

## Abstract

This study entitled “The Opinions on Job Security by the Government Employees of the Ministry of Labour” aims to study the opinions on job security of the government employee in the Ministry of Labour’s metropolitan and to strengthen the job security’s approaches. The study is conducted by means of survey research with 258 group samples coming from the Department of Job Seeking, the Department of Welfare and Labour Protection and the Department of Labour Skill Development. The study’s tool is questionnaire. The statistics used in data analysis are percentage, average arithmetic mean, standard deviation, the t-test including the comparative relation of one way ANOVA. The statistical significance level is 0.05.

Most of the samples are single females with the average of 30 years old. They mostly graduated in bachelor degree and have all worked for this Ministry for 5 years. They specialize in labour and are allocated in the general administration section with the average income between THB 11,001-THB 12,000. Their domiciles are all in Bangkok. They were mostly employed as temporarily employee in the Ministry of Labour prior to become contract employee. Most of their opinions on the job security are in the average level. From the data analysis, the gender, the age, the status, the education level, the position and the job seniority do not influence the job securities at the statistic significance level of 0.05.

The study’s suggestions in term of policy are as follows: the promotion channel should be more encouraged for the government employee by ranking different positions based on the years of service and expertise. The government employee should be given more chances to pursue their study. The parallel project to develop capabilities should be continually conducted for both government employee and government official who have the similar job descriptions. The annual career training provided should be more complied with their own job descriptions. In case of being trained special skills complied with the responsibility, they should be specially remunerated as well as being paid severance grant based on years of service after the contract ends.

In addition, the welfare services should be improved and additionally provided. Educative training on their own welfares and benefits should be organized to the employee during their working term and after the contract ends. And there should be some workshops to periodically recall and rebuild the employee’s knowledge as well as the activities to strengthen the relationship with the superior and among the colleagues.