

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 outskirts 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.

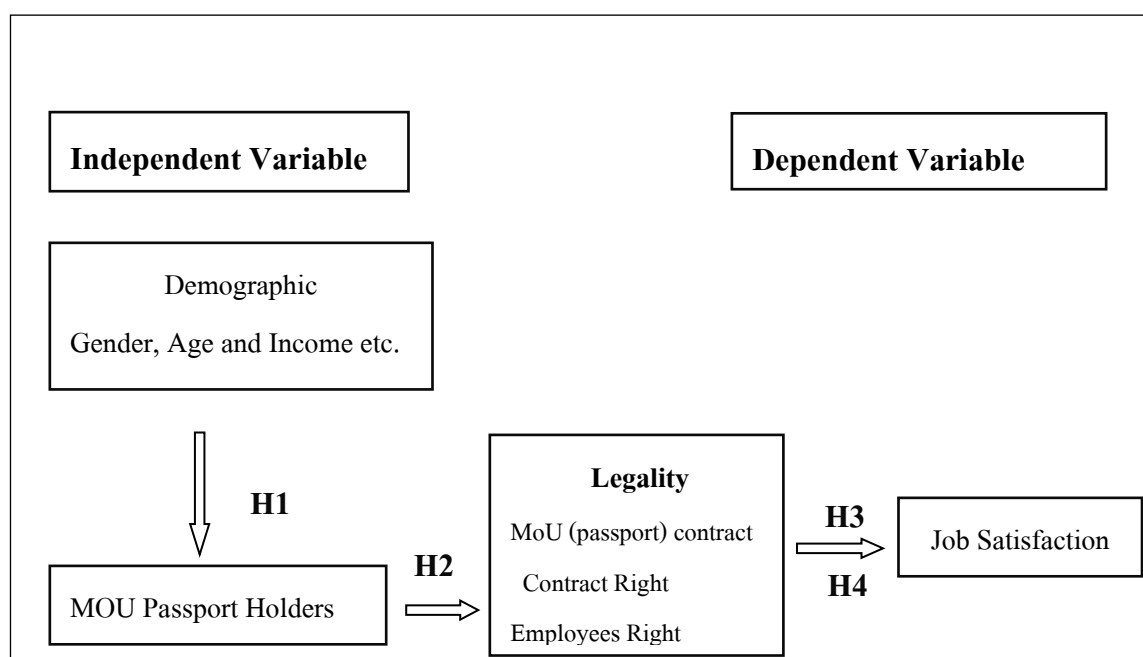


Figure: 1.1 Conceptual Framework

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.