

Abstract

This is a study on “Factors Influencing the Decision to Become a Member of a Labour Union : A Case Study of the Electricity Generating Authority of Thailand Labour Union”. The objectives of the research were to study the personal, work factors and awareness of the values of the roles of the labour union which had influences on becoming a member. The data were collected using a questionnaire on a sample of 250 workers of the Electricity Generating Authority of Thailand central office in Bangkrui district, Nontaburi province. The data analysis was based on using percentage, average, standard deviation, Independent Test and t-test.

The findings were as follow:

The majority of the samples were female, 41-50 years old and married with Bachelor’s degree from State Universities. They ranked in C 6-7 level with over 20 years of service with the salary between Baht 30,000-50,000. The reason of their becoming a member was because the Labour Union was cooperative and protective of the organization’s benefits. These workers were over 46 years old with educational background lower than a Bachelor’s degree when they joined the organization. The reason for those who did not join the Labour Union was their dislike of the Union’s administration. However, for those who were members for 1-5 years, the activity of the Union which they liked most was the participation in demonstrations. On the awareness of the roles of the Labour Union, the samples were aware of the values in rights and benefits protection and financial matters. The researcher suggested that the Labour Union Committee should promote for more membership by public relations through information dissemination and publicity campaigns concerning the work of the Union as well as on the knowledge and understanding of the benefits of the Union among the new generation of workers. Moral principles should be applied in recruiting workers. The Labour Union’s role in providing help should be more effective with good coverage and speed. The leaders should sacrifice for the general welfare of the members. They

should be honest, responsible and transparent while the members should be mindful of their rights and duties and participate in the review of the Union's activities.