Using WBL as ODI to Improve Work Environment and Well-being of Employee

Kijchai Chotikamankong  
MMOD, Graduate School of Business  
Assumption University, Thailand

Sirichai Preudhikulpradab, Ph.D.  
Lecturer and Program Director, MMOD  
Graduate School of Business  
Assumption University, Thailand

Abstract

This research was undertaken at SC Siam Supply and Sounds. The study was an action research, focus on work environment and well-being of employees. The objectives of research comprise of three; 1) To determine the current situation of work environment and well-being of employees; 2) To identify if using WBL as ODI can improve work environment and well-being of employee and 3) To compare the difference between pre-ODI and post-ODI. Data collection techniques of this study were survey, observation and interview while the respondents were employees of production department. The OD interventions were based from Whole Brain Literacy model and four steps of ODIs were implemented, consisting of 1) awareness 2) idea creation 3) action and 4) sustainable. The findings from the study revealed that there was difference between pre-ODI and Post-ODI in area of work environment. On the other hands, there was no significant difference in area of well-being of employees. For future study, researcher recommends to include the measurement scale, intensity of light and temperature scale, to determine appropriate light and temperature for employees. An improvement of organizational technology would be able to improve work environment and well-being of employee as well.

Key words: whole brain literacy, work environment, employee’s well-being, small business entrepreneur

Introduction

In well-known organizations, the image of happy employees doing their job in office is usually published. Employees intend to work for organization but it is not for many of Thai SMEs. Many of employees who work in Thai SMEs are dealing with work environment and well-being problems. They spend at least eight hours per day, five days a week to work for their organization without any enthusiasm. How possible is that they intend to work in an inappropriate work environment? Some of them have had accidents at work and got injured. Some have health problems because of unsanitary work environment. It is a challenge for the organization how to improve work environment and the well-being of employees. Therefore, the research aims to analyze the