

Abstract

The study on “Mission of Thailand Post Company Ltd. State Enterprise Trade Union After Privatization” aims at investigating the opinions of trade union members on the mission, problems, and obstacles confronted by The Thailand Post Company Ltd. State Enterprise Trade Union following Privatization; opinions and expectations of the Trade Union President, the company’s executives and labor advisers, and labor academicians on future mission of the Thailand Post Company Ltd. State Enterprise Trade Union; and to propose feasible policies for the Trade Union.

Method of study is by collecting data from the Trade Union President, the Company’s executives and labor advisers, labor academicians, and a sampling group of 385 Trade Union members. Descriptive statistics and inferred statistics are utilized for the compilation of data.

The study finds that the majority of the sampling group are males aged between 41-50 years, levels 5-6 employees, have educational attainment below bachelor’s degree, earn monthly income above 30,000 baht, and have been working with the Company for 21-25 years in regional offices.

The sampling group view that the mission of the Thailand Post Company Ltd. State Enterprise Trade Union after the transformation should aim at emphasizing administrative participation both in business strategies and personnel quality development, cultivating good conscious toward work quality and organizational development in order to increase potentials for free competition with the private sector, and building up organizational stability.

The study on variables relationship reveals that gender, age, marital status, nature of work assigned, level / position, affiliated unit, salary and duration of work do not have any relationship with the sampling group’s opinions on the Trade Union mission. This is because they all have the needs for work security, fringe benefits, and better quality of life by utilizing trade union mechanism in driving for the maintenance of fringe benefits through the survival of the organization which necessarily calls for unity

and unanimous in opinions. Nevertheless, it is found that position in the Trade Union and level of educational attainment affect the opinions of the sampling group, as those who are executive members have to share the responsibility to drive for the success and set objectives of the Organization. They have to know and understand the governing policies and circumstances affecting postal business and to participate in delivering service that requires good labor relations with high-level executives, as well as with general employees and Trade Union members.

On opinions and expectations concerning future Trade Union mission, the sampling group maintain that the Trade Union should keep its present model and develop further toward standardization. Desirable model of trade union administration is democracy, therefore its executive members need to improve their knowledge and capability in many aspects such as law, economics, language, communication technology, and to possess labor ideals in order to be accepted by Trade Union members, executives, and different labor organizations both within the country and abroad. The Trade Union must be interested in all kinds of mission besides organizational mission especially in the mission for the development of labor movement, trade union members and society at large, each of which is the fundamental of democratic system and can drive the labor movement to have a place in political parties.

The study recommends that the Trade Union must pick out its executive members from those who have diversity of experience, knowledge and capability, and who are ready to sacrifice. The Trade Union has to spread labor education widely among its members to enable them to understand labor movement in the same direction, as well as to adjust and speed up complaints settlement to meet the needs and win the trust of the members. With respect to the mission on labor movement and social responsibility the Trade Union must take action together continuously by organizing labor activities with the Confederation of State Enterprises Labor Relations, the Thailand Labor Federation of State Enterprises, and various Labor Congresses. The Trade Union must also perform CSR activities to generate recognition and pride for the

members and for the organization's executives. All of these will enhance the Trade Union's stability, the employees' and Trade Union members' confidence, and continued faith toward the Thailand Post Company Ltd. State Enterprise Trade Union.