

ABSTRACT

I.D. No.: 5919540

Key Words: WORKPLACE SPIRITUALITY, PSYCHOLOGICAL CAPITAL, PERCEIVED ORGANIZATIONAL SUPPORT, WORK ENGAGEMENT, WORK-LIFE BALANCE, CAREER SATISFACTION, HAPPINESS AT WORK, AND NURSES.

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Dissertation Title: THE IMPACT OF WORKPLACE SPIRITUALITY, PSYCHOLOGICAL CAPITAL, AND PERCEIVED ORGANIZATIONAL SUPPORT ON HAPPINESS AT WORK, MEDIATED BY WORK ENGAGEMENT, WORK-LIFE BALANCE, AND CAREER SATISFACTION, AMONG NURSES IN BANGKOK.

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The purpose of this study was to examine the impact of workplace spirituality, psychological capital, and perceived organizational support on happiness at work, mediated by work engagement, work-life balance, and career satisfaction among Thai registered nurses in Bangkok. The participants of the study were 640 registered nurses conveniently selected from 6 private hospitals in Bangkok. The Workplace Spirituality Scale (WPSS), Psychological Capital Questionnaire (PCQ), the Survey of Perceived Organizational Support (SPOS), Career Satisfaction Scale (CSS), Work-

Life Balance Scale (WLBS), Work Engagement Scale (WES), and Happiness at Work Scale (HAWS) were employed to collect data for the study. Three studies were designed and conducted via structural equation modeling (SEM). Study 1 investigated the psychometric properties of the scales employed to measure the study's primary variables (reliability). All the questionnaires were an English version as same as the original instruments. Study 2 explored the hypothesized direct and indirect relationships among the study's exogenous, mediator, and criterion variables (through three models) were tested through multi-model path analysis. Study 3 investigated age and job experience differences that employed multi-group model invariant test to evaluate direct and indirect paths of structural relationships hypothesized in the proposed model. The results of reliability analyses in Study 1 revealed that the research instruments were reliable for employing in this research. The results from study 2 revealed that the proposed model fits the data and the full path model was the best fitting model data (χ^2 (df)= 18.42(4) NFI= 0.98 CFI= 0.99 GFI= 0.99 RMSEA = 0.09). The effect of workplace spirituality, psychological capital, and perceived organizational support, on happiness at work were found to be mediated by work engagement, work-life balance, and career satisfaction. The results from study 3 revealed that the pattern of structural relationships hypothesized for the proposed model operated differently for participants with different job experience (1-10 job experience and over 10 job experience group) but not for age (the 22–30 age group and over-30 age group). The study's limitations, implications, and avenues for further research are also discussed.