

## Abstract

The study of “Job Security of the Graduates : The Case Study of Silpakorn University’s Special Quota Project”, were aimed to study employment state, returning to work in hometown, and job security of the graduates of Silpakorn University who had got their entrance by means of special quota. The samples were 294 graduates from the special quota project, who graduated from 5 faculties in the academic year 2004. The research tool was a questionnaire. The data were analyzed for frequency, percentage, arithmetic mean, standard deviation, the factor different comparisons were analyzed by t-test, F-test at the significant level of 0.05, and the content analysis. The results were as follows.

Most of the graduates were females, graduated from the Faculty of Science, had 2.51-3.00 grade point average, their hometown were in the suburbs, they were single and worked accordingly to their academic fields, were employees of the private organizations in Bangkok, they did not return to work in their hometown and had 10,001 – 15,000 baht average monthly salary. The graduates had moderate overall viewpoints on job security; however, their only high viewpoint was on working environment. When the factor differences were compared, the graduates from different faculty had different work characteristics and monthly income; they had overall different viewpoint on work income and job security; the graduates had the priority of their attention on income, economic condition and the public policy, and working welfare, respectively.

The suggestions for the special quota project management were the university should have required the students in the project to return to work in hometown by setting up the follow-up system and building up connections among fields; an amount of allotted quota should have been accordingly to local employment and community career, under the cooperation between the public organizations and the private organizations in the community; for enhancing employment security, the public should have evaluated the accordance between wages including other considerations and the current economic state; support for organizations to create their own plan and clear consideration paying and working welfare project, and; support for the personnel in the organization to participate in creating the mentioned plan and project.