

The Causal Relationship Model of The Happiness of the Working Elderly within Career Groups*

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Abstract

This study investigated the causal link model of working elderly's happiness across career groups. Two hundred sixty elderly people from Phayao Province, Thailand, were included in the study. The primary data were analyzed using descriptive statistics such as frequency, percentage, mean, and standard deviation, and the causal model was analyzed using Structural Equation Modeling (SEM) with AMOS.

The structural modelling testing results matched the hypothesis model ($\chi^2 = 51.342$, $df = 28$, $\chi^2/df = 1.834$, $RMR = 0.030$, $GFI = 0.963$, $AGFI = 0.927$, $CFI = 0.965$, $RMSEA = 0.047$). Perception of self-efficacy in work has a significant direct effect on the happiness of the working elderly in career groups ($\beta = 0.16$, $p < .05$), 2) Social support within the career groups has a significant direct effect on the happiness of the working elderly in career groups ($\beta = 0.44$, $p < .01$) but does not have a significant indirect effect on the happiness of the working elderly in career groups ($\beta = 0.17$, $p = .14$), and 3) Positive psychological capital does not have a significant direct effect on the happiness of the working elderly in career groups ($\beta = 0.14$, $p = .28$). However, it has a significant indirect effect through the perception of self-efficacy in work on the happiness of the working elderly in career groups ($\beta = 0.52$, $p < .001$). Moreover, the perception of self-efficacy in work and social support within the career groups and positive psychological capital could explain the variations in the happiness of the working elderly at 16.5 per cent.

Keywords: Happiness of the working elderly; Perception of self-efficacy in work; Positive psychological capital; Social support within career groups.

Introduction

Career groups are the integration of people sharing the same occupation type or career. Career groups carry out economic work activities by a committee, and encourage households and communities to organize groups for mutual assistance. In addition, career groups have stability in their occupation or career, and generate income and the development of skills,

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knowledge, and ability in business management, which leads to the sustainability of career group activities. Group management is an essential factor affecting the success of career groups: the knowledge, skills, and experience of the group, as well as the members' relationships and communication, and the groups having participation and motivation in conducting work, promotion, and development of learning processes in order to create diversity, and product development (Panyapong et al., 2021; Phataraphanpee, 2020). Many research findings support this type of success. According to the survey, most job groups in Thailand are elderly workers who work informally. They often have a familiarity, preference, and aptitude for handicrafts due to knowledge, experience, and local original wisdom passed down from generation to generation. Furthermore, as seen in Table 1, the number of working elderly has steadily increased.

Table 1. Number of elderly that worked between the years 2013 – 2020 in Thailand

Year	2013	2014	2015	2016	2017	2018	2019	2020
Number of Persons	721,047	856,091	858,803	929,674	920,019	998,942	1,012,958	1,128,307

Source: The researcher analyzed the data from the National Statistical Office of Thailand (2021).

The number of senior people working for a living is growing; nevertheless, if their work is not appropriate for their age group, it can impact their quality of life, causing stress. As a result, the type of job done by the elderly must consider their quality of life and the joy they gain from their work (Chantuk, 2016). Furthermore, the integration of career groups to improve the happiness of the working elderly must be founded on community capital to coordinate and encourage doing activities together so that elderly employees can become conscious of their self-worth and obtain social acceptability (Chuayoung et al., 2019). The support of elderly career groups by work agencies, both public and private, in the past emphasized the management system of commercial career groups, the creation of networks, the promotion of processes to transmit wisdom, problem-solving, production development, and an increase in the mix of product marketing approaches regarding price, distribution channels, and sales promotions, according to the document review. The guidelines for professional development (Chantawong, 2018) include 1) providing education to enable the elderly to develop their careers, 2) providing data and news related to career planning, and 3) providing career advice to enable the elderly to select goals in their career planning and develop their careers appropriately.

According to the findings of the document study and associated research, the support, promotion, and development for career groups still lack the dimension of human resource development, both physically and intellectually, of individuals in the elderly range. The work suitable for the elderly should be: low-stress or voluntarily accepted by society, has returns that emphasize welfare and benefits (Sumalrot & Suksawai, 2015), and involves the understanding of holistic behaviours that integrate many factors, physically, psychologically, and socially, will allow promotion and benefits (Sumalrot & Suksawai, 2015). As a result, it necessitates a study of the causal factors that influence the happiness of the working elderly that considers physical and mental health. The study's implication should use the findings as guidelines for the elderly and relevant work agencies in the public and private sectors to improve career groups' development programs. In addition, career group integration will also induce improvements in learning exchange and integration of information, skills, and

experience, resulting in the elderly engaging in active ageing and contributing to the future ageing society.

Research objective

To study the causal relationships related to the happiness of the working elderly within career groups.

Research scope

The research area covers career groups in Phayao province that both received and did not receive promotions from work agencies in public and the private sectors.

The population and sample group are the elderly members of career groups in Phayao province, with a sample group size equal to 260 persons.

Variables comprise 1) causal variables, namely positive psychological capital, perception of self-efficacy in work, and social support within career groups, and 2) the outcome variable, which is the happiness of the working elderly.

Literature review

The happiness of the working elderly

Happiness is an emotional feeling involving lifestyle, experience and attitude. Regarding the happiness from the integration of career groups, it means the positive feelings regarding the activities related to work that aligns with their beliefs, faith and self-efficacy, including feelings of enjoyment, satisfaction, and a connection with the activities they performed. The Department of Mental Health, Ministry of Public Health of Thailand have a conceptual basis for the strengthening of the happiness of the elderly based on the principles of the Buddhist teachings combined with the psychological concepts for the creation of happiness and the concepts in the holistic healthcare of the elderly, which comprise 1) the dimension of comfort, which is the ability of the elderly in maintaining the health of the body, 2) the dimension of enjoyment, which is ability of the elderly in the selection of a lifestyle that is pleasant and enjoyable with doing activities that will generate a mood of happiness, 3) the dimension of bliss, which includes the feelings of satisfaction in life, self-esteem, self-confidence, self-respect and self-encouragement, 4) the dimension of brightness, which is the ability of the elderly in terms of memory, rational thinking, communication, planning, and problem solving in order to slow down degeneration of the brain, and 5) the dimension of peace, which is the ability of the elderly in the awareness and understanding of their feelings, knowing how to control their emotions, and dealing with the emotional states that occur in order to improve their mental management concepts to generate awareness.

Happiness from the integration of career groups has two dimensions, according to Chuayoung et al. (2019) in a qualitative study on the guidelines for enhancing the happiness of the working elderly in the Dok Kham Tai subdistrict Administrative Organization Area, using community enterprise groups as the basis.

Happiness in oneself refers to the perception that one is a person who has value and benefits for their family, communities and society, and the work that one does is based on religious and cultural activities that are in line with their beliefs and faith, including having hope and goals when doing activities.

Regarding happiness outside oneself, it means being a part of society by spending time and doing activities together with family and communities, acceptance of wisdom, having areas that allow meeting people in communities in order to display their potential, knowledge, and ability, including obtaining both financial and non-financial returns from work.

Positive psychological capital

Positive psychological capital is when people have a positive outlook and an understanding of the management of various matters (Avey et al., 2009: 430-452). Positive psychological capital is the ability to develop and manage effectively to bring about improvement in work performance (Luthans et al., 2007: 3) in order to increase efficiency and effectiveness in work (Chaleoykitti, S. & Sooraksa, 2010: 106-117) concerning improving productivity, absenteeism, resigning from work, good behavior as members of the organization, job satisfaction and having happiness in work. Positive psychology contributes to helping the elderly discover and develop their potential and improve workability, intelligence, and wisdom that has accumulated to apply them to do activities with satisfaction and happiness at work.

Luthans et al. (2007) synthesized the concepts about positive psychology as guidelines in the adjustment of behavior and work performance and divided the components of positive psychological capital into four factors, namely 1) a firm belief in self-efficacy, which includes a belief in the self-efficacy to perform work, the assessment and compiling of data involving self-efficacy, having a firm belief in one's own high capacity that allows people to have choices in work performance, improvement and determination in work that is challenging, motivation and effort in work to succeed more than people that have a perception of low self-efficacy, and diligence to face obstacles and failure; 2) Hope, which is the desire and ideas to achieve success without feelings of hopelessness, resulting in the characteristics of two dimensions, which are the power of desire and the power of the guidelines; 3) Optimism, which involves looking at the world from a positive point of view and the creation of a belief in their success, and their ability to create it in both the present and the future; and 4) Resiliency, which is the ability in self-adaptation and a recovery to an original state after facing problems and failure.

In this research, the four components of positive psychological capital of Luthans et al. (2007) were used, which comprise a firm belief in self-efficacy, hope, looking at the world from a positive point of view, and emotional resiliency.

Perception of self-efficacy in work

The concepts of the perception of self-efficacy include the concepts of Bandura (1979), who in the first phase presented the concept related to Efficacy Expectations, and this expectation is a determinant of the expression of behavior. Later, Bandura expanded the theory and changed to the use of the term "Perceived Self-efficacy," which means that when people make decisions related to whether or not they have the ability to perform some behaviors in specific situations, in which the situation may occasionally be vague and unclear or have novelty resulting in an inability to predict the events that may occur, those situations inevitably cause people to experience stress. Therefore, the recognition of self-efficacy is one determinant that will affect human behavior through the interaction of all four processes (Chuawanlee, 1999: 175-176), namely: 1) the thought process by the perception of self-efficacy has an effect on thinking, 2) the motivational process has a basis in the thinking

process through people recognizing a high level of self-efficacy by setting goals for motivation in work performance, 3) the feeling process, in which the perception of self-efficacy will have an effect on emotional experiences through self-control, and 4) the selection process by which people have a tendency to choose to do activities that they feel sure that they are able to manage.

Social support within career groups

The social support within career groups in the context of the career groups of the elderly (Caplan et al., 1976; Pilisuk, 1982; House, 1981) means the supports that the elderly received in terms of assistance with information, news, material objects or psychological support from the providers of support, which may be family or the work agencies of the public and/or private sectors. As the things that the elderly received from social support act as a driving force on the elderly to reach their goals, Sarason et al (1983: 127) state that assistance and social support is considered to be a reinforcement in their work. Aside from that, the social support also helps with work behavior (Bhanthumnavin, 2007), which is to say that those people who have a good attitude toward work are capable of the prevention and solving of problems and stress and have the ability in the application of knowledge and high work performance. When considering the levels of the social support ability, it is divided into three (Gottlieb, 1985), namely: 1) *the broad level*, which is consideration of participation or having participation in society that may be measured from relationships with institutions in society, participation with various groups with willingness, and informally conducting a lifestyle in society; 2) *group-level networks*, which involve the structure and duties of social networks with discussion from groups of people that have relationships that regularly provide emotional support and admiration, and 3) *the narrow level or deep level*, which is the discussion and relationships of people who have the closest intimacy through their social support. This study focuses on the *narrow level* within career groups of the elderly in which support is divided into three aspects (Bhanthumnavin, 2004), which are:

- 1) emotional support, which is providing motivation in work, acceptance of opinions or actions of the family or state and private sector work agencies in order to show sympathy when the elderly are working hard or encounter problems in work;
- 2) support regarding data and news, which involves providing information that is beneficial and related with work for the elderly, and providing feedback in the improvement of work for the elderly, including recommendations and advice when encountering problems in work; and
- 3) support regarding materials and equipment including resources, the budget and workers, such as providing a budget that is sufficient for the work and helping the elderly in work by providing materials, equipment, teaching aids, tools, and instruments that are required for the facilitation of work.

Conceptual framework of the research

The researcher applied the Ecological Model of Child Development and the Social Cognitive Learning Theory in order to analyze the causal factors as the Social Cognitive Learning Theory of Bandura (1977) stated that the learning of humans is a relationship between three components, which are Person, Environment and Behavior with the various

behaviors of each person that are different from each other being influenced by the person themselves and the environment around the person. Regarding the Ecological Model of Child Development of Bronfenbrenner (1979), it was stated that the behavior of people has a basis in the interaction between individuals and the environment with the environment divided into four levels, namely 1) the Microsystem, which is the environment that is closest to a person, 2) the system located between the family and the external environment, referred to as the Mesosystem, which is the environment that has a broad size comprising the relationship with the environment in more than one microsystem, 3) the Exo-system, which is the social structure that does not have a direct influence on personal development but includes the events that have impacts on personal development, and 4) the Macrosystem, which is the system that is located outermost and is related with the events of the social environment. Based on the concepts of the Ecological Model of Child Development and the Social Cognitive Learning Theory, it can thus be concluded that the relationship of behavior is influenced by two groups of important factors, namely the factors that are related to the elderly, which are 1) positive psychological capital and perception of self-efficacy in work and 2) environmental factors, which are the social support within career groups. These two groups of variables can be explained as seen in the diagram of the conceptual framework of the research in Figure 1.

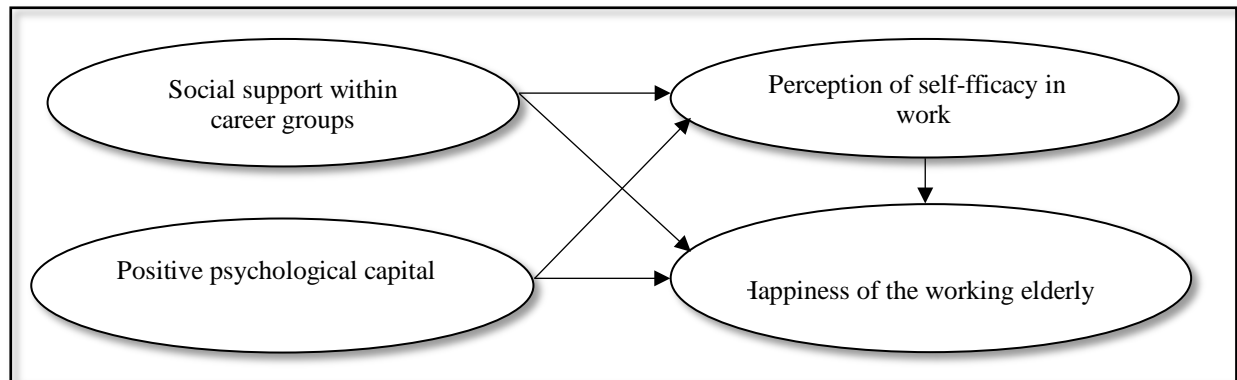


Figure 1. Conceptual framework of the research

Research hypotheses

1. Perception of self-efficacy in work has a direct influence on the happiness of the working elderly.
2. The social support within career groups has a direct influence on the happiness of the working elderly and has an indirect influence through the perception of self-efficacy in work.
3. Positive psychological capital has a direct influence on the happiness of the working elderly and has an indirect influence on the happiness of the working elderly through the perception of self-efficacy in work.

Methodology

Population and sample group

The population is the elderly members of career groups in Phayao province, Thailand.

For the sample, the researcher determined the size of the sample group by using the rule of thumb for analysis of the minimum number of 10 - 20 times the observed variables (Kline, 2011). This research has a total of 23 parameters that must be estimated, and the size

of the sample group that is suitable is therefore between 230 - 460 people. The sample group in this study was obtained from simple randomization resulting in 260 people. The researcher selected the elderly who volunteered to be members of the sample group with the following principle of Respect for Persons:

1. *Inclusion criteria* - the elderly to be volunteers must be aged 60 years and up, are members of a career group in Phayao province and can read, understand, and write the Thai language.
2. *Exclusion criteria* - the elderly withdrawing as volunteers, those not interested, did not consent to participate in the research, and/or were not prepared to provide information.
3. *Withdrawal criteria for individual participants* - the elderly that agreed to participate in the project were able to decide to withdraw from the research project at any time during the providing of data.

Research tools

The researcher followed the steps in the creation of the measurement tools for the variables: by first studying the concepts and theories, as well as research related to the variables that needed to be measured, in order to use them as guidelines in determining the theoretical and practical definitions for the creation of the variables' measures, which has two types: *self-developed measures* and *measures adapted*. The questionnaire had six sections: *Section 1* - general data of the respondents to the questionnaire, *Sections 2 to 5* - the measures of variables with the measurement scale evaluated at five levels, the highest (5 points) to the lowest (1 point). Providing points for positive questions had "the highest" equal to 5 points, "high" equal to 4 points, "medium" equal to 3 points, "low" equal to 2 points and "the lowest" equal to 1 point. Negative questions had a points scale that was the opposite. The details of the measure of each variable are as follows:

1. The measure of the variable of working happily was self-developed by the researcher based on meaning and the components of working happily of Chuayounan et al. (2019), with the number of questions being ten items by measuring the components of working happily in two aspects, namely the aspect of happiness in oneself and the aspect of happiness outside oneself. The measure had a Cronbach's alpha coefficient equal to .79.
2. The researcher used the Intarakamhang and Ekpanyaskul (2018) measure of positive psychological capital with several questions totalling 15 items, measuring four components of positive psychological capital: the aspect of confidence in ability, the aspect of hope in work, the aspect of looking at the world in a positive light, and the aspect of emotional flexibility. The measure had a Cronbach's alpha coefficient equal to .89.
3. For measuring the perception of self-efficacy in work, the researcher applied the measure of Boonprakob and Boonprakob (2006) with questions totalling eight items by measuring one component of the perception of self-efficacy. The measure had a value of Cronbach's alpha coefficient equal to .83.
4. For the measure of the variable of the social support within career groups, the researcher applied the measure of Bhanthumnavin (2004) with the number of questions totalling nine items by measuring three components of the social support within career groups, namely the aspect of emotional support, the aspect of data support, and the aspect of providing tools and

work equipment. The measure had a value of Cronbach's alpha coefficient equal to .80.

Quality assurance of research tools

A panel of three specialists reviewed all of the measurements produced by the researcher. Experts examined the content validity in the construction and development of measurement methods, behavioral science content, and elderly psychology content. Based on the recommendations, the measures were improved to make them more complete by deleting or altering questions having an IOC (Index of item-objective congruence) value lower than 0.50. (Rovinelli & Hambleton, 1977). Following this, the modified measures were tested on 40 people who shared the same profile of the research sample group. Trials were conducted with item analysis to analyze the accuracy of the measurement tools with item-total correlation combined with examining the confidence level of the measure with Cronbach's alpha coefficient by considering removing or adjusting items to have an item-total correlation lower than 0.30. (Nunnally, 1978).

Data analysis

Analysis of the fundamental data of the sample group used descriptive statistics, namely frequency percentage, mean and standard deviation. For the analysis of the causal relationships, the researcher used linear correlation analysis by considering the coherence of the model and empirical data with the harmonization index criteria of the model (Chi-square Test: $\chi^2 < 0.05$, $\chi^2 / df < 3.00$, Goodness of fit index: $GFI > 0.90$, Adjust Goodness of Fit Index: $AGFI > 0.90$, Comparative Fit Index: $CFI > 0.90$; Root means squared error of approximation (RMSEA) ≤ 0.05 , Standardized Root Mean Square Residual: $SRMR \leq 0.05$, Normal fit index (NFI) > 0.90 , Tucker-Lewis Index (TLI) > 0.90).

Research Results

The majority of the sample group were male (55.77%) with an average age of 64 years, and the type of work mostly being handicrafts work. The majority of the sample group (55.77 per cent) was male, with an average age of 64 years and a majority of handicrafts activity. The majority of the sample group receives work from career groups and works from home; the highest per cent (85.80 per cent) has an average monthly income of 589 Thai Baht, and works for an average of 4.68 hours per week. Their earnings are primarily used to make religious merit at a Buddhist temple and daily living.

The researcher determined the variables and abbreviations as follows:

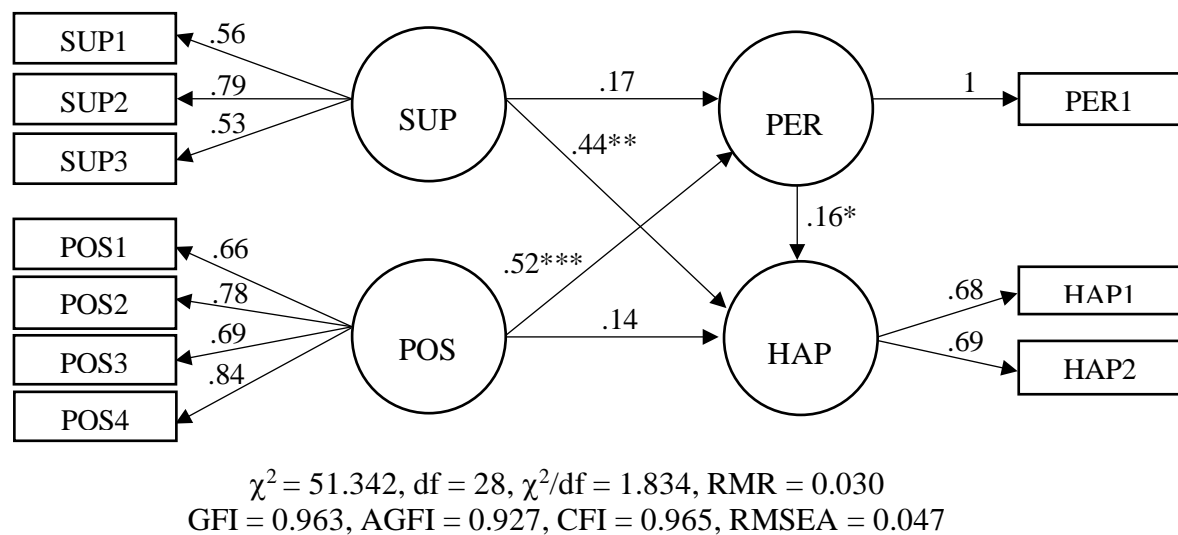
1) Variable of the happiness of the working elderly (HAP), comprised of the observed variables of happiness in oneself (HAP1) and happiness outside oneself (HAP2); 2) positive psychological capital (POS), comprised of the observed variables of confidence in ability (POS1), hope in work (POS2), and looking at the world in an optimistic point of view (POS3), and emotional flexibility (POS4); 3) the social support within career groups (SUP) comprised of the observed variables of emotional support, (SUP1) support in terms of data, (SUP2) support of work tools and equipment, (SUP3); and 4) perception of ability (PER) comprised of the observed variable of perception of self-efficacy in work (PER1). All observed variables have significant relationships that did not exceed the specified benchmark (0.70) at the levels of .05 and .01, as seen in Table 2.

Table 2. Correlation matrix mean and standard deviation of variables in the model

	SUP1	SUP2	SUP3	POS1	POS2	POS3	POS4	PER	HAP1	HAP2
SUP1	1.000	0.195	0.090	0.062	0.021	0.000	0.014	0.008	0.014	0.069
SUP2	0.442**	1.000	0.176	0.050	0.045	0.048	0.034	0.040	0.072	0.061
SUP3	0.300**	0.419**	1.000	0.023	0.060	0.068	0.081	0.027	0.062	0.068
POS1	0.249**	0.223**	0.150*	1.000	0.305	0.158	0.179	0.040	0.036	0.080
POS2	0.144*	0.212**	0.245**	0.552**	1.000	0.293	0.402	0.074	0.035	0.089
POS3	-0.001	0.218**	0.260**	0.397**	0.541**	1.000	0.381	0.132	0.060	0.072
POS4	0.117	0.185**	0.284**	0.423**	0.634**	0.617**	1.000	0.081	0.023	0.104
PER	0.089	0.201**	0.163**	0.199**	0.272**	0.363**	0.285**	1.000	0.062	0.052
HAP1	0.120	0.268**	0.249**	0.189**	0.186**	0.245**	0.150*	0.247**	1.000	0.176
HAP2	0.262**	0.246**	0.261**	0.283**	0.298**	0.268**	0.322**	0.228**	0.420**	1.000
Mean	3.532	3.597	3.656	3.727	3.765	3.756	3.816	3.816	3.818	3.789
S.D.	0.706	0.695	0.780	0.649	0.666	0.726	0.698	0.525	0.571	0.600

Note: * $P < 0.05$, ** $P < 0.01$ and numbers above diagonal line are coefficients of determination (r^2)

By examining the consistency of the model through analysis with the empirical data, it was found that the model analysis is in line with the empirical data with the various consistency indexes meeting the specified criteria, which is to say that χ^2/df is less than 2, the errors of approximation, namely RMR and RMSEA, are less than 0.05, and the model fit indices, namely GFI, AGFI and CFI, have values higher than 0.90 (Hair et al., 2006), as seen in Figure 3.

**Figure 2.** Structural equation modelling analysis of causal factors of the happiness of the working elderly

From the results of the analysis of the structural equation, the findings of the testing of the hypotheses can be summarized as follows: 1) Perception of self-efficacy in work has a direct influence on the happiness of the working elderly ($b = 0.16$, $p < .05$), 2) Perception of the social support within career groups has a significant direct influence on the happiness of the working elderly ($b = 0.44$, $p < .01$) and has an indirect influence through the perception of self-efficacy in work that is insignificant ($b = 0.17$, $p = .14$), and 3) Positive psychological

capital has a direct influence on the happiness of the working elderly that is insignificant ($b = 0.14$, $p = .28$) but has a significant indirect influence on the happiness of the working elderly through the perception of self-efficacy in work ($b = 0.52$, $p < .001$). The results reveal predictors explain the happiness of the working elderly (HAP) for 16.5 per cent variance ($r^2 = 0.165$): with positive psychological capital (POS) having the most significant positive influence on the perception of self-efficacy in work (PER), followed by the social support within career groups (SUP), which has a positive influence on the happiness of the working elderly (HAP), and perception of self-efficacy in work (PER), which has a positive influence on the happiness of the working elderly (HAP), with the coefficient standard regression equal to 0.342, 0.291 and 0.145, respectively. Regarding the social support variable within career groups (SUP), there is a statistically insignificant influence on the perception of self-efficacy in work (PER). The variable of positive psychological capital (POS) has a statistically insignificant influence on the happiness of the working elderly (HAP) as well ($P > 0.05$), as seen in Table 3.

Table 3. Regression coefficient and the testing of statistical significance of the variables in the model

	Coefficient	Standard Coefficient	S.E.	T	P
SUP --> PER	0.170	0.120	0.115	1.484	0.138
SUP --> HAP	0.44**	0.291	0.136	3.274	0.001
POS -->PER	0.52***	0.342	0.126	4.110	0.000
POS --> HAP	0.14	0.088	0.132	1.079	0.280
PER --> HAP	0.16*	0.145	0.071	2.208	0.027

* $P < 0.05$, ** $P < 0.01$, *** $P < .001$

When considering the direct, indirect, and overall influence of the variables in the model, the social support within groups (SUP) has the most substantial overall influence on working elderly happiness (HAP): with a value of 0.309, comprised of direct (0.291) and indirect (0.018), followed by the variable of perception of self-efficacy in work (PER), which only had a direct influence (0.049). Regarding the variables that influence awareness of self-efficacy in work (PER), the highest is positive psychological capital (POS), with a value equal to 0.342, followed by the variable of the social support within groups (SUP), having a value equal to 0.120, with the details as seen in Table 4.

Table 4 Analysis results of the direct influence, indirect influence, and overall influence of the causal variables on the outcome variable

	PER			HAP		
	DE	IE	TE	DE	IE	TE
SUP	0.120	-	0.120	0.291	0.018	0.309
POS	0.342	-	0.342	0.088	0.049	0.137
PER	-	-	-	0.145	-	0.145

Summary of the Findings

The results of the study of the causal relationships related to the happiness of the working elderly can summarize the results of the testing of the research hypotheses, as seen in Table 5.

Table 5 Summary of the research results

Research hypotheses	Results of the testing of the hypotheses
1. Perception of self-efficacy in work has a direct influence on the happiness of the working elderly.	In accordance with the hypothesis
2. The social support within career groups has a direct influence on the happiness of the working elderly and has an indirect influence through perception of their self-efficacy in work.	Partially in accordance with the hypothesis
3. Positive psychological capital has a direct influence on the happiness of the working elderly and has an indirect influence on the happiness of the working elderly through perception of self-efficacy in work.	Partially in accordance with the hypothesis

Discussion of the Results

Hypothesis 1

Perception of self-efficacy in work directly influences the happiness of the working elderly. From the research results, it was found that the perception of the ability of the elderly regarding working in career groups affects the happiness of the working elderly. This is because the perception of the ability of the elderly is one determinant that will affect behavior. If the elderly perceive self-efficacy at work, it will inevitably create a firm belief and self-confidence for the elderly, making working in career groups more likely to be successful. However, the work will include problems and obstacles. This is in line with the concepts of perception of self-efficacy and expectations for the results of actions (Bandura, 1977: 330-332), which is to say that if a person has a high level of perception of self-efficacy, naturally, there is undoubtedly a tendency to perform at a high level. By recognizing their self-efficacy in working within career groups, the elderly will be able to cope with problems at work, be dedicated to work, collaborate, and help each other solve problems in career groups. This is consistent with the research work of Lara et al. (2020), Makapol (2018), and Thongsuk et al. (2019), who found that perceiving themselves as a people with abilities allows the elderly to have happiness and improved quality of life, which affects their mental well-being. In addition, it is also in line with the research work of Chotikul and Sawangsopakul (2021). They found that the perception of self-efficacy concerning a person's confidence is also related to their readiness to participate in social activities.

Hypothesis 2

The findings show that social support within career groups directly impacts the happiness of working seniors, while self-efficacy perception has an indirect relationship. As a result, because working in career groups allows the elderly to connect with others more frequently, being together in career groups inspires each other at work by exchanging and accepting differing viewpoints and advice about work valuable to each other. Within career groups, the interchange and consultation about work are regarded as mutual assistance and support, allowing the elderly to see themselves as valuable. As a result, it will bring happiness and contentment. The finding shares Sarason et al.'s (1983) concept of social support: which states that social support entails receiving assistance, acceptance, trust, and a vision of value, as well as admiration and praise and providing motivation to one another, and is considered

reinforcement in the workplace in terms of emotional and mental well-being. The study is also in line with Puttamat et al. (2020) that social support has a positive relationship with the mental well-being of elderly people, as well as the findings of Saeloo et al. (2021) and Boukeaw and Teungfung (2016) that social support has an impact on the health of the elderly in Thailand, both physically and mentally. Furthermore, Shah et al. research's (2021) discovered that social support is another component that influences the pleasure of the elderly. In contrast, the findings of this study showed that social support within career groups has no indirect effect on the satisfaction of working elderly people through their impression of their ability to work. This could be because social support inside career groups is seen to be a reinforcement (Sarason et al., 1983: 127) in the work of the elderly by employing the verbal persuasion of members within career groups, which is not particularly successful in the growth of a person's cognitive ability. Verbal persuasion and allowing people to gain experience should be used to create the perception of skill (Bandura, 1979).

Hypothesis 3

The happiness of the working elderly is directly influenced by positive psychological capital. The perception of self-efficacy at work has an indirect impact on the happiness of the working elderly. The study's findings reveal that positive psychological capital has no direct impact on the happiness of working elderly people. This could be because positive psychological concepts emphasize using efficiency and effectiveness in work performance (Chaleoykitti & Sooraksa, 2010) to improve productivity, job satisfaction, and organizational behavior. When the notions of positive psychological capital were applied to the work of the elderly, it was discovered that positive psychological capital has no direct effect on happiness due to the integration of career groups.

On the other hand, positive psychological capital stimulates the elderly to discover their self-efficacy and use it in satisfying activities with career groups. According to this study, positive psychological capital indirectly improves the happiness of working senior people by influencing their impression of job self-efficacy. Also, the elderly's belief in their ability to perform work will lead to solid confidence in their ability, determined in work motivation, and work hard to succeed than those who have less self-efficacy. The rationale is that the elderly who have a high perception of self-efficacy will exhibit positive and appropriate behavior. The results of this research support the positive psychological concepts of Luthans (2011) in that positive psychological capital is the variable for predicting the results of work performance of people that can be applied for use in management in order to motivate people to provide efficient work. When applying positive psychological concepts for use with the elderly in work for the discovery and development to increase the self-potential of the elderly to provide potential in work, it can be the motivation for the elderly to discover an awareness of their self-efficacy for use in doing activities with satisfaction and happiness. This is in line with the research results of Gümüş Demir et al. (2021), which indicated that positive psychology has an effect on the level of hope in the mental health of the elderly.

Recommendations

Recommendations from the research are:

1. The study results indicate that positive psychological capital directly influences the happiness of the working elderly and an indirect influence through the perception of ability in work of the elderly. The research results indicate that positive psychological concepts can be developed and

applied as guidelines for creating happiness for the working elderly to provide good physical and mental health.

2. The study results indicate that social support within career groups directly influences the happiness of the working elderly. Suppose work agencies in public and private sectors want to encourage the elderly to work with career groups, aside from providing knowledge about the management of career groups. In that case, they should also develop and promote group management to provide support and social support within career groups to create sharing and exchange of knowledge and experience. If they develop and promote both of these main points, inevitably, it will allow the elderly to be able to work happily.

Recommendations for future research

According to the findings of this study, positive psychological capital has both a direct and indirect influence on the satisfaction of working elderly. As a result, an experimental study on developing programs to increase positive psychological capital for ageing career groups should be conducted.

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