

Independent Study :

The Exemption of State Enterprise

Employees from the Labor Relation Act : A

Case Study of It's Impacts on Krung Thai

Bank Employees

Author :

Mr.Paitoon Trakarnsirinont

M.A. (Political Science)

Politics and Government

Examining Committee :

Assoc. Prof. Seksin	Srivattananukulkit	Chairman
Assoc. Prof. Somsak	Keawkingkeo	Member
Lecturer Dr. Tanun	Anumanrajadhon	Member

Abstract

The major objective of this study is to evaluate the impact of the exemption of State Enterprise employees from the Labor Relation Act 1975 which was replaced by the Public Enterprise Employee Relation Act 1991 proposed by the government. The impact study includes personnel aspects, employee's right and liberty, monitoring on executive's performance, and legal rights. Two major sources of data were introduced in this study. Documentary study is mainly related to the changing of laws concerned. Questionnaire is used to survey attitudes of employees on various aspects.

The samples are all Krung Thai Bank employees affiliated in both head offices and 8 branches. The questionnaires were sent to 200 samples but 152 samples responded in return. Data processing was made

by using SPSS program and the results were interpreted in forms of frequency tables and cross tabulations. Percentage is employed as a means of interpretation.

The results of the study are as follow :

1. General Information of respondents :

Majority are males, averagingly 36-40 years of age. Most of them recieve bachelor degree and are married. The larger number of them are rather working in the branches than in the head office. Generally they are young executives who have been working for 1-5 years and earn approximately 6,001-10,000 Bath a month.

2. Attitudes on the Impact Affecting on Different Aspects.

In personnel aspects, most of them sincerely believe that the introducing of the new Act may lead to support the implementing of patronage system in the organization. For right and liberty aspects, they feel that the former Act gave the more rights and liberties except the respondents who are working in the branch offices who think that nothing has been changed for right and liberty. Probably this group of respondents have never paid attention to this aspect. It is also found in the study that most of the samples want to have an organization to monitor the executive performance but they do not want to get involved in that organization. For legal right, most of them feel nothing changed. This feeling is probably coused by the fact that their welfare is nothing changed by the new Act except those who were working for the union.

Suggestions :

In personnel aspect, merit system should be introduced to encourage better morale. For right and liberty, laws, and regulations, the employees should be well informed in all legal aspects. Monitoring is possible if both executives and officers have ever discussed on their roles and status, organization policy, and implementation which leads benefits to all people concerned including organization itself, employees, and customers as well. Employee's morale and courage should be promoted through democratic system. Moreover, the Krung Thai Bank's Employee Association, as the delegation of all members should play more significant roles in disseminating the activities and let their members realise their right and benefit that they should have from the organization.