

## **Abstract**

The objective of the study is to compare the attitudes towards the quality of work life and roles of members and non-members of the Labor Union of the Asahi Thai Alloy Co. Ltd. The sample consists of 100 workers. Data are collected using the questionnaire and analyzed using SPSS to calculate the mean, percentage and standard deviation.

The study finds that the majority of the workers of the Asahi Thai Alloy Co. Ltd. are male, in the 18-30 year-old age group, with upper secondary education, 1-5 years of service, and an income of 5,000-10,000 baht/month. The employment contract provided by the Company complies with the law. Most workers are not members of the labor union. The non-members of the labor union have a better attitude toward the balance between work and personal life and a greater degree of occupational health and safety than their labor union member counterparts. Male workers have a better attitude toward work than their female counterparts. Workers with high salaries have a better attitude toward working conditions, security and progress than those with low salaries. However, workers with lower salaries have a better attitude toward negotiating for welfare arrangements and push for the government's legislature than those with high salaries.

The study recommends that the labor union increases its role in taking action to claim for benefits for the workers focusing on basic legal rights, that it must continually organize activities, coordinate the claims for rights for the workers on a regular basis and set up points for receiving complaints from its members, that it coordinates with the employer in proposing welfare arrangements in line with the workers' needs and promote better relations, and that it organizes training and provides knowledge for the workers on the basic rights as stipulated in the labor laws for proper understanding.