

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.