

The factors that attract Chinese People to work in Thailand

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Abstract: *The purpose of this study “The factors that attract Chinese people to work in Thailand” is to investigate the factors that attract Chinese people to work in Thailand .It used 385 questionnaires to do the survey. The statistical analysis data were percentage and mean, standard deviation, and comparison of relationships between variables by T-test, F-test, One Way ANOVA, and Regression Analysis.*

The study found that most of the respondents were female, aged between 21-30 years old, undergraduate degree, occupation of Chinese teachers, monthly income in 20001-30000 baht. More than 3 years of working experience in Thailand, most of them are from Guangxi province, located in central Thailand, most of them are married. Respondents' age, income, and place of origin in Thailand vary greatly depending on their job satisfaction in Thailand.

There are several important factors that attract Chinese people to work in Thailand: a safe working environment; provide a level playing field and the leadership of recognition. These factors are also affect the satisfaction of Chinese people who are work in Thailand. The results show that Administrative officers should pay attention to the work environment safety, give enough recognition and affirmation to employees, and provide fair competitive opportunities for employees. To improve staff's motivation and satisfaction.

Keywords: *factors work*

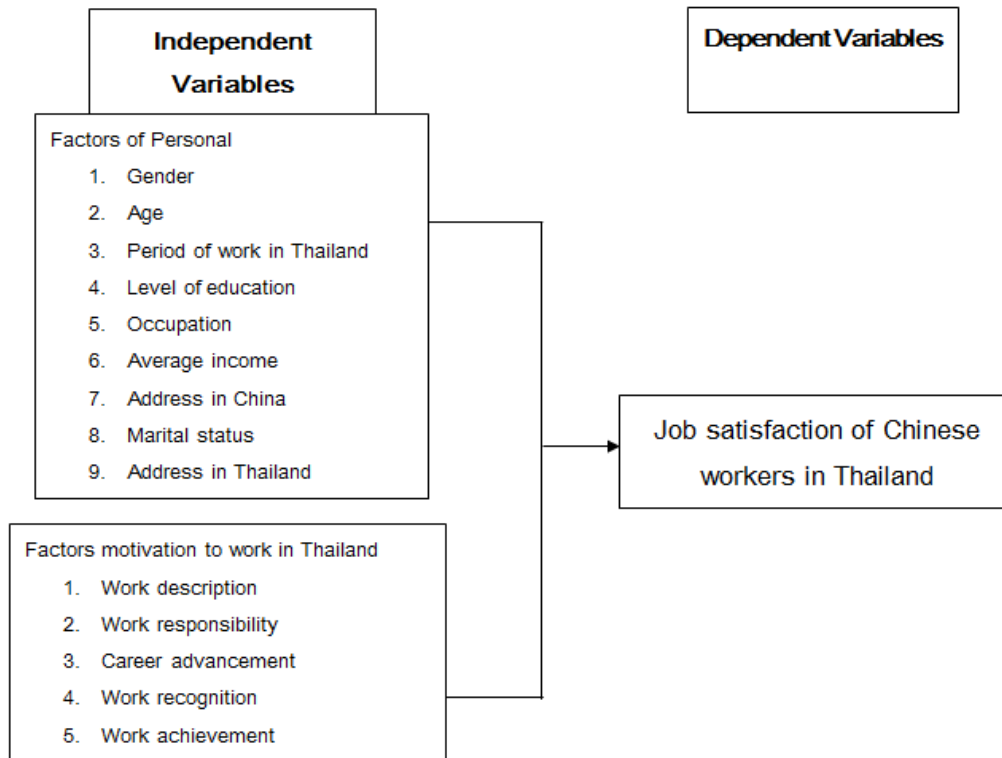
1. Introduction

Presently, Thailand and China have exchange educational for under graduate student’s program type 1:1 meaning that each year there are 10,000 of Thai students and 10,000 Chinese students (numbers fictional) for example, take academic courses for two years in their own country and another two years at the affiliated university in foreign country, the choices of the university that they will receive are from the drawings. Therefore, Chinese students are spread all over universities in Thailand. It is known to the world that Chinese’s economy has been growing continuously and because of the financial success many students choose to study abroad. Currently there are more Chinese working in Thailand for many reasons, such as it is a Buddhist country, friendly, welcome foreigners, open for opinions and religion, growing economy continuously, strong export, lot of natural resources, labors with skills, clearly government investment policy, etc.

From introduction above, the researcher are interested in determining of factors influencing Chinese labors to work in Thailand and results from the study will be used as a guideline for administrative officers of the corporation to improve the strategy to prepare for Chinese labors in Thailand.

2. The Purpose of the Study

To study the satisfaction and motivation factors influencing Chinese workers working in Thailand.
Conceptual framework of the study



Sample of selection

The samples were 385 Chinese workers who work in Thailand.

Data collection procedure

The questionnaires were distributed to sample of 385 Chinese workers who work in Thailand. A total of 385 usable questionnaires were returned back to the researcher, yielding a 100 percent response rate and no missing data.

TABLE I: shows comparison between the personal different such as gender was not affecting the work satisfaction of Chinese workers in Thailand.

Gender	Mean	S.D.	t	df	Sig.	Results
Male	3.67	0.141	0.09	383	0.92	No different
female	3.66	0.146				

*Significant level 0.05

From table 1: The test of hypothesis with t-test at significant level 0.05 revealed that factors of personal different such as gender influencing work satisfaction of Chinese workers in Thailand at significant 0.92 greater than 0.05 level which accepted main hypothesis H₀ results the personal different such as gender was not affecting the work satisfaction of Chinese workers in Thailand.

TABLE II: shows comparison between the personal different such as age affected the work satisfaction of Chinese workers in Thailand.

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	4.878	3	3.526	4.396	0.005*	different
Within group	171.6	381	0.802			
Total	182.220	384				

*Significant level 0.05

From table 2: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as age influencing work satisfaction of Chinese workers in Thailand at significant 0.005 less than 0.05 level which accepted main hypothesis H1 results the personal different such as age affected the work satisfaction of Chinese workers in Thailand.

TABLE III: shows comparison between the personal different such as period of work in Thailand was not affected the work satisfaction of Chinese workers in Thailand.

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	4.978	3	1.625	2.151	0.097	No different
Within group	160.787	381	0.757			
Total	166.665	384				

*Significant level 0.05

From table 3: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as period of work in Thailand influencing work satisfaction of Chinese workers in Thailand at significant 0.097 greater than 0.05 level which accepted main hypothesis H0 results the personal different such as period of work in Thailand was not affected the work satisfaction of Chinese workers in Thailand.

TABLE IV: shows comparison between the personal different such as level of education was not affected the work satisfaction of Chinese workers in Thailand.

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	5.435	3	1.812	2.404	0.069	No different
Within group	161.230	381	0.753			
Total	166.665	384				

*Significant level 0.05

From table 4: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as level of education influencing work satisfaction of Chinese workers in Thailand at significant 0.069 greater than 0.05 level which accepted main hypothesis H0 results the personal different such as level of education was not affected the work satisfaction of Chinese workers in Thailand.

TABLE V: shows comparison between the personal different such as occupation was not affected the work satisfaction of Chinese workers in Thailand.

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	5.218	3	1.739	2.305	0.078	No different
Within group	161.448	381	0.754			
Total	166.665	384				

*Significant level 0.05

From table 5: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as occupation influencing work satisfaction of Chinese workers in Thailand at significant 0.078 greater than 0.05 level which accepted main hypothesis H0 results the personal different such as occupation was not affected the work satisfaction of Chinese workers in Thailand.

TABLE VI: shows comparison between the personal different such as average income affected the work satisfaction of Chinese workers in Thailand

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	13.793	3	4.598	6.436	0.000*	Different
Within group	152.873	381	0.714			
Total	166.665	384				

*Significant level 0.05

From table 6: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as average income influencing work satisfaction of Chinese workers in Thailand at significant 0.00 less than 0.05 level which accepted main hypothesis H1 results the personal different such as average income affected the work satisfaction of Chinese workers in Thailand.

TABLE VII: shows comparison between the personal different such as information in china affected the work satisfaction of Chinese workers in Thailand

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	34.85	4	8.713	13.470	0.000*	Different
Within group	137.77	380	0.646			
Total	172	384				

*Significant level 0.05

From table 7: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as information in china influencing work satisfaction of Chinese workers in Thailand at significant 0.00 less than 0.05 level which accepted main hypothesis H1 results the personal different such as information in china affected the work satisfaction of Chinese workers in Thailand.

TABLE VIII: shows comparison between the personal different such as marital status was not affected the work satisfaction of Chinese workers in Thailand.

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	7.978	3	2.659	2.251	0.058	No different
Within group	157.787	381	0.737			
Total	166.665	384				

*Significant level 0.05

From table 8: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as marital status influencing work satisfaction of Chinese workers in Thailand at significant 0.058 greater than 0.05 level which accepted main hypothesis H0 results the personal different such as marital status was not affected the work satisfaction of Chinese workers in Thailand.

TABLE IX: shows comparison between the personal different such as information in Thailand affected the work satisfaction of Chinese workers in Thailand

Work satisfaction	SS	df	MS	f	Sig.	results
Between group	33.10	4	8.270	12.633	0.000*	different
Within group	139.5	380	0.655			
Total	172	384				

*Significant level 0.05

From table 9: The test of hypothesis with one-way Anova at significant level 0.05 revealed that factors of personal different such as information in Thailand influencing work satisfaction of Chinese workers in Thailand at significant 0.00 less than 0.05 level which accepted main hypothesis H1 results the personal different such as information in Thailand affected the work satisfaction of Chinese workers in Thailand.

3. Summary of Study Results

Findings indicated that most of 385 respondents who came from Guangxi were females, age 20-30 years old, period of work in Thailand over 3 years, bachelor degree graduated, Chinese language teachers, average monthly income 20,000-30,000 baht, living in Bangkok, motivation factors were job description, safety working environment, career advancement opportunity, occupation recognition and trusted by supervisors which correlated to work satisfaction of Chinese workers in Thailand.

4. Suggestions for Future Research

For the future study, researcher should find more information by in-depth interviews to every personnel in all levels by choosing a representative of each group, including administrative officers, and study motivation factors influencing Chinese teachers choosing to work in Thailand in order to confirm the accuracy of the results obtained from this study.

5. References

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