho and colleagues (2021) also said that passion is a motivational construct consisting of liking or love for one's work including satisfaction with that job. While the results of the study are consistent with the findings of Kasai (2017) found that if employees view meaningful work, passion for work, and engagement with the organization, it may make employees more satisfied with their work. In addition, the findings of Bunnag and colleagues (2014) also proved that the passion for work of employees in the banking industry was positively related to over-job satisfaction. In addition, the findings also related to the study of Purba & Ananta (2018) found significant positive influences between work passions to job satisfaction.

The results of research objective number 5 found that work happiness has an indirect influence on job satisfaction through work passion of the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province. This is consistent with Sakunmontreechai (2017) who stated that people who recognize the value of their work and the organization's environment are likely to be happy at work, and also demonstrate behavior that creates job satisfaction, these things come from having a strong passion for working. This is similar to the Two-Factor theory of Hertzberg that Yawirat (2017) explained that motivation factors create job satisfaction which helps people love the work they do, and makes that work efficient.

7. Limitations and Future Research

This research study is collecting data from the working age groups in Muak Lek Municipality, Muak Lek District, Saraburi Province only, for the findings to be reliable, should study with a large group of people or people from many areas that will make the research results more accurate and reliable. The limitation was found that 27% of the respondents were less than 20 years old, and the researcher considered that this group had less work experience. This may cause the data to be unreliable. In the next research, the age of the person taking the questionnaire may need to be determined to be more reliable.

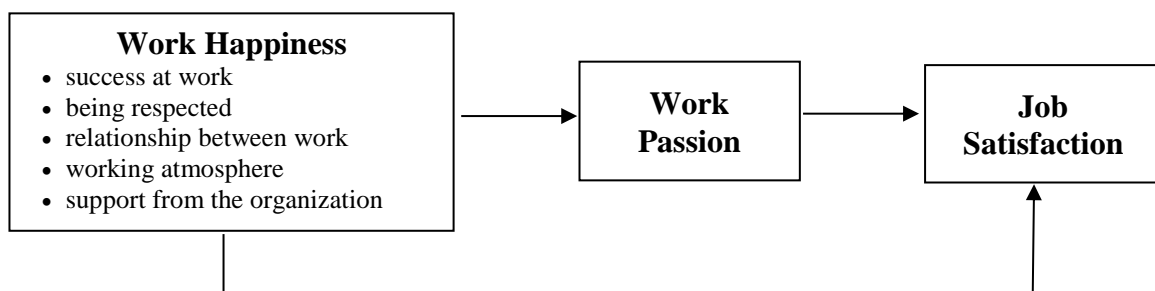
Suggestions for implementation, factors that affect employees' happiness at work should be considered especially regarding compensation both monetary and non-monetary, including praise, recognition, and rewards to increase morale and encourage employees to be happier at work. Organizations should build employee commitment that makes employees feel more like a part of driving the organization towards its goals because organizational commitment is an important thing that makes employees dedicated and passionate about their work. Organizations should support the use of these 5 methods of creating happiness at work to raise the level of happiness of employees at work including encouraging employees to be passionate about their work to create satisfaction.

Suggestions for future research should study the efficiency of work including the quality of life at work that creates happiness at work. In addition, the factors that affect the happiness at work of people in other areas should be compared to use to improve and develop more happiness at work. Factors affecting passion for work should be studied to build morale at work and reduce employee turnover in the future. However, the researcher used advanced statistics, namely Confirmatory Factor Analysis (CFA) and Structural Equation Modeling (SEM) analysis. Therefore, in future research, the researcher should use mixed methods such as interviews or group discussions to create questions before collecting data with a questionnaire.

8. New Knowledge Management Process

From the research findings, new knowledge gained that work happiness, work passion, and job satisfaction are directly related to each other, that is, if people in the organization are happy at work, it will cause passion in the work that will create work satisfaction. In addition, happiness in work regardless of whatever factors it causes, will result in employees being satisfied with that work. When employees are satisfied with their work, they will love that work as well. In this regard, the relationship between work happiness, work passion, and job satisfaction that creates new knowledge can be shown in Figure 3.

Figure 3 Body of Knowledge in Work Happiness, Work Pass, and Job Satisfaction Research Framework Concept



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