

ABSTRACT

Thesis Title : Effectiveness of Early-Retirement Program : The Case
Study of The Telephone Organization of Thailand

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Degree Sought : Master of Arts

Major : Political Science

Academic Year : 2000

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The aims of this research are twofold: to study the factors which affect the decision for early retirement and to study the consequences of such decision. To gather information, this study was based mainly on documentary research and field survey by relying on the sampling of 200 employees of the Telephone Organization of Thailand (T.O.T).

The findings are as follows: The majority of the respondents who participated in the early retirement program were encouraged by the program's incentives. Ranked next to this answer were the employees' decision to leave for early leisure time, their wordiness about adjustment to the new working system, and their ability to find more suitable job accordingly.

As for those who decided not to participate, the majority of them said they were proud of working with the T.O.T. The second, third, and fourth responses were

their familiarity with working colleague, their perception of job as a social occasion, and their satisfaction with working colleague.

The factors which affected the employees' decision to take part in the early retirement program was their rank. This factor was related to their decision at the statistically significant level of 0.05.

Contrary to our expectation, sex, age, education level, income level, and working period were not related to their decision not to participate.

The consequence of this program was the organizational ability to reduce the workforce by 11.22 percent, which was higher than the original target of 10.00 percent. Altogether, there were 335 persons who early retired themselves out of 2,986 eligible persons. The total budget spent was 278,993,190 baht.