

## Abstract

The study entitled “Guidelines for Welfare Provision for Employees in Sea Food and Sea Food Processing Industry in Samutsakorn Province” had the objectives to find out opinions and welfare provided for employees in food and food processing industry in Samutsakorn Province. The study was done by documentary study and field research. The 369 samplings were Thai employees in Samutsakorn Province in the sea food and sea food processing industry. Data collected were by multi-stage sampling method with questionnaires.

The overall results of the study were as follows; Most of the samplings were females, between 20-29 years of age or 28.9 years old in average, single and living in dormitories or renting houses. The majority of the samplings finished high school or equivalent and worked in the production line. Most of them had been working as daily workers for 1-5 years. Their average incomes were ranging from 7,001-10,000 baht. They started working from 08.00 a.m.-17.00 p.m. The overall welfare provision for employees by laws and by employers themselves in terms of socioeconomic aspects was in the moderate level ( $\bar{x}$  =3.42 and 3.13 respectively) but the demands of welfare classified into 5 aspects including self-achievement, respects, physicality, safety and stability as well as society were in the high level ( $\bar{x}$  =3.90). The most three categories of welfare needed by employees were cost of living allowance, diligent allowance and life insurance. The analysis pointed out that there was correlation between personal factors and welfare provision as specified by laws with statistical significance at 0.05 level. The said factors comprised ages, accommodation, positions and work hours. Besides, factors correlated to welfare provision additional to those specified by laws, with statistical significance at 0.05 level, were accommodation, marital status, educational levels, job position, years of work and work hours. Personal factors correlated with demands of welfare provision with statistical significance at 0.05 level consisted of sex, accommodation, educational levels, job positions, years of work, average monthly income and work hours.

The suggestion are current welfare provision for the employees in sea food and sea food processing industry in Samutsakorn Province should be served as the employee's needs, such as housing and housing loan with low interest, to encourage employees for higher education, to increase more bathrooms sufficiency, to provide surplus allowance appropriate for current cost of living in order to enhance employees' morality.

