

The Analysis of Relationship between Employment Requirement and Types of Job: The Effect on Welfare Allocation for the Elder in Hua Hin District, Prachuap Khiri Khan

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Abstract—Objectives of this research are to examine the level of factors affecting employment requirement, types of job, and need of welfare, and to analyze the relationship between those factors in order to determine the welfare allocation in Hua Hin District, Prachuap Khiri Khan Province. This research is a quantitative research with 400 elderly people as samples. The result indicated that they gave more precedence to mental health than to physical one. In terms of social factor, they paid more attention to their current role than to their working society. Regarding economic factor, the need of income or reward was moderately given importance. The study of types of job affected by those factors showed that they preferred running their own business to work as a consultant for a company or a sector. In terms of social stability, aids were required when they were one of the natural disasters victims suffered from flood or conflagration. In addition, for employment and income, they would like to the activities that let occupational knowledge and wisdom to be passed on to them.

Index Terms—employment requirement, types of job, the elder

I. INTRODUCTION

Currently, the number of the elder has increased. According to the report by the United Nations in 2009, the number of the elder world wide was 737 million or 11 percent of overall human population, and it was anticipated that it would raise to 1,936 million or 22 percent by 2050 [1]. In Thailand, there are seven million elderly people, approximately ten percent of the population, and the number will increase to 19 million or 26 percent in 2050 [1]. This drastic increase resulted from the decrease of the fertility rate and the development of medical profession which let Thai people have longer lives. During 2003 to 2010, average life expectancy of male reached 68.5 years, while female was expected to live 75 years [2].

Since Thailand has been becoming “the society of the elder” since 2007-2008, it is disturbing that there would be some impacts on economy and society. For example, it may cause the fall of work force ratio, and may increase the dependency ratio which would result in the mount the expenses, especially on health care, on personal, family and national levels. The problem of elder care and social support to the elder urged many researchers, not only in Thailand but also other developing countries world wide, to conduct the research and introduce policies regarding the elder [3].

In the economically developed society, many of the elder are ignored and not taken care of, for their descendants have to take care of themselves and their family. This correlates with the study conducted by Naphaporn Chayowan [4], which indicated that the migration of the decedents has an impact on the elder care both physically and mentally. The rate of the elder living with their descendant reduced from 77 percent in 1986 to 59 percent in 2007. In particular, in rural area the rate was only 57 percent, while it reached 65 percent in urban. Furthermore, the rate of the elder living in a difference province from their descendants grew from 28 percent in 1995 to 36 in 2007. In this situation, the elder have to depend on themselves more. According to the survey on the elderly population in 2007, the elder, who seemed to still be healthy, that had to work for their own and their family living numbered one third (36 percent). Half of those could still earn enough income to pay for their expenses, and others could occasionally, and could not (27 and 23 percent respectively), but most of them still have to rely on their descendants’ income (73 percent). However, there are still a great number of them who suffers from poverty, especially those who live in rural areas, 14 percent of whom had small amount of income under the poverty line [5]. This reveals that nearly half of the elder still have to work so that they could earn their living, and it urges them to believe that they are still physically strong enough to work. Their working situationa and reasons to work reflect their

efficiency to live and their valuable lives. It also obvious that they would like to contribute to and to have their role in their family, not to be burden on their descendants' shoulders. Therefore, being employed is valuable not only to themselves but also to the nation [6]. Regarding the fact that many of the elder are still healthy, enthusiastic, talented, and ready to work to a certain extend, in many countries this group of people are granted employment so that they have some activities do and can have some income to live their lives proudly and not to burden their descendants, the society, or the government to provide welfare for them. In addition, encouraging the elder to work will benefit them in that they can take part in activities in which they have opportunities to pass on their knowledge and experiences.

According to this phenomenon, the relationship between the employment requirement and the workind scheme and the impacts on welfare allocation for the elder in Hua Hin District, Prachuap Khiri Khan Province interest me to study the level of factors determining the employment

requirement, types of job, and welfare requirement, and to analyze the relationship between those factors in order to apply to welfare allocation for the elder in Hua Hin District, Prachuap Khiri Khan Province.

II. OBJECTIVES

First, to examine the level of factors determining the employment requirement, types of job, and welfare requirement of the elder in Hua Hin District, Prachuap Khiri Khan Province;

Second, to analyze the relationship between those factors determining the employment requirements, types of jobs and welfare requirements of the elder in Hua Hin District, Prachuap Khiri Khan Province;

Third, to analyze opinions toward welfare allocation for the elder in Hua Hin District, Prachuap Khiri Khan Province

III. CONCEPTUAL FRAMEWORK

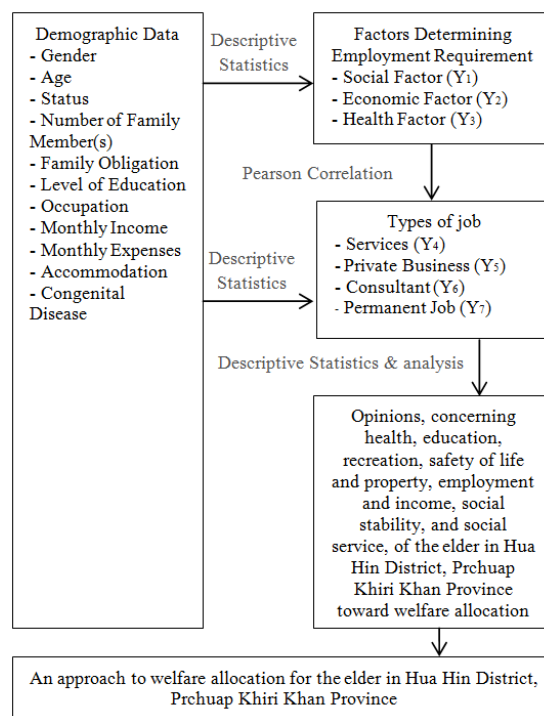


Figure 1. Conceptual framework

IV. RESEARCH METHODOLOGY

The study of the relationship between the employment requirement and types of job: impacts on the approach to welfare allocation for the elder in Hua Hin District, Prachuap Khiri Khan. This research is a quantitative research in which questionnaires were utilized as its instrument to obtain data for the analysis. The elder in Hua Hin District, Prachuap Khiri Khan province were asked to answer those questionnaires. Therefore, out of 4,201 elderly people as population, the 40 samples

were those aged over 40 years old, in Hua Hin District, Prachuap Khiri Khan Province. The samples were formulated as followed [7].

$$\begin{aligned}
 \text{Formula } n &= \frac{N}{1+Ne^2} \\
 n &= \frac{4,201}{(1+4,201(0.05)^2)} \\
 n &= 399.9 \\
 n &\text{ is number or size of the samples}
 \end{aligned}$$

N is number or size of the populations
e is error of the samples at 95% reliability

The number of samples from the formulation was 399, and was adjusted to 400. The samples were purposively randomized using non-probability, multi-stage sampling plan in order to acquire those samples conforming to the objectives of this research and sharing the same characteristics [8].

According to the quality check of the instrument, the questionnaire draft was submitted to three experts. Validity of the draft will be considered in terms of behavioural science, social science, and psychology. Only the questions that have index of item-objective congruence (IOC) score more than 0.50 were selected. After that, the revised questionnaires were tried out with the group of 40 samples, and the reliability was later on analyzed with Cronbach's alfa (α) coefficient. The analysis indicated that the questionnaire scored 0.875, close to 1, which means it was highly accurate.

In data analysis stage, SPSS software package was utilized as follows:

1. Calculate mean and standard deviation of each variable in each factor, and then compare the average figures to the criteria as follows.

- 1.00 – 1.50 Little
- 1.51 – 2.50 Low
- 2.51 – 3.50 Moderate
- 3.51 - 4.50 High
- 4.51 - 5.00 Very high

2. Use Pearson's Correlation technique to statistically analyze the relationship between the factors and types of job of the elder in Hua Hin District, Prachuap Khiri Khan Province. If the result is close to -1 or 1, it can be interpreted that they highly related to each other. On the other hand, if the result is close to 0, they may barely or not be related. The interpretation of the result is based on Hinkle's criteria as follows:

- 0.90 – 1.00 Very high positive correlation
- 0.70 – 0.90 High positive correlation
- 0.50 – 0.70 Moderate positive correlation
- 0.30 – 0.50 Low positive correlation
- 0.00 – 0.30 Little if any correlation

V. RESEARCH RESULT

According to the demographic data studied and collected, the most of the 400 samples of the elder in Hua Hin District, Prachuap Khiri Khan Province were males (53.5 percent), aged between 40 to 50 years old. 44.8 percent of the samples were married, and 51.8 percent had four to six members in their family. 61.5 percent of them did not have any obligation to their family. 29.8 percent of them held a bachelor degree, and 24 percent had their own business. 35.5 percent earned 20,001 – 30,000 baht monthly, and 38.5 percent were obliged to 10,001 – 20,000 baht expense per month. 63.6 percent live in their own residence, and 71.8 percent did not suffer from any diseases.

Regarding the factors determining the employment requirement, it was revealed that health factor was highly

considered by the elder ($\bar{x} = 4.03$, $SD = 0.91$), and social factor and economic factor were respectively considered with $\bar{x} = 3.85$, $SD = 0.90$ and $\bar{x} = 3.34$, $SD = 1.29$. The results are shown on the table below.

TABLE I. LEVEL OF FACTORS DETERMINING EMPLOYMENT REQUIREMENT OF THE ELDER IN HUA HIN DISTRICT, PRACHUAP KHIRI KHAN PROVINCE

Factors	\bar{x}	SD	Interpretation
Social factor	3.85	0.90	high
Current status satisfaction	3.87	0.90	high
Working Society	3.83	0.90	high
Economic factor	3.34	1.29	moderate
Family obligation	2.73	1.56	moderate
Need of income or reward	3.74	1.02	high
Health factor	4.03	0.91	high
Physical health	3.98	0.85	high
Mental health	4.07	0.96	high
Total	3.74	1.03	high

The above table illustrates that according to health factor, the samples paid high attention to mental health ($\bar{x} = 4.07$, $SD = 0.96$), and $\bar{x} = 3.98$, $SD = 0.85$ to physical health. In terms of social factor, most of the samples were highly satisfied with their current status ($\bar{x} = 3.87$, $SD = 0.90$), and their working society ($\bar{x} = 3.83$, $SD = 0.90$). Moreover, considering economic factor, most samples were at a high level of requirement of income or reward ($\bar{x} = 3.74$, $SD = 1.02$), and at moderate level of family obligation ($\bar{x} = 2.73$, $SD = 1.56$).

According to the types of job of the elder in Hua Hin District, Prachuap Khiri Khan, it can be considered as Table II below.

TABLE II. LEVEL OF IMPORTANCE OF TYPES OF JOB OF THE ELDER IN HUA HIN DISTRICT, PRACHUAP KHIRI KHAN PROVINCE

Types of job	\bar{x}	SD	Interpretation
Service job	1.78	0.44	little
Private business	4.53	0.49	very high
Consultant for a company or sector	3.60	0.88	high
Permanent job	1.88	0.41	low

Table II shows that most of the samples would like to run their own business the most ($\bar{x} = 4.53$, $SD = 0.496$), and highly want to be a consultant for a company or sector ($\bar{x} = 3.60$, $SD = 0.886$). They would slightly like to have a permanent job ($\bar{x} = 1.88$, $SD = 0.413$), and a service job the least ($\bar{x} = 1.78$, $SD = 0.443$).

The result of the analysis of the relationship between the factors determining the employment requirement and types of job of the elder is displayed in Table III.

According to Table III, the three highest positive correlations are of social factor and consultant which was very high (0.796), health and consultant (at 0.671), and economic and consultant, which was very little (0.172), respectively.

TABLE III. PEARSON’S CORRELATION OF THE FACTORS DETERMINING THE EMPLOYMENT REQUIREMENT AND TYPES OF JOB OF THE ELDER IN HUA HIN DISTRICT, PRACHUAP KHIRI KHAN PROVINCE

Factors	Types of job			
	Service job (Y ₄)	Private business (Y ₅)	Consultant for a company or sector (Y ₆)	Permanent job (Y ₇)
Social factor (Y ₁)	-0.006	-0.046	0.796	0.026
Economic factor (Y ₂)	0.022	-0.029	0.172	-0.055
Health factor (Y ₃)	0.066	-0.037	0.671	-0.002

The result of the examination of eight aspects of welfare that the elder would like to receive is shown on Table IV to Table XII.

TABLE IV. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING HEALTH OF THE ELDER

1. Welfare regarding health	Requirement		
	\bar{x}	SD	meaning
1.Acquiring treatment without paying	4.38	0.79	high
2.Conveniently having health service center near residence	4.43	0.84	high
3.Conveniently having a tract specially for the elder at the hospital	4.27	0.79	high
4. Being provided with services and general advices for elderly people at government health service centers.	4.50	0.64	high
5.Having the staff from a local public health center visit their house and give some advices regarding health	3.89	1.04	high
6.Having annual health check service for the elder	4.13	1.00	high
Total	4.26	0.50	high

*Statistic significance = 0.05

Table IV shows that the overall health welfare requirement is at a high level ($\bar{x} = 4.26$, $SD = 0.50$)

TABLE V. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING EDUCATION OF THE ELDER

2. Welfare regarding education	Requirement		
	\bar{x}	SD	meaning
1. Acquiring knowledge necessary to the elder	3.70	0.75	high
2. Acquiring knowledge through various medias such as TV, radio, or newspaper.	3.90	0.66	high
3. Participating in the vocational training that suits the elder	4.10	0.75	high
4. Being granted opportunities to show their skills such as passing on their wisdoms and experience to the society	4.01	0.86	high
5. Having the society to campaigning on the importance of the elder to the society	3.65	0.76	high
6. Continuously providing mobile library	3.99	0.84	high
Total	3.89	0.56	high

*Statistic significance = 0.05

Table V indicates that the elder would highly like to receive welfare regarding education ($\bar{x} = 3.89$, $SD = 0.56$).

TABLE VI. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING RECREATION OF THE ELDER

3. Welfare regarding recreation	Requirement		
	\bar{x}	SD	meaning
1. Founding a club for the elder	4.26	0.79	high
2. Lowering transportation fares for the elder as to encourage them to travel and relax	4.67	0.69	very high
3. Providing parks and sport stadiums that are safe and suitable for the elder	3.73	0.94	high
4. Supporting travelling activities both locally and to other areas for the elder	2.96	0.51	moderate
5. Supporting the activities on religious days	3.91	0.88	high
6. Conducting singing and dancing activities for the elder	3.37	1.06	moderate
Total	4.32	1.97	high

*Statistic significance = 0.05

According to Table VI, the overall level of the requirement for welfare regarding recreation of the elder was high ($\bar{x} = 4.32$, $SD = 1.97$).

TABLE VII. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING RESIDENCE OF THE ELDER

4. Welfare regarding residence	Requirement		
	\bar{x}	SD	meaning
1. Providing foster homes for the elder in each district	3.84	0.93	high
2. Having the government found a foster homes with no membership charge	3.72	1.22	high
3. Living in a foster home for the elder	3.18	1.27	moderate
4. Providing house loan with low interest for the elder	4.12	1.13	high
5. Providing house repairing service for the elder	3.75	1.04	high
6. Providing shelter for the elder in case of emergency	3.76	0.61	high
Total	3.73	0.70	high

*Statistic significance = 0.05

Table VII shows that the overall level of requirement of welfare regarding residence of the elder is high ($\bar{x} = 3.72$, $SD = 0.70$).

TABLE VIII. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING LIFE AND PROPERTY SAFETY OF THE ELDER

5. Welfare regarding life and property safety	Requirement		
	\bar{x}	SD	meaning
1. Providing safety management for the elder in public places and building	4.00	0.85	high
2. Having public and private sector to help the elder with using public transportations	3.95	0.93	high
3. Providing facilities such as pedestal to the public toilet for the elder	3.62	0.95	high
4. Having public and private sector help the elder who are violated	3.44	0.82	moderate
5. Having public and private sector help the elder who are taken advantage of or ignored	3.67	0.65	high
6. Providing property insurance for the elder in case of emergency	3.71	0.97	high
Total	3.73	0.69	high

*Statistic significance = 0.05

According to Table VIII, the overall level of the requirement for welfare regarding life and property safety of the elder was high ($\bar{x} = 3.73$, $SD = 0.69$).

TABLE IX. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING EMPLOYMENT AND INCOME OF THE ELDER

6. Welfare regarding employment and income	Requirement		
	\bar{x}	SD	meaning
1. Providing safety management for the elder in public places and building	3.40	1.08	moderate
2. Having public and private sector to help the elder with using public transportations	3.08	0.66	moderate
3. Requiring the job training both in their area of residence and other air area	3.50	0.67	moderate
4. Providing platform to display the products produced by the elder	3.46	0.62	moderate
5. Arranging activities or workshops to pass on working experience and wisdom of the elder	3.16	0.91	moderate
6. Providing safety while on duty at work	3.84	0.75	moderate
Total	3.41	0.49	moderate

*Statistic significance = 0.05

Table IX shows that the overall level of requirement of welfare regarding employment and income of the elder is moderate ($\bar{x} = 3.41$, $SD = 0.49$).

TABLE X. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING SOCIAL STABILITY OF THE ELDER

7. Welfare regarding social stability	Requirement		
	\bar{x}	SD	meaning
1. Providing religious ceremony and funeral for the elderly people forlorn	3.98	0.79	high
2. Providing tax exemption for adults who take care of the elder	4.16	0.36	high
3. Providing legal service in order for their safety, right, and welfare	3.79	0.88	high
4. Facilitating and providing safety for the elder in public places and on public transportations	3.30	0.84	moderate
5. Acquiring assistance and aid when suffering from natural disasters such as flood or conflagration	3.34	1.02	moderate
6. Increasing elderly living premium welfare for those who do not have family, nor can they work	4.04	0.55	high
Total	3.77	0.50	high

*Statistic significance = 0.05

Table X shows that the overall level of requirement of welfare regarding social stability of the elder is moderate ($\bar{x} = 3.77$, $SD = 0.50$).

TABLE XI. MEAN AND STANDARD DEVIATION OF THE REQUIRE TO RECEIVE WELFARE REGARDING SOCIAL SERVICES OF THE ELDER

8. Welfare regarding social services	Requirement		
	\bar{x}	SD	meaning
1. Providing elderly living premium welfare	4.17	0.81	high
2. Providing consumer goods	3.90	0.62	high
3. Providing continuous activities visiting the elder houses	3.72	0.83	high
4. Providing volunteers taking care of the elder at their residence	3.40	1.20	moderate

5. Providing consultancy and advices concerning life problems	3.58	1.02	high
6. Providing welfare regarding transportation	3.60	0.49	high
Total	3.73	0.64	high

*Statistic significance = 0.05

Table XI shows that the overall level of requirement of welfare regarding social services of the elder is high ($\bar{x} = 3.73$, $SD = 0.64$).

VI. DISCUSSION

According to the study, most of the samples are males, married, and have 4-6 members in their family. They are free of family obligation, hold a bachelor degree. Most of them run their own business, earn 20,001 – 30,000 baht a month, and expend 10,001 – 20,000 baht. They live in their own house and do not have any congenital diseases.

Regarding the factors determining the employment requirement and types of job of the elder in Hua Hin District, Prachuap Khiri Khan Province, they placed more importance to mental health than to physical health. It also revealed that they gave high precedence to social factor. Satisfaction with their current status was weighed more than working society. Considering economic factor, they leveled the need of income or reward moderate. This conformed to the study of Sawarai Boonyamanond and Jarumporn Holumyong [9] unveiling that the elderly family leader could manage their household expenses efficiently which could be indicated by how their income is more than expenses. Importantly, debt and debt rate of their families is lower than the families of which the leaders are working age. Furthermore, the family of which the leader is the elder is more stable, since they own the land and the house themselves so they are not obliged to home loan or rent. This reflects the value of the elder who applied knowledge and what they have experienced to their role of taking care of their family very well.

Considering the employment requirement and types of job according to the factors, private business was most required, followed by a consultant of a company or sector at a high level, and a permanent job at a low level. This finding conformed to the research of Russamee Seeda and Suthinee Yooprasit [10] indicating that 70 percent of their samples would chose to run their own business, providing that it gave them freedom to manage and let them apply their knowledge.

On the aspect of the relationship between the factors and types of job, it can be seen that social factor were most related to a consultant job, which is in accord with the journal of Kusol Sunthorntada, et al revealing that the elder are valuable for they are experienced, and have interesting opinions and prudence that allow them to see various aspects of the problems.

When considering the requirement of welfare, according to health care, the elder would highly like to have a health care center near their residence. Regarding social stability, they would like to be assisted or aided in

case they suffer from natural disasters such as flood or conflagration. In terms of residence, a shelter for the elder in case of emergency was required. Concerning life and property safety, they would like public and private sectors to take a responsibility for supporting them to use public transportation, and in case of social service, continuous activities of visiting their house was asked for. Regarding recreation, they would like a club for the

elder to be founded, and concerning education, they would like to gain knowledge necessary to the elder. In terms of employment and income, they would like to hold activities in which they could pass on their occupational knowledge and wisdoms. The outcome of this study was utilized to generate the approach to welfare allocation for the elder in Hua Hin District, Prachuap Khiri Khan Province as in Fig. 2.

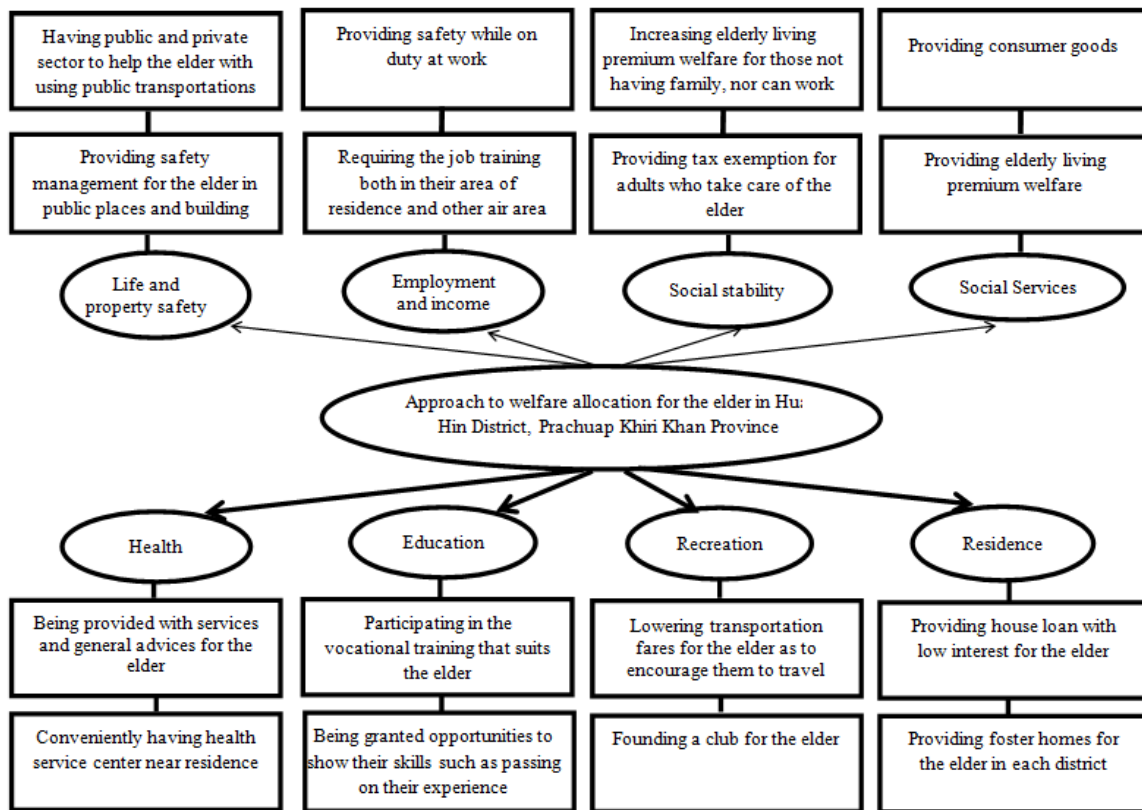


Figure 2. Approach to welfare allocation for the elder in Hua Hin district, Prachuap Khiri Khan province

VII. SUGGESTIONS

First, the elder should be supported to work, for not only they would feel more valued and financially stable, they would also be able to rely on themselves and live proudly.

Second, policies urging the elder, both voluntarily and compulsively, to always acquire education or have participation in a long-term occupational and money-saving training should be shaped. Moreover, facilities for their daily living should be provided, and they should be encouraged and supported to take care of their health and stay away from any diseases which would impede their employment. According to money-saving, the policy promoting money saving both in terms of saving accounts or tied funds, and the country and the money market can benefit from their savings.

Third, according to the study of the factors determining the employment requirement and types of job of the elder in Hua Hin District, Prachuap Khiri Khan Province, it is

suggested that in the future research the elder from various areas should be selected as research samples. In this study, only the elder in Hua Hin District, Prachuap Khiri Khan Province, a civilized and tourist attractive province, were chosen so the result of this study is limited.

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