

**A Cross Cultural Research: Psychosocial correlates of
Employee well-being and Quality of work life of the
University teaching faculty.**

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Behavioral Science Research Institute (BSRI),
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Note:

*BSRI Instructors in this research project team- Assoc. Prof. Dr. Dusadee Yoelao (Director, BSRI), Assoc. Prof. Dr. Oraphin Choochom, Dr. Supaporn Thanachanan, Dr. Yutthana Chaijukul , Dr. Jarun Ounthitiwat, Dr.Numchai Suppareakchaisaku , Dr. Kanu Priya Mohan, Dr.Thasuk Junprasert, and Miss. Usa Srijindarat.

Executive Summary

The teaching faculty at universities faces multi role demands as they endeavor to meet the demands of teaching, research and also administration. Research based attempts must be made to understand how the demands impact the quality of work life, and then develop recommendations to deal with this issue. This current research aims to provide cross cultural insights from Thailand and Malaysia about the quality of work life of the academic staff at universities. The research analyzes the impact of psycho- social factors perceived to contribute to, and impacting the quality of work life. These factors include job satisfaction, life satisfaction, work climate, work-family conflict, general self efficacy and emotions/ moods. Instruments are developed to measure all the factors and data collected from the teaching faculty of universities.

Providing cross cultural insights, this research project had three research teams- i) from Behavioral Science Research Institute (BSRI), Srinakarinwirot University (SWU), Thailand; ii) from the Department of Psychology, International Islamic University Malaysia (IIUM), Malaysia, and; iii) from two South of Thailand universities- Prince of Songkhla and Rajabhat, Yala.

The research was conducted in two phases: in the 1st phase - instruments were developed for the measures from a review of literature and analysis of existing instruments. A research instrument was developed in English. This was then translated in to Thai language and tested for content validity and reliability. All the sub scales were highly reliable with alpha coefficients ranging from .693 to .936. In the 2nd phase data was collected, analysed and the findings were compared and analyzed. Data collection in Thailand used the Thai version of the instrument while data was collected from Malaysia using the English version.

The data from IIUM, Malaysia was collected after phase 1, and analysed using descriptive statistics, correlation techniques and path analysis. Demographic analyses showed that the gender was almost equally represented with male (51.9%) and female (48.9%) teachers. Most of the sample was married (96.3%), followed the Islam religion (99.4%) and held doctoral degree or PhD (64.4%). Further, data showed that the sample had an average work experience of over 15 years (15.77), and average work hours of 40.2 per week. All measures showed significant inter-correlations. The dependent variable of the study, quality of work life showed statistically significant positive correlation with job satisfaction ($r=.486$, $p< .01$), life satisfaction ($r=.527$, $p< .01$), and work climate ($r=.532$, $p< .01$); and statistically significant negative correlation with work family conflict ($r= -.258$, $p< .01$), and emotions ($r=-.258$, $p< .01$). Data was further analysed using the structural equation modeling methodology (SEM). The proposed model was tested, and the fit indices showed that this model was the best fitting model for the sample data (chi square = 11.25, df = 9, p = .259). The values for the NNFI, CFI, and GFI were .98, .99, and .98, respectively.

From the phase one it can be concluded that the instruments used in the study are highly reliable. These were translated in to Thai language and data is now being collected and analysed from Thailand, from both SWU and the universities in the south of Thailand. Further, this research would provide a unique perspective through the cross cultural comparison of the factors influencing quality of work life of the teaching faculty.