

Abstract

The objective of the study is to study the career advancement, factors affecting career advancement development, and guidelines for such development for NGO workers. Data are collected from 73 workers of Raks Thai Foundation. The samples consist of more female than male workers, with the average age ranging from 31 to 40 years, single, with a bachelor's degree in social sciences, with work experience of more than 5 years in the non-governmental organization.

The study finds career advancement in all categories, i.e. potential development, compensation, and work positions, at a moderate level. Personal factors affecting career advancement are age, gender, education, and experience. Age and gender have a small impact on career advancement, while education and experience affect career advancement at a high level. Factors that affect career advancement development are clear organizational guidelines and policy in the development and promotion of worker career advancement. At the worker level importance is attached to the awareness of decent work, positive attitudes toward the organization, and commitment to development of one's own career that affects the organizational image.

The study recommends that guidelines and policy on career advancement for NGO workers should be put in place and implemented on an appropriate and fair basis. Workers should try to participate in policy setting matters that concern them, especially with regard to wage management in line with their responsibilities and additional responsibilities. An appropriate and fair management should be exercised to promote worker morale.