

ABSTRACT

Title of Research Paper : Permanent Employees' Opinion toward the Early Retirement Program : A Case Study of the Permanent Employees of the Treasury Department

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The study, "Permanent Employees' Opinion toward the Early Retirement Program : A Case Study of the Permanent Employees of the Treasury Department" was conducted for the following purposes : 1) to reveal the permanent employees' opinion toward the early retirement project, 2) to find out the factors affecting their opinion toward this matter, and 3) to use the findings as guideline to develop the effective early retirement program

A questionnaire was used to gather the data from 109 permanent employees at the Treasury Department. These employees were 50 years old or higher and worked in Bangkok.

Findings

1. Most of the employees under the study were females. Their age was 50 –55. The number of working years was 21 – 30. They finished high school. They were married. Their household income ranged from 10,001 to 20,000 baht. They were skilled workers. Their work environment was moderately satisfactory. They did not join the early retirement program because they thought that the benefit was not large enough.

2. The factors found to influence the employees' opinion toward the early retirement program were sex, work environment and intention to join the program. In contrast, age, number of working years, marital status, education, income and nature of work were found to have no influence on their opinion.

Recommendations

1. More incentives should be given to employees to induce them to enter the early retirement program. These incentives are, for example, more endowment, welfare, and compensation money for the rest of the service years.
2. Before the early retirement program is implemented, officials and permanent employees should be clearly explained about the program.
3. There should be some measures to promote occupations for those who want to join the program so that they can take other occupations after retirement. Such a measure is providing occupational training, for example.
4. Opinions of officials who want to enter the early retirement program should be studied in order to use the information as a basis to improve or develop the implementation of the program.