

**GUIDELINES FOR DEVELOPING FLEXIBLE BENEFIT
PROGRAM FOR FACULTY STAFF IN FACULTY OF SOCIAL
SCIENCES AND HUMANITIES MAHIDOL UNIVERSITY**



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ABSTRACT

The purposes of this research were to study the current benefits of faculty staff in faculty of Social Sciences and Humanities Mahidol university, and to explore the possibilities and limitations of providing flexible benefit program in faculty of Social Sciences and Humanities Mahidol university as well as to develop the guidelines for providing flexible benefit program for faculty members in faculty of Social Sciences and Humanities Mahidol university. The present research was conducted by using both quantitative and qualitative methods. The population was 158 staff in faculty of Social Sciences and Humanities Mahidol university. A descriptive survey was carried out with 95 faculty staff who accounted for 60.1 percent of the population, and interview was conducted with 2 faculty's administrations and 6 selected faculty staff. The research instruments were benefit preference questionnaire and interview guideline. The qualitative data were analyzed through content analysis, and quantitative data were analyzed through descriptive statistics. The research findings indicated that the three generation staff shared some common preferred benefits, like they all chose Retirement benefits as their most preferred benefit item; also, all of them preferred Health and safety benefits and Performance appraisal bonuses. While each generation staff also had their individual benefits needs, baby boomer staff preferred Family orientated benefits; generation X staff liked Time-off and Transportation benefits, and generation Y staff was prone Personal development and training benefits. The findings of this research provided information for the dean or benefit committees of faculty of Social Sciences and Humanities Mahidol university for designing the flexible benefit program. The research also attempted to improve faculty staff's benefit satisfaction which in turn will contribute to improving performance, and enhancing commitment to the faculty and retention.

KEY WORDS: FLEXIBLE BENEFIT/GENERATION/MAHIDOL UNIVERSITY/EMPLOYEE BENEFITS

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