

Abstract

The study on “The Decision to Become Trade Union Members : A Case Study of the Thailand Post Company Ltd.” aims at studying the opinions of state enterprise employees on the role of trade union and reasons for deciding to apply for trade union membership. Data are collected by questionnaire from 60 employees of the Thailand Post Company, half of which are trade union members while the other half are not. The SPSS Program is applied for the analysis of data, and statistics used are Percentage, Mean, and Standard Deviation.

The study finds that the sampling group are more males than females. Most of them are between 20–40 years of age. Half of the total are married, finish lower vocational / secondary education and bachelor's degree and one-fourth of the total finish Postal Business School, have been employed for less than 11 years and have income less than 10,001 baht per month. The majority of those who are trade union members want to get protection for their benefits and have been members for more than 10 years. The others who are not trade union members give reasons for not joining that they do not have knowledge and understanding on trade union, and that they are recently employed and do not know how to apply for membership. Most of the sampling group never participate in trade union activities because they do not have time, do not know about the activities and have not been communicated. The ones who participate are mostly interested in seminars and protest rallies. Collectively the sampling group have neutral opinion on the role of trade union in all aspects which include leadership, patronage, protection of member's rights, submission of claims, and collective bargaining. Important factors influencing the decision to become membership are gender, marital status, being graduate from the Postal Business School, and work status, while the role of the reader does not have any influence on the decision. The sampling group make suggestions that they want the trade union to organize activities that relate and attract people both inside and outside the trade union, to revise its model

of management, to settle more fringe benefits for the members, and to fairly preserve the employees' benefits.

The researcher proposes that the trade union executives should organize campaigns to draw more members by seeking full knowledge on trade union management and dispatch the knowledge that covers trade unions both in Thailand and abroad, give due assistance to the members, provide welfare, submit reports, and closely keep watching the trade union movement. The employees should dare to express and exchange opinions among themselves, participate in activities, and believe in democracy in order to build up the solidarity and the standard of the trade union.