

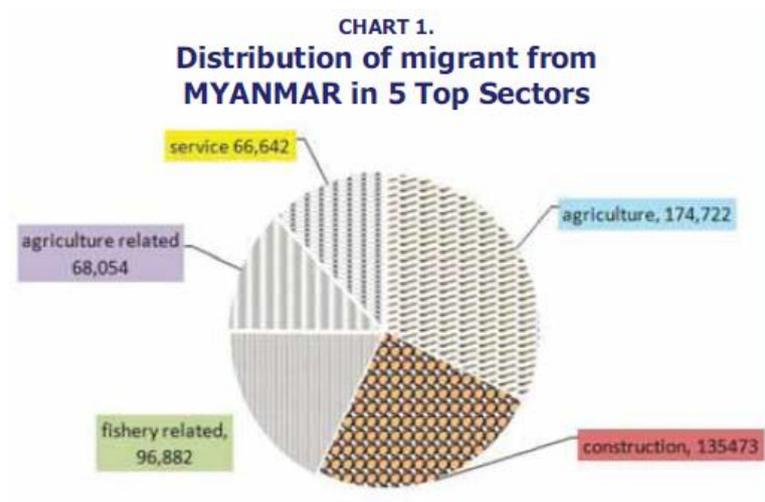
## CHAPTER 2

### Introduction

#### 2. Theory and literary review

In this chapter, researcher will describe literature review and its related research dealing with the job satisfactions of Myanmar migrant workers at Mahachai, Thailand and related history. It will contain the main topic of job attitudes, job stability and employee security, and employee legality of Myanmar migrant employees who are working at Mahachai, Thailand.

**Figure 2: Distribution of Migrant workers from Myanmar**



From the side of Myanmar regions, due to historically having a long civil conflict between military dictatorship and ethnic groups, which coursed to arise the un-employments and political instability, mainly nearby Thailand and Myanmar borders, ethnics people, especially Karan ethnic were firstly considered becoming both refugees and migrants in Thailand. And the country for more than 60 years was closed in many sectors, such as economic, freedom and human rights, foreign investments. One the other hand, military junta had dominated all national sources of country and covered majorities of them. Which impacted mostly to citizen of Myanmar, mainly ordinary people from rural areas and become poorer and poorer. In the early 1990s, Myanmar migrant not only nearby Thailand and Myanmar border but also other regions of around country

gradually migrated to Thailand to seek a better a job or wages for their livelihoods. Later on, Thailand's workforce necessities had attracted Myanmar people to enter to Thailand and the populations of Myanmar migrant were increased more than 2.5 million according to Thailand's government sources.

Myanmar in 2011 has been changed from military government to parliamentary system of government. At Present, Myanmar is though moving forward to democratic reform with parliamentary government, the country has lack of supporting employment of its people in domestic regions. Therefore, although majority of Myanmar migrant want to return home, due to deficiency of wages and charging the expenditure of living in country, still entering to Thailand through both legal and illegal channels or borkers or agencies. They are comprised of under three classifications: enlisted laborers, those how experience national check and the individuals who are selected straightforwardly and formally from Myanmar.

Among the three classifications, ministry of foreign affair for migrant labour administration in Thailand implemented the annul registration of the migrant's worker policies. Since 2010, a second policy of migrants has been presented requesting workers to be registered the national verification process, which includes cooperation amongst Thailand and Myanmar as indicated by the MOUs on cooperation in employment contracted in 2013. In 2009, a third approach of formal admission was begun and it proceeds until the present.

Migrant employee in Thailand are primarily employed in the part of agriculture, construction sites, fishery manufacturing jobs and domestic works. Yet, there is no official arrangement to prepare or support these low-skilled workers for their abilities advancements. Talented laborers from Myanmar are likewise utilized in Thailand. In spite of the fact that they are not various (to be evaluated just 400 people), they take part in proficient work, for example, being educators, college or university lecturers and medicinal services or healthcare workers at both private and government hospitals.

## **2.1 Job attitudes**

Employees have attitudes or viewpoints about many aspects of their jobs, their careers, and their organizations. However, from the perspective of research and practice, the most focal employee attitude is job satisfaction. Thus, it often refers to employee attitudes broadly in this study, although much of specific focus will concern job satisfaction.

The most-used research definition of job satisfaction is by Locke (1976), who defined it as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences” (p. 1304). Implicit in Locke’s definition is the importance of both affect, or feeling, and cognition, or thinking that “When we think, we have feelings about what we think”. Cognition and affect are thus inextricably linked, in the psychology and even in biology. Thus, when evaluating the jobs, as when assess the most anything important, both thinking and feeling are involved.

## **2.2 The Satisfaction of Job**

In theory there are many definitions and explanations of job satisfaction. While some definitions focus on job satisfaction as a central feeling and do not share it to the individual components, others take into consideration each of the factors that affect overall job satisfaction. So, Locke (1976, p. 1300) defined job satisfaction as a pleasurable or positive emotional state that is related to the work that individual performs. Leap and Crino (1993) defines job satisfaction as the attitude of worker toward his job, rewards which he gets, social, organizational and physical characteristics of the environments in which he performs his working activities.

On the one hand, employees have their own expectations and attitudes, and they want to be treated in a fair and respectful manner, and as a result they will be satisfied at their work. The managers want satisfied workers, who will have a positive attitude to the job, who will be committed, and emotionally involved with theirs job. The growing interest in job satisfaction is undoubtedly justified by the fact that under today’s business conditions employees and their knowledge are becoming a key factor in achieving competitive advantage. Scientists suggest that

job satisfaction has implications for various aspects of organizational behavior. These implications can produce both positive and negative behavior and each of the organization tries to avoid negative behavior because it will have a negative impact on the overall achievement of organizational effectiveness and organizational performance.

The first major of knowledge gap researcher address is the causes of employee attitudes and job satisfaction. In general, HR practitioners understand the importance of the work situation as a cause of employee attitudes, and it is an area that HR can help influence through organizational programs and management practices. However, there have been significant research gains in understanding dispositional and cultural influences on job satisfaction as well, which is not yet well understood by practitioners. In addition, one of the most important areas of the work situation to influence job satisfaction the work itself is often overlooked by practitioners when addressing job satisfaction.

Several innovative studies have shown the influences of a person's disposition on job satisfaction. One of the first studies in this area (Staw & Ross, 1985) demonstrated that a person's job satisfaction scores have stability over time, even when he or she changes jobs or companies. In a related study, childhood temperament was found to be statistically related to adult job satisfaction up to 40 years later (Staw, Bell, & Clausen, 1986). Evidence even indicates that the job satisfaction of identical twins reared apart is statistically similar (see Arvey, Bouchard, Segal, & Abraham, 1989).

Although this literature has had its critics (e.g., Davis-Blake & Pfeffer, 1989), an accumulating body of evidence indicates that differences in job satisfaction across employees can be traced, in part, to differences in their disposition or temperament (House, Shane, & Herold, 1996). Despite its contributions to understand of the causes of job satisfaction, one of the limitations in this literature is that it is not yet informative as to how exactly dispositions affect job satisfaction (Erez, 1994). Therefore, researchers have begun to explore the psychological processes that underlie dispositional causes of job satisfaction.

For example, Weiss and Cropanzano (1996) suggest that disposition may influence the experience of emotionally significant events at work, which in turn influences job satisfaction. Similarly, Brief (1998) and Motowidlo (1996) have developed theoretical models in an attempt to better understand the relationship between dispositions and job satisfaction. Continuing this theoretical development, Judge and his colleagues (Judge & Bono, 2001; Judge, Locke, Durham, & Kluger, 1998) found that a key personality trait, core self-evaluation, correlates with (is statistically related to) employee job satisfaction.

### **2.3 Job Satisfaction and Culture Effectiveness**

In terms of other influences on employee attitudes, there is also a small, but growing body of research on the influences of culture or country on employee attitudes and job satisfaction. The continued globalization of organizations poses new challenges for HR practitioners, and the available research on cross-cultural organizational and human resources issues can help them better understand and guide practice (Erez, 1994; House, 1995; Triandis, 1994). More recent analyses have shown that country's culture is as strong a predictor of employee attitudes as the type of job a person has (Saari, 2000; Saari & Erez, 2002; Saari & Schneider, 2001).

**Work Situation Influences:** The work situation also matters in terms of the job satisfaction and organization impact. For example, Myanmar migrant workers, and types of jobs show that when employees are asked to evaluate different facets of their job such as factories, fishing manufacturing sites, construction, domestic works and so on, the nature of the work itself generally emerges as the most important job facet (Judge & Church, 2000; Jurgensen, 1978).

The major areas of all job satisfaction, researcher will focus on job satisfaction of Myanmar migrant workers who are working at Mahachai, Thailand dealing with their jobs such as factories, fishing, construction and other general works which includes job challenge, autonomy, variety, and scope—best predicts overall job satisfaction, as well as other important outcomes like employee retention (e.g., Fried & Ferris, 1987; Parisi & Weiner, 1999; Weiner, 2000). Thus, to understand what causes people to be satisfied with their jobs, the nature of job stability, employee

security, employee legality and compensation and benefit of Mahachai area for Myanmar migrant workers to focus on.

## **2.4 Measuring job satisfaction**

Occupation fulfillment demonstrates how much a representative likes his or her work and also the level of his or her distraction with work. For the most part, it can be expressed that activity fulfillment is a feeling of solace and positive experience that a representative has identified with his activity. Employment fulfillment can influence work conduct, and through that, the hierarchical execution. For quite a while, work fulfillment has been seen as an interesting idea, yet today it is viewed as an extremely complex group of states of mind towards various parts of the work (Rollinson et al., 1998).

The meanings of employment satisfaction ought to incorporate a variety of components, for example, nature of work, compensation, push, working conditions, associates, supervisors, working hours and so forth. Working conditions as a factor of occupation fulfillment include: the impact of elements identified with the worker, assumed subjective elements; the effect of natural components; and the effect of hierarchical variables that are basically identified with the association of generation.

The important major of job satisfaction in Mahachai area is how to measure and influence Myanmar migrant workers' attitudes. There are a number of possible methods for measuring employee's attitudes, such as conducting focus groups, interviewing workers or carrying out employee surveys. Of these methods, the most accurate measure is a well-constructed employee attitude survey. To positively influence employee attitudes, understanding of some of the research already discussed is important. In addition, knowledge of important considerations for analyzing employee survey results is essential for taking appropriate steps to improve their satisfaction.

There are two additional issues of measuring employee's attitudes that have been examined and afford potentially useful knowledge for the researcher. In the first place, measurement of job satisfactions can be faceted, (for example, the JDI)— whereby they measure

different dimensions of the activity—while others are worldwide—or measure a solitary, general fulfillment toward the activity. A case of a worldwide measure is "In general, how fulfilled are you with your activity?" If a measure is feature based, general employment of fulfillment is regularly characterized as an entirety of the aspects. Scarpello and Campbell (1983) found that individual inquiries concerning different parts of the activity did not correspond well with a worldwide measure of general employment of fulfillment.

Be that as it may, in the event that one uses work fulfillment feature scores—in light of gatherings of inquiries on a similar aspect or measurement as opposed to singular inquiries—to prediction free measure of general employment fulfillment, the relationship is impressively higher. As has been noted somewhere else (e.g., Judge and Hulin, 1993), work fulfillment aspects are adequately identified with recommend that they are measuring a typical develop—general employment of fulfillment.

Second, while most employment fulfillment researchers have expected that by and large, single thing measures are problematic and subsequently ought not be utilized, this view has not gone unchallenged. Wanous, Reichers, and Hudy (1997) found that the dependability of single item measures of employment fulfillment is. For the G. M. Faces scale, another single-thing measure of employment fulfillment that solicits people to check one from five faces that best depicts their general fulfillment (Kunin, 1955), the unwavering quality was evaluated to be.

Therefore, suitable levels of reliability can be obtained with an overall measurement of job satisfaction, although these levels are somewhat lower than most multiple-item measures of job satisfaction. Based on the perspective of the research reviews, there is supported for the measurement of job satisfaction with either a satisfaction question or by summing scores on various aspects of MMW (Myanmar migrant worker) jobs. Therefore, in terms of practice, by measuring facets of job satisfaction, organizations can obtain a complete picture of their specific strengths and weaknesses related to employee job satisfaction and use those facet scores for an overall satisfaction measure, or they can reliably use overall satisfaction questions for that

purpose. Furthermore, job stability is also influence of employee satisfaction. So, researcher will mention job sustainability as following.

## **2.5 Job Stability of Employee**

A few parts give more supportable work than others. In view of this examination development, fishery manufacturing sectors and household works are the minimum feasible and have shorter contract sorts. The security area is most economical with more lasting contracts and people expressly putting resources into enrollment bodies. The examination additionally affirms a scope of individual variables identify with singular worker maintainability effect on fulfillments.

Capabilities emphatically impact to worker supportability: inhabitants with a degree will probably manage work with a similar manager. While low pay and less working hours adds to unsustainable work. Individual factors, for example, work history, age, skills, individual condition and mentality effect on reasonable business. An absence of work understanding or not having worked for drawn out stretches of time impacts on manageability. Age is connected to this finding with representatives under 24 years less inclined to support works.

Business related abilities effect on representative of sustainability. Having a business-related expertise implies clients have a more noteworthy shot of getting and supporting work. Occupation abilities, for example, knowing how to work: timeliness, dependability and reliable, and a readiness to take in all effect on representative of sustainability. Attitudinal variables, for example, inspiration and adaptability, likewise influence worker supportability, which are more common among the long haul jobless or those with constrained work understanding. Some representative would profit by working environment offering extra professional abilities preparing. Similarly, training on the universe of work to enable representative to see how to carry on properly would help manage work for youthful and unpracticed their works. Urging youngsters to take up work arrangements, and urging businesses to encourage this down to earth work involvement, could positively affect employability.

The particular help offered by workplace is imperative to guarantee sustainability. A representative, who got talk with preparing will probably manage work than different specialists. Worker who managed labor for a year, yet are presently out of work additionally profit by pre-work situation bolster from workplace, for example, business delicate abilities, CV improvement and essential aptitudes. Representative supportability is likewise relying upon worker security. So, specialist will depict representative security.

## **2.6 Employee Security**

Work security assumes a part in approach discusses at the national and supranational level. The worker security is a pivotal element of the alleged 'flexicurity' idea (Wilthagen, 1998, Wilthagen and Tros, 2004), which has been created in scholarly circles and has been held onto as an approach idea by the European Commission around 4 years before. Flexicurity is (making progress toward) the blend of various types of adaptability and security, specifically work security and wage security. Work security is the type of security that would be most appropriate for an adaptable work advertise and is in this manner regularly introduced as an option for employer stability. The inquiry whether an exchange off between employer stability and work security is attainable or not at present stays to be replied (Dekker, 2008). In a report for the legislature the Dutch Scientific Council for Government Policy (WRR, 2007), compared work security against professional stability and characterized business security as takes after (interpretation RD):

- Employment security implies that people have the certainty, in view of their experience, that they will have the capacity to proceed with their business vocation, either in another activity with their present boss or in another activity with another business, at whatever point they need or need to.

- Furthermore, occupation security likewise implies that individuals as of now (briefly) outside the work power can have the certainty of having the capacity to come back to the work advertise. The employment security by and large alludes to insurance against unreasonable or unjustified expulsions. As indicated by the most generally utilized definition, " the employment

security implies that specialists have insurance against self-assertive and short notice expulsion from work, and in addition having long haul contracts of work and having business relations that maintain a strategic distance from casualization" (ILO 1995, p.18).

## **2.7 Employment Security and Work Security**

The employment security as a term is frequently utilized conversely with work security and employment steadiness so we additionally need to obviously delineate the limits between these three ideas. Employment constancy is the most barely characterized idea: it is the security (of pay) related with having a work connection as a representative (an occupation). On the off chance that translated much more entirely, job permanency is the security of proceeded with work in a similar occupation with a similar owner.

Theoretically, work security and employment security are more extensive ideas, including, in addition to other things, independent work. Be that as it may, in the social and work showcase arrangement literary works employment security is frequently utilized as equivalent word for professional stability. Work security can be viewed as a considerably more extensive idea than business security, including work wellbeing issues and nature of work. See Guadalupe, 2003, for a paper in which the utilization of brief contracts is identified with work mischances. Somewhere else, work security is utilized as an equivalent word for employment security (Origo & Pagani, 2009) Employment security is essentially wage security that can be gotten from work, either tried and true business or independent work. The security is gotten from the level of human capital of the person from one perspective and the working of the work advertise on the other. Auer (2007) would call this 'employability security'.

In what tails, we will utilize the accompanying working meaning of business security:

- The certainty of having the capacity to keep, find or make productive work, now and later on, in view of the improvement of your own human capital and on well working (work showcase). Foundations job security and employment security are an obvious idea as in it relates, at the level of the individual representative, to the present place of employment and the security of having the

capacity to keep it. Work security is more 'obscure' to the degree that it isn't just identified with the individual and, for a substantial part, manages what's to come. Put in monetary terms, job security is a private decent and work security is an aggregate decent. At the point when the arrangement objective is to join work showcase adaptability (negative effect on professional stability) and employment security, this proposes loss of the private great can be remunerated with an expansion in the aggregate great. For reasons of appropriability, the degree to which people can depend on employment security is restricted.

As it were, there will undoubtedly be an unequal circulation of work security. It ought to be noticed this is likewise the case for occupation safety, however with employer stability there is no apportionment issue for the individual employee. To represent this, envision a worker looked with two employment offers, one of which has brought down occupation safety (e.g. the activity includes a settled term contract). What quantity extra occupation security would the specialist need to adjust for the distinction in occupation safety? This is a sufficiently troublesome inquiry to respond in due order regarding the individual employee. It is considerably harder to answer this inquiry on a more amassed level.

## **2.8 Employee Legality**

### **2.8.1 Passports or National Verification Cards for Migrant employees**

Thailand's approach on movement organizes financial improvement and national security, frequently as opposed to ensuring the privileges of transient laborers. For almost the previous decade, Thai movement approach has been drafted through a progression of bureau resolutions that mirror the disposition of the organization in office. Inconsistencies between these resolutions have hindered the development of an intelligent approach on movement. Aggravating this issue is the conventional high level of self-rule that nearby police, military and movement authorities are permitted to work with advance restraining reliable execution.

The employees of 568,249 were registered in 2001, 409,330 in 2002 and early in the 2003 353,274 as well. Moreover, from August to September, only 110,000 of Myanmar migrant were

registered in 2003. In 2004, an affected improvement happened with 838,943 migrants registering for work permits, 625,886 of whom were from Myanmar. However, in 2005, the number of migrants who completed the registration process decreased again.

The transients with work grants are secured under the 1997 Constitution of the Kingdom of Thailand and secured by the vast majority of the arrangements in the Labor Protection Act of 1998. Unregistered specialists are likewise secured by different arrangements of the Labor Relations Act. The work allow additionally concedes vagrant laborers access to the Thai open medicinal services framework, subject to an underlying restorative check and installment of medical coverage. Sadly, authorization of these insurances for transient laborers has been careless, bringing about a huge gap amongst arrangement and practice. Also, dialect boundaries and an absence of political activity have implied that numerous specialists don't know about what rights allow qualifies them for and how to react if these rights are abused.

### **2.8.2 MOU sign or Cooperation of Thailand and Myanmar**

In an attempt to establish a legal labor import system, both Myanmar and Thailand were signed a Memorandum of Understanding (MoU) in June 2003, comparable to agreements previously signed with Cambodia and Laos. The terms, initially aimed to commence in 2004, permitted all migrant workers must have a legal passports and visas or national verification cards, officially with agreements to stay limited of terms. Specifically, imported workers from Myanmar can be obtained with two years of work-permit, and if necessaties, it is allowed to extent only one term for a year. 15% of their pays need to be taken and refunded it when go back to Myanmar. The migrant employees may have to cover the costs of the medical examination and work-permits, whereas companies have to charge for permits and arranging services and other for their staff's total amount of 3,000 baht.

Moreover, there were expected changes to the allowed classifications of work for vagrants. The Thai Ministry of Labor has additionally plans to permit vagrant specialists into Thailand for the day to work in fringe manufacturing plants, as long as they return home in the

nighttimes. Before the finish of 2004, be that as it may, the SPDC neglected to meet their arrangement of commitments. To execute the terms of the MoUs, the Thai government wanted to send enrolled specialists' records to Myanmar. Thusly, the SPDC would be in charge of confirming specialist's data and issuing travel reports.

By mid-April 2005, the SPDC had done little to act on their responsibilities. Conversely, as of the same time under comparable MoUs, the Cambodian government had commenced the verification process for 183,541 migrants while Laos had already authorized 1,300 migrants. In order to complete the process, the SPDC authorities requested that the Thai government send the entire migrant population of approximately 1,000,000 persons back to Myanmar, arguing that the authentication and document issuing procedure should transpire in Myanmar. (Source: "Myanmar's Nationality Check 'A Ploy,'" BP, 13 April 2005). Determining the plan to be impractical, the Thai government proposed to host SPDC officials in Bangkok to perform the work (source: "Myanmar Wants Workers in Thailand to Return Home: Minister," AFP, 12 April 2005).

On 10 May 2005, the Thai cabinet passed a resolution allowing migrants with work permits or temporary IDs to register for a work permit for an additional year. The resolution also granted permission to dependents of migrants with work permits to remain in Thailand for an additional year. New arrivals or those who had not registered in 2004 however were not permitted to register. In addition, only migrants employed in construction, domestic work, farming, fishing, labor for shipping, manufacturing, plantation and rice mills sectors were eligible for registration. Unlike the 2004 registration process, migrants no longer retained the option to register only for a temporary ID or temporary residence permit.

The registration process also includes the final step of nationality verification necessary for the implementation of the June 2003 MoU. The resolution has also allowed for workers in close proximity to the border to cross into Thailand on a daily basis for seasonal employment on the condition that they return to their country of origin at night. Finally, provincial governors have

been granted authority over the determination of whether migrant laborers should be employed. The process commenced on 1 June 2005. (Source: MAP, 2005). The fees for registration varied according to whether or not a migrant obtained a work permit or only a temporary ID card during the 2004 registration. Migrants already in possession of valid work permits and who planned to remain with the same employer paid 1,900 baht for medical related fees. The work permit cost 1,800 baht for one year, 900 baht for 6 months and 450 baht for 3 months.

Meanwhile, migrants registering with new employers or with expired work permits faced additional fees of 650 baht to cover work permit application and renewal fees from 2004. Migrants who possessed only a residence permit/temporary ID from 2004 were charged the same additional fees on top of the work permit costs. Furthermore, health related fees amounted to 2,900 baht. Therefore, migrant laborers were required to expend from 3,700 to 5,350 baht for legal permission to work and live in Thailand until June 2006. (Source: MAP, 2005).

Upon the close of the registration process at the end of August 2005, Thailand faced a severe labor shortage. While employers reported a need for 1,800,000 workers only a total of 702,179 migrants registered, which included migrants from Myanmar, Lao and Cambodia. In November 2005, Minister of Labor Somsak Thepsuthin reported a plan to import an additional 200,000 workers from Cambodia and Laos through agreements with the respective governments. A further 300,000 migrants from Myanmar would be recruited from among the migrant population already residing within the Thai borders without proper documentation. However, the Thai Cabinet had yet to endorse the plan. (Source: "Thailand Eyes Workers from Neighboring States to Fill Shortages," Asia Pulse, 9 November 2005).

In December 2005, a new resolution was passed allowing for another registration period in 2006. Yet, unlike previous registration exercises, employers will be required to furnish a 10,000 to 50,000-baht registration fee deposit, aside from the fees for the work permit, for each worker. The deposit is meant to serve as insurance in the event that workers change jobs unofficially or participate in illegal activities. Also in December, plans were reported to create "One Stop Service

Centers” for work permit registration. The centers are planned to be located in Chiang Rai, Kanchanaburi, Tak and Ranong Provinces. (Source: “Migrant Policy Shift Draws Fire,” 23 December 2005).

Migrant and labor advocates have voiced strong concern over the possible repercussions of the new regulations. Increased deductions in migrant workers’ wages and greater employer control over employees leading to heightened vulnerability and abuses were some of the possibilities cited. Others argued that the high cost of the deposit will lead employers to hire fewer registered workers and more illegal workers, rendering larger communities without the protection of labor laws. (Source: “Migrant Policy Shift Draws Fire,” Irrawaddy, 23 December 2005). By investing in securing a work permit, there is a strong disincentive for workers to change employers. This hinders the ability of workers to leave abusive work environments.

### **2.8.3 Work Permits for migrant employees**

Managers as often as possible withhold work grants giving specialists either a photocopy or nothing by any means. By holding the allowance, managers can ensure their work supply and expenses by confining the portability of their workforce. Specialists are as yet subject to capture and expelling, while businesses are exempted from punishments identified with utilizing unregistered transients. The reasonable aftereffect of this for transient specialists utilized in industrial facilities is that they are regularly compelled to live in the plant. Life inside the production line is weakened with low sterile conditions with several specialists compelled to share not very many washing offices, cramped living quarters and the low-quality drinking water.

These cruel conditions normally prompt frequencies of brutality, terrorizing and dangers of viciousness. Detachment in the manufacturing plant likewise increases laborer reliance on their boss. In this circumstance, as per segment 76 of the Labor Protection Act, unlawful and unbalanced findings are taken from a specialist's wage to pay for convenience, water, and rice. Such findings are a reason referred to for the low rates of compensation got by transient specialists.

Likewise, without their unique work licenses, laborers can't get to human services administrations. One of the points of enlistment was to bring transient laborers inside the general wellbeing framework, at first including a restorative registration and installment of medical coverage. As photocopies of the work allow are not acknowledged by Thai doctor's facilities, access to the general wellbeing framework is adequately blocked. Furthermore, it may be difficult for workers to access healthcare since many employers do not provide sick leave. Access to healthcare is a particular problem for migrants that live on the employer's premises.

#### **2.8.4 The Right Organization of Migrant Workers**

The development of work activism and the unmistakable quality of laborer associations concentrated on migrant from Myanmar, including banished exchange unions from Myanmar, have started to address the work and human rights mishandle that customarily portray the conditions that the vagrant work compel faces in Thailand. These gatherings are committed to advancing the recognition of work rights and dispersing data about work rights to transient specialists in their own dialect, issuing official statements, and aiding the arrangement of grievances to start pay procedures. Be that as it may, because of confinements on their exercises, these associations have been hindered from speaking to the interests of transient specialists in the Thai court framework.

Employer organizations and Thai law enforcement personnel have continuously attempted to intimidate and discredit the workers' organizations and those who work for them, For example, on 5 September 2005, Thai police assaulted a man standing on the road in front of the YCOWA office. When the man attempted to run inside the YCOWA office, the police forced their way in, retrieved him and continued to beat him. The victim however was not a member of YCOWA but a visitor to friends in the organization. YCOWA filed a complaint with the immigration office. However, as of 8 September, the police failed to take any action. (Source: "Myanmar Labor Group Targeted by Police," Irrawaddy, 8 September 2005). In addition, employers have reportedly offered a 300,000-baht bounty for the death of five YCOWA members

(source: "Myanmar Workers Intimidated by Thai Police and Employers," DVB, 5 September 2005).

## 2.9 Job Satisfaction with Pays

Heery and Noon (2001) characterized pay as installment, in which incorporate numerous segments like essential pay, benefits, rewards, pay for doing additional work and impetuses" According to Erasmus, van Wyk and Schenk (2001) characterize pay, "is the thing that a representative gets against his work in the wake of satisfying his obligation, incorporate all kind of money related and non-budgetary prizes". Martocchio (1998) portrayed that remuneration incorporate both inherent prizes and outward rewards. Extraneous prizes incorporate financial and non-money related prizes. Non-fiscal prizes incorporate things separated from fundamental pay like advantages. Cash is the marker of inspiration.

Employee's execution will increment on the off chance that they are generously compensated. Cash is considered as the reward which is given to representatives against work, to help their family, and installment for the work which is finished. Barton (2002) proposed that association should consider money related prizes like compensation since it has solid effect on representative inspiration and maintenance. Dessler (2008) showed that worker pay incorporates all remuneration factors which are given to him against his work. Cowin<sup>"</sup>s (2002) showed pay is a critical part for the maintenance of medical attendants in light of the fact that in the event that they feel imbalance in regards to pay between their calling and others<sup>"</sup> calling, they got disappointed and disillusion with their calling.

Less pays when contrasted with work done is one of that extraneous factor which is in charge of employment disappointment (Robbins, 2003). Yang, Miao, Zhu, Sun, Liu and Wu (2008) proposed that, in Chinese powers it is viewed as that compensation and fulfillment impact each other. Pay has coordinate impact on fulfillment level of representative. NL (2012) portrayed that compensation is one of those delightful factors which ruined decreases the disappointment level of workers. On the off chance that a worker is repaid as indicated by his need, he will

effectively oversee over-burden work if any crisis happens. E.g. on the off chance that tremor comes or surge comes and attendants need to work extra time, they will cheerfully do it. So compensation is most fulfilling factor. Robbins (2001) portrayed that Herzberg<sup>"</sup> s inspiration cleanliness hypothesis tells that compensation is one of those cleanliness factors which dispense with work disappointment. Pay is a factor which drives workers from disappointment to no disappointment. Hope hypothesis depicted that individuals do exertion since they need a few rewards in term of cash, advancement and so on. Individuals expect that on the off chance that they function admirably in the work environment then their execution will increment and consequently their compensation will increment and they will be advanced. This will cause increment in their activity fulfillment level.