



THE STUDIES OF JOB SATISFACTION OF MYANMAR MIGRANT WORKERS

AT MAHACHAI, THAILAND

STUDENT: VIYATTA

ID: 5817192034

SUBMITTED IN THE PARTIAL FULFILLMENT OF THE REQUIREMENT FOR

THE DEGREE OF MASTERS IN BUSINESS ADMINISTRATION

INTERNATIONAL PROGRAM, GRADUATE SCHOOL OF BUSINESS,

SIAM UNIVERSITY, BANGKOK, THAILAND

2017



Title of Research: The Studies of Job Satisfaction of Myanmar Migrant Workers
at Mahachai, Thailand

Author: Viyatta

ID: 5817192034

Major: Human Resources Management

Degree: Master in Business Administration (International Program)

Academic: 2017

**This is Independent study has been approved to be partial fulfillment of the requirement for
Degree of Master in Business Administration in Human Resources Management**

R. Songsraboon.

(Dr. Rungroje Songsraboon)

Advisor

Date *Dec 9, 2017.*

J. M.

(Assoc. Prof. Dr. Jomphong Mongkolvanich)

Dean, Graduate School of Business

Siam University, Bangkok, Thailand

Date *Dec 12, 2017*

Abstract

Research Title: The Studies of Job Satisfaction of Myanmar Migrant Workers
at Mahachai, Thailand

Researcher : Viyatta

Degree : Master of Business Administration (International Program)

Major : Human Resources Management

Advisor : R. Songsraboon
(Dr. Rungroje Songsraboon)

Dec / 9 / 2017

This research aims to Myanmar migrant workers in Thailand and to study the perceptions of their job satisfactions at Mhanachai, where a majority of Myanmar migrant are currently working under the unexpective conditions of challengings, such as Nationtional Verification process, the MOUs, changing policies of passports, illegal channels, lack of workers' rights, deducted of base pays, deficiency of healthcares, workplace securities.

Thailand has 68.2 million of populations with 38.0 million of labor force and 3.5 million migrants both registered and unregistered working at Thailand. Total workforce of migrant was spproximately 3 million, was 7% of the country's working populations. Majority were from the sector of fisheries around 75% of total labor force composed of migrant workers and moreover, 80% of construction workfoce sectors were composed of migrant workers and it was said that migrant workforce was account for 1% of Thailand' goss domestic product (GDP).

Among them, 76% of migrant workers from Myanmar and around 2.3 million of Myanmar migrant were working at Thailand. Mahachai had named for the port town of Samut Sakhon province, west of Bangkok city, also a major reigon of fishing industries bringing in billions of dollars annually in Thialnd. According to labor activists say there were about 200,000 Myanmar migrant workers working at several sectors of manufacturing, such as fisheries which

In this research, it has four hypotheses of two objectives with independent variable and how these impact to dependent variable of Myanmar migrant workers' job satisfactions, such as relationship between job stability/retention, employee security, employee legality, compensation/employee benefits and their job satisfactions.

Researcher for this survey has used the methods of both quantitative and qualitative. The primary data of this research was collected from Myanmar migrant workers at Mahachai using the questionnaires. The secondary's sources of this research were collected from books, magazines, journals, government and organizations report and the relevant of legal internet websites.

The perceptions of job stability, employee security and compensation/employee benefits with the moderate level of them were majorly presented, but employee legality of them were negatively expressed with dissatisfied level, particularly expenditure of identity verification card or passports, contract of work permit with employers, changing policy of type of ID cards or passports and services of agencies or brokers to legality for them. The overall satisfaction of four hypotheses, were shown a large-scale of yes respondents than no respondents.

Researcher has gained an experience of the perceptions of Myanmar migrant workers and their job satisfactions after studying this survey. It was assumed that there would be needed more research for them to understand a vest of problems of challenge conditions. This research due to limited of times may has the deficiency of information and the perceptions of Myanmar migrant people owing to the cultural and environmental differences for them.

ACKNOWLEDGEMENT

I ,first and foremost, would like to say a thanks to my parents giving me a valuable life and grown me up with the principles of moral ethics.

Secondly, my acknowledgement goes to Dr. Rungroje Songsraboorn, advisor and Assoc. Prof. Dr. Jomphong Mongkolvanich, Dean, Graduate School of Business, Siam University, Bangkok, Thailand for them thoughtful and caring supervision by means of his educational excellence, especially for the deep understanding of the Independent Study and his good communication skills.

Thirdly, I would like to express my acknowledgements to Myanmar migrant workers in Mahachai, Thailand without whose efforts, this studys of job would not have been done perfectly.

Finally, I would like to say a very simple of thanks to all my benefactors with all of my hearts, your encouragements and assistants would be always kept in my history.

Particularly, the best acknowledgement continues to them;

- ★ To Mrs.Khin Mar Oo family, whose encouragements and supportings;
- ★ To Ashin Pannasarabhodi, a brother, whose contributions always the best to me;
- ★ To Mr. U mg family, whose a wishes to me always the greatest;
- ★ To Mr. Win KO KO, Master Key, whose a best helps and advices always excellence to me.

Viyatta

9 December, 2017

CONTENTS

	Pages	
Abstract		A
Acknowledgement		C
Table Contents		D
List of Tables		F
List of Figures		H

CHAPTER

1 Introduction

1.1 Background and Significance of the Problem		1
1.2 Problem Statement		3
1.3 Research Objectives		3
1.4 Research Hypotheses		4
1.5 Research Model and Conceptual framework		4
1.6 Variables of Study		5
1.7 Significant of Study		7
1.8 Purpose of study		7
1.9 Definitions		8
1.10 Implication of the study		9

CHAPTER

2 Theory and Literature Review

2.1 Job Attitudes		12
2.2 The Satisfaction of Job		12
2.3 Job Satisfaction and Culture Effectiveness		14
2.4 Measuring Job Satisfaction		15
2.5 Job Stability of Employee		17
2.6 Employee Security		18
2.7 Employment Security and Work Security		19
2.8 Employee Legality		20

2.9 MOU sign Corporation of Thailand and Myanmar.....	21
2.10 Work permits for Migrant Employees	24
2.11 The right organization of Migrant Workers	25
2.9 Job Satisfactions with Pays	26

CHAPTER

3 Methodology

3.1 Types of Research Methodology.....	28
3.2 Research Design	29
3.3 Data Collection	31
3.4 Sampling Design	31
3.5 Statement of Research Method use	34
3.6 Method of Inquiry	34
3.7. Methodology - Questionnaire-Design	35
3.8 Sampling Population	36
3.9 Research Questions	36
3.10 Sampling Technique	37
3.11 Sample Size	38
3.12 Coding Structure	38
3.13 Primary and Secondary Data	39

CHAPTER

4 Findings

4.1 Research findings	40
4.2 Descriptive Analysis	40
4.3 Data Analysis of Overall Job Satisfactions	63
4.4 Conclusion	64

CHAPTER

5 Conclusion and Recommendation

5.1 Conclusion	65
5.2 Theoretical Viewpoint	65
5.3 Methodological Viewpoint	66

5.4 Summary of Findings	66
5.5 Finding of Hypotheses Testing.....	67
5.6 Recommendations	68
5.7 Limitation of the Study	69
References	70
Appendix	72
Biography	76

LIST OF TALBLES

Table

Table 1: Frequency table of the gender respondents	41
Table 2: Frequency table of age respondents	41
Table 3: Frequency table of marital status respondents	42
Table 4: Frequency table of occupation respondents	42
Table 5: Frequency table of monthly income respondents	43
Table 6: Frequency table of education level respondents	43
Table 7: Frequency table of Job Stability	44
Table 8: Frequency table of Current Job monthly income	44
Table 9: Frequency table of Current Job of working hours or OT	45
Table 10: Frequency able of relationship with supervisor	46
Table 11: Frequency table current job workplace safety	46
Table 12: Frequency table current job healthcare	47
Table 13: Frequency table current workplace environment security	48
Table 14: Frequency table current job residences place safety	48
Table 15: Frequency table expenditure of ID Cards or Passports	49
Table 16: Frequency table contract of work permit with employers	50
Table 17: Frequency table changing policy of ID card or passports	50
Table 18: Frequency table services of agencies to legality	51
Table 19: Frequency table current public holidays and working schedules	52
Table 20: Frequency table current job recompense for loss and injury.....	52

Table 21: Frequency table life insurance of workplace safety	53
Table 22: Frequency table current job base pay and merit pay	53
Table 23: Overall Satisfaction of job stability	54
Table 24: Overall Satisfaction of employee security	54
Table 25: Overall Satisfaction of employee legality	55
Table 26: Overall Satisfaction of compensation/employee benefits	55
Table 27: Descriptive Statistics of Demographics	56
Table 28: Descriptive Statistic & Correlations of Job Stability.....	57
Table 29: Descriptive Statistic & Correlations of Employee Security.....	59
Table 30: Descriptive Statistic & Correlations of Employee Legality.....	61
Table 31: Descriptive Statistic & Correlations of Compensation/ benefits	63
Table 32: Mean, Sta. Deviation, and Correlation among Observed Variable	63

LIST OF FIGURES**Figure**

Figure 1: Conceptual Framework.....	5
Figure 2: Distribution of Migrant workers from Myanmar	10
Figure 3: Question Framework	37



CHAPTER 1

Introduction

1.1 Background and Significance of the Problem

The 21st century of today' workforces have been changing and is engaged in all over the countries, in terms of workforces, contracted by a company to a company or a government to a government. The origin of domestic workers working in the non-domestic's countries are facing with the challenging of various problems, such as satisfied or dissatisfied as a representative of their jobs at workplaces and often come cross with un-expectation of discriminated or treated differently at workplaces or to be faced of either supported or discouragement of the workers' rights under the domestic and international laws. Therefore, many of organizational behavior (OB)'s researchers have researched about the employee's job satisfaction based on the job satisfaction theories of many different scholars. However, it still has different concepts of job satisfactions to be defined for the employees.

Job satisfaction, in general stated, refers to the attributes and feeling people have about their work. Positive and favorable attitude toward the job indicate job satisfaction. Negative and unfavorable attitude toward the job indicate job dissatisfaction (Armstrong 2003). by using the satisfaction of a person is to be meant feeling of his or her job and is also relating to the characteristics of each employee performance psychologically influenced by both environmental and individual factors, and in reverse feeling of negative attitudes toward a job. To be more extensive is that job satisfaction means a positive feeling about a job resulting from an evaluation of tis characteristics. A person with high job satisfaction holds positive feelings about the work, while a person with low satisfaction holds negative feelings (Stephen P. Robbins, Timothy A. Judge, 2016).

Thailand is most migrant recipient region of south-east Asia and has been a long history of both migrants and refugees from neighboring countries mainly from Myanmar. In the past ethnics from Myanmar living nearby Thailand border were considered to be migrated to Thailand and later

on owing to political and economic instability, many of Myanmar entered to Thailand through illegal channels. Some of them were trafficked to become force workers of different sectors at Thailand, such as fishery, construction, agriculture and domestic workers.

Afterward, in 2002-2003, royal Thai Government did a signed for migrants with neighboring countries, such as Cambodia, Laos and Myanmar, called memoranda of understanding (MOUs). According to the researchers, 2.3 million of registered and non-registered migrant workers are currently working at Thailand mostly in low-skilled jobs such as manufacturing, constructions, domestic works, agricultures and fishing.

Thailand has 68.2 million of population with 38.0 million of labor force and currently 3.5 million migrants both registered and unregistered working at Thailand. Total workforce of migrant at Thailand was approximately 3 million and 7% of the country's working population. Majority are working in the sector of fisheries around 75% of total labor force composed of migrant workers and moreover, 80% of construction workforce sectors were composed of migrant workers and it is said that migrant workforce was account for 1% of Thailand' gross domestic product (GDP). Among them it is, according to Thai Ministry of Labours' statistics of registered migrant workers, estimated that migrant workers were 76% from Myanmar and around 2.3 million of Myanmar migrant are working at Thailand (IOM country mission in Thailand, December 2013) and until Jan of 2017, Myanmar were 51% out of 3,99742 MOU migrants, 82% out of 881249 migrants completed National Verificatoin and 61% out of 1,178,678 migrants registered through one stop service centers (ILO's Asean Quarterly Briefing Notes (Jan-March, 2017)).

Mahachai is named for the harbor town of Samut Sakhon province, west of Bangkok city and also it is a major region of fishing industries bringing in billions of dollars annually at Thailand. According to labor activists say there are currently about 200,000 Myanmar migrant workers working at various sectors of manufacturing, such as fisheries which is mainly one of the most migrant-dependent sector and 75% of total labor force composed of migrants. This survey is conducted toward Mahachai town where a large volume of Myanmar migrant both registered and

unregistered currently working at several sectors. Therefore, it is interested in the name of migrant worker and their current job satisfaction at workplaces and this study will focus on only Myanmar migrant community' job satisfaction relative to their attitudes toward jobs at workplaces.

1.2 Problem Statement

Employee's job satisfaction, today contemporary world, is a major role of companies facing the problems in workplaces. Employee's satisfaction and corporation at their works are assumed to be more productive, however if employee is dissatisfied with their works, it is expected to be less productive and supportive of more absenteeism and turnover for the companies. Thailand is most migrant recipient country in Southeast-Asia both legal and illegal migrant flourishing from neighboring countries since 1990s to until now.

Government of Thailand, though, having issue the identification card by agreeing with neighboring countries, such as Myanmar, Cambodia, Laos and Vietnam. Myanmar, among them, has a majority of migrant works working at Thailand and Mahachi is one of the factories zone of Thailand, where various manufacturing factories located, a large amount of Myanmar migrant employees are faced with the problems of condition at their workplaces. Therefore, the statement problems of job satisfactions of Myanmar migrant employees at Mahachai is interesting to be research as a study.

1.3 Research Objectives

The general objectives of this research are to study a job satisfactions of Myanmar migrant workers at Mahachai, where a vast of Myanmar migrant workers are currently working and Mahachi has also appeared as a center of Myanmar migrant workers, therefore, which is an effective accurate information for employee's job satisfactions. The below are the specific objectives of this research:

- To study the demographics characteristics of Myanmar migrant workers who are working at the various manufacturing sectors at Mahachai.

- To study how relationship between job stability/retention and employee security and Myanmar migrant workers' job satisfactions dealing with their workplaces, such as garment factories, fishing, construction and other general works at Mahachai.
- To study how relationship between employee legality, compensation/employee benefits and Myanmar migrant workers' job satisfactions dealing with their workplaces, such as factories, fishing, construction and other general works at Maharchai.

1.3 Research Hypotheses

The hypotheses of this research are based on the expectation disconfirmation theory and five hypotheses for this research are selected including demographics characteristic of Myanmar migrant workers at Mahachai, Thailand.

H1: There is relationship between demographic characteristics, job stability/retention, employee security, employee legality, compensation/employee benefits and Myanmar migrant workers' job satisfactions at Mahachi, Thailand.

H2: There is relationship between job stability/retention and Myanmar migrant worker's job satisfaction at Mahachi, Thailand.

H3: There is relationship between employee security and Myanmar migrant worker's job satisfaction at Mahachi, Thailand.

H4: There is relationship between employee legality and Myanmar migrant worker's job satisfaction at Mahachi, Thailand.

H5: There is relationship between compensation/employee benefits and Myanmar migrant workers at Mahachai, Thailand.

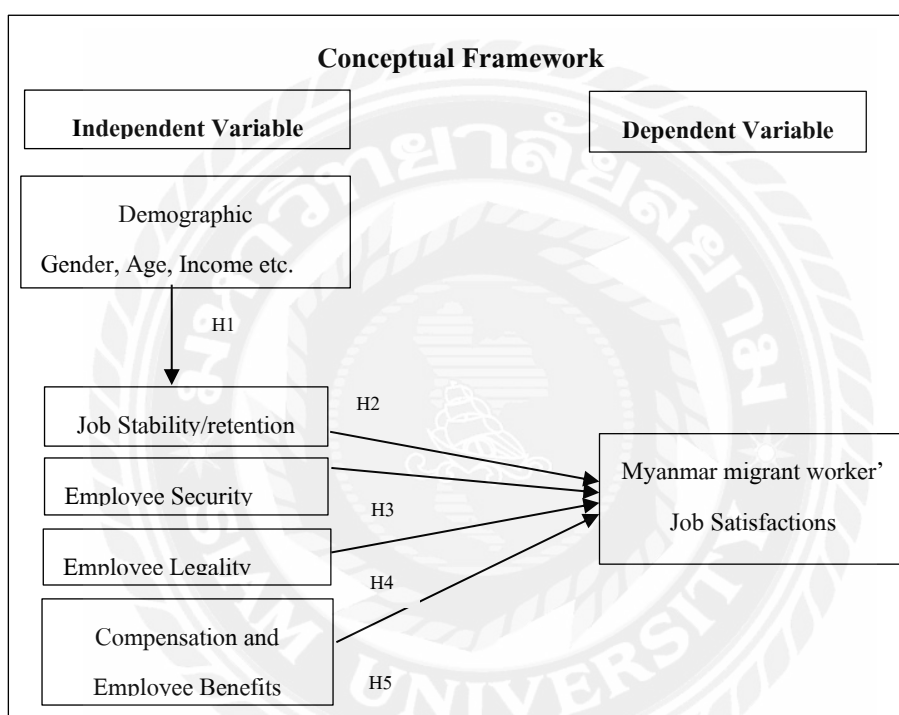
1.4 Research Model and Conceptual framework

This is an independent study of a job satisfactions of Myanmar migrant workers at Mahachi, Thailand and the research models are based on the Myanmar migrant workers' expectation confirmation or disconfirmation theory. The four independent variables, in this research, are

composed, such as demographics characteristics and job stability/retention, employee security, employee legality and compensation/employee benefits of Myanmar migrant workers.

And also, there are one dependent variables, which is Myanmar migrant workers' job satisfaction relating to their jobs, such as garment factories, fishing factories, construction and other general works at Mahachai, in Thailand.

1.4 Figure 1: Conceptual Framework



1.5 Variables of Study

1.5.1. Independent Variables

1) Demographics characteristics are included, such as gender, age, education level, occupation, income and marital status.

Gender: Different genders of Myanmar migrant workers will have relationship with their job satisfaction at workplace at Mahachai, Thailand.

Age: Each individual of all Myanmar migrant workers may have relationship with their job satisfactions at workplaces at Mahachai, Thailand.

Education Level: Each Myanmar migrant workers working in Mahachai from different education levels has relationship with their job satisfaction at workplaces at Mahachai, Thailand.

Occupation: Myanmar migrant workers who are working at Mahachai has different occupations or jobs relationship with their job satisfaction in Thailand.

Income: Low or high incomes of Myanmar migrant workers who are working at Mahachai has relationship with their job satisfaction in Thailand.

Marital Status: Any marital status belonging to Myanmar migrant workers working at Mahachai may have relationship with their job satisfaction in Thailand.

2) For independent variable which including job stability/retention, employee security, employee Legality and Compensation and employee benefits will be described here;

Job stability: The job stability of Myanmar migrant workers at Mahachai may have relationship with their job satisfaction in Thailand.

Employee Security: Employee Security of Myanmar migrant workers who are working at Mahachai may have relationship with their job satisfaction in Thailand.

Employee legality: Employee legality of Myanmar migrant worker working at Mahachai may have relationship with their job satisfaction in Thailand.

Compensation and Employee Benefits: Compensation and employee benefits of Myanmar migrant workers working at Mahachai may have relationship with their job satisfaction in Thailand.

1.5.2. Dependent Variable

It will depend on independent variable when the results of independent variable for the Myanmar migrant workers will be mentioned the job satisfactions at various manufacturing sectors of workplaces at Mahachai, Thailand.

1.6 Significant of Study

This independent study (IS) is selected to be researched by underlying how job stability/retention of Myanmar migrant employees are relationship with between job satisfaction and how effective to their job satisfaction at workplaces at Mahachai, What are the employees security of Myanmar migrant employees and how influence of their job satisfaction at Mahachai, What are the employees legality of Myanmar migrant employees and how influence of their job satisfaction at Mahachai and What is the compensation/benefits of Myanmar migrant employees and how impact to their job satisfaction at Mahachai.

This research is identified focusing on Myanmar migrant employees currently working at Mahachai, Thailand and are not definite of other area or regions of Thailand. The research will be studied four major of areas, such as garment and fishing factories, construction and other general works at Mahachai, Thailand. The literature reviews will be explained with the available data of Myanmar migrant employees from various sources, such as books, journals, articles, government/ organizations report and the relevant legal internet websites relative to Mahachai, Thailand. The research will be also collected by questionnaires directly to Myanmar migrant employees at Mahachai, Thailand and also will be consist of academic resources with secondary sources mentioned above due to its limitation of time consumed.

1.7 Purpose of study

The purpose of this independent study is to examine and be understood Myanmar migrant employee's job satisfaction and dissatisfaction at their workplaces at Mahachai and how it impacts to both employers and employees. The job stability/retention, employee security, employee legality, and compensation/benefits concerning with income, jobs selected, health care, employee's rights, outlays for livings, absenteeism and work environments, which are important for both companies and Myanmar migrant employees. Therefore, this independent study is a valid place for an accurate information or expectations of Myanmar Migrant employee working at various sectors, such as garment factories, fishery, construction and other works at Mahacahi, Thailand.

1.8 Definitions

1.8.1 Job Satisfaction: According to literature, job satisfaction is defined that of Locke (1976) demonstrated job satisfaction as "a pleasurable or positive emotional state resulting from the review of one's job or job experiences" (p.1304) and is an attitude that workers emphasis on towards their jobs (Man M., Modrak V., Dima I.C., Pachura P, vol. 4, 2011). moreover, one of the first studies in this area (Staw & Ross, 1985) confirmed that a person's job satisfaction outcome has constancy over time, even when he or she changes jobs or companies in the future. Finally, the term of job satisfaction mentions to an individual's general attitude toward his or her job (Stephen P. Robbins, p-72,1993-2003).

1.8.2 migrant worker: The definition of Migrant worker is indicated that a man who is moving or has moved over a global fringe or inside a state far from his/her constant place of living arrangement, paying little respect to (1) the individual's legitimate status; (2) regardless of whether the development is willful or automatic; (3) what the reasons for the development are; or (4) what the length of the stay is. IOM frets about transients and migration-related issues and, in concurrence with important States, with vagrants who need universal movement administrations.

1.8.3 Job Stability: The definition of job stability or employee retention is an ability of organization to be stable of their employee at current work and is also considered as the effort for improving the financial development and functioning of the organization (Raikes & Vernier 2004). According to literature, which explains that a fulfilled employee who are joyful with their jobs and keener for doing a respectable job and aspect onward to advance their organizational customers (Denton2000). Later on, Kaliprasad (2006) described that the ability of an organizations to sustain its workers totally depends upon its capability to conduct them.

1.8.4 Employee Security: employee security means that the employee is fully protected by the employer at workplaces of organization or union. According to literature a "employment security means that workers have protection against arbitrary and Short notice dismissal from

employment, as well as having long-term contracts of employment and having employment relations that avoid casualization” (ILO 1995, p.18).

1.8.5 Employee Legality: employee legality is considered that employers and the employees are legally contracted under the domestic and international laws accordingly and an employee can be classified as a worker dealing with the domestic and international laws.

1.8.6 Compensation and Employee Benefits: compensation and benefits mean that employers need to appeal to and retain the employee who is trying or has improved of organization’s success. On the other hand, employees feel that they are either compensated or reward fairly/equitably dealing with wage, overtime, premium pay, jury pay, layoff or severance pay, holidays and vacation for the contribution or efforts to the organization’s success.

1.9 Implication of the study

This research will be a significance of study about the Myanmar migrant worker’s job satisfactions at Mahachai, where a large amount of community of Myanmar migrant workers are working the jobs at various sectors or manufacturing, and the research involving four kinds of independent variable which have an impact on and relate to any change on the dependent variable. Through indicating any correlations between both dependent and independent variable will contribute to the researcher in the assumptions and understanding concerning with job satisfactions of Myanmar migrant workers at Mahachai, Thailand.

And also, as a new knowledge, to determine Myanmar migrant worker’s job stability and employee security, employee legality and compensation and employee benefits relative to their job satisfaction at Mahachai, Thailand and the factors of this will help fulfil more simulative recreation of jobs and income for both the companies and Myanmar migrant employees as well as for country. To identify Myanmar migrant workers’ job stability, employee security, employee legality, compensation and employee benefits with their job satisfactions, researcher assume that they will give the information of demands, wants and needs for the factories, fishing, construction, and other general works at Mahachai, Thailand.

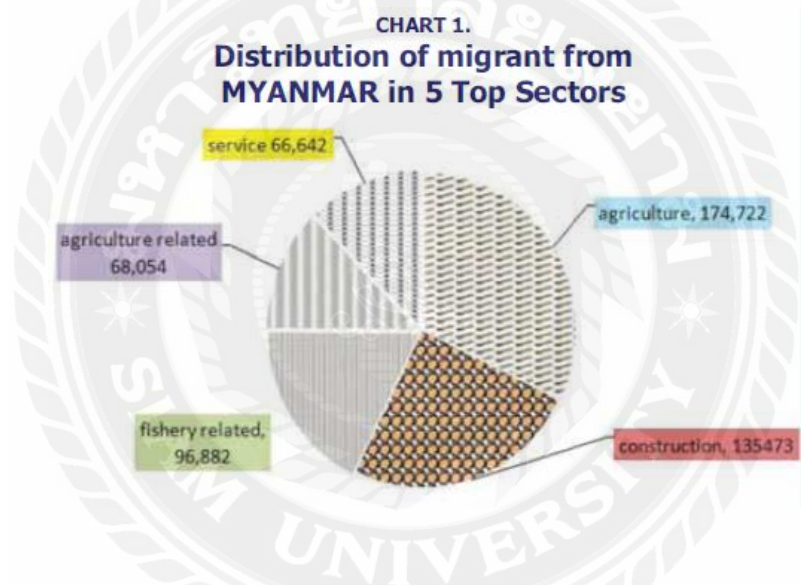
CHAPTER 2

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).

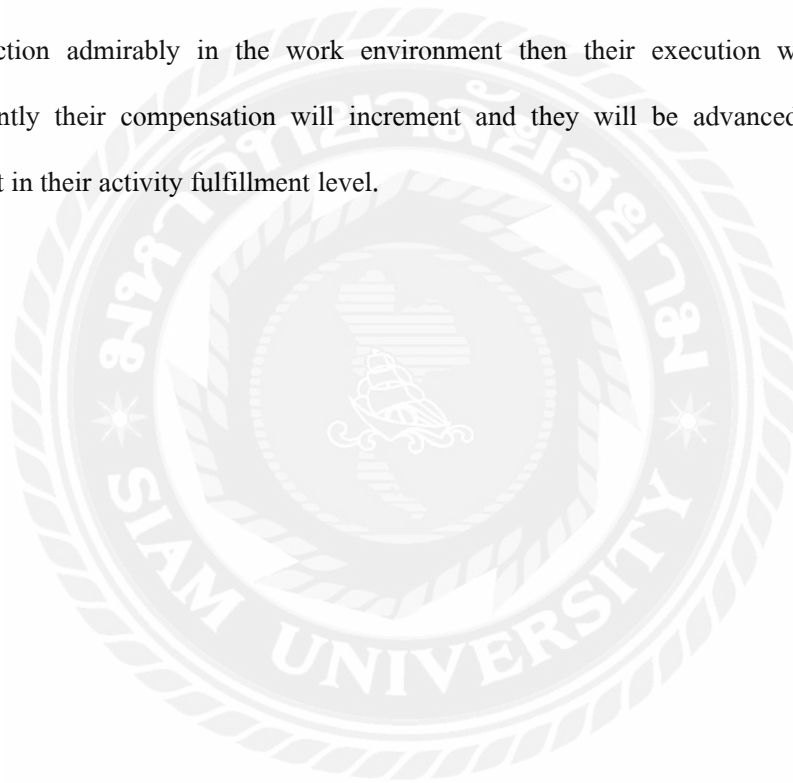
2.9 Job Satisfaction with Pays

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'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' 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[”] 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.



CHAPTER 3

3. Methodology

This Chapter explains the overview of research methodology and provides comprehensive explanations of research processes. It comprises a review of research methodology and statement of research methodology utilities. It presents a discussion of the research methodology which focused on identifying the factors of employees' job satisfaction to Myanmar migrant workers who are working at Mahachai, Thailand.

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of the knowledges. Methodology is essential in gathering relevant information thereby giving effective and reliable representation.

3.1 Types of Research Methodology

3.1.1 Qualitative

This sort of research strategies includes portraying in subtle elements particular circumstance utilizing research instruments like meetings, reviews, and observations. Qualitative research is essentially exploratory research. It is utilized to pick up a comprehension of basic reasons, sentiments, and inspirations. It gives bits of knowledge into the issue or creates thoughts or theories for potential quantitative research.

Qualitative Research is likewise used to reveal drifts in thought and suppositions, and plunge further into the issue. Qualitative information gathering strategies fluctuate utilizing unstructured or semi-organized methods. Some normal techniques incorporate concentration

gatherings (amass talks), singular meetings, and cooperation and perceptions. The example estimate is commonly little, and respondents are chosen to satisfy a given quantity.

3.1.2 Quantitative

This kind of research strategies requires quantifiable information including numerical and factual clarifications. Quantitative Research is utilized to evaluate the issue by method for producing numerical information or information that can be changed into useable insights. It is utilized to evaluate states of mind, feelings, practices, and other characterized variables– and sum up comes about because of a bigger specimen populace. Quantitative Research utilizes quantifiable information to define actualities and reveal designs in look into.

Quantitative data gathering techniques are considerably more organized than Qualitative data accumulation strategies. Quantitative data accumulation strategies incorporate different types of studies – online reviews, paper studies, portable overviews and stand studies, up close and personal meetings, phone interviews, longitudinal investigations, site interceptors, online surveys, and orderly perceptions. The methodology of this research is broken down into the following framework;

- Research design
- Data collection

3.2 Research Design

A research design will ordinarily incorporate how information is to be gathered, what instruments will be utilized, how the instruments will be utilized and the proposed implies for breaking down information gathered.

A research design is the report of the investigation. The outline of an examination characterizes the investigation sort (engaging, correlational, semi-test, trial, survey, meta-systematic) and sub-sort (e.g., spellbinding longitudinal contextual investigation), look into research questions, hypotheses, independent and dependent variables, exploratory outline, and if pertinent,

information accumulation strategies and a factual investigation design. Research design is the framework that has been made to look for answers to research questions.

Burns and Grove (2003:195) define a research design as “a blueprint for conducting a study with maximum control over factors that may interfere with the validity of the findings”. Parahoo (1997:142) describes a research design as “a plan that describes how, when and where data are to be collected and analyses”. Polit et al (2001:167) define a research design as “the researcher’s overall for answering the research question or testing the research hypothesis”.

This study focuses on the relationship between stability and security, job condition, and working-legality of employees’ satisfaction of Myanmar migrant employees (MMW) in Mahachai and its area. The research approach for this exploration is "Descriptive Research", which is an examination intended to demonstrate the members in an exact way. All the more basically, enlightening examination is tied in with depicting individuals who participate in the investigation.

Descriptive research can be clarified as an announcement of issues as they are at give the analyst having no power over factor. In addition, "descriptive research might be portrayed as essentially the endeavor to decide, depict or distinguish what is, while expository research endeavors to build up why it is that way or how it became" (Ethridge, 2004, p.24).

Descriptive studies can contain the elements of both, qualitative and quantitative methods within a single research. In descriptive studies data collection is facilitated without changing the environments. An important distinctive trait of descriptive research compared to alternative types of studies relates to the fact that while descriptive research can employ a number of variables, only one variable is required to conduct a descriptive study.

3.2.1 Survey Method

The essence of survey method can be explained as “questioning individuals on a topic or topics and then describing their responses” (Jackson, 2011, p.17).

In business studies survey method of primary data collection is used in order to test concepts, reflect attitude of people, establish the level of employees' satisfaction, and conduct segmentation research and a set of other purposes.

3.3 Data Collection

Data collection is the process of gathering and measuring information on targeted variables in an established systematic fashion, which enables one to answer relevant questions and evaluate outcomes. The data collection component of research is common to all fields of study including physical and social sciences, humanities and business. The objective for all information accumulation is to catch quality proof that at that point means rich information examination and permits the working of a persuading and valid response to questions that have been postured.

The three kinds of data collection are as follow:

- 1) Surveys: Standardized paper-and - pen or telephone polls that make foreordained inquiries.
- 2) Interviews: Structured or unstructured one-on-one coordinated discussions with enter people or pioneers in a group.
- 3) Focus gatherings: Structured meetings with little gatherings of like people utilizing institutionalized inquiries, follow-up inquiries, and investigation of different points that emerge to better comprehend members.

3.4 Sampling Design

3.4.1 Population and Sample

A well-defined population and sample is an essential in the process of the sample design. Veal in 2005 has defined the term population as “the total of category of subject that is the focus of attention in particular research project”. Population can be assumed that in such an inquiry when all the items are covered no elements of chance is left and obtained the highest accuracy. (Kumar, 2008). Sampling design is a subset of the population that is selected for the purpose of study. For

example, 100 samples out of 2000. An effective sample must represent the element of the population in the most precise manner (Babbie, 2010).

3.4.2 Sampling Technique

Sample design is a method by which the sample is selected from a population. Sample design can be classified into two categories: probability and nonprobability sampling design (Martin, 1996). Probability sampling enables researchers to estimate the amount of error of the sample represented toward the population, while the nonprobability sampling lacks in such capability (Malhotra, 2002).

Probability sampling techniques are categorized into four types of probability sampling technique. **Simple Random Sampling** uses unbiased device such as computer or an advance calculator to assign numbers according to the amount of the population, and then select each number at random to form a sample without creating any subsets. **Systematic sampling** requires finding sampling ratio by dividing the sample required for the population to create subsets of equal proportion, then select sample out from each subset based on the ration. **Stratified sampling** separates population into subsets according to the homogeneity among the unit within a particular subset and heterogeneity between different subsets. **Cluster Sampling** is the last techniques which subsets are determined by the proximity between units. (Saifuddin, 2009).

Nonprobability Sample: There are also four types of nonprobability Sample as follows. **Convenience or Haphazard sampling** chooses the sample were chosen in any convenient manner specified by the researcher. **Positive or Judgments sampling** chooses according to the researcher's background knowledge and experience regarding the population.

Quota sampling is the subtype of the Judgmental sampling (Martin, 1996) in which researchers has the knowledge about different types of sampling units present within the population and divide the sample according to the percentage of the amount of sampling unit within the population. The last is the **snowball sampling** in which researcher asks the respondent to recommend another member of the same population and possible location to find them.

3.4.3 Sample Size

Sample sizes are most significant to the study, as the smaller size can affect the result of individual research. However, the effect will be different, as it's depend on individual selection for the methodology methods. For instance, the qualitative research design and techniques to support the smaller range of sample size, a range of 6-10 sample size is recommended for these methodology methods. (Miles & Huberman,1994; Creswell, 2007).

An appropriate sample size for a qualitative study is one that adequately answers the research question. In practice, the number of required subjects usually becomes obvious as the study progresses, as new categories, themes or explanations stop emerging from the data i.e. data saturation. (Martin, 1996).

3.4.4 Data Analysis

Data analysis is another important factor to understand (Aaker et al., 1998). Firstly, the researcher can get information and insights by analyzing raw data. Secondly, it can help researcher to interpret and understand related analysis. Finally, Techniques of analysis data or handle of data are important and can result in constructively researcher's objectives. Ever studies conducted by the researcher are unique of its own kind and data are analysis as per individual researcher need or the studies conducted. However, all the data will be analysis will involve in editing the data and coding of the data. Which will be a combination of one or more data analysis will be techniques and will have to concern with presenting the results effectively.

Zikmund (2003) defined editing as the “process of making data ready for coding and transfer to data storage”. Editing is aimed to ensure the data are completeness, consistency, and reliability. The role of the editing process is to identify omissions, ambiguities, and errors in the responses. It should be conducted in the field by the interviewer and field supervisor, as well as by the analyst, just prior to data analysis (Asker, 1997). Careful editing makes the coding job easier.

Coding is defined as the “process of identifying and classifying each answer with a numerical score or other character symbol” (Zikmund, 2003). After finishing data preparation, the data analysis firstly requires analyzing and measuring each question by using tabulation. Tabulation simple by counting the case and categorized the case into various categories. Aim at the data cleaning in identifying the omissions, ambiguity and errors made by respondent measured as an interval or ratio; they are transformed to nominally scaled variables for the purpose of cross-tabulation.

3.5 Statement of research method use

By applying the theoretical framework of “A conceptual model of the research literature orientation” as Myanmar migrant employees’ satisfaction model has shown in the chapter one. This model is created to gain the results of satisfaction and their attitudes, opinions, expectations and understand about stability and security, job condition and working-legality for Myanmar migrant employees at Mahachai.

3.6. Method of Inquiry

One of the most important decisions a researcher must make is the way in which the data will be collected. Factors affecting the choice of method should be taken into account. Aaker et al (2001) mentions several factors affecting the choice of method: sampling type of population, question forms, question contest, response rate, cost available facilities and duration of data collection. In this study quantitative study is employed as the method is best suited for the research need.

The quantitative method to deal with larger sample space and which involved in counting, measuring and analysis of a causal relationship between variable, the process is the explain the phenomenon (Denzin& Lincoln, 2000; Holme & Sovang, 1996; Gillham ,2001). As the students need to analyze the relationship between the factor and approach is most appropriate to the study to gather the primary data, where it's collected by research questions and the survey are employed in

this study to via questionnaire to collect the data from Mahachai and its area about the attitudes of their job satisfaction and what are the factors of Myanmar migrant employees' satisfaction related to stability and security, job condition and working-legality dealing with factories, fishing, construction and other works.

3.7 Methodology

Questionnaire-Design

Survey are conducted to understand the right target and approach towards the research, questionnaires are used as the surveys for this research. Questionnaires are the Myanmar migrant employees from Mahachai and its area to gather primary data about their attitudes towards the all variables in this study.

Close-end questions are used in this field of study, which limited the respondents to answer the question in a specific way by selecting the closest option from the given alternative choices in the question (Zikmund, 2004). The researcher had divided the questionnaire into three parts and employed the 1-5-point Likert scale. Zikmund (2004) defined the Likert scale as the respondents indicate their attitudes by checking how roughly they satisfy or dissatisfy with carefully constructed statement that range from very negative to very positive toward the attitudes object. Review of academic literature, text and research articles, and identified the variables that related to the study.

Draft questionnaire based on the review of literature, consulting with experts and personal observations.

Pre-test to ensure the respondents understand the questionnaire and as a test to check if it is interpreted as intended.

The questionnaires were designed in English and Burmese. In this research, the questionnaire will be divided into three parts: The Part one will help in exploring demographic and employees' job satisfaction variables; whereas the Part two will help in exploring the stability and security, job condition and working-legality and part three of overall satisfaction and how satisfying

of those factors are to effect Myanmar migrant employees' satisfaction towards factories, fishing, construction and other works at Mahachai.

Questions 1 to 5 are elementary on demographic and Myanmar migrant employee's satisfaction variables, including gender, age, income, marital status and education level. Questions 6 to 20 were related to stability and security, job condition, and working-legality of Myanmar migrant employees' satisfaction dealing with factories, fishing, construction and other works at Mahachai. Questions 21 to 23 were related to the most significance of overall job satisfaction of Myanmar migrant employees at Mahachai.

3.8 Sampling Population

According to the purpose of this study, the target population of this research is Myanmar migrant employees from Mahachai and its area. A survey design provides a quantitative or a numeric description of attitudes, opinions, or trends of a population by investigating a sample of the population. The objective of a survey is to employ quantitative questionnaires or interviews to gather data from a sample that has been chosen to demonstrate a population, which the findings of the data analysis may be, generalized (Creswell, 2003).

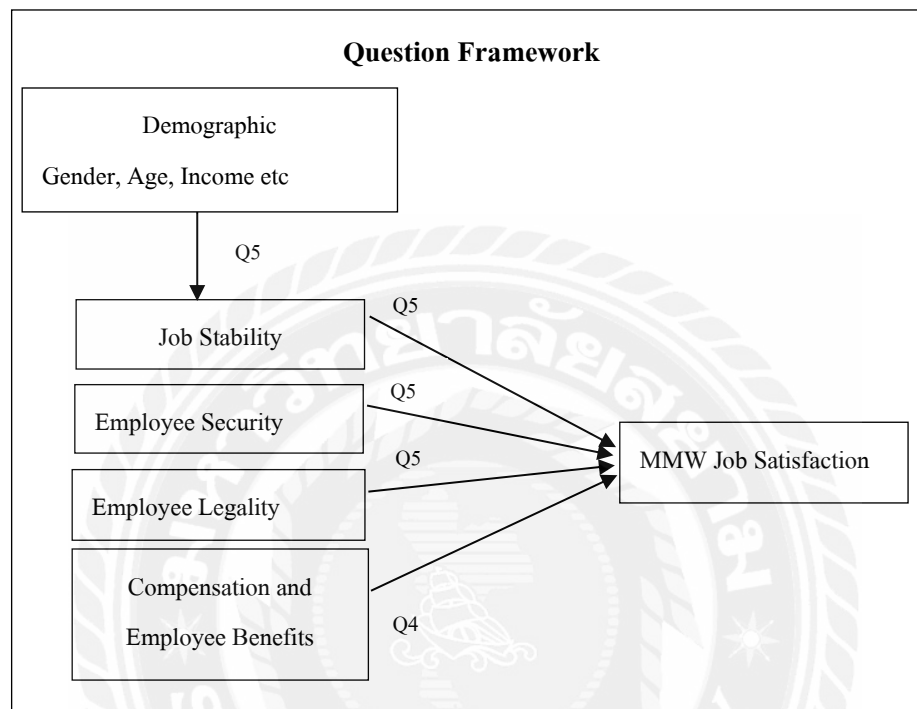
3.9 Research Questions

The research questions below are to be examined through study:

1. How the demographics characteristics of Myanmar migrant employee are relationship between job satisfactions at Mahachi.
2. How the job stability of Myanmar migrant employees are relationship between job satisfactions at Mahachai?
3. How the employee security of Myanmar migrant employees are influence of their job satisfaction at Mahachai?
4. How the employee legality of Myanmar migrant employees are effected to their job satisfaction at Mahachai?

5. How the compensation and benefits of Myanmar migrant employees are impact to their job satisfaction at Mahachai?

6. **Figure: 1.2 Question Framework**



3.10 Sampling Technique

To accomplish the research objectives and to answer the research questions, this study adopted the cluster sampling technique to select the sample. The population is larger and the cluster sampling technique is being most effective economical, time efficient, and feasible technique for the researcher.

This study, research focuses on 320 Myanmar migrant employees who work at Mahachai during on 1st October to 2nd November in 2017. The survey was conducted at factories, fishing, construction and other workers from Mahachai and its area during my survey study. The survey was administered with the help of my colleagues and the supervisors, activists and migrant workers' agencies at Mahachai.

3.11 Sample Size

The researcher used the Yamane (2009) formula to calculate the sample size for this study: $n = \frac{N}{1 + N(e^2)}$ Where n represents the sample size, Population size is represented capital N and e^2 Represent the level of precision ($\pm 5\%$, or at the 95 % confidence level). The sample size, calculates method for this research as follows: $N = 320 / (1 + 320 (0.05^2))$, Therefore $n = 177.78$ So the researchers take 177 respondents as sample size for this study.

3.12 Coding Structure

Coding structure is useful in processing the data and analyzing the data and interpreted the data to generate an interpretation to analyze the data to research questions. Zikmund, (1997) defined “the process of identifying and classifying each answer with a numerical score or other symbol” and the coding sample are collected as follows; 1 means Excellence, 2 Good, 3 means Fair, 4 poor, and 5 No idea. Myanmar migrant employees from Mahachai and its area were asked to rate the level of agreements based on a five point of the Likert rating scale with providing the various statements regarding to the factors that employees’ satisfaction such as stability and security, job condition and working-legality dealing with factories, fishing, construction and other works. The coding structures that will be used in the questionnaire of this research are as follows:

Targets’ approach:

(1) Strongly satisfied, (2) Satisfied, (3) General, (4) Dissatisfied and (5) Strongly dissatisfied.

Stability and security, Job condition and working-legality (1) Strongly satisfied, (2) Satisfied, (3) General, (4) Dissatisfied and (5) Strongly dissatisfied

Overall satisfaction of Stability and security, Job condition and working-legality:

1 = yes, 2 = No.

Age structure (years): (1) Under 20, (2) 21-35, (3) 36-40, (4) 41-45, (5) over 45,

Gender: 1 = Male, and 2 = Female

Education: 1 =under graduated, 2=graduated, 3= post graduated

Income: 1= less than 9000 B, 2=9,000-12,000 B, 3=12,000-18,000 B, 4=upper 18,000

This study will employ the SPSS software, as the software benefits the researcher as it easy to use and appropriate in handling data (Gaur, 2006); therefore, the SPSS software will be employed in this study.

3.13 Primary and Secondary Data

Both primary and secondary data source were used to ask research questions. Questionnaires are Myanmar migrant employees from Mahachai and its area who work at factories, fishing, construction and other works to gather primary data about their job satisfactions towards the all variables in this study. Survey are conducted to understand the right target and approach towards the research, questionnaires are used as the survey surveys for this research.

The Secondary sources were used from newspapers, books, internet, related works and textbooks, academic articles and journals related to Myanmar migrant employees' satisfaction. Especially, this research use data from Myanmar migrant employees who work at factories, fishing, construction and other works at Mahachai.

CHAPTER 4

Findings

4.1 Research findings

This research in Chapter 4 describes the analysis of data and report the results that researcher has found how the responses were responded calculating by Statistical Package for Social Sciences (SPSS) software, in line with gender, age, occupation, income, marital status, education level and job stability, employee security, employee legality and compensation and employee benefits dealing with Myanmar migrant workers' job satisfaction at Mahachai, Thailand.

First of all, the researcher uses descriptive statistical tests to analysis frequency of demographics concerning with Myanmar migrant workers working at Mahachai and the frequency analysis was determined by distribution of the respondents of Myanmar migrant worker's job satisfaction. Second, the researcher analyzes the frequency of independent variable hypotheses such as job stability, employee security, employee legality and compensation/employee benefits of Myanmar migrant workers and dependent variable of their job satisfaction.

Thirdly, the researcher describes the correlation statistical test to study **Mean** and **Std. Deviation** on implication the purpose of Myanmar migrant workers' job satisfaction dealing with job stability, employee security, employee legality and compensation and employee benefits in Mahachai, Thailand. Finally, the researcher mentions both frequency and **one simple T-test** to analyze the **Mean** and **Standard Deviation** of how overall satisfaction of Myanmar migrant workers dealing with job stability, employee security, employee legality and compensation/employee benefits at Mahachai.

4.2 Descriptive Analysis

According to respondents' demographic background, data analysis describes in terms of gender, age, occupation, income, education level, marital status and the independent variable of four hypotheses, and dependent variable of the job satisfaction of Myanmar migrant workers at Mahachai, Thailand in this chapter.

Table: 1 Frequency table of the gender respondents

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Valid male	102	56.4	57.6	57.6
female	75	41.4	42.4	100.0
Total	177	97.8	100.0	

According to Table 1 of Gender, out of 320 questionnaires approached, 177 people participated in this research, and 102 frequency respondents, 56.4% were male respondents and 75 frequency respondents, and 41.4% were female respondents, so male respondent were more than female answer positively.

Table: 2 Frequency table of Age respondents

Age	Frequency	Percent	Valid Percent	Cumulative Percent
less than 20	28	15.5	15.8	15.8
21-35	123	68.0	69.5	85.3
30-40	14	7.7	7.9	93.2
Valid 41-45	9	5.0	5.1	98.3
over 45 years	2	1.1	1.1	99.4
22.00	1	.6	.6	100.0
Total	177	97.8	100.0	

The table 2 revealed that the range of age of respondent who participated in this research at Mahachai could be divided into five main categories. The first range was less than 20 years old with 28 of frequency respondent or 15.5 percent. However, the highest frequency or percentage was those with the age between 21 - 35 years old, with the maximum 123 frequency or percentage of 68.0. In addition, there were 14 frequency or 7.7 percent of Myanmar migrant workers with the age of 30 - 40 while only 9 frequency or 5.0 percent of the ages of between 41-45 years-old are

participated in this survey at Mahachai. The group age of over 45 years old are 2 frequency or 1.1 percent respondent.

Table: 3 Frequency table of marital status respondents

Marital Status	Frequency	Percent	Valid Percent	Cumulative Percent
single	77	42.5	43.5	43.5
Valid married	100	55.2	56.5	100.0
Total	177	97.8	100.0	

The table 3 describe that the frequency of marital status of respondent who participated in this research at Mahachai could be classify two group of single and married. The first group was married respondents of 100 frequency and 55.2 %. The second was single group respondents of 77 frequency and 42.5 % of respondents in this survey.

Table: 4 Frequency table of occupation respondents

Occupation	Frequency	Percent	Valid Percent	Cumulative Percent
garment factories	25	13.8	14.1	14.1
fishery factories	144	79.6	81.4	95.5
Valid construction work	4	2.2	2.3	97.7
other works	4	2.2	2.3	100.0
Total	177	97.8	100.0	

Table 4 show that Myanmar migrant workers occupation of respondents. The majority of respondents who are working at fishery factories were 144 frequency or 79.6 percent, the second majority of respondents were garment factories with 25 frequencies or 13.8 percentage, and the construction work were 4 frequencies or 2.2 percentage of the respondents while the other works respondents who were also minority with 4 frequencies or 2.2 percentage dealing with occupations at Mahachai.

Therefore, the majority of Myanmar migrant workers occupation for this research were fishery factories, second is garment factories, and construction and other works are minority at Mahachai.

Table: 5 Frequency table of monthly income respondents

Income	Frequency	Percent	Valid Percent	Cumulative Percent
less than 9000 b	89	49.2	50.3	50.3
9000-12000 b	85	47.0	48.0	98.3
12000-18000 b	3	1.7	1.7	100.0
Total	177	97.8	100.0	

Table 5 describe that the monthly income of respondents. The majority of respondents who had monthly income were less than 9,000 with 89 frequencies or 49.2 percentage and the second largest group was those who had monthly income between 9,000-12,000 baht, which were 85 frequencies or 47.0 percentage of respondents. The respondents who had monthly income between 12,000-18,000 baths were only 3 frequencies or 1.7 percentage of respondents.

Table: 6 Frequency table of education level respondents

Education	Frequency	Percent	Valid Percent	Cumulative Percent
Non- graduate	171	94.5	96.6	96.6
graduated	4	2.2	2.3	98.9
post graduated	2	1.1	1.1	100.0
Total	177	97.8	100.0	

According to table 6 shows the education level of respondents. Out of 177 total respondents, there were 171 respondents or 94.5 percent who are non-graduate. The 4 respondents or 2.2 percent held a Bachelor Degree. Moreover, there were only 2 respondents or 1.1 percent

held a postgraduated degree. This means the sample was representative of non-educated population. The majority of respondents hold a non-graduated degree.

Table: 7 Frequency table of Job Stability

Job Stability	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	7	3.9	4.0	4.0
satisfied	54	29.8	30.5	34.5
moderate	104	57.5	58.8	93.2
dissatisfied	5	2.8	2.8	96.0
strongly dissatisfied	7	3.9	4.0	100.0
Total	177	97.8	100.0	

According to the table of frequency 7, Myanmar migrant workers at Mahachai had levels of their job satisfaction divided into two group of majorities and minority by respondents. The first group of majorities were moderate level of 104 frequency or 57.5 % of respondents and satisfied group with 54 frequencies or 29.8 % of respondents, which means Myanmar migrant workers had positively satisfied of their current job stability or sustainable situation at workplace in Mahachai. On the other hand, second minority group were 7 frequencies or 3.9 % of strongly satisfied and dissatisfied with the same respondents for their job satisfaction at workplace at Mahachai while strongly dissatisfied were only 5 frequencies or 2.8 % of respondents. Which means that moderate respondents were larger than satisfied population and the second were satisfied population in this research dealing with current job stability.

Table: 8 Frequency table of Current Job monthly income

Current monthly income	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	7	3.9	4.0	4.0
satisfied	59	32.6	33.3	37.3
moderate	99	54.7	55.9	93.2
dissatisfied	5	2.8	2.8	96.0
strongly dissatisfied	7	3.9	4.0	100.0
Total	177	97.8	100.0	

The table of frequency 8 mentioned that Myanmar migrant workers working at Mahachai had levels of their job satisfaction dealing with current job monthly income. Majority of respondents were positively shown with moderate level of 99 frequency or 54.7 % and satisfied level with 59 frequencies or 32.6 % of respondents for their current monthly income, while 7 frequencies or 3.9 % of strongly satisfied and dissatisfied were the same respondents satisfaction for their current job monthly income at workplace in Mahachai, On the other hand, dissatisfied were only 5 frequencies or 2.8 % of respondents. Therefore, the respondents were neither satisfied nor dissatisfied concerning with current job monthly income of Myanmar migrant workers.

Table: 9 Frequency table of Current Job of working hours or OT

Working Hours or OT	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	4	2.2	2.3	2.3
satisfied	48	26.5	27.1	29.4
moderate	108	59.7	61.0	90.4
dissatisfied	12	6.6	6.8	97.2
strongly dissatisfied	5	2.8	2.8	100.0
Total	177	97.8	100.0	

The table 9 of frequency show that Myanmar migrant workers working at Mahachai had levels of their job satisfaction dealing with current job of working hours or OT situation. Most of Myanmar migrant workers were positively shown with moderate level 108 frequency or 59.7 % of respondents and second satisfied level with 48 frequencies or 26.5 % of respondents for their current job working hours or OT situation, and third dissatisfied were 12 of frequency or 6.6 % respondents while strongly dissatisfied 5 frequencies or 2.8 % and strongly satisfied 4 frequencies or 2.2% of respondents. Which means that most moderate respondents were neither satisfied nor dissatisfied concerning with their working hours or OT at workplace.

Table: 10 Frequency able of relationship with supervisor or managers at workplace

Relationship with Supervisors	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	2	1.1	1.1	1.1
satisfied	45	24.9	25.4	26.6
Valid moderate	121	66.9	68.4	94.9
dissatisfied	8	4.4	4.5	99.4
strongly dissatisfied	1	.6	.6	100.0
Total	177	97.8	100.0	

The table of frequency 10 was shown that Myanmar migrant workers working at Mahachai had levels of their job satisfaction dealing with relationship with supervisor or managers at workplace situation. Majority of Myanmar migrant workers were positively responded with moderate level 121 frequency or 66.9 % and satisfied level with 45 frequencies or 24.9 % of respondents for their relationship with supervisor or managers at workplace situation.

Dissatisfied respondents were 8 of frequency or 4.4 % while strongly satisfied and dissatisfied were only 2 of frequency or 1.1% and 1 of frequency or .6%, which expressed most moderate respondent was neither satisfied nor dissatisfied with relationship with supervisor or managers at workplace.

Table: 11 Frequency table current job workplace safety

Workplace Safety	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	10	5.5	5.6	5.6
satisfied	47	26.0	26.6	32.2
Valid moderate	107	59.1	60.5	92.7
dissatisfied	13	7.2	7.3	100.0
Total	177	97.8	100.0	

The frequency of table 11 was presented that Myanmar migrant workers working at Mahachai had levels of their job satisfaction dealing with current job workplace safety situation. Most of Myanmar migrant workers were positively shown with moderate level 107 of frequency or 59.1 % respondents and second satisfied level with 47 frequencies or 26.0 % of respondents for their current job workplace safety situation.

And third dissatisfied were 13 of frequency or 7.2 % respondents while strongly satisfied 10 of frequencies or 5.5 % and there was no strongly dissatisfied of respondents for their workplace safety. Which means that most moderate respondents were neither satisfied nor dissatisfied concerning with their workplace safety.

Table: 12 Frequency table current job healthcare

Job Healthcare	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	3	1.7	1.7	1.7
satisfied	48	26.5	27.1	28.8
moderate	114	63.0	64.4	93.2
dissatisfied	11	6.1	6.2	99.4
strongly dissatisfied	1	.6	.6	100.0
Total	177	97.8	100.0	

The table 12 was said that Myanmar migrant workers at Mahachai had levels of job satisfaction with their current job healthcare situation. Majority were positively shown with moderate level 114 of frequency or 63.0 % of respondents and satisfied level with 48 of frequency or 26.5 % of respondents for their current healthcare situation.

And third level of dissatisfied were 11 of frequency or 6.1% while other two group of strongly satisfied and dissatisfied were 3 of frequency or 1.7 % and 1 of frequency or .6 % of respondents. Therefore, most moderate level was neither satisfied nor dissatisfied with their job

healthcare and on the other hand, 26.5% were satisfied with their current job healthcare at workplace.

Table: 13 Frequency table current workplace environment security

Workplace Environment Security	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	6	3.3	3.4	3.4
satisfied	49	27.1	27.7	31.1
moderate	115	63.5	65.0	96.0
dissatisfied	5	2.8	2.8	98.9
strongly dissatisfied	2	1.1	1.1	100.0
Total	177	97.8	100.0	

The table 13 revealed that Myanmar migrant workers at Mahachai had levels of job satisfaction with their current job workplace environment security situation. Majority were positively displayed with moderate level 115 of frequency or 63.5 % of respondents and satisfied level with 49 of frequency or 27.1 % of respondents for their current workplace environment security. And third strongly satisfied and level of dissatisfied were 6 of frequency or 3.3% and 5 of frequency or 2.8% respondents while only strongly dissatisfied were 2 of frequency or 1.1 % of respondents. Therefore, most moderate level was neither satisfied nor dissatisfied with their job workplace environment security at workplace.

Table: 14 Frequency table current job residences place safety

Residences Place Safety	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	5	2.8	2.8	2.8
satisfied	65	35.9	36.7	39.5
moderate	107	59.1	60.5	100.0
Total	177	97.8	100.0	

The table 14 of frequency demonstrated that Myanmar migrant workers at Mahachai had levels of job satisfaction with their current job residences place safety situation. Most of them were positively displayed with moderate level 107 of frequency or 59.1 % of respondents and satisfied level with 65 of frequency or 35.9 % of respondents for their current residences place safety.

And third strongly satisfied level were only 5 of frequency or 2.8% of respondents. There were no dissatisfied nor strongly dissatisfied included in this table. Therefore, most moderate level was neither satisfied nor dissatisfied with their job residences place safety and satisfied level was 35.9% of satisfaction at workplace.

Table: 15 Frequency table Expenditure of identity verification card or Passports

Expenditure of Identity Verification Card or Passports	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	3	1.7	1.7	1.7
satisfied	51	28.2	28.8	30.5
moderate	59	32.6	33.3	63.8
dissatisfied	59	32.6	33.3	97.2
strongly dissatisfied	5	2.8	2.8	100.0
Total	177	97.8	100.0	

The table 15 of frequency verified that Myanmar migrant workers at Mahachai had levels of job satisfaction with their expenditure of identity verification card or passports. Most of them were positively displayed with moderate and dissatisfied levels 59 of frequency or 32.6 % of same respondents and satisfied level, on the other hand, with 51 of frequency or 28.2% of respondents for their expenditure of identity verification card or passports. And strongly satisfied and dissatisfied level were only 3 of frequency or 1.7% and 5 of frequency or 2.8 of respondents. Therefore, most dissatisfied level was same respondent with moderate level of neither satisfied nor dissatisfied with their job expenditure of identity verification card or passports.

Table: 16 Frequency table contract of work permit with employers

Work Permit with Employers	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	15	8.3	8.5	8.5
satisfied	33	18.2	18.6	27.1
moderate	61	33.7	34.5	61.6
dissatisfied	64	35.4	36.2	97.7
strongly dissatisfied	4	2.2	2.3	100.0
Total	177	97.8	100.0	

The table 16 of frequency described that Myanmar migrant workers at Mahachai had levels of job satisfaction with their permit with employers. Most of them were positively displayed with dissatisfied levels 64 of frequency or 35.4 % of respondents, the level of moderate was 61 of frequency or 33.7% respondents and satisfied level were 33 of frequency or 18.2% of respondents while strongly satisfied level was 15 of frequency or 8.3% and only strongly dissatisfied level were 4 of frequency or 2.2% respondents. Therefore, dissatisfied level was majorly presented with their permit with employers.

Table: 17 Frequency table changing policy of type of ID card or Passports

Changing Policy of Type of ID Card or Passports	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	2	1.1	1.1	1.1
satisfied	37	20.4	20.9	22.0
moderate	28	15.5	15.8	37.9
dissatisfied	104	57.5	58.8	96.6
strongly dissatisfied	6	3.3	3.4	100.0
Total	177	97.8	100.0	

The table 17 defined that Myanmar migrant workers at Mahachai had reported levels of job satisfaction with their changing policy of type of ID card or passports.

Most of them displayed with dissatisfied levels 104 of frequency or 57.5 % of respondents, the level of satisfied was 37 of frequency or 20.4% respondents and moderate level were 28 of frequency or 15.5% of respondents while strongly satisfied and dissatisfied level were very a few of 2 of frequency or 1.1% and 6 of frequency or 3.3% respondents. Therefore, dissatisfied level was mostly presented with their changing policy of type of ID card or passports.

Table: 18 Frequency table Services of agencies to legality

Services of Agencies to Legality	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	4	2.2	2.3	2.3
satisfied	51	28.2	28.8	31.1
moderate	60	33.1	33.9	65.0
dissatisfied	60	33.1	33.9	98.9
strongly dissatisfied	2	1.1	1.1	100.0
Total	177	97.8	100.0	

The table 18, which displayed that Myanmar migrant workers at Mahachai had responded levels of job satisfaction with their services of agencies to legality.

Most of them displayed with dissatisfied levels 60 of frequency or 31.1 % of respondents as well as moderate level. On the one hand, the level of satisfied was 51 of frequency or 28.2% respondents. And strongly satisfied and dissatisfied level were only a few of 4 frequencies or 2.2% of respondents and 2 of frequency or 1.1% respondents for this survey. Therefore, dissatisfied and moderate level were same respondents with their services of agencies to legality.

Table: 19 Frequency table current job public holidays and working schedules

public holidays and working schedules	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	19	10.5	10.7	10.7
satisfied	50	27.6	28.2	39.0
Valid moderate	101	55.8	57.1	96.0
dissatisfied	7	3.9	4.0	100.0
Total	177	97.8	100.0	

The table of frequency 19 mentioned that Myanmar migrant workers working at Mahachai had level of their job satisfaction dealing with current job public holidays and working schedules. Majority of them were shown with moderate level 101 frequency or 55.8 % of respondents and satisfied level with 50 frequencies or 27.6 % of respondents for their current job public holidays. Moreover, strongly satisfied level was responded with 19 of frequency or 10.5% awhile, on the one hand, 7 frequencies or 3.9 % of dissatisfied respondents with their current job public holidays and working schedules. Therefore, moderate level was majorly neither satisfied nor dissatisfied with their public holidays and working schedules.

Table: 20 Frequency table current job recompense for loss and injury

recompense for loss and injury	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	2	1.1	1.1	1.1
satisfied	58	32.0	32.8	33.9
Valid moderate	106	58.6	59.9	93.8
dissatisfied	9	5.0	5.1	98.9
strongly dissatisfied	2	1.1	1.1	100.0
Total	177	97.8	100.0	

The table 20 displayed that Myanmar migrant workers at Mahachai had responded levels of job satisfaction with their recompense for loss and injury. Although most of them displayed with moderate levels 106 of frequency or 58.6 % of respondents, satisfied level was 58 of frequency or

32.0% respondents while other dissatisfied level 9 of frequencies or 5.0% of respondents and only 2 of frequency or 1.1% respondents of strongly satisfied as well as strongly dissatisfied for this survey. Consequently, moderate level was most responded with their recompense for loss and injury.

Table: 21 Frequency table life insurance of workplace safety

life insurance of Workplace Safety	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	4	2.2	2.3	2.3
satisfied	40	22.1	22.6	24.9
Valid moderate	115	63.5	65.0	89.8
dissatisfied	18	9.9	10.2	100.0
Total	177	97.8	100.0	

The table 21 exhibited that Myanmar migrant workers at Mahachai had replied levels of job satisfaction with their life insurance of workplace safety. Although most of them displayed with moderate levels 115 of frequency or 63.5 % of respondents, satisfied level was 40 of frequency or 22.1% respondents while other dissatisfied level 18 of frequencies or 9.9% of respondents and only 4 of frequency or 2.2% respondents of strongly satisfied for this survey. Accordingly, moderate level was most responded with neither satisfied nor dissatisfied with their life insurance of workplace safety.

Table: 22 Frequency table current job base pay and merit pay

Base Pay and Merit Pay	Frequency	Percent	Valid Percent	Cumulative Percent
strongly satisfied	30	16.6	16.9	16.9
satisfied	48	26.5	27.1	44.1
Valid moderate	96	53.0	54.2	98.3
dissatisfied	2	1.1	1.1	99.4
strongly dissatisfied	1	.6	.6	100.0
Total	177	97.8	100.0	

The table 22 exhibited that Myanmar migrant workers at Mahachai had answered levels of job satisfaction with their base pay and merit pay. Majority of them displayed with moderate levels 96 of frequency or 53.0 % of respondents and satisfied level was 48 of frequency or 26.5% respondents. Besides, strongly satisfied level 30 of frequencies or 16.6% of respondents though only 2 frequencies or 1.1% respondents of dissatisfied and 1 frequency or .6% of strongly dissatisfied for this survey. According to table results, majority of them were moderate and satisfied levels responded with base pay and merit pay.

Table: 23 Overall Satisfaction of job stability

Job Stability	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	165	91.2	93.2	93.2
Valid No	12	6.6	6.8	100.0
Total	177	97.8	100.0	

The table 23 mentioned that Myanmar migrant workers overall satisfaction of job stability were 165 of frequency or 91.2% of respondents and 12 of frequency or 6.6% of respondents shown respectively, which means that most Myanmar migrant workers were satisfied with job stability at their current job.

Table: 24 Overall Satisfaction of employee security

Employee Security	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	161	89.0	91.0	91.0
Valid No	16	8.8	9.0	100.0
Total	177	97.8	100.0	

The table 24 revealed that Myanmar migrant workers overall satisfaction of employee security were 161 of frequency or 89.0% of respondents and 16 of frequency or 8.8% of respondents

shown respectively, which means that most Myanmar migrant workers were satisfied with employee security at their current job.

Table: 25 Overall Satisfaction of employee legality

Employee Legality	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	168	92.8	94.9	94.9
Valid No	9	5.0	5.1	100.0
Total	177	97.8	100.0	

The table 25 exposed that Myanmar migrant workers overall satisfaction of employee legality were 168 of frequency or 92.8% of respondents and 9 of frequency or 5.0% of respondents shown respectively, so most Myanmar migrant workers were satisfied with employee legality at their current job.

Table: 26 Overall Satisfaction of compensation and employee benefits

Compensation and Employee Benefits	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	139	76.8	78.5	78.5
Valid No	38	21.0	21.5	100.0
Total	177	97.8	100.0	

The table 26 was said that Myanmar migrant workers overall satisfaction of compensation and employee benefits were 139 of frequency or 76.8% of respondents and 38 of frequency or 21.0% of respondents shown respectively. Therefore, most Myanmar migrant workers were satisfied with compensation and employee benefits at their current job.

4.3 Data analysis

The results of table 27 describe that descriptive statistics, **Mean (x) and Std. Deviation (S.D)** of demographic for the job satisfaction on migrant workers in Mahachai. According to SPSS software's statistics dealing with geographic such as gender, age, marital status, occupation,

monthly income and education level related to job stability, employee security, employee legality and compensation/ employee benefits dealing with their job satisfaction.

Descriptive statistics was total sample size of 177 population, gender were 1.4237 (x) and .4955 (SD), age 2.1695 (x) and 1.67012 (SD), marital status 1.5650 (x) and .49717 (SD), occupation 1.9266 (x) and .50026 (SD), monthly income 6.5141 (x) and .53414 (SD), education level 1.0452 (x) and .25715 (SD) respondents perceptively. Therefore, the correlations of demographics descriptive statistic of Myanmar migrant workers' job satisfaction in Mahachai to analyze of average Mean and Standard Deviation describes as following table.

Table: 27 Descriptive Statistic & Correlations of Job Stability

Descriptive Statistics

Job Stability	Mean	Std. Deviation	N
job Stability	2.7232	.75917	177
monthly income	2.6949	.76695	177
working-hours or OT	2.80791	.712984	177
relationship with supervisor or managers	2.7797	.56612	177

According to table 27 of Job Stability, descriptive statistics were total sample size of 177 population, job Stability was 2.7232 (x) and .75917 (SD), monthly income 2.6949 (x) and .76695 (SD), working-hours or OT 2.80791 (x) and .712984 (SD), relationship with supervisor or managers 2.7797 (x) and .56612 (SD) respondents perceptively.

The Pearson's correlation analysis revealed that Myanmar migrant workers' job satisfaction concerning with their job stability ($r = 1$, $p < .000$), monthly income ($r = .928$, $p < .000$), working-hours or OT ($r = .783$, $p < .000$), relationship with supervisor or managers ($r = .558$, $p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers at the statistical significance level of 0.01. It means job stability including monthly income, working hours or OT and

communication with supervisor or managers were relationship with Myanmar migrant workers' job satisfaction at Mahachai.

Correlation

job Stability	job Stability	monthly income	working-hours or OT	relationship with supervisor or managers	
job Stability	Pearson Correlation	1	.928**	.783**	.558**
	Sig. (2-tailed)		.000	.000	.000
	N	177	177	177	177
monthly income	Pearson Correlation	.928**	1	.838**	.564**
	Sig. (2-tailed)	.000		.000	.000
	N	177	177	177	177
working-hours or OT	Pearson Correlation	.783**	.838**	1	.641**
	Sig. (2-tailed)	.000	.000		.000
	N	177	177	177	177
relationship with supervisor or managers	Pearson Correlation	.558**	.564**	.641**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	177	177	177	177

** . Correlation is significant at the 0.01 level (2-tailed).

Table: 28 Descriptive Statistic & Correlations of Employee Security

Descriptive Statistics

Employee Security	N	Mean	Std. Deviation
workplace safety	177	2.6949	.68889
job healthcare	177	2.7684	.61006
workplace environment security	177	2.7062	.63391
job residences place safety	177	2.5763	.54990
Valid N (listwise)	177		

Correlation

Employee Security		workplace safety	job healthcare	workplace environment security	job residences place safety
workplace safety	Pearson Correlation	1	.912**	.756**	.812**
	Sig. (2-tailed)		.000	.000	.000
	N	177	177	177	177
job healthcare	Pearson Correlation	.912**	1	.778**	.756**
	Sig. (2-tailed)	.000		.000	.000
	N	177	177	177	177
workplace environment security	Pearson Correlation	.756**	.778**	1	.635**
	Sig. (2-tailed)	.000	.000		.000
	N	177	177	177	177
job residences place safety	Pearson Correlation	.812**	.756**	.635**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	177	177	177	177

** . Correlation is significant at the 0.01 level (2-tailed).

Tables 28 of employee security of descriptive statistics and correlation were total sample size of 177 population. For the employee security group - workplace safety was 2.6949 (x) and .68889 (SD), job healthcare 2.7684 (x) and .61006 (SD), workplace environment security 2.7062 (x) and .63391 (SD), job residences place safety 2.5763 (x) and .54990 (SD) respondents perceptively. The Pearson's correlation analysis revealed that Myanmar migrant workers' job satisfaction concerning with their employee security group- workplace safety ($r = 1$, $p < .000$), job healthcare ($r = .912$, $p < .000$), workplace environment security ($r = .756$, $p < .000$), job residences

place safety ($r = .812, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers at the statistical significance level of 0.01.

It means employee security group- workplace safety, job healthcare, workplace environment security, and job residences place safety were significantly relationship with between job satisfaction and Myanmar migrant workers at Mahachai.

Table: 29 Descriptive Statistic & Correlations of Employee Legality

Descriptive Statistics

Employee Legality	N	Mean	Std. Deviation
Expenditure of ID Card) or Passports	177	3.0678	.89565
contract of work permit with employers	177	3.0508	.99013
changing policy of type of ID Card	177	3.4237	.89576
Services of agencies to legality	177	3.0282	.87535
Valid N (listwise)	177		

Tables 29 of employee legality of descriptive statistics and correlation were total sample size of 177 population. The employee legality group - Expenditure of ID card or passports was 3.0678 (x) and .89565 (SD), contract of work permit with employers 3.0508 (x) and .99013 (SD), changing policy of type of ID Card 3.4237 (x) and .89576 (SD), Services of agencies to legality 3.0282 (x) and .87535 (SD) respondents perceptively.

The Pearson's correlation analysis revealed that Myanmar migrant workers' job satisfaction concerning with their employee legality group- Expenditure of ID Cards or Passport ($r = 1, p < .000$), The Pearson's correlation analysis revealed that Myanmar migrant workers' job satisfaction concerning with their employee legality group- Expenditure of ID Cards or Passport ($r = 1, p < .000$), contract of work permit with employers ($r = .932, p < .000$), changing policy of type of ID Cards ($r = .821, p < .000$), Services of agencies for legality ($r = .976, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers at the statistical significance level of 0.01. Contract

of work permit with employers ($r = .932, p < .000$), changing policy of type of ID Cards ($r = .821, p < .000$), Services of agencies for legality ($r = .976, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers at the statistical significance level of 0.01.

Correlation

Employee Legality		Expenditure of ID Cards or Passport	contract of work permit with employers	changing policy of ID Cards	Services of agencies for legality
Expenditure of ID Cards or Passport	Pearson	1	.932**	.821**	.976**
	Correlation				
	Sig. (2-tailed)		.000	.000	.000
	N	177	177	177	177
contract of work permit with employers	Pearson	.932**	1	.847**	.923**
	Correlation				
	Sig. (2-tailed)	.000		.000	.000
	N	177	177	177	177
changing policy of type of ID Cards	Pearson	.821**	.847**	1	.832**
	Correlation				
	Sig. (2-tailed)	.000	.000		.000
	N	177	177	177	177
Services of agencies for legality	Pearson	.976**	.923**	.832**	1
	Correlation				
	Sig. (2-tailed)	.000	.000	.000	
	N	177	177	177	177

** . Correlation is significant at the 0.01 level (2-tailed).

It means employee legality - Expenditure of ID Cards or Passport, contract of work permit with employers, changing policy of ID Cards, and Services of agencies for legality were significantly relationship with between job satisfaction and Myanmar migrant workers at Mahachai.

Table: 30 Descriptive Statistic & Correlations of Compensation/ benefits

Descriptive Statistics

Compensation and employees' benefits	N	Mean	Std. Deviation
public holidays and working schedules	177	2.5424	.73829
recompense for loss and injury	177	2.7232	.62811
life insurance of workplace	177	2.8305	.62575
job provide of base and merit pay	177	2.4124	.80090
Valid N (listwise)	177		

Correlation

Compensation and employees' benefits	public holidays and working schedules	recompense for loss and injury	life insurance of workplace	base and merit pay
public holidays and working schedules	Pearson Correlation 1	.852**	.790**	.898**
	Sig. (2-tailed)	.000	.000	.000
	N	177	177	177
recompense for loss and injury	Pearson Correlation .852**	1	.820**	.816**
	Sig. (2-tailed)	.000	.000	.000
	N	177	177	177

life insurance of workplace	Pearson Correlation	.790**	.820**	1	.775**
	Sig. (2-tailed)	.000	.000		.000
	N	177	177	177	177
base and merit pay	Pearson Correlation	.898**	.816**	.775**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	177	177	177	177

** . Correlation is significant at the 0.01 level (2-tailed).

Tables 30 of compensation and employees' benefits of descriptive statistics and correlation were total sample size of 177 population. The compensation and employees' benefits group - public holidays and working schedules was 2.5424 (x) and .73829 (SD), recompense for loss and injury 2.7232 (x) and .62811 (SD), life insurance of workplace 2.8305 (x) and .62575 (SD), job provide of base and merit pay 2.4124 (x) and .80090 (SD) respondents perceptively.

The Pearson's correlation analysis revealed that Myanmar migrant workers' job satisfaction concerning with their Compensation and employees' benefits group- public holidays and working schedules ($r = 1$, $p < .000$), recompense for loss and injury ($r = .852$, $p < .000$), life insurance of workplace ($r = .790$, $p < .000$), job provide of base and merit pay ($r = .898$, $p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers at the statistical significance level of 0.01.

It means employee compensation and employees' benefits - public holidays and working schedules, recompense for loss and injury, life insurance of workplace, and job provide of base and merit pay were significantly relationship with between job satisfaction and Myanmar migrant workers at Mahachai.

4.3 Data Analysis of Overall Job Satisfactions

Table: 31 Mean, Standard Deviation, and Correlation among Observed Variables

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
satisfied job stability	177	1.0678	.25211	.01895
Satisfied employee security	177	1.0904	.28756	.02161
satisfied employee legality	177	1.0508	.22031	.01656
Satisfied compensation and employee benefits	177	1.2147	.41177	.03095

Referring to table 31, One-sample Statistic is the result of regression analysis for independent variables and dependent variables for overall job satisfactions dealing with job stability, employee security, employee legality and compensation and employee benefits of Myanmar migrant workers at Mahachai. One-Sample Statistics analysis revealed that Myanmar migrant workers' job stability Mean = 1.0678 and S. D= .25211, employee security Mean =1.0904 and S. D=.28756, employee legality Mean=1.0508 and SD=.22031, compensation and employee benefits Mean=1.2147 and S.D =.41177.

One-Sample Test

Overall job satisfaction	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Satisfied job stability	56.349	176	.000	1.06780	1.0304	1.1052
Satisfied employee security	50.448	176	.000	1.09040	1.0477	1.1331
Satisfied employee legality	63.459	176	.000	1.05085	1.0182	1.0835
Satisfied compensation and employee benefits	39.246	176	.000	1.21469	1.1536	1.2758

According to one-sample Test, the results of job satisfaction on Myanmar migrant workers who are working at Mahachai were most satisfy with employee legality was $x=63.46$, $P<.000$ which means there is relationship between employee legality and job satisfaction. Second satisfy of job satisfaction was job stability $x= 56.35$, $P<.000$ which means there is relationship between job stability legality and job satisfaction.

Third satisfy of job satisfaction was employee security $x=50.44$, $P<.000$ which means there is relationship between employee security and job satisfaction. The last satisfy of job satisfaction was compensation and employee benefits $x=39.25$, $P<.000$ which means there is relationship between compensation / employee benefits and job satisfaction.

Conclusion

The main objective of this research is to study whether relationship between job satisfaction and job stability, employee security, employee legality and compensation and employee benefits of Myanmar migrant workers at Mahachai. So, regarding this research, this studied have shown on how Myanmar migrant workers are significantly relationship with between job satisfaction and job stability, how Myanmar migrant workers are significantly relationship with between job satisfaction and employee security, how Myanmar migrant workers are significantly relationship with between job satisfaction and employee legality and how Myanmar migrant workers are significantly relationship with between job satisfaction and compensation or employee benefits according to research finding in this chapter.

CHAPTER 5

Conclusion and Recommendation

5.1 Conclusion

In this chapter, researcher will conclude the job satisfaction of Myanmar migrant workers at Mahachai, from the analysis of chapter four and objectives of studies will also be presented. In addition, the recommendations will be described the experience of study about the job satisfactions concerning with the results of this survey. Finally, some limitations and discussion for future research will be advocated.

The general objectives of this research is to study the job satisfaction of Myanmar migrant workers at Mahachai, where a majority of Myanmar migrant workers are currently working, and Mahachi is also a hub of Myanmar migrant workers at Thailand, which is steadfast for an accurate information of this research. From the study of Myanmar migrant workers, it has been described the objectives of this study that the relationship between job stability, employee security, legality, compensation/employee benefits and Myanmar migrant workers' job satisfaction are needed dealing with their workplaces, such as factories, fishing, construction and other general works at Maharchai.

5.2 Theoretical viewpoint

As a theoretical perspective, researcher describe a concept of job satisfaction theory to examine the contribution of Myanmar migrant workers' job satisfaction concerning with their current job stability or employee retention, security of workplaces, a procedure of legalities at Mahachai. The expectation of researcher is that employee retention, securities, legalities and compensation and benefits of Myanmar migrant workers are directly relationship with their job satisfactions. Besides, Myanmar migrant workers would have had the insufficiency supporting workers' rights to prevent the challenges facing for them, mainly to be procedure of verification cards/ passports through illegal channels. As aspect as researcher before, the survey has shown a result of the same responding in this research with positive average levels of satisfactions at Mahachai, Thailand.

5.3 Methodological viewpoint

From the methodological viewpoint, researcher has used both qualitative and quantitative method. The primary data of this research was collected from Myanmar migrant workers at Mahachai using the questionnaires. The secondary sources of this research were collected from books, magazines, journals, government and organizations reports and the relevant of legal internet websites. In term of Myanmar migrant workers, The Mahachai, a small town of seaport in Samut Sakhon province at Thailand, was selected as a research area because which is a hub of Myanmar migrant workers, where, according to the sources, more than 5,000 manufacturing factories and construction works placed and around 20,000 migrants are currently working among them are Myanmar migrant workers.

Researcher has collected the data from Myanmar migrant workers working at Mahachai during on 1st October to 2nd November in 2017. The questionnaire was consisted of the relevant information of Myanmar migrant workers' job satisfaction concerning with their demographics characteristics, job stability, employee security, and employee legality and compensation/ employee benefits. The total population of 177 Myanmar migrant workers were surveyed at Mahachai area.

5.4 Summary of Findings

For this research, the total 177 respondents of survey relative to the demographic characteristics of Myanmar migrant workers' job satisfaction were collected. In general, 56.4 % of male respondents, 60% of respondents tend to be 21-35 years old, 94.5% of non-graduate the respondents, 79.6% of fishery factory respondents, 49.2% of less than 9000 b respondents and 55.2% of respondents were majorly presented in this research. Moreover, Myanmar migrant workers overall satisfaction of job stability were 91.2% of respondents, employee security was 89.0% of respondents, employee legality was 92.8% of respondents and compensation and employee benefits were 76.8% of respondents. Researcher also has tested by one-sample statistics analysis to reveal Myanmar migrant workers' job stability with Mean = 1.0678 and S. D= .25211, employee security

with Mean =1.0904 and S. D=.28756, employee legality with Mean=1.0508 and SD=.22031, compensation and employee benefits with Mean=1.2147 and S.D =.41177.

5.5 Finding of Hypotheses Testing

Conferring to objectives of this study, four main hypotheses were represented and tested. Descriptive statistics analysis, correlate bivariate analysis and one-sample T-test analysis were performed for hypothesis testing of this research.

The Pearson's correlation analysis revealed that Myanmar migrant workers' job satisfaction of job stability ($r = 1, p < .000$), monthly income ($r = .928, p < .000$), working-hours or OT ($r = .783, p < .000$), relationship with supervisor or managers ($r = .558, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers. The employee security group- workplace safety ($r = 1, p < .000$), job healthcare ($r = .912, p < .000$), workplace environment security ($r = .756, p < .000$), job residences place safety ($r = .812, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers.

The employee legality group- Expenditure of ID Cards or Passport ($r = 1, p < .000$), contract of work permit with employers ($r = .932, p < .000$), changing policy of type of ID Cards ($r = .821, p < .000$), Services of agencies for legality ($r = .976, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers.

Compensation and employees' benefits group- public holidays and working schedules ($r = 1, p < .000$), recompense for loss and injury ($r = .852, p < .000$), life insurance of workplace ($r = .790, p < .000$), job provide of base and merit pay ($r = .898, p < .000$), were positively correlated with job satisfaction of Myanmar migrant workers at the statistical significance level of 0.01. Therefore, they mean job stability, employee security, employee legality and compensation/ employee benefits were significantly relationship with between job satisfaction and Myanmar migrant workers at Mahachai.

Furthermore, One-Sample T-Test, the results of this research, job stasfaction on Myanmar migrant workers were most satisfy with employee legality was $x=63.46, P<.000$ which means there is relationship between employee legality and job satisfaction. Second satisfy of job satisfaction was

job stability $x= 56.35$, $P<.000$ which means there is relationship between job stability legality and job satisfaction.

Third satisfy of job satisfaction was employee security $x=50.44$, $P<.000$ which means there is relationship between employee security and job satisfaction. Finally, satisfy of job satisfaction was compensation and employee benefits $x=39.25$, $P<.000$ which means there is positively relationship between compensation / employee benefits and job satisfaction of Myanmar migrant workers at Mahachai, Thailand.

5.6 Recommendations

The recommendations were described as the perspective of researcher concerning with it's the demographics characteristics and the four hypotheses of independent variable and the objectives of research. Moreover, the recommendations of a dependent variable of job satisfaction of Myanmar migrant workers was described as follows:

- The majority of the demographic characteristics of Myanmar migrant workers were 56.4 % of male, 60% of between 21 and 35 years old, 94.5% of non-graduate, 79.6% of fishery manufacturing, 49.2% of less than 9000-baht income and 55.2% of married respondents were majorly presented in this research.
- Myanmar migrant workers has responded their perception of job stability, employee security and compensation and employee benefits at workplaces where the moderate level of them were majorly presented. The perceptions of employee legality of them were negatively expressed with dissatisfied level of respondents, particularly expenditure of identity verification card or passports, contract of work permit with employers, changing policy of type of ID cards or passports and services of agencies or borkers to legality for them.
- The overall satisfaction of four hypotheses, such as job stability, employee security, legality and compensation/ employee benefits were shown a large-scale of yes respondents than no respondents of Myanmar migrant workers at Mahachai.

- Researcher, therefore, assume that Myanmar migrant workers at Mahachai are needed to support the preventive migrant laws of both Thailand and Myanmar government in order to reduce the illegal agencies or brokers for the purpose of doing passports and identity verification cards accordingly the policies.
- In addition, there should be strong commitment between employers and employees in term of work-permits and other necessity documents at Mahachai concerning with job stability/ employee retention, employee security of both in and outside of workplaces. Although both Thailand and Myanmar government agencies are supported to gain the workers' rights, many of Myanmar migrant workers are still facing with the conditions of problems, such as keeping passports of employees, reductive of the salaries, employee retention and equitable compensations and fairly benefits and etc, at Mahachai.
- Although the current research has been done as an independent study with possibility of scope of survey area at Mahachai, there are to be needed more research or study to understand the attitudes, environments, cultures and the perceptions of characters of them.

5.7 Limitation of the Study

As a university student, researcher has a short period and started the implementation of study during a valid time accordingly and the relivent group were focused on at Mahachai by discussion both employees and workers activiests for this research. Researcher use both qualitative and quantitative with independent and dependent variable with possible hyphotheses. The inhabitants sample acquired by the survey instrument displayed a few difficulties because of inadequate data. This impediment came about because of a one-time estimation for information accumulation, a restricted survey, and the planning of review. Researcher did not utilize longitudinal information (the information gathered at various point in time) be that as it may, took care of a cross sectional information (the information gathered at one point in time). Moreover, employees have deficiency, such knowledges of survey, has a similarity of expectation or perception of respondents. Therefore, many of them has provide a same opinion of answers for this survey.

REFERENCES

- Aree Jampaklay, Sirinan Kittisuksathit. (2009). Migrant workers' remittances: Cambodia, Lao PDR and Myanmar, ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia; ILO Regional Office for Asia and the Pacific.
- Archanavitkul, K. (2003). Understanding the Situation of Migrant Workers in Thailand. Nakhonprathom: Institute for Population and Social Research at Mahidol University.
- (2016). Assessing potential changes in the migration patterns of Myanmar migrants and the impacts on Thailand: supplementary report, The International Organization for Migration, Country Mission Thailand The Asian Research Center for Migration, Chulalongkorn University.
- Chalernpol Chamchan, Kanya Apipornchaisakul. (2012). A Situation Analysis on Health System Strengthening for Migrants in Thailand, Institute for Population and Social Research, Mahidol University.
- Chantavanich, S., C. Middleton and M. Ito (eds.). (2013). On the Move: Critical Migration Themes in ASEAN. Bangkok, International Organization for Migration and Chulalongkorn University–Asian Research Center for Migration.
- David Casey & Sebastian Sieber (2016) Employees, sustainability and motivation: Increasing employee engagement by addressing sustainability and corporate social responsibility, *Research in Hospitality Management*, 6:1, 69-76.
- Huguet, W. J. & Chamrathirong, A. (eds.). (2011). Thailand Migration Report 2011. Migration for Development in Thailand: Overview and Tools for Policymakers. Bangkok, Thailand: International Organization for Migration.
- Jerry, Aphichat Chamrathirong and Claudia Natali. (2012). Thailand at the crossroads: challenges and opportunities in leveraging migration for development; issue in brief, a joint series of the IMO Regional Office for Asia and the Pacific and the migration policy Institutes.

Jerrold W. Hoguet (eds.). (2014). Thailand migration report 2014, United Nations Thematic Working Group on Migration in Thailand.

Linda Deelen & Pracha Vasuprasat (2010). Migrant workers' remittances from Thailand to Cambodia, Lao PDR and Myanmar Synthesis report on survey findings in three countries and good practices, ILO Regional Office for Asia and the Pacific; ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia.

Mon, Myat. (2010). Burmese labour migration into Thailand: governance of migration and labour rights', *Journal of the Asia Pacific Economy*.

Pholphirul, Piriya (2012), Labour Migration and the Economic Sustainability in Thailand, in: *Journal of Current Southeast Asian Affairs*.

Philip Martin. (2007). The economic contribution of migrant workers to Thailand: Towards policy development Bangkok, International Labour Office.

UNIAP Tra-cking Estimates. (2011). Estimating Labor Tra-cking: A Study of Burmese Migrant Workers in Samut Sakhon, Thailand, UNIAP Regional Management Office Bangkok.

Samrit Srithamrongsawat. Dr, Ratanaporn Wisessang. Ms, and Sarinthorn Ratjaroenkhajorn. Ms. (2009). Financing Healthcare for Migrants: A case study from Thailand, International Organization for Migration.

Sinapan Samydorai & Philip S Robertson Jr (eds). (2009). Civil Society Proposal: ASEAN Framework Instrument on the Protection and Promotion of the Rights of Migrant Workers, Task Force on ASEAN Migrant Workers (TF-AMW) P.O.Box 640, Teban Garden Post ofce.

<http://www.khaosodenglish.com/opinion/2016/12/17/state-migration-thailand/>

<https://www.migrationpolicy.org/article/labor-migration-myanmar-remittances-reforms-and-challenges>

[https://content.next.westlaw.com/Document/11ba2a12e322111e598dc8b09b4f043e0/View/FullText.html?contextData=\(sc.Default\)&transitionType=Default&firstPage=true&bhcp=1](https://content.next.westlaw.com/Document/11ba2a12e322111e598dc8b09b4f043e0/View/FullText.html?contextData=(sc.Default)&transitionType=Default&firstPage=true&bhcp=1)

<http://www.wikigender.org/wiki/the-challenges-of-migration-in-thailand/>

http://www.migrationcenter.mahidol.ac.th/news_detail.php?id=39

http://www2.irrawaddy.com/print_article.php?art_id=17938

<https://www.asiapacific.ca/blog/migration-matters-thailand-land-migrants-and-refugees>

<http://www.un.or.th/>

<https://www.joe.org/joe/2009april/a2.php>

<http://ibimapublishing.com/articles/JHRMR/2016/498110/>

<http://www.nationmultimedia.com/national/Misery-in--Little-Myanmar-30186242.html>

<https://pulitzercenter.org/reporting/thailand-good-migrant-broker>

<http://www.australianmaristsolidarity.net.au/project/marist-migrant-centre/>

<https://www.voanews.com/a/reu-thailand-cracks-down-on-migrant-workers/3531387.html>

<https://reliefweb.int/report/thailand/migrants-mahachai>

<https://www.wikigender.org/wiki/the-challenges-of-migration-in-thailand/>

<http://www.dvb.no/news/migrants-of-mahachai-burma-myanmar/41581>

APPENDIX

1. Satisfaction Part I

Please choose and complete your identity in the following categories:

1.1 Sex

Male

Female

1.2 Age

Under 20

21-35

36-40

41-45

Over 45 years

1.3 Occupations

Factory works

Fishing works

Construction works

Other works

1.4 Monthly Income

Under 9000 B

9000-12000 B

12000-18000 B

Over 18000 B

1.5 Education levels

Undergraduate

Graduate

Postgraduate

1.1 Marital status

Single

Married

2	Satisfaction Part II		Strongly satisfied	Satisfied	General	Dissatisfied	Strongly dissatisfied
	2.1	Job Stability/Retention					
	2.1.1	your current job stability/retention is					
	2.1.2	your current job monthly income is					
	2.1.3	your current job of working-hours or ot is					
	2.1.4	your current relationship with supervisors or managers at workplace is					
	2.2	Employee Security					
		your current job workplace safety is					
	2.2.1	your current job healthcare is					
	2.2.2	your current workplace environment security is					
	2.2.3	your current job residences place safety is					

	2.2.4	Employee legality					
	2.2.5	expenditure of money on your identity verification (ID Card) or passport is					
	2.3	your contract of work permit with employers is					
	2.3.1	your opinion on the changing policy of various type of ID Cards is. (eg. Baht, pink Card, CI and Passport)					
	2.3.2	services of agencies or brokers to legality in current is					
	2.3.3	Compensation and Employee Benefits					
	2.3.4	your current job public holidays and working schedules are					
		your current job recompense for loss and injury or suffering is					
	2.3.5	your current job life insurance of workplace safety is					
		your current job provide of base pay and merit pay is					

3. Overall Satisfaction Part III

3.1 Job stability

Yes

No

Are you satisfied with your current employee security?

3.2 Employee security

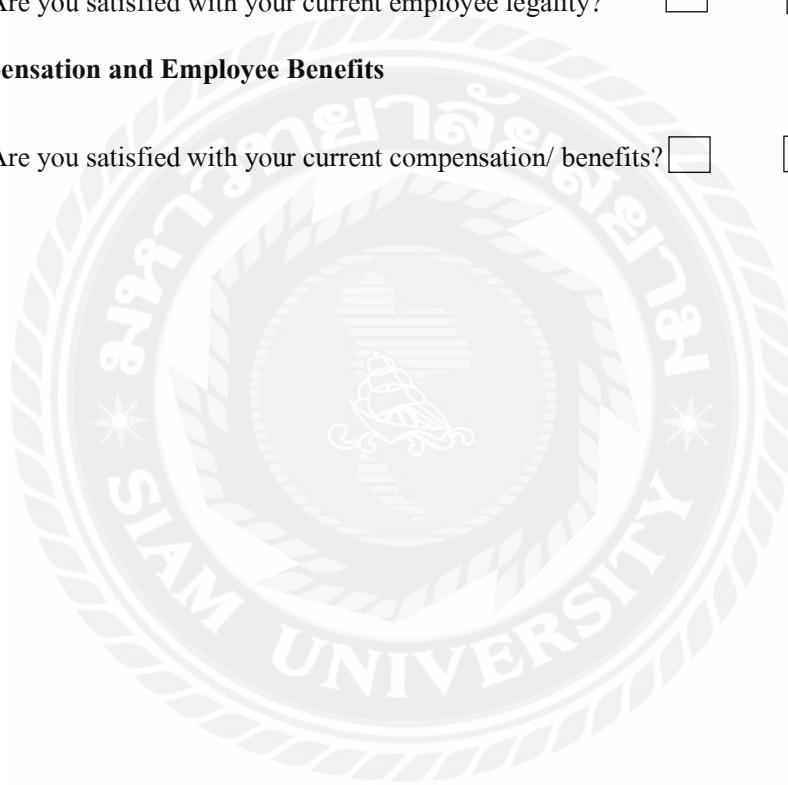
Are you satisfied with your current job sustainability?

3.3 Employee legality

Are you satisfied with your current employee legality?

3.4 Compensation and Employee Benefits

Are you satisfied with your current compensation/ benefits?



BIOGAPHY

Name: Viyatta
Date of birth: 23rd December,1984
Place of birth: Ooh-Chaung Village, Rathedaung Twonship
Northern Arakan (Rakhine) State,
Western the Republic of Union of Myanmar
Ethnicity: Arakan (Rakhine)
Nationality: Myanmar

Educational Background

2010-2014: Bachelor of Arts (Buddhist Studies)
Mahachulalongkornrajavidyalaya University, wang noi, Thailand
2014-2015: Master of Buddhist Studies (MBS)
The University of Hong Kong, Pokfulam, Hong Kong
2015-2017: Master of Business Administration (MBA)
Major: Human Resources Management
Siam University, Bangkok, Thailand