READINESS PREPARATION TO VOLUNTEER WORKING AND CAUSAL RELATIONSHIP MODEL DEVELOPMENT OF SELF-WELLNESS MANAGEMENT RELATED TO VOLUNTEER WORKING OF UNIVERSITY STAFF

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Abstract— This mixed methods research aims to 1) study the readiness preparation to volunteer working, and 2) develop and compare the causal relationship models of self- wellness management related to volunteer working between the academic staff group and academic supporting staff group in university. There are 6 persons who working volunteer by in-depth interview. The samples included 566 university staff using to analyze in a questionnaire with reliability of 0.90-0.95. Results: 1) For qualitative data: 1.1) socialization of university staff to be pro-social personality by family, school, and religion agents since early childhood to adult age with work socialization, and 1.2) The condition motive university staff to be the volunteer worker was supporting from family and colleague, hope, self- efficacy and optimize and good physical and mental health. 2) For Quantitative data: 2.1) a causal relationship model of self- wellness management related to volunteer working of university staff was consistent with an empirical data (Chi-Square= 2.71,df=3, p-value= 0.44 RMSEA= 0.00, SRMR=0.01, GFI= 1.00, NFI= 1.00, CFI= 1.00, Chi-Square/df= 0.90), and 2.2) Volunteer working behavior that got direct influence from positive psychology capital, self- wellness management, socialization to volunteer working, and social support from their family. (effect size = 0.23, 0.16, 0.14 and 0.11 respectively),and invariance analysis of a model of self-wellness management related to volunteer working of university staff found that no difference between an *academic* staff group and a supporting staff group. And socialization to volunteer workinghad influence self-wellness managementsignificantdifferencebetween an*academic* staff group and a supporting staff group. ($\triangle x^2$= 4.38, $\triangle$df=1,p=0.04)

Keywords— Causal Relationship Model, Preparation to Volunteer Working, Positive Psychology Capital, Self- Wellness Management, Volunteer Working, University Staff.