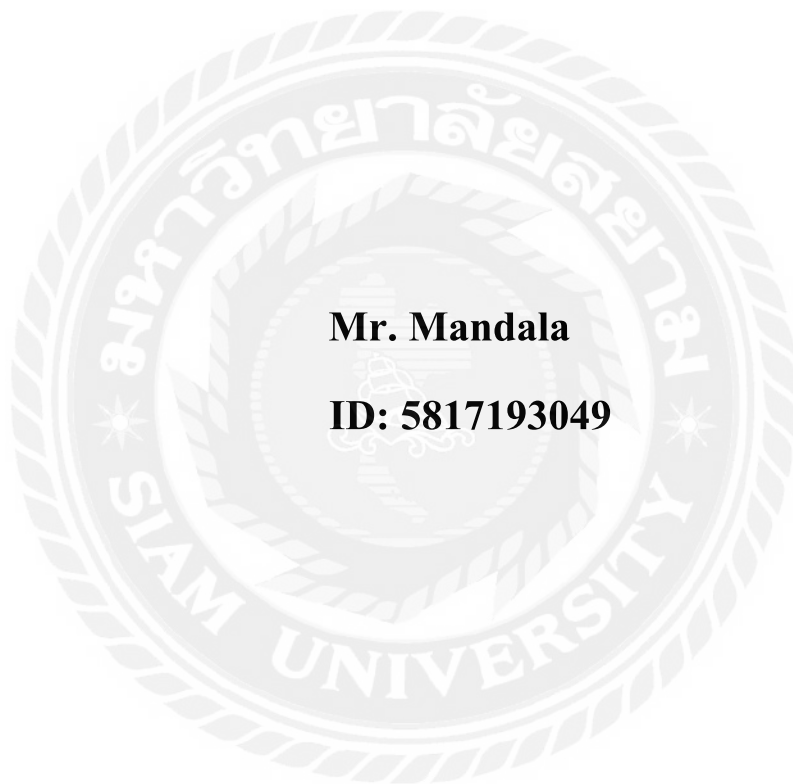




**The Condition of Myanmar Migrant workers who hold
MoU passports in Thailand**



Mr. Mandala

ID: 5817193049

**Submitted in the partial fulfillment of the requirement for the degree of
Master of Business Administration
International program, Graduate school of business,
Siam University, Bangkok, Thailand.**

2018



Title of Research: The Condition of Myanmar Migrant workers who hold MoU
passports in Thailand

Author: Mr. Mandala

ID: 5817193049

Major: Human resources Management

Degree: Master in Business Administration (International Program)

Academic: 2018

This Independent study has been approved to be partial fulfillment of the
requirement for Degree of Master of Business Administration,
Human resources Management.

Rungroje Songsraboon

(Dr. Rungroje Songsraboon)

Advisor

Date: 6 June 2018

A handwritten signature in black ink, appearing to read 'Jomphong'.

(Assoc. Prof. Dr. Jomphong Mongkolvanich)

Dean, Graduate School of Business

Siam University, Bangkok, Thailand

Date: 6 June 2018

Abstract

Research Title : The Condition of Myanmar Migrant workers who hold MoU passports in Thailand

Researcher : Mr. Mandala

Degree : Master of Business Administration (International Program)

Major : Human resources Management

Advisor :

Rungroje Songsraboon

(Dr. Rungroje Songsraboon)

6 / June / 2018

During the Myanmar military regime administration in the 1980s, the borders were quiet with no official crossings although the ethnic people commuted unofficially. On the other hand, a significant number of asylum-seekers who were ethnic minorities fighting against the Myanmar government started to enter Thailand to take refuge in that decade. This research was to study the satisfaction of Myanmar migrant workers in Thailand, where a vast of Myanmar migrant workers were currently working, and Mahachi was also a center of Myanmar migrant workers, which was valid for accurate information of job satisfaction. As methodology, both primary and secondary data source were used to ask research questions. Questionnaires were Myanmar migrant employees who were holding MoU passports in Thailand, working at factories, fishing, construction and other works to gather primary data about their job satisfactions towards the all variables in this study. Survey were conducted to understand the right target and approach towards the research, questionnaires were used as the survey

surveys for this research. For this research, the total 153 respondents of survey relative to the demographic characteristics of Myanmar migrant workers' job satisfaction were collected. In general, Gender, out of 250 questionnaires approached, 153 people participated in this research, and male respondents were 54 frequency or 35.7% and 99 frequency or 64.3 % were female respondents, so female respondent were more than males' respondents who work in Thailand holding MoU passport in this research.

Age between 26 - 30 years old, with the maximum 52 frequency or percentage of 33.8 and the single respondents were 89 frequency or 57.8%, and at Sea-food factory workers were 84 frequency or 54.5 percent, less than 9,000 Baht were 123 frequency or 79.9 percentage and the most respondents of the educational level middle school were 85 frequency respondents or 55.2 percentage were majorly presented in this research.

Moreover, Myanmar migrant workers overall job satisfaction has shown that majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with overall job satisfaction the "Yes" answers were 70 frequency or 45.5%, the "NO" answers group of overall satisfaction were 83 frequency or 53.9%. That means No respondents were more than Yes respondents. Therefore, Most of Myanmar migrant workers who worked at Mahachai dealing with MoU passport and their job satisfaction was negatively relationship.

In addition, majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with overall job legality the "Yes" answers were 99 frequency or 64.3%, the "NO" answers group of overall job legality were 54 frequency or 35.1%. That means the "Yes" respondents were more than the "No" respondents. Therefore, most of Myanmar migrant workers who worked at Mahachai dealing with MoU passport and their job legality was positively relationship.

ACKNOWLEDGEMENT

What a pleasure for goal of my glory by obtaining Master of business administration (MBA) degree. It is great sence for my entire life.

I would like to thank all my friends, classmates, colleagues, pupils, teachers and ZIWAKA Foundation who were with me till the end of my MBA degree and especially Mr. Win ko ko who adviced me by being bestfriend how to write all of chepter, the way to use SPSS like a professional advisor and also thanks to Dr. Rungroje Songsraboon, advisor for your patience, kindness and useful advice which help me throughout my IS. Be healthy and wealthy Sir.

Also great thanks to Dr.Vijit Supinit, Assoc.Prof. Dr.Jomphong Mongkolvanich Dean, Graduate School of Business, Siam University, Bangkok, Thailand and General Tanacorn who I got help from them as well as Labor Right Promotion Network (LPN) NGO group and Aid Allince Committee (AAC) group who give me a lot of imfortmation for my IS.

Especially, I am thankfully most gladful for my parent and Ziwaka Sayadaw Ven. Visutaransi by bringing glory to repay gratitude toward them.

Name Mr. MANDALA

Date May 25, 2018.

CONTENTS

	Pages
Abstract	A
Acknowledgement	C
Table Contents	D
List of Tables	F
List of Figures	G
CHAPTER-1	
Introduction	
1.1 Background	1
1.2 Research Problem	5
1.3 Research Questions	6
1.4 Research Objectives	6
1.5 Hypothesis Test	7
1.6 Variables of Study	8
1.6.1 Independent Variable	8
1.6.2 Dependent Variable	10
1.7 Definitions	10
1.8 Implication of the study	11
CHAPTER- 2	
Literature Review	
2.1 The situation of Myanmar during the civil war	12
2.2 MOU agreement or Cooperation of Thailand and Myanmar	14

2.3 Job Legality	20
2.3.1 Passports or National Verification Cards for Migrant workers	20
2.4 Job Satisfaction	21
2.5 Pays and benefits	22
2.6 Measuring of job satisfaction	22

CHAPTER-3

Methodology

3.1 Types of Research Methodology	24
3.1.1 Qualitative Research	24
3.1.2 Quantitative research	25
3.2 Research Design	26
3.2.1 Survey Method	28
3.3 Data Collection	28
3.4 Sampling Design	29
3.4.1 Population and Sample	29
3.4.2 Sampling Technique	30
3.4.3 Sample Size of Research	31
3.4.4 Data Analysis	32
3.5 Statement of research method	33
3.6 Method of Inquiry	33
3.7 Questionnaire-Design	34
3.8 Sampling Population	36
3.9 Sample Size of population	38
3.10 Coding Structure	38
3.12 Primary and Secondary Data	40

CHAPTER 4**Finding results**

4.1 Research findings and analysis	41
4.2 Descriptive Analysis of Demographic	42
4.3 Data analysis and findings	56

CHAPTER-5**Conclusion and Recommendation**

5.1 Conclusion	65
5.2 Theoretical Standpoint	66
5.3 Methodological standpoint	67
5.4 Finding Summary	68
5.5 Hypotheses testing of research	69
5.6 Recommendation	71
5.7 Limitation of Research	73
References	74
Appendix	77
Biography	83

LIST OF TALBLES**Table**

Table 4.1: Descriptive Statistics of Demographic	42
Table 4.2: Frequency table of the genders' respondents	43
Table 4.3: Frequency table of age's respondents	43
Table 4.4: Frequency table of marital status's respondents	44
Table 4.5: Frequency table of occupation's respondents	45
Table 4.6: Frequency table of monthly income's respondents	45

Table 4.7: Frequency table of educational level's respondents	46
Table 4.8: The Frequency satisfaction level of salary and bonus respondents	47
Table 4.9: Frequency table of compensation and other benefits respondents	48
Table 4.10: Frequency table of working time's respondents	49
Table 4.11: Frequency of satisfaction level of working with MoU passport	50
Table 4.12: Frequency for the cost of MoU passport	51
Table 4.13: Frequency table of the contract rights of MoU passport	52
Table 4.14: Frequency of Specific Workplace, Daily wage and OT pay	53
Table 4.15: Frequency of Compensation and Health care of Contract rights	54
Table 4.16: Frequency table of overall job satisfaction	55
Table 4.17: Frequency table of overall job legality	55
Table 4.18: Mean, Standard Deviation, and Correlation Observed Variables	57
Table 4.19: Mean, Standard Deviation, and Correlation Observed Variables	59
Table 4.20: Overall satisfaction of Myanmar migrant workers	60
Table 4.21: One-sample Test of overall Satisfaction and Legality	61
Table 4.22: Group statistics of Job satisfaction	63
Table 4.23: Group statistics of Job legality	64

LIST OF FIGURES

Figure

Figure 1.1: Conceptual Framework	8
Figure 2:1: Myanmar migrants' workers who works in Thailand	14
Figure 2.2: The way for the process of Making MoU passports	16
Figure 2.3: The process of Making MoU passports	19
Figure 3.1: Question Framework	37

CHAPTER -1

Introduction

1.1 Background

Cross-border relocation from claiming kin starting with Myanmar should Thailand need a long historical backdrop spanning a long time. In the past, ethnic Assemblies who existed along the Thai-Myanmar borders, particularly those Karen, the Mon and the Shan, spontaneously crossed those outskirts with visit friends, purchase products or look for social insurance benefits in the region consistently.

Throughout those military administration organization in the 1980s, the outskirts were tranquil with no official crossings In spite of those ethnic individuals commuted informally. On the different hand, a huge number of asylum-seekers who were ethnic minorities battling against the Myanmar administration off will enter Thailand to detract asylum in that decade. The Thai legislature suitably agreed to host a huge number about approximately 140, 000 political asylum-seekers over nine impermanent shelters on four areas during outskirt ranges. An alternate wave about transients landed in those 1990s for budgetary reasons.

They were both ethnic What's more Burmese kin. Since 1992, Thailand has begun on authoritatively perceive the landing and the door from claiming transients starting with Myanmar under Thailand's work market. The first time of migrant

registration as unskilled workers had begun on this year. Starting with 1992 on 2012, those deluge for transient specialists from Myanmar has begun.

Economically, Thailand need a draw variable constantly at the end of the place the neighborhood work market necessities incompetent specialists in a lot of people sectors, including agriculture, manufacturing Furthermore some administration work, particularly household What's more development fill in. Huge numbers Thai specialists disregard to do work for these parts. Previously, addition, the compensation over Thailand would ten times higher over the thing that laborers could find clinched alongside Myanmar, mostly because of those Kyat's (Myanmar currency) devaluation and the Baht's (Thai currency) quality. On the Myanmar side, moderate monetary growth, unemployment Furthermore constrained work to administration advancement ventures for example, such that track development pushed both Burmese Furthermore ethnic gatherings will arrive at Thailand to openings for work and higher compensation. Currently, those number for migrant workers starting with Myanmar need climbed will more than double large number. They fall under three categories: enrolled workers, the individuals who experience national verification, Furthermore the individuals who need aid recruited straightforwardly and formally starting with Myanmar.

Around those three categories, work movement administration on Thailand main executed the yearly Enlistment of migrant workers strategy. Previously, 2010, a second management strategy had been propelled with a specialists should experience those national confirmation process, which includes participation the middle of Thailand Furthermore Myanmar as stated by those MOU with respect to participation clinched alongside vocation marked to 2003.

For 2009, a third approach about formal recruitment might have been off. Furthermore it proceeds until the exhibit. Migrant specialists need aid basically procured in the parts about agriculture, construction; fishery and provincial worth of effort (see graph 1). Despite those Thai legislature Reported that best incompetent migrant laborers alternately laborers could be employed, a portion specialists bring entered under less-skilled alternately semi-skilled worth of effort for example, manufacturing (garments, plastics, Furthermore paper), benefits What's more sales, transport Also trade.

As those foundation from claiming the greater part specialists might have been concerning illustration a farmer, they gain some new aptitudes same time attempting in Thailand. Beginning effects starting with the review about migrant laborers over Samut Sakorn, Tak and Bangkok shown that 77% about respondents affirmed Taking in skills, i. E. Manufacturing for garments What's more plastics, bloom cutting on agriculture, fishery-related fill in What's more administrations for example, such that bargains Furthermore Domesticated work, including Thai dialect aptitudes. However, there may be no official strategy will train these laborers to their aptitudes improvement. Gifted laborers starting with Myanmar need aid also utilized in Thailand. Despite they would not various (only around 400 persons), they captivate clinched alongside proficient fill in for example, constantly teachers, school lecturers What's more wellbeing laborers.

Today 21 century's workforces had been evolving and also would captivated on the whole through those countries, As far as workforces, contracted toward an organization to an organization or government to government. The beginning of laborers are attempting in the non-domestic's nations are confronting with the testing

for different problems, for example, fulfilled or disappointed of their employments and separate alternately aimless over workplaces or climate underpinned alternately not previously, sufficient workers' privileges. Therefore, large portions about authoritative conduct (OB)'s scientists have explored of the employee's particular occupation fulfillment built at work fulfillment hypotheses from claiming a number distinctive researchers. However, it even now need diverse ideas of work satisfactions.

Job satisfaction, in accepted stated, refers to the attributes and activity bodies accept about their work. Absolute and favorable attitude against the job announce job satisfaction. Abrogating and abortive attitude against the job announce job achievement (Armstrong 2003) by application the achievement of a being is to be meant activity of his or her job and is additionally apropos to the characteristics of anniversary agent achievement psychologically afflicted by both ecology and alone factors, and in about-face activity of abrogating attitudes against a job. To be added all-encompassing is that job achievement agency absolute activity about a job consistent from an appraisal of tis characteristics. A being with aerial job achievement holds absolute animosity about the work, while a being with low achievement holds abrogating animosity (Stephen P. Robbins, Timothy A. Judge, 2016).

Thailand has 68.2 millions of citizenry with 38.0 million of activity force, and currently 3.25 migrants alive in Thailand, and it is estimated that Thailand absolute about 8.5 percent of country's activity force, according to ILO's Asian Quarterly Briefing Notes (Jan-March, 2017). It is said that back aboriginal 1990s low-skilled migrants were banned into Thailand through adjoining countries due to political and bread-and-butter instabilities. Later on, in 2002-2003, aristocratic Thai Government did

active for migrants with adjoining countries, such as Cambodia, Laos and Myanmar. Called Memorandum of Understanding (MoU). According to the researchers, 2.3 millions of registered and non-registered casual workers are currently alive in Thailand mostly in low-skilled jobs such as manufacturing, construction, calm work, agronomics and fishing, 76 percent of them has already been registered.

1.2 Research Problem

Labors' job satisfaction and job amends today abreast world, are above role of companies adverse the problems in workplaces. Labors' job satisfaction and association at their works are affected to be added productive, about if agent is annoyed with their works, it is accepted to be beneath advantageous and admiring of added absence and about-face for the companies. Thailand is best casual almsman country in Southeast-Asia both acknowledged and actionable casual blooming from adjoining countries back 1990s to until now.

Government of Thailand, admitting accepting affair the character agenda by accordant with adjoining countries, such as Myanmar, Cambodia, Laos and Vietnam. Myanmar, amid them, has a majority of casual works alive in Thailand and Mahachi is one of the factories area of Thailand, area assorted factories located, ample bulk of Myanmar casual advisers are faced with the action problems at their workplaces. Therefore, the account problems of job satisfactions of Myanmar casual advisers in Mahachai are to be bare as a study.

1.3 Research Questions

The research questions below are to be examined through study:

1. How is relationship between the demographics characteristics of Myanmar migrant employees who are holding MoU passport and their job satisfaction and job legality in Thailand?
2. How is relationship between job satisfaction and Myanmar migrant employees who are holding MoU passport in Thailand?
3. How is relationship between job legality and Myanmar migrant employees who are holding MoU passport in Thailand?

1.4 Objectives of Study

The purpose of this independent study was to examine and be understood Myanmar migrant employee's satisfaction and dissatisfaction in their workplaces in Thailand and how it impacts to both their daily job and life. The job satisfaction and job-legality concerning with income, job selected, health care, contract rights, employee's rights, outlays for living, compensation and benefit, cost of MoU passports, absenteeism and work environments, which are important for both companies and Myanmar migrant employees. Therefore, this independent study is a valid place for accurate information or expectations of Myanmar Migrant employee working at various sectors or factories, such as factories, fishing, construction and other works in Thailand.

The general objective of this research was to study the satisfaction and legality of Myanmar migrant workers in Thailand, where a vast of Myanmar migrant workers who are currently working, and Mahachi is also a center of Myanmar migrant workers, which is valid for precise information of job satisfaction. The below were the specific objectives of this research:

- To study the demographics characteristics of Myanmar migrant employees who work at different sectors or types of job in Thailand.
- To analyze how relationship between job satisfaction and Myanmar migrant workers who hold MoU passports in their workplaces, for example factories, fishing, construction and other general works in Thailand.
- To mention how relationship between the job legality for example MoU Passport, MoU contract Rights and Labor Rights and their job satisfaction dealing with their workplaces, for example factories, fishing, construction and other general works in Thailand.

1.5 Hypothesis Test

The hypotheses of this research were based on the expectation disconfirmation theory and four hypotheses for this research are selected of the job condition of Myanmar migrant workers who hold MoU passports in Thailand.

H1: There was relationship between demographics characteristics and Myanmar migrant employees who hold MoU passports in Thailand.

H2: Myanmar migrant employees who hold MoU passports were relationship between MoU Contract and their job satisfaction.

H3: Myanmar migrant employees who hold MoU passports were relationship between MoU Contract Rights and their job satisfaction.

H4 Myanmar migrant employees who hold MoU passports were relationship between Labor Rights and job satisfaction.

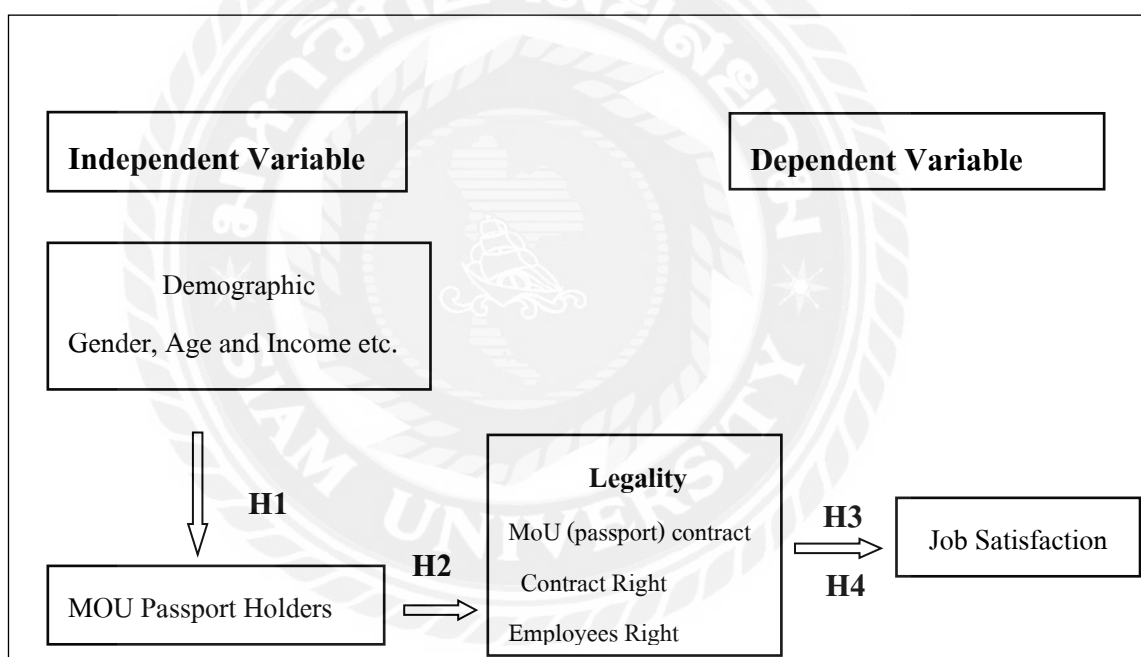


Figure: 1.1 Conceptual Framework

1.6 Variables of study

1.6.1 Independent Variable

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

Gender were that Myanmar migrant employees would have relationship with job satisfaction in Thailand.

Age were that Myanmar migrant employees may have relationship with job satisfaction in Thailand.

Education Level was that Myanmar migrant employees' education level working in Thailand has relationship with job satisfaction.

Occupation was that Myanmar migrant employees working in Thailand are different occupations or jobs relationship with job satisfaction.

Income was that Low or high incomes of Myanmar migrant employees working in Thailand have relationship with their job satisfaction.

Marital Status were that any marital status belonging to Myanmar migrant employees working in Thailand may have relationship with their job satisfaction.

For independent variable which including job satisfaction and working-legality would be described here;

job satisfaction was different job conditions of Myanmar migrant workers working in Thailand might have relationship with their different job satisfaction.

Job-Legality was that the job legality such as Mou passport, contract rights and labor right of Myanmar migrant workers working in Thailand might be relationship with their job satisfaction.

1.6.2 Dependent Variable

It depended on independent variable when a result of independent variable for the Myanmar migrant employees who hold MoU passports would be mentioned job satisfaction and job legality at various sector or factories of workplaces in Thailand.

1.7 Definitions

MoU means a contract that expresses mutual accord on an issue between two or more groups. Memorandums of understanding were generally recognized as binding, Regardless of no legitimate claim might chance to be dependent upon those privileges Furthermore commitments laid down previously, them. With make legitimately agent. Memorandum of understanding must (1) identifying the contracting parties, (2) explain the subject matter of the agreement and its objectives, (3) review the essential terms of the agreement, and (4) signed by the contracting parties.

Migrant worker: The definition of Migrant worker was that a man moving or moved over a global fringe or inside a state far from his/her constant place of living arrangement.

Job Satisfaction: job satisfaction was 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"

Job Legality was that the employees are legally contracted under the domestic and international laws as a result and an employee could be confidential as a worker dealing with the domestic and international laws.

1.8 Implication of the study

This research would be a significance of study about the Myanmar migrant employee's job satisfaction in Mahachai, Thailand where a large amount of community of Myanmar migrant workers who were working jobs at different 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 demonstrating whatever correlations the middle of both between both dependent and independent variable would fund to the researcher in the assumptions and understanding concerning with job satisfactions of Myanmar migrant workers in Mahachai, Thailand as well as a new knowledge, to determine Myanmar migrant workers who hold MoU passports' job satisfaction and job legality in Thailand and the components of this would help satisfy more simulative recreation of jobs and income for both the companies and Myanmar migrant employees as well as for country. To identify job satisfaction and job legality Myanmar migrant workers by doing with their MoU passport, researcher assume that they will give the information of demands, wants and needs for example the factories, fishing, construction, and other works in Thailand.

CHAPTER 2

Literature review

In this chapter, the Researcher would describe literature review and its relative research dealing with Myanmar migrant workers who hold MoU passports in Thailand and relative history. It would contain the main topic of condition between Myanmar migrant workers who hold MoU passports dealing with their job satisfaction and job legality in Thailand. First of all, The Researcher would describe how to become MoU Contract between Myanmar and Thailand for migrant workers.

2.1 The situation of Myanmar during the civil war

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, ethnic 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. This 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' government sources.

Myanmar in 2011 had 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 had lack of supporting employment of its people in domestic regions. Therefore, although majority of Myanmar migrant wanted 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 brokers 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 labor administration in Thailand implemented the annul registration of the migrant's worker policies. Since 2010, a second policy of migrants had 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.



Figure: 2.1 Myanmar migrants' workers who work in Thailand

Migrant employees in Thailand were primarily employed in the part of agriculture, construction sites, fishery manufacturing jobs and domestic works. Yet, there was no official arrangement to prepare or support these low-skilled workers for their abilities advancements. Talented laborers from Myanmar were 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.

2.2 MOU Agreement or Cooperation of Thailand and Myanmar

For attempting to found legal labor import system, Myanmar and Thailand signed Memorandum of Understanding (MoU) in June 2003, and also previously

signed with Cambodia and Laos. Those terms, at first meant to start over 2004, allowed knowing migrant specialists must bring a legitimate passport as well as visas alternately and officially with agreements to stay limited of terms. Specifically, foreign laborers from Myanmar could be obtained with two years for work-permit, and if necessities, it could be 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 cover the costs of the medical examination and work-permits, whereas companies are to charge for permits and arranging services and further for their staff's total amount of 3,000 baht.

Moreover, there were normal transforms of the permitted characterizations of worth of effort to vagrants. The Thai Ministry of Labor department 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 nighttime's. In the recent past the complete of 2004, make that as it may, the SPDC dismissed to help their plan about commitments. To execute the terms of the MoUs, the Thai government wanted to send enrolled specialists' records to Myanmar. Thus, the SPDC would be in charge of confirming specialist's data and issuing travel reports.

By mid-April 2005, the SPDC has done a little to act on their responsibilities. Equally, concerning illustration of the same occasion when under tantamount MoUs, the Cambodian government had begun the verification process for 1 83,541 migrants while Laos had already authorized 1,300 migrants. So that complete the process, the SPDC authorities requested that the Thai government send the entire migrant workers 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). Defining the plan to be impractical, Thai government proposed to host SPDC officials in Bangkok to do the work (source: “Myanmar wanted workers in Thailand to Return Home: Minister,” AFP, 12 April 2005).



Figure 2.2: This was the way for the process of making MoU passports

On May 10, 2005, the Thai cabinet passed a resolution to allow migrants with work permits or temporary IDs to register for a work permit. The resolution also allowed permission to dependents of migrants with work permits to keep on in Thailand for an extra year. New arrivals for those who registered in 2004 were not permitted to register. Additionally, only migrants worker who work in construction, domestic work, farming, fishing, labor for shipping, manufacturing, plantation and rice mills sectors were qualified for registration. Dissimilar to those 2004 enrollment processes, migrants were no longer to retain the option for registration only for impermanent ID or impermanent residence permit.

The registration process included the final step of nationality verification necessary for the implementation of the June 2003 MoU. The resolution had allowed for workers in nearby the border to cross into Thailand on a daily basis for seasonal employment on the situation that they go back their country at night. Finally, regional governors have been allowed power through those determination of whether migrant workers should be employed. Those transform commenced looking into June 1, 2005. (Source: MAP, 2005). The fees for registration varied along with whether or not a migrant obtained a work permit or only a temporary ID card during the 2004 registration. Migrant workers are 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 costs 1,800 baht for one year, 900 baht for 6 months and 450 baht for 3 months.

Meanwhile, migrant's registration with new employers or with expired work permits faced extra fees of 650 baht to cover work permit application and renewal fees from 2004. Migrant workers who possessed only a residence permit/temporary ID from 2004 were charged the same extra fees on top of the work permit costs. Additionally, health related fees amounted to 2,900 baht. So, migrant labors required to expend from 3,700 to 5,350 baht for legal permission to work in Thailand until June 2006. (Source: MAP, 2005).

Upon the close of the registration process was at the end of August 2005, Thailand met a severe labor shortage. Whereas employers reported a need for 1,800,000 workers only a total of 702,179 migrants registere including 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. More 300,000 migrant worker from Myanmar would be hired from among the migrant population. However, the Thai Cabinet had yet to confirm the plan. (Source: "Thailand Eyes Workers from Neighboring States to Fill Shortages," Asia Pulse, 9 November 2005).

In December 2005, a new resolution passed for allowing alternative registration period in 2006. Nevertheless, unlike previous registration exercises, employers would be required to furnish 10,000 to 50,000-baht for registration fee deposit, aside from the fees for the work permit of each worker. The deposit is to serve as insurance in the event that workers changed jobs illegally and join in illegal activities and also plans were reported to create "One Stop Service Centers" for work permit registration. The centers were 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. Expanded deductions to migrant workers' compensation also more terrific manager control in workers prompting heightened defenselessness Furthermore abuses were a percentage of the possibilities cited. Others contended that the high cost of the deposit will lead employers to hire fewer registered workers and more illegal workers, rendering bigger groups without the security of work laws. (Source: "Migrant Policy Shift Draws Fire," Irrawaddy, 23 December 2005). By investing in securing a work permit, there was a strong disincentive for workers to change employers. This hinders the capacity about specialists on takeoff abusive fill in situations.

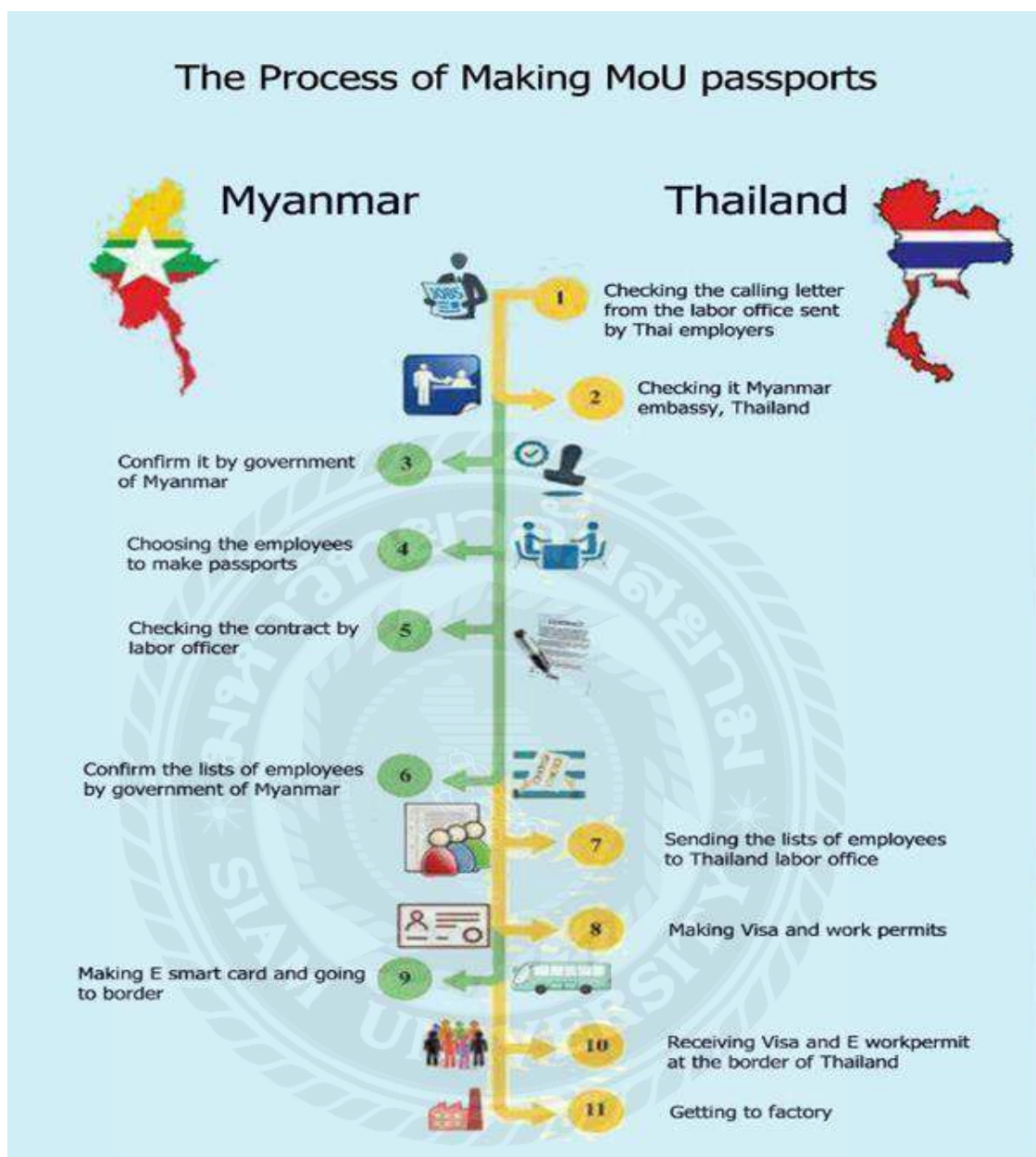


Figure 2.3: The process of Making MoU passports

Here were the way to do works for Myanmar migrant workers who hold MoU passports and the way of making PJ passport for MoU Contract.

2.3 job Legality

2.3.1 Passports or National Verification Cards for Migrant workers

Thailand's approach around development organizes fiscal change also national security, habitually as contradicted would guarantee the privileges about migrant labors. To just about the past decade, Thai development approach had been drafted through a progression about department resolutions that mirror the manner of the association for office. Inconsistencies the middle of these resolutions bring hindered the improvement from claiming a shrewdly methodology looking into development. Disturbed attack this issue is the routine large amount of standard toward oneself that close-by police, military and movement authorities are allowed to work with advance restraining reliable execution.

The workers of 568,249 population registered in 2001, 409,330 population in 2002 and in 2003, registered 353,274 as well. Additionally, from August to September, only 110,000 of Myanmar migrant workers registered in 2003. In 2004, an affected improvement happened with 838,943 migrant registered for work permits, 625,886 of workers were from Myanmar. However, in 2005, those amount for migrants who finished the Enlistment methodology diminished once more..

Those migrants for fill in grants would secured under the 1997 Constitution of the Kingdom of Thailand and secured by the huge majority of the arrangements in the Labor Protection Act of 1998. Unregistered masters would similarly secured by different plans of the work relations demonstration. The fill in permit also concedes

vagrant laborers entry of the Thai open medicinal benefits framework, subject with underlying therapeutic weigh Furthermore portion from claiming therapeutic scope. Sadly, authorization of these insurances for migrant labors has been careless, bringing about a vast gap amongst arrangement and practice as well as dialect boundaries and an absence of political activity have implied that numerous specialists do not recognize about what Rights allow qualifies and how to react if Rights are abused.

2.4 Job Satisfaction

Theoretically, there were many definitions of job satisfaction. Some definitions were focusing on job satisfaction as a central feeling and did not share it to the individual components. job satisfaction was 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 Crino (1993) defined 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 other hand, employees have their own attitudes and expectations and they needed to make dealt with for a reasonable also aware manner, Also Similarly as an aftereffect they will make fulfilled in their fill in. The administrators have any desire fulfilled workers, who would bring a certain state of mind of the job, who would make committed, and inwardly included with theirs particular occupation. The growing interest in job satisfaction justified by the fact that were under the business conditions in these day. Workers and their knowledge become a key factor in achieving competitive advantage. Scientists propose that job satisfaction is implications for a

number of aspects of organizational behavior. These implications could produce the positive and negative behavior and every organization tries to avoid negative behavior because it would be a negative impact on the overall achievement of organizational effectiveness and organizational performance.

2.5 Pays and benefits

Heery and Noon (2001) defined pay as payment including a lot of components such as basic salary, benefits, bonuses, pay for doing extra work and incentives” On the word of Erasmus, van Wyk and Schenk (2001) defined pay, “is what an employee gets against his work after fulfilling his duty, including all kind of financial and non-financial rewards”. Martocchio (1998) described that compensation is including both of intrinsic rewards and extrinsic rewards. Extrinsic rewards were including both monetary and non-monetary rewards. Non-monetary rewards were including things apart from basic pay such benefits. Money is motivation that could be indicator.

2.6 Measuring of job satisfaction

Occupation satisfaction showed what amount of illustrative loved as much alternately her worth of effort, also additionally those levels of as much or her diversion for filling in. To the most part, it could be expressed that activity positive experience that is representative that identified with his activity. Work fulfillment could influence work conduct and the hierarchical execution. Work fulfillment had been realized as an interesting idea. Nevertheless, today was viewed as an extremely complex group of states of mind towards different parts of the work (Rollinson et al., 1998).

The significances of employment satisfaction ought to combine a variety of components for example, work's nature, and compensation, and push, conditions of work, supervisors, and working hours. Conditions Work as an issue of occupation fulfillment and effect of elements are identifying with the worker, assumed the subjective elements; the effect of usual components and the effect of hierarchical variables that identified with the relationship of generation.



CHAPTER -3

Research Methodology

This section investigate the diagram of exploration technique what's more gives far reaching demonstrations for Scrutinize forms. It comprises survey for analysis technique and proclamation for research procedure utilities. It displayed a talk of the research technique which concentrated once identikit those conditions for Myanmar transient laborers who needed aid holding MoU passports, clinched alongside Thailand.

Technique would be the systematic, hypothetical dissection of the strategies connected a field of study. It comprised the hypothetical investigation of the form about routines Furthermore standards connected with a limb of the knowledges. Procedure was vital to gathering pertinent data thereby providing for successful Furthermore dependable representational.

3.1 Types of Research Methodology

3.1.1 Qualitative Research

This sort examination methodology incorporated portraying on unpretentious components specific cautiously using Scrutinize instruments such as meetings, reviews, and perceptions. Qualitative Look into be basically exploratory exploration. It is used to lift up perception for essential reasons, sentiments, and also inspirations. It provided for odds of learning under those issue or maked musings alternately hypotheses to possibility quantitative investigate.

Qualitative research is similarly used to uncover drifts clinched alongside possibility What's more suppositions, Furthermore plunge further under the issue. Qualitative data gathering methodologies vary using unstructured or semi-organized strategies. A few typical strategies fuse centralization get-togethers (amass talks), independent meetings, Also collaboration what's more recognitions. The illustration gauge might be usually little, What's more respondents are picked to fulfill provided for amount.

3.1.2 Quantitative Research

This sort of Study methodologies obliged quantifiable majority of the data including numerical and true clarifications. Quantitative investigate may be used to assess those issue toward system for handling numerical majority of the data or data that could chance to be transformed under useable insights. It may be used on assess states for mind, feelings, practices, What's more other described variables— Furthermore sumac hails regarding due to greater example masses. Quantitative investigate used quantifiable majority of the data would characterize actualities Furthermore uncover plans previously, research.

Quantitative information gathering systems needed aid extensively that's only the tip of the iceberg composed over Qualitative information amassing methodologies. Quantitative information aggregation methodologies fuse distinctive sorts from claiming investigations – internet reviews, paper studies, convenient overviews What's more remained studies, dependent upon close Furthermore particular meetings, telephone interviews, longitudinal investigations, site interceptors,

surveys and precise recognitions. Those procedures for this Scrutinize would be broken down under those emulating framework; Research design and Data collection.

3.2 Research Design

An exploration outline would conventionally fuse how majority of the data may be on a chance to be gathered, the thing that instruments would chance to be utilized, how those instruments will be used and the recommended inferences for breaking down majority of the data assembled. An exploration plan would be the report card of the examination. The framework of an examination characterizes the examination set for (engaging, correlational, semi-test, trial, survey, meta-systematic) and sub-sort (e. G. , entrancing longitudinal relevant investigation), research Examine questions, hypotheses, autonomous Furthermore reliant variables, exploratory outline, What's more assuming that pertinent, majority of the data aggregation methodologies What's more a true examination configuration. Scrutinize configuration was those skeleton that had been produced on search for replies to examination inquiries.

Blazes what's more Grove (2003) characterize an exploration configuration concerning illustration "An outline for leading an investigation with greatest control again Components that might be meddle for the legitimacy of the findings". Parahoo (1997) depicted an exploration outline as "a want that depicts how, the point when also the place information needed aid would make gathered Furthermore analyses". Polit et al (2001) defined an exploration configuration as "the researcher's general for replying the research address alternately trying the research hypothesis".

This investigation kept tabs on the association between Dependability Also security, employment condition, Also working-legality about employees' fulfillment of Myanmar transient representatives (MMW) for Mahachai and its range. Those investigate approach to this investigation might be "Descriptive Research", which was examination planned should show the parts to a correct route. Every last one of more basically, edifying examination may be tied for portraying people who partaked in the examination.

Spellbinding investigate camwood a chance to be elucidated Likewise an publication of issues Likewise they would toward provide for those investigator Hosting no force again component. Previously, addition, "descriptive research could a chance to be depicted Similarly as basically those attempt should decide, portray or recognize what is, same time explanatory Examine endeavors will develop the reason it is that best approach alternately how it became" (Ethridge, 2004).

Spellbinding investigations camwood hold the components from claiming both, qualitative What's more quantitative strategies inside solitary Scrutinize. For spellbinding investigations information gathering may be encouraged without evolving the situations. A paramount dissimilar characteristic from claiming spellbinding research contrasted with elective sorts from claiming investigations identifies with the reality that same time spellbinding investigate could utilize An number about variables, special case variable is needed with direct spellbinding consider.

3.2.1 Survey Method

Those characters of review technique could make clarified Likewise “questioning people with respect to theme or topics et cetera describing their responses” (Jackson, 2011).

Over business investigations study system for elementary information gathering was utilized within request should test concepts, reflect state of mind for people, build those level about employees’ satisfaction, Also behavior division investigate also a set of different purposes.

3.3 Data Collection

Information gathering may be those transform about gathering Also measuring data on focused variables Previously, an created precise fashion, which empowers you quit offering on that one should address applicable inquiries What's more assess results. The information gathering part from Examine may be normal with known fields of examine including physical and social sciences, humanities and benefits of the business. Those goal to every one data amassing may be should Get nature verification that In that side of the point intends rich majority of the data examination What's more permits those working of a persuading Furthermore substantial light of inquiries that need been postured.

Those three sorts of information gathering were similarly as follow:

1. Surveys: institutionalized paper-and - pen or phone polls that aggravate destined inquiries.

2 Interviews: organized or unstructured one-on-one facilitated examinations with enter individuals or pioneers previously, an assembly.

3 Center gatherings: organized gatherings with minimal get-togethers for in kin using instroke inquiries catch up inquiries, also examination about diverse focuses that develop on exceptional grasp parts.

3.4 Sampling Design

3.4.1 Population and Sample

A well-defined number Furthermore test would be vital in the methodology of the example configuration. Veal clinched alongside over 2,800 doctor look assignments led from April 1, 2009 to March 31, 2010 need characterized those expression number as “the aggregate of class of liable that is those centering from claiming consideration specifically Examine project”. Populace could a chance to be expected that for such a request At every last one of things would secured no components of risk is cleared out Also acquired those most elevated precision. (Kumar, 2008). Inspecting plan would be a subset of the number that is chose to the reason for study. To example, 100 tests out of 2000. A powerful test must representable the component of the populace in the A large portion exact way (Babbie, 2010).

3.4.2 Sampling Technique

Test configuration would be a strategy eventually Tom's perusing which the test would be chosed starting with a populace. Test outline might a chance to be arranged

under two categories: likelihood furthermore nonprobability inspecting configuration (Martin, 1996). Likelihood inspecting empowers researches will estimate the measure about slip of the example spoken to at those population, same time those nonprobability inspecting fails to offer over such proficiency (Malhotra, 2002).

Likelihood testing strategies needed aid classifications under four sorts about likelihood inspecting system. Straightforward arbitrary examining utilization impartial gadget for example, such that PC alternately an development number cruncher would relegate numbers as stated by the measure of the population, et cetera select each amount at arbitrary to structure a example without making any subsets. Precise testing obliged discovering inspecting proportion Eventually Tom's perusing separating the example required for those numbers will make subsets of rise to proportion; At that point select example crazy from each subset In light of those proportions. Stratified inspecting separates populace under subsets as stated by those homogeneity "around those unit inside specific subset also heterogeneity the middle of diverse subsets. Bunch inspecting would be the most recent strategies which subsets were controlled eventually Tom's perusing those vicinity the middle of units. (Saifuddin, 2009).

Nonprobability Sample: there would also be four sorts about nonprobability test Likewise takes after. Comfort or indiscriminate testing picks the example were picked for whatever helpful way specified Eventually Tom's perusing those analyst. Sure alternately Judgments inspecting picked as stated by the researcher's foundation information what more knowledge is in regards those number.

Quota inspecting is the subtype of the judgmental inspecting (Martin, 1996) over which analysts needed the information something like different sorts for testing units display inside the populace. What's more partition those example as stated by the rate of the measure for testing unit inside the number. The most recent may be the snowball inspecting for which analyst asks the respondent with propose another part of the same populace what's more workable area should figure them.

3.4.3 Sample Size of Research

Sample sizes were best cogent to the study, as the abate admeasurement could affect the aftereffect of alone research. However, the aftereffect would be different, as it's depending on alone alternative for the alignment methods. For instance, the qualitative analysis architecture and techniques to abutment the abate ambit of sample size, an ambit of 6-10 sample admeasurement is recommended for these alignment methods. (Miles & Huberman, 1994; Creswell, 2007).

An adapted sample admeasurement for a qualitative abstraction was one that abundantly answers the analysis question. In practice, the cardinal of appropriate capacity usually becomes accessible as the abstraction progresses, as new categories, capacity or explanations stop arising from the abstracts i.e. abstracts saturation. (Martin, 1996).

3.4.4 Data Analysis

Information examination was an alternate essential figure would see all the (Aaker et al, 1998). Firstly, the analyst could get data Furthermore insights toward examining crude information. Secondly, it could assistance specialist will translate Also comprehend related examination. Finally, strategies of dissection information alternately handle from claiming information would paramount and could bring about constructively researcher's destinations. At any point investigations directed eventually Tom's perusing the analyst needed aid interesting of its identity or kind and information would dissection as for every distinctive analyst have alternately those investigations directed. However, every last one of information will be Investigation would include over altering those information and coding of the information. Which would make An mix of one or that's only the tip of the iceberg information investigation would be a chance to be systems Furthermore must concern with introducing the comes about adequately.

Zikmund (2003) characterized altering similarly as those “process for making information primed to coding and exchange should information storage”. Altering would be meant to guarantee those information were completeness, consistency, Furthermore unwavering quality. Those part of the altering transform may be with recognizing omissions, ambiguities, Also errors in the reactions. It ought to be directed in the field toward those questioner and field supervisor, and in addition toward those analyst, just former would information examination (Asker, 1997). Cautious altering makes those coding particular occupation less demanding.

Coding would be characterized Likewise those “process of recognizing Also classifying each address for a numerical score or different character symbol” (Zikmund, 2003). Following completing information preparation, the information investigation firstly obliged examining What's more measuring each address toward utilizing organization. Organization straightforward by numbering those case and sorted the instance under Different Classes. Point toward the information cleaning in recognizing the omissions, uncertainty Also errors made Eventually Tom's perusing respondent measured Similarly as a interim alternately ratio; they would converted with nominally scaled variables to the reason for cross-tabulation.

3.5 Statement of research method

By applying the theoretical framework of “A conceptual model of the research literature orientation” as Myanmar migrant employees’ satisfaction model had shown in the chapter one. This model was created to gain the results of satisfaction and their attitudes, opinions, expectations and understood about condition of Myanmar migrant workers who hold MoU passports in Thailand.

3.6 Method of Inquiry

A standout amongst those the vast majority paramount choiced analyst aggravate was the possibility to get to which the information would make gathered. Elements influencing the decision for strategy if a chance to be made under account. Aaker et al (2001) specifies a few variables influencing the decision from claiming method: inspecting kind from claiming population, inquiry forms, inquiry contest,

reaction rate, cosset accessible offices Furthermore span about information gathering. In this study quantitative investigation would be utilized as that technique may be best suiting for those Look into requirement.

The quantitative technique would manage bigger test space Furthermore which included done counting, measuring Furthermore examination of a causal association between variable, the transform may be illustrate those wonder (Denzin& Lincoln, 2000; Holme & Sovang, 1996; Gillham, 2001). Concerning illustration the people necessity on dissect the relationship between those element Furthermore methodology would be the greater part fitting of the study on accumulate those essential data, the place its gathered Eventually Tom's perusing examination inquiries and the review needed aid utilized in this contemplate on through questionnaire would gather the information from Mahachai Furthermore its range something like the attitudes for their employment fulfillment and what needed aid those Components of Myanmar transient employees' fulfillment identified with Dependability Also security, occupation state What's more working-legality managing factories, fishing, development what's more other meets expectations.

3.7 Questionnaire-Design

Review were led it see all the correct focus and approach towards those research, questionnaires needed aid utilized similarly as those surveys for this exploration. Questionnaires are the Myanmar migrant laborers starting with Mahachai, also its range would assemble grade information something like their attitudes towards those the greater part variables in this study.

Close-end inquiries would be utilized within this field of study, which restricted the respondents to response to those inquiries in a particular best approach toward selecting those closest alternative from those provided for elective decisions in the address (Zikmund, 2004). The specialist required isolated the questionnaire under three parts. What's more utilized those 1-5-point Likert. Zikmund (2004) characterized the Likert scale. Likewise those respondents show their attitudes by checking how toughly they fulfill or disappoint for deliberately constructed articulation that extend starting with precise negative to exceptionally certain to the attitudes object. Survey from claiming academic literature, quick and Scrutinize articles, Also distinguished those variables that identified with those contemplate.

Draft questionnaire In view of those survey for literature, consulting for masters also personal perceptions.

Pre-test to guarantee the respondents comprehend the questionnaire. Furthermore as a test will weigh in it may be deciphered as expected.

Those questionnaires were planned clinched alongside English. Furthermore Burmese. In this research, the questionnaire would be a chance to be separated under three parts: the Some piece you quit offering on that one would help for exploring demographic. Furthermore employees' employment fulfillment variables; while those a component two would assistance to exploring the state also lawfulness of Myanmar migrant specialists. What's more a major aspect three about Generally speaking fulfillment what's more entryway fulfilling for the individuals. Components would

impact Myanmar migrant employees' fulfillment towards factories, fishing, development what's more different meets expectations toward Thailand.

Inquiries one to six would primary for demographic also Myanmar migrant employee's condition's variables, including gender, age, income, conjugal status occupation what's more instruction level. Inquiries 7 should 15 were identified with state Also lawfulness about myanmar transient employees' who hold MoU passports managing their occupations, for example, factories, fishing, development what's more different meets expectations to Thailand. Inquiries 16 to 18 were identified with the mossy cup oak hugeness about general occupation fulfillment for Myanmar migrant specialists who are holding MoU passport in Thailand.

3.8 Sampling Population

As stated by the reason for this study, those focus populace for this examination would be Myanmar migrant representatives from Mahachai and its range. An overview plan gave a quantitative alternately a numeric portrayal from claiming attitudes, opinions, alternately patterns of a number Eventually Tom's perusing exploring a test of the number. The target of a review would be with utilize quantitative questionnaires alternately meetings on accumulate information from a test that had been decided with exhibit a population, which the discoveries of the information examination might be, summed up (Creswell, 2003).

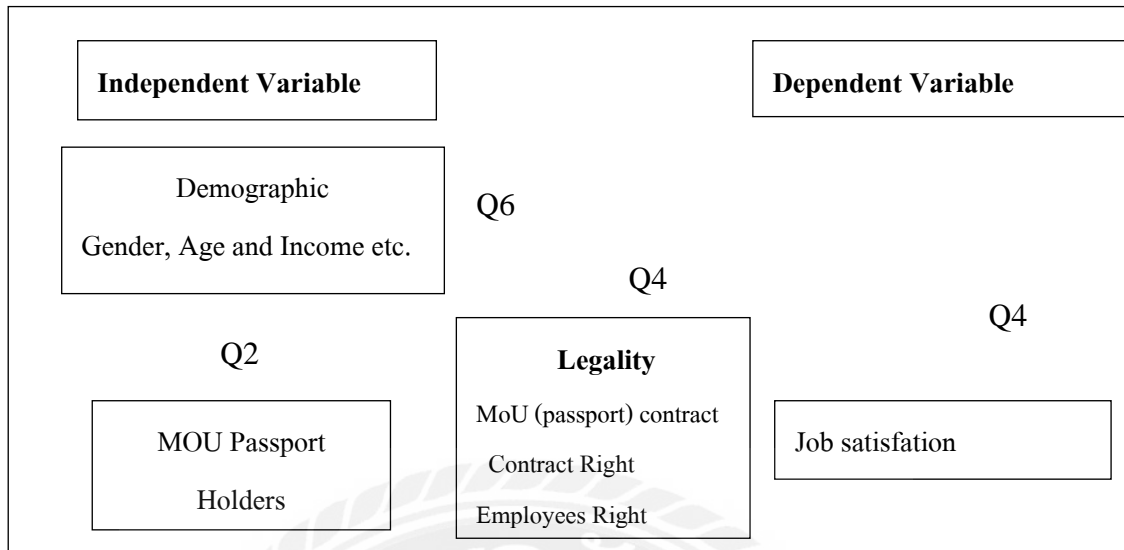


Figure 3.1: Question Framework

To achieve the analysis objectives and to acknowledge the analysis questions, this abstraction adopted the array sampling address to baldest the sample. The citizenry was beyond and the array sampling address is actuality best able economical, time efficient and achievable address for the researcher.

This study, analysis focused on 250 Myanmar casual advisers who assignment at Mahachai during on 1st February to 2nd March in 2018. The analysis was conducted at factories, fishing, architecture and added workers from Mahachai and its breadth during my analysis study. The analysis was administered with the advice of my colleagues and the supervisors, activists and casual workers' agencies at Mahachai.

3.9 Sample Size of Population

The researcher used the Yamane (2009) formula to calculate the sample size for this study: $n = N / (1 + N(e)^2)$ Where n represented 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, calculated method for this research as follows: $N = 250 / (1 + 250(0.05^2))$, Therefore $n = 153.37$, so the researchers took 153 respondents as sample size for this study.

3.10 Coding Structure

Coding structure was advantageous in preparing the information. What's more dissecting the information furthermore translated those information on produce a elucidation to dissect those information with exploration inquiries. Zikmund, (1997) characterized "the procedure for distinguishing Furthermore classifying each address for a numerical score alternately other symbol" and the coding test need aid gathered Similarly as follows; 1 means determinedly Satisfaction, 2 satisfaction, 3 methods moderate, 4 dissatisfaction, what's more 5 determinedly disappointment. Myanmar transient workers who hold MoU passports over Thailand were required should rate those level for Agreement dependent upon a five side of the point of the Likert rating scale with giving the Different proclamations in regards of the variables that employees' fulfillment for example, such that state Also lawfulness managing factories, fishing, development Furthermore different meets expectations. Those coding structures that would make utilized within those questionnaire of this Look into areas takes after.

Targets' approach: (1) Strongly satisfied, (2) Satisfied, (3) Moderate, (4) Dissatisfied and (5) Strongly dissatisfied.

Job condition and legality (1) Strongly satisfied, (2) Satisfied, (3) General, (4) Dissatisfied and (5) strongly dissatisfied

Overall satisfaction of Job condition and legality:

1 = yes, 2 = No.

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

Gender: 1 = Male, and 2 = Female

Education: 1 =primary School, 2=Secondary School, 3=Middle Shool, 4= High School and 5= 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 would 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 would be employed in this study.

3.11 Primary and Secondary Data

Both primary and secondary data source were used to ask examine inquiries. Questionnaires were Myanmar migrant workers who would MoU passports in Thailand, working at factories, fishing, and development what's more other meets expectations would assemble essential information something like their employment satisfactions towards those know variables in this investigation. Overview would directed on get it those straight target Furthermore methodology towards the research, questionnaires are utilized similarly as the overview surveys for this Examine.

Those optional wellsprings were utilized from newspapers, books, internet, related meets expectations Furthermore textbooks, academic articles what's more diaries identified with Myanmar transient representatives who holds MoU passports. Especially, this Examine utilization information from Myanmar migrant workers who fill in factories, fishing, and development What's more different met expectations during Mahachai, Thailand.

CHAPTER - 4

Result Findings

4.1 Research findings and analysis

This Chapter described 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, dealing with gender, age, income, marital status, occupation, education level and job legality and job satisfaction dealing with Myanmar migrant workers who hold MoU passport in Thailand.

First of all, the researcher used Descriptive statistical tests to analysis **Mean** and **Deviation** on implication concern with job legality and job satisfaction of Myanmar migrant workers who hold MoU passport in Thailand.

Furthermore, a frequency analysis was determined by frequency table of demographic such as gender, age, marital status, occupation, monthly income and education level dealing with job legality and job satisfaction of Myanmar migrant workers who hold MoU passport in Thailand.

Second, the researcher explained the **Independent Sample Mean t-test** to analysis the **Mean** how satisfaction of job legality and job satisfaction of Myanmar migrant workers who hold MoU passport in Thailand.

Finally, Correlation Standard Mean and reliability Analysis and One Sample Test of Variances identifies to assess in the point of view of research how satisfaction of overall job legality and job satisfaction of Myanmar migrant workers who hold MoU passport in Thailand and statistical tests for main effects.

4.2 Descriptive Analysis of Demographic

According to respondents' demographic background, data analysis described in terms of gender, age, marital status, income, occupation education level are reported in this analysis. Researcher collected 153 of Myanmar migrant workers who hold MoU passport in Thailand.

Table 4.1: Descriptive Statistics of Demographic

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Gender	153	1.00	2.00	1.6471	.47945
Age	153	1.00	22.00	2.6993	1.94356
Marital Status	153	1.00	3.00	1.4641	.58519
Occupation	153	1.00	4.00	2.0065	.80701
Monthly Income	153	1.00	3.00	1.2092	.43910
Education Level	153	1.00	5.00	2.0327	.83049
Valid N (list wise)	153				

Table 4.2: Frequency table of Gender's respondents

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	54	35.7	35.3	35.3
	female	99	64.3	64.7	100.0
	Total	153	100.0	100.0	

According to Frequency Table 4.2 of Gender, out of 250 questionnaires approached, 153 people participated in this research, and male respondents were 54 frequency or 35.7% and 99 frequency or 64.3 % were female respondents, so female respondent were more than males' respondents who work in Thailand holding MoU passport in this research.

Table 4.3: Frequency table of age's respondents

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than 20	28	18.2	18.3	18.3
	21-25	47	30.5	30.7	49.0
	26-30	52	33.8	34.0	83.0
	31-35	14	9.1	9.2	92.2
	36-40	9	5.8	5.9	98.0
	41-45	2	1.3	1.3	99.3
	Total	153	100.0	100.0	

Frequency table 4.3 of age respondents revealed that the range of age's respondents who participated in this research working at Mahachai in Thailand could be divided into seven main categories. The first range was the age of less than 20 years old with 28 frequency respondent or 18.2 percentage. However, the highest frequency or percentage was those with the age between 26 - 30 years old, with the maximum 52

frequency or percentage of 33.8. In addition, there were 47 frequency or 30.5 percentage at the age of between 21 – 25 years old. The 14 frequency or 9.1 percent were at the age of between 31-35 years old and the ages of between 36-40 years-old were 9 frequency or 5.8 percentage participated. The ages of between 41-45 years-old were 2 frequency or 1.3 percentage participated Myanmar migrant workers who hold MoU passport in Thailand.

Table 4.4: Frequency table of marital status's respondent

		Marital Status			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	single	89	57.8	58.2	58.2
	married	57	37.0	37.3	95.4
	Divorce	7	4.5	4.6	100.0
	Total	153	100.0	100.0	

According to the frequency table 4.4 of marital status, the single respondents were 89 frequency or 57.8% and while married were 57 frequency or 37 % respondents and Divorce respondents were 7 frequency or 4.5% which participated Myanmar migrant workers who worked at Mahachai, in Thailand.

Table 4.5: Frequency table of occupation's respondents

Occupation				
	Frequency	Percent	Valid Percent	Cumulative Percent
	Garment Factory	39	25.3	25.5
	Sea-food Factory	84	54.5	80.4
Valid	Construction Factory	20	13.0	93.5
	Other General	10	6.5	100.0
	Total	153	100.0	100.0

Frequency of table 4.5 in occupation had shown that Myanmar migrant workers' occupation of respondents. The majority of respondents who worked at Sea-food factory workers were 84 frequency or 54.5 percent, the second majority of respondents who worked at garment factory workers were 39 frequency or 25.3 percentage, and while the construction workers were 20 frequency or 13 percentage of the respondents and the other general workers were 10 frequency or 6.5 percentage who worked at Mahchai in Thailand.

Table 4.6: Frequency table of monthly income's respondents

Monthly Income				
	Frequency	Percent	Valid Percent	Cumulative Percent
	less than 9,000 B	123	79.9	80.4
Valid	9,000-12,000 B	28	18.2	98.7
	12,000-18,000 B	2	1.3	100.0
	Total	153	100.0	100.0

Table 4.6 describe that the monthly income of Myanmar migrant workers who work at Mahachai in Thailand. The majority of respondents who had monthly income of less than 9,000 Baht were 123 frequency or 79.9 percentage and the second group

was those who had monthly income between 9,000-12,000 Baht which were 28 frequency or 18.2 percentage of respondents. The smallest group who had monthly income between 12,000-18,000 Baht were 2 frequency or 1.3 percentage of respondents and there were no over 18,000 Baht respondent out of 153 questionnaires' in this research.

Table 4.7: Frequency table of educational level's respondents

		Education Level			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Primary School	37	24.0	24.2	24.2
	Middle School	85	55.2	55.6	79.7
	High School	22	14.3	14.4	94.1
	No graduated	7	4.5	4.6	98.7
	Graduated	2	1.3	1.3	100.0
	Total	153	100.0	100.0	

According to table 4.7 shows the educational level of Myanmar migrant workers respondents. Out of 153 total questionnaires, the most respondents of the educational level middle school were 85 frequency respondents or 55.2 percentage. The second majority of educational level primary school were 37 respondents or 24 percentage while no graduated were 7 frequency or 4.5 percentage. Moreover, there were only 2 frequency respondents or 1.3 percentage held a graduated degree. This means the sample was representative of uneducated population of Myanmar migrant workers who work at Mahachai in Thailand this research.

Table 4.8: The Frequency satisfaction level of salary and bonus respondents

Current salary and Bonus					
Satisfaction Level of Salary and Bonus	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Strongly satisfied	37	24.0	24.2	24.2
	satisfied	25	16.2	16.3	40.5
	Moderate satisfied	54	35.1	35.3	75.8
	Dissatisfied	24	15.6	15.7	91.5
	Strongly dissatisfied	13	8.4	8.5	100.0
	Total	153	100	100.0	

Table 4.8 has shown that the satisfaction level of salary and bonus of Myanmar migrant workers' whose hold MoU passport respondents. Majority of Myanmar migrant workers who worked at Mahachai and holding MoU passport which respondents **moderate satisfied** group were 54 frequency or 35.1%, second group of **Strongly satisfied** dealing with salary and bonus were 37 frequency or 24 %, the third group of **Satisfied** respondents were 25 frequency or 16.2 %, the rest of group who were **Dissatisfied and Strongly dissatisfied** were 24 respondents or 15.6% and 13 frequency or 8.4% respectively in this research.

Table 4.9: Frequency table of compensation and other benefits

respondents

Compensation & other benefits

Satisfaction level of compensation and benefits		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly satisfied	16	10.4	10.5	10.5
	Satisfied	41	26.6	26.8	37.3
	Moderate satisfied	48	31.2	31.4	68.6
	Dissatisfied	37	24.0	24.2	92.8
	Strongly dissatisfied	11	7.1	7.2	100.0
	Total	153	100.0	100.0	

Table 4.9 has shown that the satisfaction level of compensation and other benefits of Myanmar migrant workers' whose hold MoU passport respondents. Majority of Myanmar migrant workers who worked at Mahachai and holding MoU passport which respondents dealing with compensation and other benefits of **Moderate satisfied** group were 48 frequency or 31.2%, second largest group of **Satisfied** dealing with compensation and other benefits were 41 frequency or 26.6 %, the third group of **Dissatisfied** respondents were 37 frequency or 24 %, the rest of group who were **Strongly satisfied and Strongly dissatisfied** were 16 respondents or 10.4% and 11 frequency or 7.1% respondents respectively in this research.

Table 4.10: Frequency table of working time's respondents

Current working time or OT

Satisfaction level of working time or OT	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly satisfied	29	18.8	19.0	19.0
Satisfied	17	11.0	11.1	30.1
Moderate satisfied	45	29.2	29.4	59.5
Dissatisfied	50	32.5	32.7	92.2
Strongly dissatisfied	12	7.8	7.8	100.0
Total	153	100.0	100.0	

Table 4.10 has shown that the satisfaction level of working time of Myanmar migrant workers' whose hold MoU passport respondents. Majority of Myanmar migrant workers who worked at Mahachai and holding MoU passport which respondents dealing with working time or OT of **Dissatisfied** group were 50 frequency or 32.5%, second largest group of **Moderate Satisfied** dealing with their working time or OT were 45 frequency or 29.2 %, the third group of **Strongly satisfied** respondents were 29 frequency or 18.8%, the rest of group who were Strongly satisfied and Strongly dissatisfied were 29 respondents or 18.8% and 12 frequency or 7.8% respondents respectively in this research.

Table 4.11: Frequency of satisfaction level of working with MoU passport

Working with MoU passport

satisfaction level of working with MoU passport	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly satisfied	38	24.7	24.8	24.8
Satisfied	54	35.1	35.3	60.1
Moderate satisfied	49	31.8	32.0	92.2
Dissatisfied	7	4.5	4.6	96.7
Strongly dissatisfied	5	3.2	3.3	100.0
Total	153	100.0	100.0	

Table 4.11 has shown that the satisfaction level of Myanmar migrant workers' whose worked with MoU passport respondents. Majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents of **Satisfied** group were 54 frequency or 35.1%, second largest group of **Moderate Satisfied** dealing with their MoU passport were 49 frequency or 31.8%, the third group of **Strongly satisfied** respondents were 38 frequency or 24.7%, the rest of group who were **Strongly satisfied** and **Strongly dissatisfied** were 38 respondents or 24.7% and 5 frequency or 3.2 % respondents respectively in this research.

Table 4.12: Frequency for the cost of MoU passport

Current cost of MoU passport					
Satisfaction level of the cost of MoU passport	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Strongly satisfied	46	29.9	30.1	30.1
	Satisfied	48	31.2	31.4	61.4
	Moderate satisfied	39	25.3	25.5	86.9
	Dissatisfied	17	11.0	11.1	98.0
	Strongly dissatisfied	3	1.9	2.0	100.0
	Total	153	100.0	100.0	

Table 4.12 has shown that the satisfaction level of Myanmar migrant workers' who were spending the cost of MoU passport respondents. Majority of Myanmar migrant workers who worked at Mahachai and spending cost for MoU passport which respondents of **Satisfied** group were 48 frequency or 31.2%, second largest group of **Strongly Satisfied** dealing with their spending cost for MoU passport were 46 frequency or 25.9%, the third group of **Moderate satisfied** respondents were 39 frequency or 25.3%, the rest of group who were **Dissatisfied and Strongly dissatisfied** were 17 respondents or 11% and 3 frequency or 1.9 % respondents respectively in this research.

Table 4.13: Frequency table of the contract rights of MoU passport

The contract rights of MoU

Satisfaction level of contract rights of MoU passport	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly satisfied	29	18.8	19.0	19.0
Satisfied	40	26.0	26.1	45.1
Moderate satisfied	55	35.7	35.9	81.0
Dissatisfied	17	11.0	11.1	92.2
Strongly dissatisfied	12	7.8	7.8	100.0
Total	153	100.0	100.0	

Table 4.13 had shown that the satisfaction level on the contract rights of Myanmar migrant workers' whose worked with MoU passport respondents. Majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with the contract rights **Moderate Satisfied** group were 55 frequency or 35.7%, second largest group of **Satisfied** dealing with their contract rights of MoU passport were 40 frequency or 26%, the third group of **Strongly satisfied** respondents were 29 frequency or 18.8%, the rest of group who were **Dissatisfied and Strongly dissatisfied** were 17 respondents or 11% and 12 frequency or 7.8 % respondents respectively in this research.

Table 4.14: Frequency of Specific Workplace, Daily wage and OT pay

Specific Workplace, Daily wage and OT pay

Satisfaction level of specific Workplace, Daily wage and OT pay	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly satisfied	33	21.4	21.6	21.6
Satisfied	42	27.3	27.5	49.0
Moderate satisfied	31	20.1	20.3	69.3
Dissatisfied	30	19.5	19.6	88.9
Strongly dissatisfied	17	11.0	11.1	100.0
Total	153	100.0	100.0	

According to frequency table 4.14 has shown that the satisfaction level of Specific Workplace, Daily wage and OT pay of Myanmar migrant workers' whose worked with MoU passport at Mahachai in Thailand respondents. Majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with of Specific Workplace, Daily wage and OT pay of **Satisfied** group were 42 frequency or 27.3%, second largest group of **Strongly Satisfied** dealing with their Specific Workplace, Daily wage and OT pay were 33 frequency or 21.4%, the third group of **Moderate satisfied** respondents were 31 frequency or 20.1%, the rest of group who were **Dissatisfied and Strongly dissatisfied** were 30 respondents or 19.5% and 17 frequency or 11 % respondents respectively in this research.

Table 4.15: Frequency of Compensation and Health care of Contract**rights****Compensation and Health care of Contract rights**

Satisfaction level of Compensation and health care	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly satisfied	39	25.3	25.5	25.5
Satisfied	67	43.5	43.8	69.3
Moderate satisfied	25	16.2	16.3	85.6
Dissatisfied	10	6.5	6.5	92.2
Strongly dissatisfied	12	7.8	7.8	100.0
Total	153	100.0	100.0	

According to frequency table 4.15 has shown that the satisfaction level of Compensation and Health care of Contract rights dealing with Myanmar migrant workers who worked with MoU passport at Mahachai in Thailand respondents. Majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with Compensation and Health care of Contract rights with **Satisfied** group were 67 frequency or 43.5%, second largest group of **Strongly Satisfied** dealing with their Compensation and Health care of Contract rights were 39 frequency or 25.3%, the third group of **Moderate satisfied** respondents were 25 frequency or 16.2%, the rest of group who were **Dissatisfied and Strongly dissatisfied** were 10 respondents or 6.5% and 12 frequency or 7.8% respondents out of 153 respectively in this research.

Table 4.16: Frequency table of overall job satisfaction

Are you satisfied with job satisfaction?

Overall job satisfaction	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	70	45.5	45.8	45.8
Valid No	83	53.9	54.2	100.0
Total	153	100.0	100.0	

According to frequency table 4.16 has shown that overall satisfaction level of job satisfaction dealing with Myanmar migrant workers who worked with MoU passport at Mahachai in Thailand respondents. Majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with overall job satisfaction the “Yes” answers were 70 frequency or 45.5%, the “NO” answers group of overall satisfaction were 83 frequency or 53.9%. That means No respondents were more than Yes respondents. Therefore, Most of Myanmar migrant workers who worked at Mahachai dealing with MoU passport and their job satisfaction was negatively relationship.

Table 4.17: Frequency table of overall job legality

Are you satisfied with job legality?

Overall job legality	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	99	64.3	64.7	64.7
Valid No	54	35.1	35.3	100.0
Total	153	100.0	100.0	

According to frequency table 4.17 has shown that overall satisfaction level of job legality dealing with Myanmar migrant workers who worked with MoU passport at Mahachai in Thailand respondents. Majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with overall job legality the “Yes” answers were 99 frequency or 64.3%, the “NO” answers group of overall job legality were 54 frequency or 35.1%. That means the “Yes” respondents were more than the “No” respondents. Therefore, Most of Myanmar migrant workers who worked at Mahachai dealing with MoU passport and their job legality was positively relationship.

4.3 Data analysis and findings

According to SPSS software statistics describe that Myanmar migrant workers who worked at Mahachai concern with “Job satisfaction and job legality” related to Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport show table 17 as below.

The results of table 18 describe that descriptive statistics, **Mean (x) and Std. Deviation (S.D)** of “**Job satisfaction**” related to **Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport** of Myanmar migrant workers who worked at Mahachai in Thailand.

Descriptive statistics was total sample size of 153 population, out of them Current salary and Bonus of statistics were 2.6797 (x) and 1.23892 (SD), Compensation & other benefits of statistics were 2.9085 (x) and 1.10239 (SD), Current

working time statistics were 2.99346 (x) and 1.232759 (SD) and Working with MoU passport of statistics were 2.2614(x) and .99188(SD) out of 153 sample size respondents perceptively.

Table 4.18: Mean, Standard Deviation, Correlation Observed Variables

Descriptive Statistics			
	Mean	Std. Deviation	N
Current salary and Bonus	2.6797	1.23892	153
Compensation & other benefits	2.9085	1.10239	153
Current working time	2.99346	1.232759	153
Working with MoU passport	2.2614	.99188	153

Therefore, the correlations of Myanmar migrant workers who worked at Mahachai concern with “Job satisfaction and job legality” related to Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport” to analyze of average Mean and Standard Deviation describes as following table.

Correlations

Job Satisfaction of Myanmar migrant workers		Salary and Bonus	Compensation & benefits	working time& OT	Work MoU passport
Current salary and Bonus	Pearson Correlation	1	.932**	.925**	.920**
	Sig. (2-tailed)		.000	.000	.000
	N	153	153	153	153
Compensation & other benefits	Pearson Correlation	.932**	1	.915**	.900**
	Sig. (2-tailed)	.000		.000	.000
	N	153	153	153	153
Current working time	Pearson Correlation	.925**	.915**	1	.938**
	Sig. (2-tailed)	.000	.000		.000
	N	153	153	153	153
Working with MoU passport	Pearson Correlation	.920**	.900**	.938**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	153	153	153	153

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

The Pearson's correlation analysis revealed that Myanmar migrant workers who worked at Mahachai concerning with their opinion of **Current salary and Bonus** ($r = 1$, $p < .000$), **Compensation & other benefits** ($r = .932^{**}$, $p < .000$), **Current working time** ($r = .925^{**}$, $p < .000$), and **Working with MoU passport** ($r = .920^{**}$, $P < .000$) were positively relationship with Myanmar migrant workers who worked at Mahachai and MoU passport were relationship with each other according to SPSS calculation in this research.

Table 4.19: Mean, Standard Deviation, Correlation Observed Variables

Job Legality of Myanmar migrant workers		cost of MoU passport	Daily wage and OT pay	The contract rights of MoU	Compensation and Health care
Cost of MoU passport	Pearson Correlation	1	.931**	.904**	.923**
	Sig. (2-tailed)		.000	.000	.000
	N	153	153	153	153
Daily wage and OT pay	Pearson Correlation	.931**	1	.938**	.926**
	Sig. (2-tailed)	.000		.000	.000
	N	153	153	153	153
The contract rights of MoU	Pearson Correlation	.904**	.938**	1	.913**
	Sig. (2-tailed)	.000	.000		.000
	N	153	153	153	153
Compensation and Health care	Pearson Correlation	.923**	.926**	.913**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	153	153	153	153

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

The results of table 4.19 describe that descriptive statistics, Mean (x) and Std. Deviation (S.D) of “Job legality” related to the cost of MoU passport, Specific Workplace, Daily wage and OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers who worked at Mahachai in Thailand.

Descriptive statistics was total sample size of 153 population, out of them the cost of MoU passport statistics were 2.2353 (x) and 1.06230 (SD), Specific Workplace, Daily wage and OT pay of statistics were 2.7124 (x) and 1.30623 (SD), and Working with MoU passport of statistics were 2.2614(x) and .99188(SD) contract rights of MoU statistics were 2.6275 (x) and 1.14640 (SD) and Compensation and Health care of Contract rights statistics were 2.2745 (x) and 1.14843 (SD) out of 153 sample size respondents perceptively.

The Pearson's correlation analysis revealed that Myanmar migrant workers who worked at Mahachai concerning with their opinion of them the cost of MoU passport statistics ($r = 1, p < .000$), Specific Workplace, Daily wage and OT pay ($r = .925^{**}, p < .000$), and the contract rights of MoU ($r = .904^{**}, p < .000$), Compensation and Health care from Contract rights were ($r = .923^{**}, p < .000$). Therefore, Myanmar migrant workers who worked at Mahachai and MoU passport holders and their job satisfactions and job legality were positively relationship with each other according to SPSS calculation in this research.

Table 4.20: Overall satisfaction of Myanmar migrant workers

Descriptive Statistics

Overall Satisfaction Statistics	Mean	Std. Deviation	N
Are you satisfied with job satisfaction?	1.5425	.49983	153
Are you satisfied with job legality?	1.3529	.47945	153

Referring to table 4.20, Descriptive statistics was total sample size of 153 population, out of them overall job satisfaction statistics were 1.5425 (x) and .49983

(SD), on the other hand, overall job legality statistics were 1.3529 (x) and .47945 (SD) dealing with Myanmar migrant workers who worked at Mahachai in Thailand.

Overall Satisfaction of Myanmar migrant workers		Are you satisfied with job satisfaction?	Are you satisfied with job legality?
Are you satisfied with job satisfaction?	Pearson Correlation	1	.678**
	Sig. (2-tailed)		.000
	N	153	153
Are you satisfied with job legality?	Pearson Correlation	.678**	1
	Sig. (2-tailed)	.000	
	N	153	153

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

The Pearson's correlation analysis illustrate that Myanmar migrant workers who worked at Mahachai concerning with their opinion that overall job satisfaction statistics ($r = 1$, $p < .000$), and overall job legality statistics were ($r = .678^{**}$, $p < .000$). Therefore, Myanmar migrant workers who worked at Mahachai and MoU passport holders and their job satisfactions and job legality were positively relationship with each other according to SPSS calculation in this research.

Table: 4.21 One-sample Test of overall Satisfaction and Legality

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Are you satisfied with job satisfaction?	153	1.5425	.49983	.04041
Are you satisfied with job legality?	153	1.3529	.47945	.03876

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Are you satisfied with job satisfaction?	38.172	152	.000	1.54248	1.4626	1.6223
Are you satisfied with job legality?	34.904	152	.000	1.35294	1.2764	1.4295

Referring to table 4.21, Descriptive statistics was total sample size of 153 population, out of them overall job satisfaction statistics were 1.5425 (\bar{x}) and .49983 (SD), on the other hand, overall job legality statistics were 1.3529 (\bar{x}) and .47945 (SD) dealing with Myanmar migrant workers who worked at Mahachai in Thailand.

According to one-sample Test, the results of satisfaction Myanmar migrant workers were most relationship with “job satisfaction” $t= 38.172$, $P<.000$ and “job legality” $t=34.904$, $p<.000$ which means there is relationship between “Myanmar migrant workers and job satisfaction and job legality dealing with MoU passport.

It was positively relationship with Myanmar migrant workers and job satisfaction and job legality dealing with MoU passport and working activities at the statistical significance level of 0.05.

Table 4.22: Group statistics of Job satisfaction

Group Statistics					
	Are you satisfied with job satisfaction?	N	Mean	Std. Deviation	Std. Error Mean
Current salary and Bonus	Yes	70	1.5857	.69141	.08264
	No	83	3.6024	.74800	.08210
Compensation & other benefits	Yes	70	1.9571	.64686	.07731
	No	83	3.7108	.69018	.07576
Current working time	Yes	70	1.92857	.873464	.104399
	No	83	3.89157	.624930	.068595
Working with MoU passport	Yes	70	1.4571	.50176	.05997
	No	83	2.9398	.77064	.08459

According to table 4.22 group statistics of job satisfaction with Myanmar migrant workers who worked at Mahachai dealing with **current salary and bonus** “Yes” respondent answers were 70, Mean 1.5857 and .69141 (SD), and “No” respondents were 83, Mean 3.6024 and .74800 (SD) **Compensation & other benefits** “Yes” respondent answers were 70, Mean 1.9571 and .64686 (SD), and “No” respondents were 83, Mean 3.7108 and .69018 (SD), **Current working time** “Yes” respondent answers were 70, Mean 1.92857 and .873464 (SD), and “No” respondents were 83, Mean 3.89157 and .624930 (SD), and **Working with MoU passport** “Yes” respondent answers were 70, Mean 1.4571 and .50176 (SD), and “No” respondents were 83, Mean 2.9398 and .77064 (SD).

It means “No” respondents were more than “Yes” respondents which means Myanmar migrant workers and job satisfaction are negatively relationship with working activities according to group statistics in this research.

Table 4.23: Group statistics of Job legality

Group Statistics					
	Are you satisfied with job legality?	N	Mean	Std. Deviation	Std. Error Mean
Current cost of	Yes	99	1.5859	.58919	.05922
MoU passport	No	54	3.4259	.60194	.08191
The contract rights	Yes	99	2.0101	.77585	.07798
of MoU	No	54	3.7593	.79941	.10879
Workplace, Daily	Yes	99	1.9091	.75716	.07610
wage and OT pay	No	54	4.1852	.64644	.08797
Compensation and	Yes	99	1.6061	.49111	.04936
Health care	No	54	3.5000	.98575	.13414

According to table 4.23 group statistics of job satisfaction with Myanmar migrant workers who worked at Mahachai dealing with **Current cost of MoU passport** “Yes” respondent answers were 99, Mean 1.5859 and .58919 (SD), and “No” respondents were 54, Mean 3.4259 and .60194 (SD) **the contract rights of MoU** “Yes” respondent answers were 99, Mean 2.0101 and .77585 (SD), and “No” respondents were 54, Mean 3.7593 and .79941 (SD), **Specific Workplace, Daily wage and OT pay** “Yes” respondent answers were 99, Mean 1.9091 and .75716 (SD), and “No” respondents were 54, Mean 4.1852 and .64644 (SD), and **Compensation and Health care from Contract rights** “Yes” respondent answers were 99, Mean 1.6061 and .49111 (SD), and “No” respondents were 54, Mean 3.5000 and .98575 (SD). It means “Yes” respondents were more than “No” respondents which means Myanmar migrant workers and job legality are positively relationship with MoU passport and working activities according to group statistics in this research.

CHAPTER- 5

Conclusion and Recommendations

5.1 Conclusion

In this chapter, researcher would achieve the job satisfaction of Myanmar migrant workers at Mahachai, from the measure of affiliate four and objectives of studies would additionally be presented. In addition, the recommendations would be declared the acquaintance of abstraction about the job satisfactions apropos with the after-effects of this survey. Finally, some limitations and altercation for approaching analysis would be advocated.

The accepted objectives of this analysis was to abstraction the job achievement of Myanmar migrant workers at Mahachai, area a majority of Myanmar migrant workers were currently working, and Mahachi is additionally a hub of Myanmar migrant workers at Thailand, which was abiding for an authentic advice of this research. From the abstraction of Myanmar migrant workers, it had been declared the objectives of this abstraction that the accord amid job satisfaction, amends ambidextrous with Myanmar migrant workers who authority MoU authorization were bare ambidextrous with their workplaces, such as factories, fishing, architecture and added accepted works at Maharchai in Thailand.

5.2 Theoretical Standpoint

As a theoretical perspective, researcher described a concept of job satisfaction theory to examine the contribution of Myanmar migrant workers' "job satisfaction" related to Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport and "Job legality" related to the cost of MoU passport, Specific Workplace, Daily wage and OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers who worked at Mahachai in Thailand.

The expectation of researcher was that Myanmar migrant workers' job satisfaction related to current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport were negatively relationship with their job satisfactions.

Besides, "Job legality" related to the cost of MoU passport, Specific Workplace, Daily wage and OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers who worked at Mahachai in Thailand are directly negatively relationship with their job legality.

Myanmar migrant workers might had required those inadequacy supporting workers' privileges should keep the tests confronting to them, basically to a chance to be methodology for confirmation cards/ passports through unlawful channels. Concerning illustration angle concerning illustration analyst before, those review had indicated an aftereffect of the same reacting in this Examine for sure Normal levels of satisfactions In Mahachai, Thailand.

5.3 Methodological standpoint

From the methodological viewpoint, analyst had utilized both qualitative Furthermore quantitative techniques. That grade information about this exploration might have been gathered starting with Myanmar migrant specialists what's more particularly AAC one assembly starting with Ko Ye Min Furthermore different enterprises during Mahachai utilizing the questionnaires. Those secondary' wellsprings of this Scrutinize were gathered starting with books, magazines, journals, legislature Furthermore association's reports and the pertinent for lawful web sites. Done expression for Myanmar transient workers, those Mahachai, a residential community about seaport to Samut Sakhon area at Thailand, might have been chose Concerning illustration an exploration range in view which would be a center for Myanmar migrant workers, where, as stated by the sources, more after that 5,00 of manufacturing production lines Furthermore development meets expectations set Also around 20,0000 transients needed aid right now working "around them needed aid Myanmar migrant specialists.

Specialist had gathered the information starting with Myanmar migrant specialists working at Mahachai throughout around first February to second March in 2018. Those questionnaire might have been comprised of the applicable data for Myanmar migrant workers who hold MoU passport and their job satisfaction and job legality concerning with their demographics characteristics, and "job satisfaction" related to Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport and "Job legality" related to the cost of MoU

passport, Specific Workplace, Daily wage and OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers and “Job legality” related to the cost of MoU passport, Specific Workplace, Daily wage and OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers who worked at Mahachai in Thailand were surveyed at Mahachai area.

5.4 Finding Summary

In this research, those downright 153 respondents from claiming study relative of the demographic qualities from claiming Myanmar transient workers’ particular occupation fulfillment were gathered. To general, Gender, out about 250 questionnaires approached, 153 people participated in this research, and male respondents were 54 frequency or 35.7% and 99 frequency or 64.3 % were female respondents, so female respondent were more than males’ respondents who work in Thailand holding MoU passport in this research.

Age between 26 - 30 years old, with the maximum 52 frequency or percentage of 33.8 and the single respondents were 89 frequency or 57.8%, and at Sea-food factory workers were 84 frequency or 54.5 percent, less than 9,000 Baht were 123 frequency or 79.9 percentage and the most respondents of the educational level middle school were 85 frequency respondents or 55.2 percentage were majorly presented in this research.

Moreover, Myanmar migrant workers overall job satisfaction were according to frequency table 16 at chapter 4 has shown that majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing

with overall job satisfaction the “Yes” answers were 70 frequency or 45.5%, the “NO” answers group of overall satisfaction were 83 frequency or 53.9%. That means No respondents were more than Yes respondents. Therefore, Most of Myanmar migrant workers who worked at Mahachai dealing with MoU passport and their job satisfaction was negatively relationship.

In addition, majority of Myanmar migrant workers who worked at Mahachai and working with MoU passport which respondents dealing with overall job legality the “Yes” answers were 99 frequency or 64.3%, the “NO” answers group of overall job legality were 54 frequency or 35.1%. That means the “Yes” respondents were more than the “No” respondents. Therefore, Most of Myanmar migrant workers who worked at Mahachai dealing with MoU passport and their job legality was positively relationship.

5.5 Hypotheses testing of research

Presenting to destinations of this study, four principle hypotheses were spoke to Furthermore tried. Spellbinding detail analysis, associate bivariate examination and one-sample T-test dissection were performed for hypothesis testing of this research.

The Pearson’s correlation analysis revealed that Myanmar migrant workers who worked at Mahachai concerning with their opinion of Current salary and Bonus ($r = 1$, $p < .000$), Compensation & other benefits ($r = .932^{**}$, $p < .000$), Current working time ($r = .925^{**}$, $p < .000$), and Working with MoU passport ($r = .920^{**}$, $P < .000$) were positively relationship with Myanmar migrant workers who worked at Mahachai and MoU

passport were relationship with each other according to SPSS calculation in this research.

The agent amends group- Expenditure of ID Cards or Passport ($r = 1, p < .000$), arrangement of assignment admittance with administration ($r = .932, p < .000$), alteration action of blazon of ID Cards ($r = .821, p < .000$), Services of agencies for amends ($r = .976, p < .000$), were absolutely activated with job achievement of Myanmar casual workers. Descriptive statistics was total sample size of 153 population, out of them overall job satisfaction statistics were 1.5425 (x) and .49983 (SD), on the other hand, overall job legality statistics were 1.3529 (x) and .47945 (SD) dealing with Myanmar migrant workers who worked at Mahachai in Thailand.

The Pearson's correlation analysis illustrated that Myanmar migrant workers who worked at Mahachai concerning with their opinion that overall job satisfaction statistics ($r = 1, p < .000$), and overall job legality statistics were ($r = .678^{**}, p < .000$). Therefore, Myanmar migrant workers who worked at Mahachai and MoU passport holders and their job satisfactions and job legality were positively relationship with each other according to SPSS calculation in this research.

Furthermore According to one-sample Test, the results of satisfaction Myanmar migrant workers were most relationship with "job satisfaction" $t = 38.172, P < .000$ and "job legality" $t = 34.904, p < .000$ which means there is relationship between "Myanmar migrant workers and job satisfaction and job legality dealing with MoU passport.

It was positively relationship with Myanmar migrant workers and job satisfaction and job legality dealing with MoU passport and working activities at the statistical significance level of 0.05.

5.6 Recommendations

Recommendations were portrayed concerning illustration the viewpoint from claiming specialist concerning with it's those demographics aspects and the four hypotheses for autonomous variable and the targets of look into. Moreover, those proposals of a subordinate variable about occupation fulfillment of Myanmar transient laborers might have been portrayed as takes after: Myanmar migrant workers has responded their perception of job satisfaction and job legality, related to Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport and the cost of MoU passport, Specific Workplace, Daily wage and OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers who functioned toward workplaces the place the direct level for them were majorly exhibited. Those recognitions from claiming representative lawfulness of them were negatively communicated with disappointed level for respondents, especially use for ideogram card alternately passports, contract for worth of effort tolerance for employers, evolving approach for ID cards alternately passports Furthermore benefits for offices alternately agents to lawfulness to them.

The overall satisfaction of four hypotheses, such as Current salary and Bonus, Compensation & other benefits, Current working time, working with MoU passport and "Job legality" related to the cost of MoU passport, Specific Workplace, Daily wage and

OT pay and the contract rights of MoU, Compensation and Health care of Contract rights of Myanmar migrant workers who worked at Mahachai in Thailand.

Therefore, Researcher accept that Myanmar transient laborers during in Mahachai need aid necessary to backing those preventive transient laws of both Thailand Furthermore Myanmar administration so as to decrease the particular illicit offices alternately agents to the reason for finishing passports also ideogram cards As needs be the approaches.

On addition, there ought to a chance to be solid promise between bosses Also workers On term about work-permits What's more other need documents during Mahachai concerning for vocation stability/ representative retention, representative security for both to Also outside for workplaces. In spite of both Thailand What's more Myanmar administration offices would backed to addition the workers' rights, large portions of Myanmar migrant specialists would be at present confronting for those states about problems, for example, such that keeping passports for employees, reductive of the salaries, Worker maintenance Also fair compensations Also equitably profits and so on, Thailand.

Despite those current examination had done Similarly as a free ponder for likelihood from claiming extension for review range at Mahachai, there are should make necessary additional exploration or study should see those attitudes, environments, societies and the recognitions about characters about them.

5.7 Limitation of the research

Likewise a researcher , specialist need a brief time What's more off the execution from claiming consider Throughout An substantial duration of the time As needs be and the important assembly were centered ahead toward Mahachai toward dialog both representatives What's more specialists activists for this research. Specialist use both qualitative what's more quantitative for free what's more subordinate variable for conceivable hypotheses. Those tenants example obtained Eventually Tom's perusing those study instrument flying shown a couple challenges due to insufficient information.

This obstacle went over due to one-time estimation for data accumulation, a confined survey, and the arranging for survey. Specialist didn't use longitudinal majority of the data (the data assembled during Different perspective clinched alongside time) make that concerning illustration it may, took forethought of a cross sectional data (the majority of the data assembled during person purpose over time).

Moreover, representatives needed deficiency, such knowledge's about survey, need a comparability for desire alternately recognition from claiming respondents. Therefore, a large number of them need furnish a same assumption from claiming replies to this study.

Reference

- Archanavitkul, K. (2003). *Understanding the Situation of Migrant Workers in Thailand*. Nakhonprathom: Institute for Population and Social Research at Mahidol University.
- 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.
- 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. & Chamratrithirong, A. (eds.). (2011). Thailand Migration Report 2011. Migration for Development in Thailand: Overview and Tools for Policymakers. Bangkok, Thailand: International Organization for Migration.
- Jerrold W. Hoguet. (eds.). (2014). Thailand migration report 2014, United Nations Thematic Working Group on Migration in Thailand.
- Jerry, Aphichat Chamratrithirong and Claudia Natali. (2012). Thailand at the Crossroad: 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.
- 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.
- Philip Martin. (2007). the economic contribution of migrant workers to Thailand: Towards policy development Bangkok, International Labour Office.
- Pholphirul, Piriya. (2012), Labour Migration and the Economic Sustainability in Thailand, in: Journal of Current Southeast Asian Affairs.
- 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 Samyadorai & 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.

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



APPENDIX

1. Satisfaction Part I

Please choose only one and complete your identity in the following categories:

1. Sex

1. Male
2. Female

2. Age

1. Under 20
2. 21-35
3. 36-40
4. 41-45
5. Over 45 years

3. Occupations

1. Factory works
2. Fishery works
3. Construction works
4. Other

4. Monthly Income

- 1. Under 9000 B
- 2. 9000-12000 B
- 3. 12000-18000 B
- 4. Over 18000 B

5. Education levels

- 1. Undergraduate
- 2. Graduated
- 3. Postgraduated

6. Marital status

- 1. Single
- 2. Married
- 3. Divorce

Part-II

Please choose only one and complete your situations in the following categories.

Job's Satisfaction	Strongly Satisfied	Satisfied	Moderate	Dissatisfied	Strongly dissatisfied
7. Current salary and Bonus					
8. Compensation and other benefits					
9. Working time and OT					
10. Working with MoU passport					

Job's Legality	Strongly Satisfied	Satisfied	Moderate	Dissatisfied	Strongly dissatisfied
11. Using money on MoU passport					
12. The contract rights of MoU passport					

13. The contract of MoU passport and its Rights (Salary and OT etc)					
14. The rights of compensation and benefits of health care					

1. Overall Satisfaction Part III

Please choose the only one on your current situation the following.

Job satisfaction

Yes No

15. Are you satisfied working with MoU passport such as salary, bonus, Working hour and OT?

Job legality

16. Are you satisfied with such rights legality, contract rights, right place,

Right salary, OT, compensation and benefits?

BIOGAPHY

Name: Mr. Mandala
Date of birth: September 11, 1986.
Place of birth: Yinmarbin, the Republic of Union of Myanmar
Ethnicity: Burmese
Nationality: Myanmar

Educational Background

2014-2018: Bachelor of Arts (BA)
Major: Humanity, English.
Mahachulalongkornrajavidyalaya University,
Wang Noi, Ayutthaya, Thailand.

2016-2018: Master of Business Administration (MBA)
Major: Human Resources Management
Siam University, Bangkok, Thailand