

3737202 SHPE/M : MAJOR : POPULATION EDUCATION ; M.Ed.

(POPULATION EDUCATION)

KEY WORDS : PERCEPTION OF JOB SECURITY / EMPLOYEES

USANEE HEMWAEN : PERCEPTION OF JOB SECURITY AMONG THE EMPLOYEES IN THE SIAM EASTERN INDUSTRIAL PARK COMPANIES : A CASE STUDY OF THE MANUFACTURER OF PART FOR VEHICLE. THESIS ADVISORS : CHAIWAT PANJAPHONGSE, Ph.D., THAWATCHAI CHAIJIRACHAYAKUL, Ph.D., SUBPHACHAI SUKARAWAN, M.S. 191 p. ISBN 974-663-668-5

The purposes of this research were to study the perception of job security among the employees of the Siam Eastern Industrial Park Companies, who have been working in the manufacturing of vehicle parts. The study stressed on the relationship between job security and certain variables such as population variables, working conditions, self perception, organizational perception and socio-economic status. The sample of the study was 319 workers who worked in 10 manufacturing in concerns Siam Eastern Industrial Park Companies, Rayong province. The data was collected from the entire population with a questionnaire. The statistics used in analysis the data were percentages, arithmetic mean and chi-square test.

The study revealed that the overall perception of job security among the employees in Siam Eastern Industrial Park companies was rated as satisfactory. However, when considering different aspects of job security dissatisfied with the economic aspects but satisfied in the social and spiritual aspects. Form the testing of the hypothesis, it was found that security did not significantly depended on sex, age, education, number of years of employment, rank and position, working ability, product change, organization change and status of the company but significantly depended on income, welfare, work replacement, clear and precise information, relationship with the supervisor, manpower planning, prevalent socio-economic conditions and the lay-off policy at the .05 level. The research findings, income and welfare should be encouraged among high job security and the results of this study could be used as a guideline for preparing retrenchment such as to upgrade workers skills and promote information about alternative labour markets. Also, the practice of concentration practice should be considered. Future research should focus on detail perception of job security of people and radiness in various occupations.