

ABSTRACT

Title of Research Paper : Human Resource Management before and after Economic
Crisis : A Case Study by Small Electronic Industries.
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The two main purposes of the study were (1) to compare human resource management before and after economic crisis among Japanese, Thai and American small electronic industries. (2) to study the impact of the economics crisis during the year 1997 to 2001.

Study Framework. With respect to human resource management, issues to be studied were employment, remuneration, welfare, personal development, working days/holidays and labour relations. The study of economic impact was consisted of personal, budget and production.

The sample groups for this study were the Japanese and Thai electronic companies with employees no more than 300 persons and American companies with employees no more than 500 persons in Industrial Estates, in Ayuthaya Province. The studied companies were 1.Noble Electronics (Thailand) Co., Ltd., 2.Kansai Felt (Thailand) Co., Ltd., 3.H.R.Silvine Electronics (Thailand) Co., Ltd., 4.Century Electronics And Systems Co., Ltd., 5.Magnecomp (Thailand) Co., Ltd. And 6. Pemstar (Thailand) Co., Ltd.

Findings

1. Human resource management among Japanese, Thai and American companies. By overall Japanese companies and American companies have not much change. There were only salary increase and the rate of bonus to be adjusted by the

lower rate, because Japanese companies and American companies had to be careful about so significant expenses. For Thai companies, human resource management was changed from the period prior to the crisis by every aspect no matter what employment, remuneration, welfare, personal development, working days/ holidays and labour relation.

2. The small electronic industries was effected by economic crisis. By overall, Japanese companies and American companies were less affected by the impact from economic crisis no matter what personal, budget and production. It's because of their having capital subsidized by their head quarters and their products were exported to sell in Japan and America where locating world trade centers brought their products amount continually ordered. For Thailand was taken impact from economic crisis by every aspect no matter what personal, budget and production due to Thai companies had to loan money from other countries to invest for business. It brought them facing with heavy burden when economic crisis had been occurred about the exchange risk, and cash flow shortage. Which lead to the delay in delivery of products.

Recommendations

1. The number of employees should be controlled. If the companies have more productions, the non permanent employees should be hire by the companies.

2. The personal development should be performed by all kind of training. The inhouse and outside training were recommended to performed continually.

3. Appropriate wage should be introduced to make the business being computable by the government to protect to business in foreign countries.

4. The labour relations should be communicated by the companies to the employees to understand each others. Recommendations from the employees can pass through the companies by the department manager or suggestion box.

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5. Production should be improved by subcontracting include internal and international because it will improve technology together with selling with low cost of marketing.