

Personal Behavior that Affects Work



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Diversity
in workplace

ความแตกต่างหลากหลายในที่ทำงาน





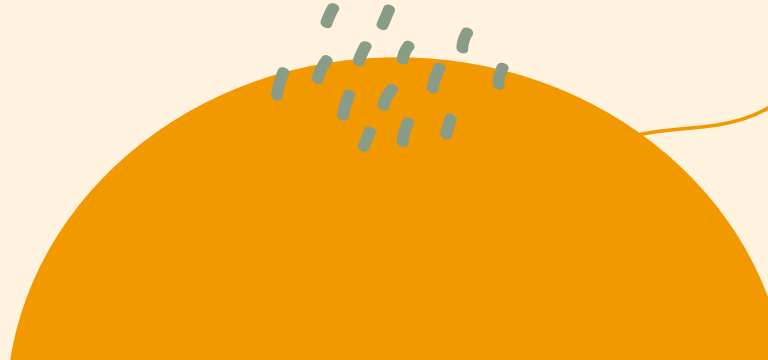



- Individual Differences**
- Generation**
- Diversity in Workplace**



Individual Differences



- Intra-individual differences -Times
 - Individual differences -Heredity - Environment
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There are several reasons why humans are different:

1. Heredity

2. Environment

Factors Affecting Individual Differences



1. Heredity

- **Race** such as Thai, Western, Negro, Chinese, etc., would have their own national identity, different from other nations.

- **Gender (Sex)** There are naturally 2 sexes, female and male, which have different sex characteristics.

- **type of blood group** In which the child will have the same blood type as the father or mother

- **physical disabilities** and some diseases such as color blindness, baldness, diabetes, epilepsy, albinism

- **body shape** With psychologists talking about the types of people's bodies as follows

- **Intelligence** is the ability to learn things, which are inherited from genetics, such as thinking, memory, intelligence.

- **innate ability or aptitude** unique or talent Each is inherited from the parent



2. Environment

Environment refers to the things that surround us and make people different, such as upbringing, friendship, society, traditions, culture, religion, climate, housing and food, birth order, media, etc. These things will make people different as follows

1. Condition during pregnancy affects personality a lot.
2. Parents' upbringing: good food, good quality, good hygiene, maintenance for good health no disease.
3. Order of birth makes us different in many ways The middle child helps himself well.
4. Food and nutrition. If there is a lack of nutrients, the body will not grow as it should.
5. Each person's experience and learning, both experience and learning, are closely related.
6. Geography climate of each locality Causing people to grow and have different lifestyle
7. System of society and culture of each nation local traditions national dance food language, etc.
8. An accident damages the brain or body. was affected, became mentally retarded, handicapped
9. Mass media, i.e. radio, television, newspapers, movies, etc.



relationship between genetics and environment

Genetics and environment are important factors that make individuals different. These two factors are closely related. until it is difficult to distinguish which has more roles and what proportion. Because genetics and environment together play a role in both promoting and inhibiting development and behaviors as [Wiphaporn Maphopsuk \(2000\)](#) states that genetics determines the basic physical and mental characteristics of human beings. The environment will help indicate that. How will those basic features evolve? Therefore, this second factor is the reason why each human is different, and [Aree Panmanee \(1991\)](#) said that genetics determines the ancestral traits. And the environment determines the extent of a person's development.



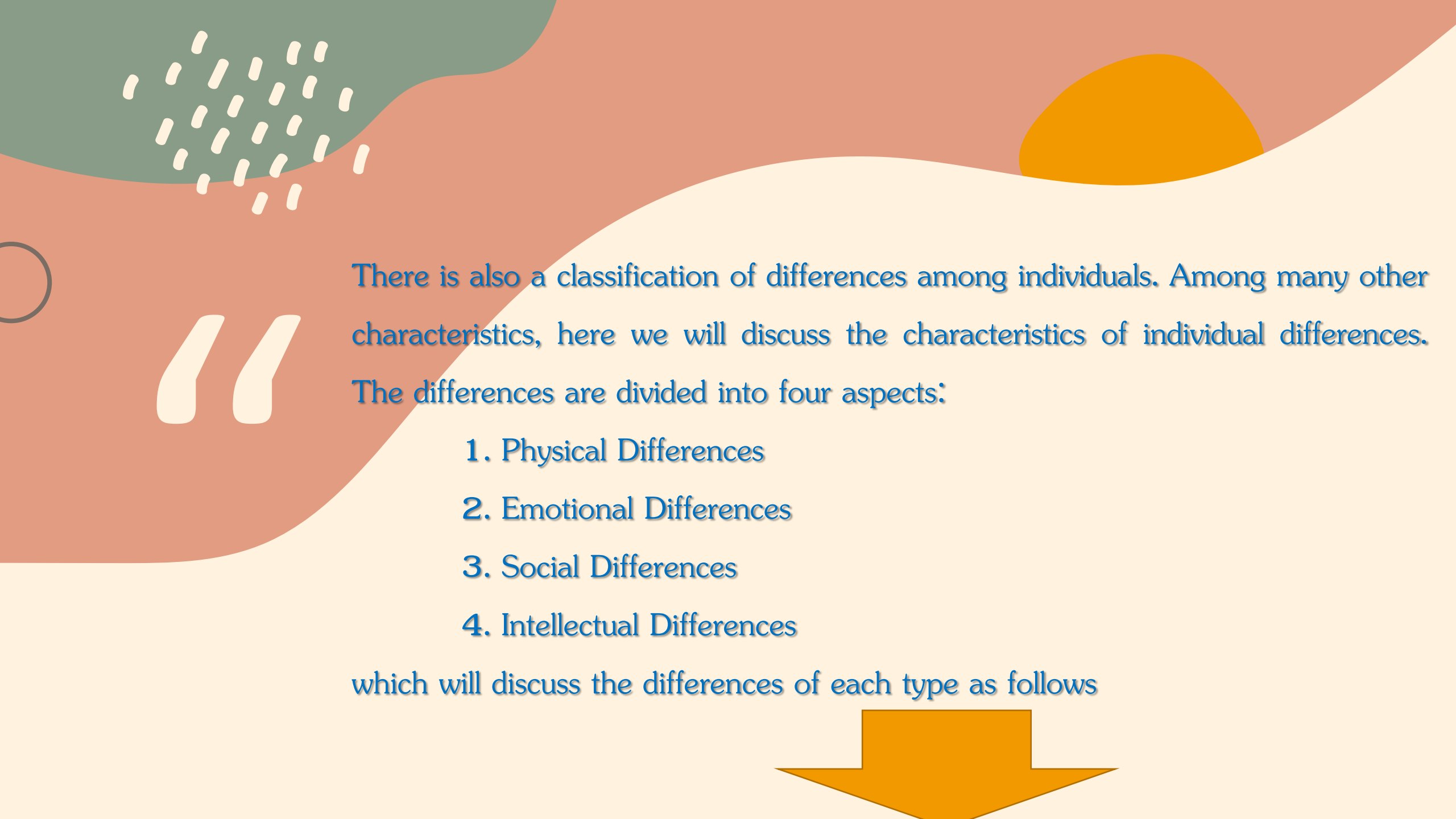
Yennings, a well-known biologist, said that Intelligence, character, mood, and appearance of a person depends on genetics and environment. Genetics and environment cannot be separated. Supa Malakul Na Ayudhya and Yongyut Wongpiromsant (1992) said that genetics plays a role in the ability to show physical and behavioral characteristics according to the characteristics of the ancestors. But how much it can actually be expressed depends on the environment.



Individual Differences

Aree Phanmanee (1996) classified the types of differences between people into 6 types:

- 1. Physical Differences**
- 2. Emotional Differences**
- 3. Social Differences**
- 4. Gender Differences**
- 5. Age Differences**
- 6. Intellectual Differences**



There is also a classification of differences among individuals. Among many other characteristics, here we will discuss the characteristics of individual differences.

The differences are divided into four aspects:

1. Physical Differences
2. Emotional Differences
3. Social Differences
4. Intellectual Differences

which will discuss the differences of each type as follows





Physical Differences

Can be divided into 2 types:

1. Bodily characteristics that can be clearly seen, such as shape, appearance, age, gender, appearance of skin color, hair, nails, etc., and characteristics of various body organs, which will vary from person to person.

2. Bodily characteristics that cannot be clearly seen, such as the functioning of various systems in the body, heartbeat, blood pressure, blood type, reaction to drugs and other chemicals, etc., which we can use tools to measure the characteristics. these

Emotional Differences

Emotion refers to the feelings that occur when a person is stimulated by a stimulus. Both internal and external stimuli and sensations occur. Affects the performance of a person's behavior. In general, emotions are characterized by positive emotions, such as good mood, satisfaction, comfort, happiness, etc., and negative emotions, such as bad mood, dissatisfaction, frustration, distress, etc.

Psychologists believe that emotions can be cultivated. Because the reason why people have different emotions is the result of a person learning from birth, such as how to raise a child in childhood, which greatly affects the emotional nature of a person.

Social Differences

Individuals have different social behaviors. From the manner of speaking, communicating, dressing, making friends and other social personality. This is because individuals come from different societies, such as from different families. Which means being raised differently. Parents are educated economic base and other characteristics different inevitably results in individuals having different social characteristics. In addition to the family, there are other social units that influence people to be different in society, such as groups of friends, colleagues, schools, communities in which people live and related persons, etc., and such social differences will result in individuals tending to have different characteristics of interests, needs, values and motivations for behavior. vary as well




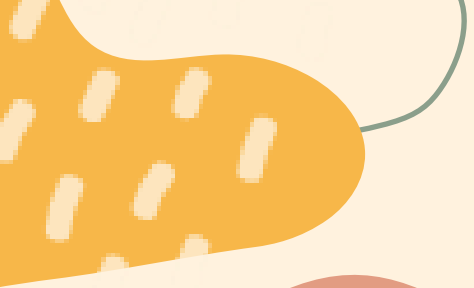
Intellectual Differences

Intellectual differences include a person's ability to remember, think, make decisions, solve problems, learn and do things. including the ability to adapt If a person does these things well Shows that the person has high intelligence. Normally, a person's cognitive abilities vary based on key factors. 2 things, namely

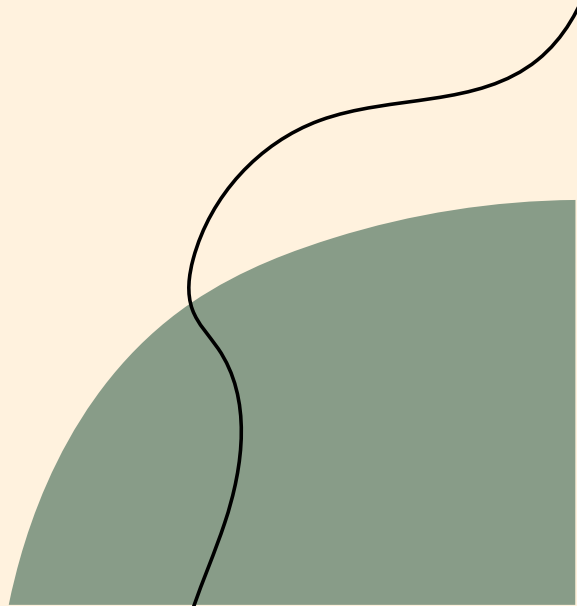
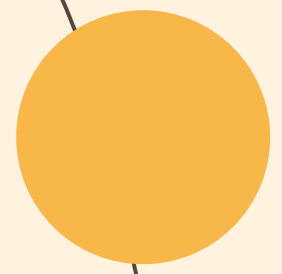
1. Heredity refers to the characteristics that a person inherits from ancestors. From the majority of studies, it was found that Individuals tend to have an intelligence level similar to that of their parents and ancestors.

2. Environment refers to conditions related to a person. both the physical environment and psychological environment They all affect the development and intellectual abilities of a person, such as food, health care. methods of nurturing, education and other developmental





Generation



BABY BOOMER

GEN X

GEN Y

GEN Z



Generation		วิธีคิด ค่านิยม และพฤติกรรม		
 <div>Baby Boomer เกิดช่วง ค.ศ.1946-1964 อายุตั้งแต่ 55-73</div>	 <div>จงรักภักดี ต่อองค์กร</div>	 <div>มีความอดทนสูง มุ่งมั่น ทำงานหนัก</div>	 <div>ให้ความสำคัญกับครอบครัว</div>	
 <div>Gen X เกิดช่วง ค.ศ.1965-1979 อายุตั้งแต่ 40-54</div>	 <div>ทุ่มเทกับงาน</div>	 <div>ใช้ทักษะมากกว่า ใช้แรงงาน</div>	 <div>ทำงานในเมือง</div>	
 <div>Gen Y เกิดช่วง ค.ศ.1980-1996 อายุตั้งแต่ 23-39</div>	 <div>อยากมีเงินแต่ ไม่อยากทำงานหนัก</div>	 <div>ผลสำเร็จ สำคัญกว่าวิธีการ</div>	 <div>ให้ความสำคัญกับ Work-Life Balance</div>	
 <div>Gen Z เกิดช่วง ค.ศ.1997-2009 อายุตั้งแต่ 10-22</div>	 <div>เก่งเทคโนโลยี Multitasking</div>	 <div>ชอบค้นคว้า เรียนรู้ด้วยตัวเอง</div>	 <div>ฝ่าฝืน ประชานิยม</div>	
 <div>Gen Alpha เกิดตั้งแต่ ค.ศ. 2010 อายุน้อยกว่า 10 ปี</div>	 <div>Digital Native</div>	 <div>คุ้นเคยกับการเปลี่ยนแปลง</div>	 <div>เปิดกว้าง รับความแตกต่าง</div>	



คนแต่ละ 'เจนเนอเรชั่น'

แตกต่างกันอย่างไร?

Emerging Demographics Shockwaves and What are the Differences between Them ?

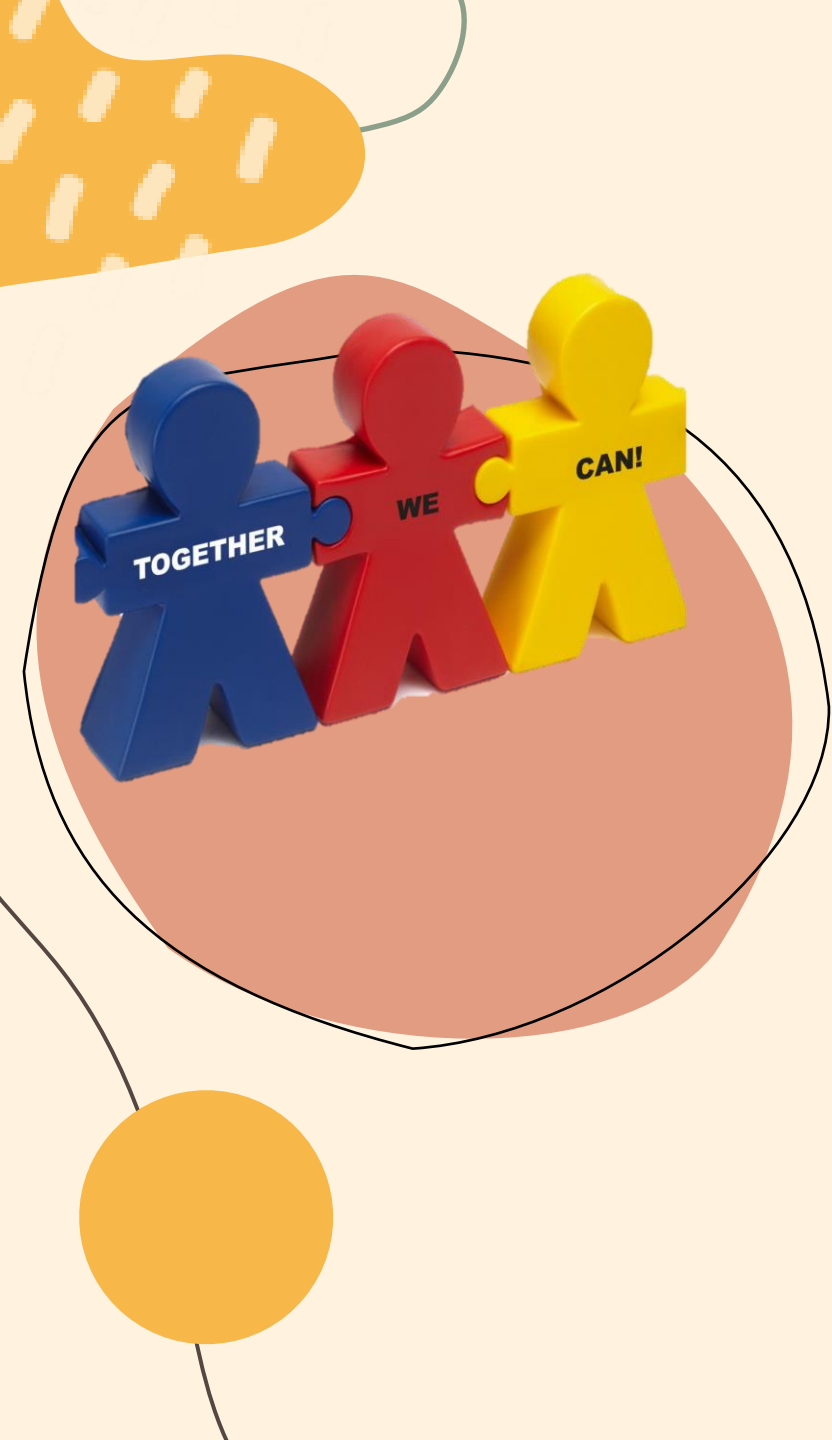
โดย รศ.ดร.พิภพ อุดร คนบดี TBS



geny
EMPLOYEES

GEN Z



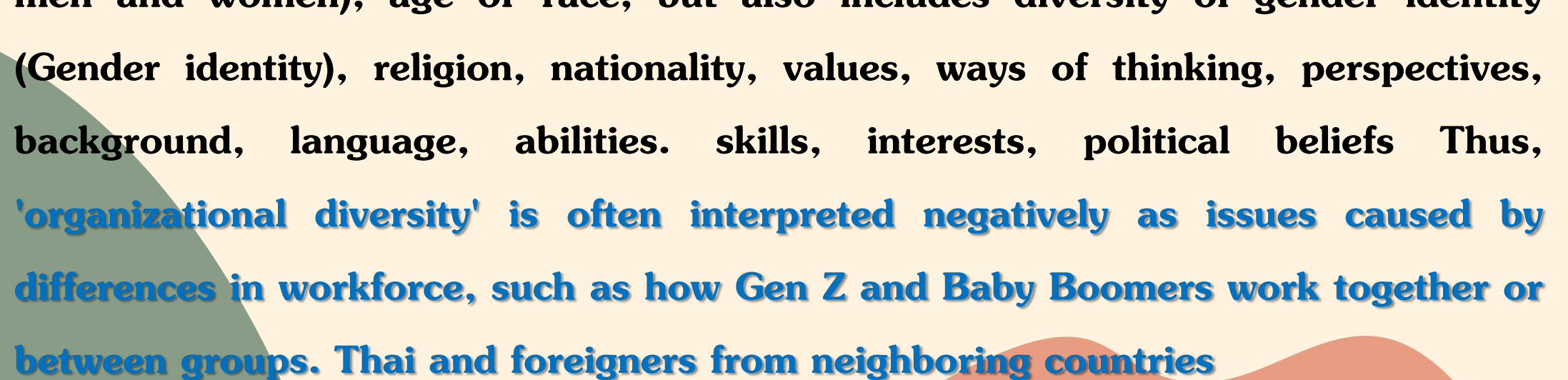


Diversity in Workplace



Diversity in workplace

Diversity in the workplace has been a topic of discussion for a long time. which at present Diversity does not focus only on gender differences (Gender: men and women), age or race, but also includes diversity of gender identity (Gender identity), religion, nationality, values, ways of thinking, perspectives, background, language, abilities. skills, interests, political beliefs Thus, 'organizational diversity' is often interpreted negatively as issues caused by differences in workforce, such as how Gen Z and Baby Boomers work together or between groups. Thai and foreigners from neighboring countries





Can organizations reduce conflicts that arise from differences and benefit from diversity instead? At work, differences can be divided into two forms :

1) differences on the superficial level (Surface-level dissimilarity) that is a demographic attribute such as race and age. This difference is often visible from the outside and

2) Deep-level dissimilarity that describes mental attributes such as values, character, and cognition. that cannot be observed directly

Overall, superficial differences often make it easy for personnel to perceive group divisions, for example, we are Thai, our group members are Thai colleagues. Make colleagues from other countries instantly become outsiders. Bias or prejudice against another group of people can happen. Therefore, it can be seen that Differences on the surface alone can make diversity often viewed as a problem for organizations.