

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	
Valid	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	
Valid	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
Valid 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 of MoU	Yes	99	2.0101	.77585	.07798
	No	54	3.7593	.79941	.10879
Workplace, Daily wage and OT pay	Yes	99	1.9091	.75716	.07610
	No	54	4.1852	.64644	.08797
Compensation and Health care	Yes	99	1.6061	.49111	.04936
	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.