

<b>Research Title</b>	Study of personnel's well-being and satisfaction of Suan Dusit
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<b>Organization</b>	Suan Dusit University's Senate
<b>Year</b>	2017

The objectives of this research were: 1) to study the level of job satisfaction of Suan Dusit University students; 2) to study the relationship between organizational factors and happiness in Suan Dusit University and 3) to determine guidelines to promote the happiness for personal of Suan Dusit University . The population of this research was the university's staffs (2,387 persons), which were divided into academic staffs (127 persons) and academic support staffs (244 persons); total 371 persons. The tool used was a questionnaire; data analysis was conducted by descriptive statistics and Pearson correlation analysis. The results were concluded as follows.

1) The university staffs were happy at a high level of work in Suan Dusit University (mean=3.71), with the highest self-esteem (mean=4.18). The overall organization was at a high level (mean=3.66); most of the staffs were satisfied with their most responsible job (mean=3.91).

2) The relationship between organizational factors and job satisfaction, namely compensation, welfare and transparency of opportunities and career advancement, was 0.86. These were followed by career opportunities and advancement with corporate communication with a correlation coefficient of 0.84. The relationship with joy of working and corporate communication was 0.37.

3) Most university staffs had the same belief that their executives have leadership skills, knowledge, good personality, extensive work experience, systematic work, broad vision, clear strategic policy, and a clear identity in the workplace, which lead Suan Dusit University to development. This also included the trust of the executives in the operation to increase Suan Dusit University's renown. Moreover, all executives gave the opportunity for staff to comment and adopt personal decisions. Because of these reasons, the executives have been close to staffs in every position.