

**Independent Study : Attitude of State Enterprise Employees
Towards the Dissolution of the State
Enterprise Labor Union : A Case Study of
Regional Telecommunications Bureau,
Northern Region**

Author : Mr. Narongsak Chaisree

M.A.(Political Science) Politics and Government

Examining Committee :

Lecturer Dr. Tanet Charoenmuang	Chairman
Assoc.Prof. Somsak Keawkingkeo	Member
Assoc.Prof.Dr. Narong Sinsawasdi	Member

ABSTRACT

The objective of this research is to study the attitudes of the Communication Authority of Thailand's workers toward the dissolving of the labor union. The scope of study includes the impact of workers' right and liberty, the impact on personnel administration, monitoring role of administrative functions, workers' attitudes toward privatization and the establishment of

Labor Ministry, and their ideas about the sources and term of the Public Enterprise Committee. The data used in this study are obtained from the interviewing and questionnaires.

The surveyed samples are comprised of 219 workers of the Communication Authority of Thailand in 12 provinces of the northern region.

Regarding the workers' right and liberty, the study finds that most workers have restricted rights and liberty after the labor unions were dissolved. They feel that the former Act gave them more rights and liberty and would like to renounce the present Act and call in the former one.

Concerning the attitudes toward the personnel administration after introducing the new Act, the majority of interviewees commented that this situation is in favor of the patronage system. They also suggested that there be a monitoring organization to inspect and examine executives' functions since the workers themselves have not been given such authority. For the dissolving of labor unions and privatization of public enterprises, most of the interviewees' attitudes are negative. However, in case of establishment of Labor Ministry, their attitudes are positive. Regarding the

appointment of the Communication Authority of Thailand's Board of Committee, most of the samples reveal that the appointment is based rather on the arena of politics. Also, most of the interviewees are not satisfied with the coup d'etat occurred on February, 23, 1990 but they are convinced the coup is inevitable in the future.

With regard to the attitudes towards the roles of labor union before and after the dissolving of the labor union including the attitudes toward the problem solving and development of public enterprises, most of them have no idea.

Several suggestions are made in this study. For workers' right and liberty, the executives should offer them more opportunities to express their ideas before making decision. The monitoring process can be done regularly through group discussions among the delegates of workers and executives. The discussion will contribute to a mutual understanding. Furthermore, those concerned will be aware of their functions in both policy and implementation processes which will lead to the benefit of the nation, people, and workers themselves.

With regard to personnel administration aspect, merit system should be observed in the organization in order to support morale and encouragement for the qualified workers. Moreover, the Association of the Communication Authority of Thailand's Workers as the representative of all members should play more significant roles in disseminating the information of their activities as well as public relations. It is expected that if the Association has been playing a proper role it will educate its members to actualize their right, duty, and mutual responsibility between the executives and workers to the Communication Authority of Thailand. For the workers themselves they should organize their own group to study the problems seriously. For instance, the training should be organized and the education program for their members, should be conducted continually. Specialists in each field should be invited to extend their knowledge to as well as to uplift the educational standard of the workers. Also, this will activate the workers to step their campaign in order to to realize their right and duty.