

Abstract

The objectives of the study on “Quality of Work Life of Workers of Bangkok Commercial Asset Management Co. Ltd. after the Merger” are to study the level of the quality of work life of workers after the merger and to study factors that affect their quality of work life based on six variables, i.e. gender, age, level of education, marital status, years of service, and salary, and four aspects of quality of work life, i.e. welfare, compensation and other benefits; work security; work satisfaction; and decision-making participation. The samples consist of 60 original workers of Bangkok Commercial Asset Management Co. Ltd., financial institutions of all levels at the Head Office, through systemic sampling of every other name from the list of the workers to achieve the sample size. Field data are collected using the questionnaire. Copies of the questionnaire are distributed to the sample group by hand and returned in full. The findings of the study are as follows:

1. 61.7% of the samples are female. Those aged between 31 and 40 years represent 56.7%; 65% have a bachelor’s degree; 50% are married; 70% have a position level of 4-6; 68.4% receive a salary ranging from 20,001 baht to 40,000 baht; and 68.3% work in the asset distribution and management.

2. The quality of work of life in all four aspects is moderate, 2.16% in work satisfaction, 2.10% in work security, 2.00% in participation in decision making, and 1.79% in welfare, compensation and other benefits.

3. The comparison of differences between variables shows that gender, level of education and years of service do not relate to the quality of work life, while age relates to the quality of work life regarding welfare, compensation, and other benefits and marital status relates to the quality of work life concerning work security. Salary, on the other hand, relates to the quality of work life in three aspects, i.e. welfare, compensation and other benefits, work satisfaction, and participation in the decision making