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This research was carried out with the aim of studying the concepts, general basic character and results of the operation of ESOP under foreign laws in order to determine whether it would be suitable to be applied to Thailand or not. This research includes the consideration of benefits that Thailand could realize from ESOP in terms of economic, social and political. The legal and non-legal issues for introduction of ESOP into Thailand are also taken into account.

The methodology used in this research is documentary research, especially documentation from the United States, which is the country of origin and which has the highest application of ESOP, including related Thai documentation.

From this research, the researcher found that ESOP was creatively beneficial to the parties concerned, especially the public ownership of a business organization. As the state of economic, social and political structures differed among the regions of the world, the introduction of ESOP into Thailand must be carefully deliberated to determine whether it is ready or not. However, in the private sector, there was a signal of such introduction by the Securities Exchange of Thailand. It is therefore up to the government sector to make clear legislation to promote this concept and promote public relations so that every party would realize the importance and benefits of ESOP in Thailand.