

# **MODEL OF DEVELOPMENT ON LIFE QUALITY OF ELDER JUNIOR GOVERNMENT OFFICERS IN MINISTRY OF DEFENSE**

**CAPT. Wimonkarn Chamchoy**

*Graduate School, Suan Sunandha Rajabhat University,  
Bangkok, Thailand*

## **ABSTRACT**

The research objective aimed to study factors influencing on development of life quality of the elder junior government officers in Ministry of Defense. The researcher examined factors that benefited to the elder junior government officers in Ministry of Defense. The qualitative research approached by in-depth interview and group discussion, the population consisted of the elder junior and non-commissioned officers who were the head of government agencies. The 30 samples were selected by purposive sampling through the constructed questionnaire and group interview, data analysis was obtained by synthesis and extraction to remain crucial issues for research answering.

The research finding found the development on life quality of the elder junior government officers should be performed in the period of preparing for retirement; the finding discovered four aspects of life quality development in the area as following 1) economic 2) social 3) private and 4) workplace.

## **INTRODUCTION**

The development on life quality of government officers should perform to obtain happiness in workplace and work-life balance that influenced to efficiency enhancement, productivity and governmental competencies. The government agencies had to systematically and continuously proceed to promote government officials in good quality of life and achievement in government missions and public interests with according to the competencies development of human resource in governmental agencies. The human in society was directly related to economic activities such as consumption, production and exchange that could be seen in the ordinary lives. The person who performed economic activities and called on economic entities consisted of consumers, manufacturers, suppliers, families and communities with various roles among the environment of economy, household and private.

The economy represented the attempted economical activities performed to maximize efficiency, because every society faced fundamental economic problems that caused the unbalanced limitation of resources and unlimited of human's needs. The societies tried to utilize the limitation of resources and human's needs with maximized utilization.

A society consisted of economic entities such as household, private and public as the economic institution, but each society governed in difference of customs and cultures. Therefore, it was necessary to retain rules and policies that ruled an institution as economic institutions to consider as guidelines for solving economic problems and achievement the ultimate goal of national economic development.

## LITERATURE

Quality of life carried out a significant role in both the well-being of humans in living and the creation of valuable works.

Happiness and quality of life represented not new things. The happiness of life had been considered since the Aristotle era, but the meaning represented "ethical", which represented the meaning that was influenced from Western concepts in consideration of the systematic meaning of "happiness", Aristotle pointed out that the path to happiness, known as "Eduaemonia", which later changed to the modern term of "Happiness." There were integrated ideas of Western philosophers as well during the years 1940-1949, the governments of the western countries developed policies to enhance the quality of life of people. For example, in the year 1935, Dr. S. Park Skogman, Anglo-American Christian minister studied the challenges of happiness and searched for "happiness" in various dimensions of life such as health, politics, work and wages, love, daily life, friendship, imagination, music, literature, social welfare as well as religion (Oliver, 1996). Corporate executives might employ Maslow's theory to develop management systems to motivate people in the organization by recognizing their hierarchy of needs and then organized projects to fulfill the diverse needs of groups. The five levels of Maslow's theory were divided into two groups: lower-order needs consisting of physical needs and safety requirements such as workplace arrangements, reasonable working hours, wage, payment, welfare, security, safety at work, etc.

### Maslow's Hierarchy of Needs

The development of the concept and meaning of quality of life had continued since 1950-1950. Maslow conducted researches on motivation to express human behavior and obtained developing the Maslow Hierarchy of Needs Theory. In conclusion, human behavior came from its roots in needs which were in initial order of five levels, when humans already fulfilled the initial need, the desire of the most extraordinary level was occurred respectively. If these needs had been unfulfilled that caused to be stress and led to stimulate the behavior, the behavior led to the desired result to reduce tension or satisfy that satisfaction. Public-sector executives understood human behavior and needs that contributed to create factors to encourage desirable behavior which would be useful both in terms of increasing the organizational efficiency in service providing and personnel working happily and also having the motivation to self-development and working at full capacity. The need for the higher order (higher-order needs) represented internal needs or the mind that consisted of social needs, desire for honor and the desire to make their dreams come true, such as a leader providing good relationships with subordinates, arranging recreation activities for employees, praising the staff promotion system, giving freedom to make decisions about work, participation in decision making, opportunity for employees to have creativity in work, etc. Maslow's Hierarchy of Needs theory consisted of needs as following;

#### 1. Physiological Needs

The needs that required food, drinking water, shelter, medicine, rest, sleep suitable temperature and lust, etc.

#### 2. Safety Needs

The needs that required a stable feeling, safe to life, a stable career, pension, life insurance, etc.

#### 3. Belongingness Needs

The needs that required having family, friends, lover, membership, relationship with others in society or community, membership in professional association groups, etc.

#### 4. Esteem Needs

The needs at this stage could be divided into two levels which represented basic level (lower level needs for the respect), namely people who were respected, status, interest, dignity, reputation, influence, etc. In addition to the basic needs as already mentioned at this level of need, acceptance and praise. There was, in addition, a more elevated level of need (higher level needs for the respect of others), including job confidence, competency, success, being a role model and independence, etc.

#### 5. Self-actualization Needs

The most excessive need occurred to fulfill the understanding themselves, the ability in achieving its maximum potential, Maslow explained this need to: "What a man can be, he must be."

## METHODOLOGY

The research objective aimed to study factors influencing on development of life quality of the elder junior government officers in Ministry of Defense. The researcher examined factors that benefited to the elder junior government officers in Ministry of Defense. The qualitative research approached by in-depth interview and group discussion, the population consisted of the elder junior and non-commissioned officers who were the head of government agencies. The 30 samples were selected by purposive sampling through the constructed questionnaire and group interview, data analysis was obtained by synthesis and extraction to remain crucial issues for research answering.

## RESULTS

The research finding found that the development on life quality of elder junior government officers was considered four aspects as following;

1. The development on life quality in the workplace consisted of 1) To encourage the government agencies to improve the working environment by suitable promoting on the favourable working atmosphere and facilitation the government officials to work efficiently 2) To improve the workplace to be safe and hygienic, the favourable atmosphere, with facilities that were necessary for the operation. 3) To provide equipment, tools, modern suitable technology equipment for operation.

2. The development on life quality in private life consisted of 1) To encourage government agencies to perform health promotion 2) To strengthen government officials to retain a pleasant and capable family life with work-life balance 3) To provide regular health promotion activities such as exercise, sports day 4) To develop activities to promote good health behaviors such as location, facilities, exercise equipment, organizing a healthy team competition, supporting government agencies to organize health promotion activities together 5) To provide number of government officials who were knowledgeable and participate in health care activities capable of managing stress for themselves and their families.

3. The development on life quality in the social consisted of 1) To encourage government agencies to develop organizational culture that was appropriate for the work of each government in working together. 2) To promote government officials to have public mind, love and unity within the organization. 3) To organize recreation activities and communication between management and operators for developing relationships between management and colleagues as teamwork, help each other and reconciliation 4) To develop

an effective corporate communication system so that government officials at all levels had a proper and thorough understanding of the organization's policies and culture. 5) To develop communication channels to be diverse and suitable in accordance with the organization's characteristics and the nature of the personnel.

4. The development on life quality in economic consisted of 1) To promote government agencies to enhance knowledge about saving and personal financial management for government officials. 2) To provide additional benefits other than those legal requirements to alleviate suffering and creating happiness for government officials. 3) To provide education to government officials in planning and personal financial management 4) To provide the campaign on living according to the sufficiency economy philosophy 5) To educate by training for knowledge about extra careers outside the office hours 6) To provide the additional welfare provided by law, including organization of savings cooperatives, providing welfare stores, government subsidies for food expenses, travel expenses and in the event of a disaster 7) To encourage groups to develop activities to support the government officers who had suffered in various cases.

## REFERENCES

- [1] Maslow, Abraham. (1970). *Motivation and Personality*. New York: Harper and Row.
- [2] Mowen, J. C. & Minor, M. (1998). *Consumer Behavior*. New Jersey: Prentice-Hall.
- [3] Netsai Rajarak. (2017). *Creating New Financial Discipline*. Bangkok: Good Head Printing and Packaging Group Company Limited.
- [4] Srimuang Palangrit. (2007). "Guidelines for the Development of the Quality of Life of the Elderly by Individuals, Families, and Communities in Phra Nakhon Si Ayutthaya Province: Qualitative Study," *Journal of Population Studies*. 23 (2), 67-84.
- [5] Samran Chuchuy (2011). *Quality of Life and Society Development*. Life and social skills. Rajapruek College.
- [6] Sumit Suwan, Orrawong Thongperm, Natthiya Chitcha, Thanat Wongsachuea, Prapan Kiatpha, and Sathaporn Rodphong. (2013). *Human and Society, Economy, Politics, Law and Environment*. (2<sup>nd</sup> edition). Nakhon Pathom: Kasetsart University.
- [7] Tiron Pongmakapat. (2016). *Economics for Happiness*. Bangkok: Chulalongkorn University Printing House.
- [8] WHOQOL Group. (1994). The development of the World Health Organization Quality of Life assessment instrument (theWHOQOL). In *Quality of life assessment: international perspectives*. (pp. 41-60). Berlin. Springer-Verlag.
- [9] Wikipedia (2020). Maslow's hierarchy of needs. [https://en.wikipedia.org/wiki/Maslow%27s\\_hierarchy\\_of\\_needs](https://en.wikipedia.org/wiki/Maslow%27s_hierarchy_of_needs)