

Abstract

The thesis entitled “The opinion of the Employees toward job security : A Case Study in Small and Medium Enterprise Development Bank of Thailand” aimed to study the opinion of the employees toward job security, the future plan and the role of bank in the enhancing the job for the employees. The sample consisted of 291 SME employees both in headquarter and branches throughout the country. Questionnaire were used to get data and statistics analysis, presented by percentages, mean and standard deviation. The result of the study revealed the following :

The majority of the population in the sample were single male, between 31-40 the ages of 3-4 years of working experiences and ranking class 5 (C-5). The income is averaged between 15,001 – 20,000 baht month. The opinion of the employees have related to their job security, lifetime employment and job promotion respectively. Meanwhile, the career planning in the future is modest concern. However, SME Bank has highly regarded to the enhancing the job security through the relationship among their staffs in the organization, staff welfare, and job security.

This study recommended that SME Bank policies, organization chart and working systems will enhance the job security. In addition, the procedures of job promotion and bonuses should be judged fairly to strengthen the good relationship among the staff within the organization. Training and further education should be provided to all staff in order to improve the knowledge of the employees so that will equip not only new employees’ knowledge, but also the organization systems, and working system to be strongly established. Finally, the good relationship among SME staff within organization will enhance the job security as well as strengthen their organization well structured.