

QUALITY OF WORK LIFE RELATED ORGANIZATIONAL COMMITMENT OF DRIVERS FOR SUGAR INDUSTRY IN SUPHAN BURI INDUSTRIAL ZONE

AEK SINTANYO, Dr. PORNKUL SUKSOD

Suan Sunandha Rajabhat University, Bangkok, Thailand

Email: pornkul.su@ssru.ac.th

ABSTRACT

The research objectives represented the study of the quality of work life that related with the organizational commitment of the drivers for sugar industry in Suphan Buri industrial zone. This research approach represented the qualitative research. The population represented the drivers of sugar industry in SuphanBuri Industrial zone. The 400 drivers of sample group were constructed by Yamane formula through the simple random sampling. The instrument was the questionnaire, the statistical examination on the relationship among the variables represented mean, standard deviation and Pearson's Correlation Coefficient. The finding found that the quality of work life related with the organizational commitment in addition of the quality of work life comprised of 1) adequate and fair compensation 2) safe and healthy environment 3) development of human capacities 4) growth and security 5) social integration 6) Constitutionalism 7) the total life space and 8) social relevance. Keyword; quality of work life, organizational commitment

INTRODUCTION

The sugar industry represented the leading industry that generated very high revenue to Thailand due to obtain input from the Thai agricultural sector, in addition sugar obtained the staple food of consumers and raw material for the food production industry that the sugar industry remain crucial industry and making income on the top of Thailand. In addition to the importance mentioned above, the sugar industry still encountered many problems due to the raw materials of sugar production came from agricultural products which the number of raw materials depended on the season of planting and climate that was the crucial problems of this industry. Labor problem issues remained equally crucial obstacles; each factory faced a shortage of skilled workers, a high turnover, inexperienced staff, bargaining when retaining more abilities and resigning in the final. The problems of well-being caring and the inadequacy of meals, clothing, securities and welfares made the labor move to other higher-returned organizations. (Herzberg, 1959; Buchanan, 1974; Buapeng, 2011)

Objectives

1. To study the quality of work life of the drivers for sugar industry in Suphan Buri industrial zone.
2. To study the organizational commitment of the drivers for sugar industry in Suphan Buri industrial zone.

3. To study the relationship between the quality of work life and the organizational commitment of the drivers in sugar industry in Suphan Buri industrial zone.

LITERATURE REVIEWS

The quality of life depended on differences of the individual, environments and needs that affected to the concept and level of quality of life in addition the quality of life meant the happiness, safety, well-being of individual and society with the context of society, environment, economy, education, politics and religion, health, education, welfare, physical environment, income, employment, equality, technology, social engagement for driving the significant different on the quality of life. (Buchanan, 1974; Buapeng, 2011)

Everyone needed the quality of life that contributed the efficient morale on jobs. The person who satisfied in valuable life and contributed the quality of work life to be happiness. Many local and aboard scholars studied the concept of the quality of life in the various of aspects but the Walton's aspect was well-known. Walton studied the quality of work life that considered the personal traits about the humanistic quality of life on personal and social environments that resulted from the success of the job, responsive outputs, working satisfaction and the quality of life development. (Chaisaengduean, 2019; Herzberg, 1959; Buapeng, 2011)

The quality of work life on the approach of Richard E. Walton represented eight elements as following

1. The adequate and fair compensation meant the worker received the sufficient wages, salaries, compensation and other benefits for life in accordance with generally accepted standards and fair that compared to other jobs or organizations as well

2. The safe and healthy environment meant both physical and psychological environments that contributed the working conditions not be too risky, comfortable and not harmful to health and hygiene.

3. The development of human capacities represented the providing on the working opportunities and developing that they recognized as important and meaningful for their lives.

4. The growth and security represented the work promotion and contributed the increasing knowledge, progression, stability career as well as being accepted by both colleagues and family members.

5. The social integration represented that jobs contributed the relationships with each others Including in the progressive equality.

6. The constitutionalism meant the life style and the organizational culture encouraged the individual respect, fairness in rewarding and providing the opportunities on freedom speeches, equality and the rule of law.

7. The total life space represented the balance between life and work that provided opportunities to live a working life and personal life outside the organization in a balanced manner with the appropriate working hours and avoidance no rest time.

8. The social relevance that was one of the important issues that the organizational operations were responsible for society in various terms of productivity, waste, disposal, preserving the environment and employment practices.

Human resources comprised of the personal which had the readiness, sincerity and ability to work to achieve the organizational goals or being the person in the organization that created the value of the administration system for achieving the desired objectives. Therefore, the organization needed human resource management. including planning, organizing, staffing, directing and controlling that required the personnel for goals setting, planning and organizational resources performing to the maximum effectiveness and achieve the goals. Under the success and efficiency of the organization that caused by the quality of all personnel in the organization like valuable resources which would be maintained and invested to personnel develop for the organization in the long term. If organizations lost the knowledge and capabilities personal for any reason, the organization would lose the valuable resources. At the same time, there would be many investment to recruitment, selection, training and personnel developing that meant the waste time and great benefits. Therefore, the organization realized how the organization would develop, motivate and encourage personnel to achieve the organizational objectives meanwhile tried to maintain organizational commitment that created beliefs and behaviors with organizational commitment for the efficient performance and long-term employment. The study of the relationship between the organization and the personnel of the organization found the organizations needed the organizational commitment especially the competitiveness on the current situation, executive decision making was the crucial in operations. Therefore, the maintaining on good quality personnel with motivation for devoting to the organization. (Herzberg, 1959; Sheldon Mary 1971; Siraphatthada and Thitivesa 2019)

Conceptual framework

Literatures reviewing contributed the conceptual framework as bellow.

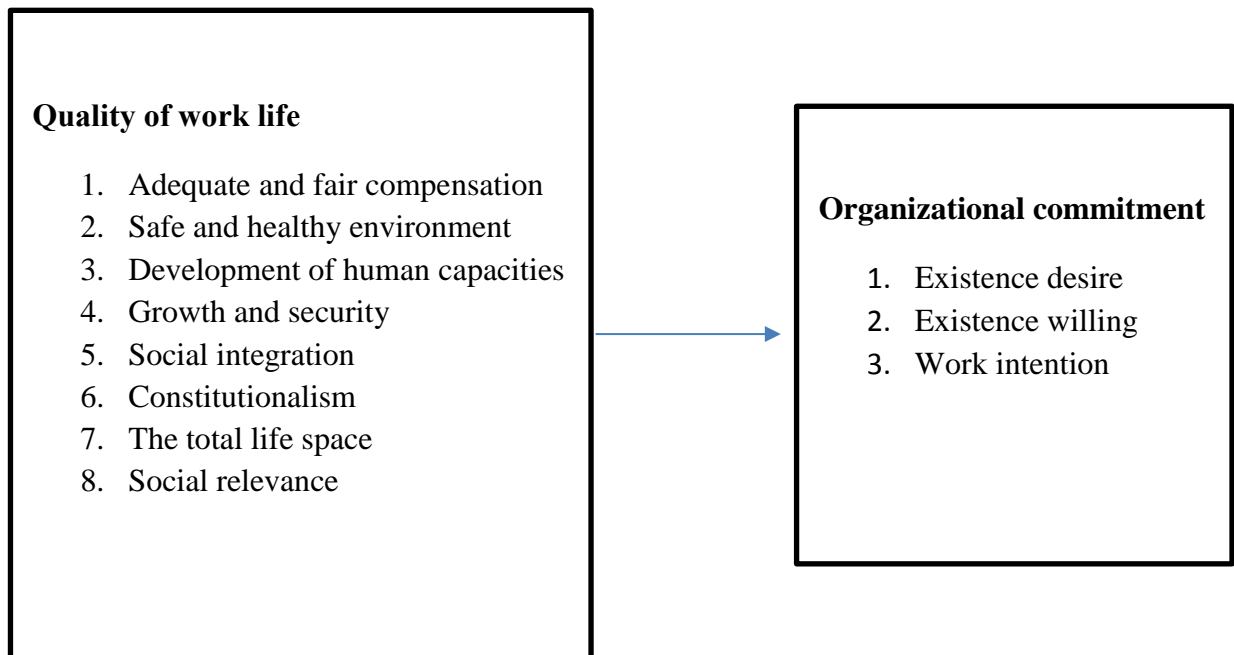


Figure 1 Conceptual Frame work

METHODOLOGY

This research represented the qualitative research with in-depth interviewing to provide the findings. The population represented the drivers of sugar industry in Suphan Buri Industrial zone. The results of the purposive sampling represented 5 drivers with more than 3 years of experience on driving. The instrument was the opened-end questionnaire, data collecting was made from the sampled drivers, interviewing by constructed form, analyze the data, sequencing the relevant data, irrelevant data removing, interpretation of the analyzed results and after those words reviewing for the research answering.

RESULTS

1. The research findings found that the quality of work life possessed eight elements of 1) adequate and fair compensation 2) safe and healthy environment 3) development of human capacities 4) growth and security 5) social integration 6) Constitutionalism 7) The total life space 8) social relevance was the drivers of sugar industry's demanding.
2. The research findings found that the organizational commitment possessed 3 elements of 1) existence desire 2) existence willing and 3) work intention.
3. The quality of work life was indeed related with the intense level to the organization of the driver in the sugar industry Actual Suphan buri industrial area, the employees retained the

good quality of life that established many organizational commitment and unwanted to change jobs, the poor quality of life made the staff would like to change jobs.

REFERENCES

- Buchanan, B (1974) Building organizational commitment the socialization on manages in work organization. *Administrative science quarterly*. 19(4) pp 535-546.
- Chaisaengduean K. (2019) Market Orientation and logistics service process quality: an empirical investigation in the logistics service providers in Thailand. The ICBTS 2019 International Academic Research Conferenec in Vienna.
- Herzberg, F. (1959) *The Motivation*. New York; Joke Wiley & Sons 1959.
- Buapeng P. (2011) Factors affecting organizationnal commitment of employee o Daikin industries Ltd. An independent study submitted of Rajamangala University of Technology Thanyaburi Academic year 2011.
- Banko N. (2015) Factors affecting the engagement of government personnel merchant marine training marine department, ministry of transport. An independent study submitted of Thammasat university Academic year 2015.
- Sheldon Mary E. (1971) Investment and Involvements as Mechanisms producing commitment to the organization. *Administrative science quarterly*. 16(2) pp 425-436.
- Siraphattada Y. & Thitivesa D. (2019) Factors affecting customer repurchase intention of the lowcost airlines in Thailand. The ICBTS 2019 International Academic Research Conference in Vienna 2019.