

Understanding in Social Security Act 1990 of Daily Employees in Yumark Enterprise (Thailand) Co., Ltd.

Uhsa Tevarattikal¹, Dr. Bundit Phrapratanporn²,

Associate Professor Dr. Thanasuwit Thanbhiranrak³

¹The Graduate School, of Doctor of Business Administration Program,
Suan Sunandha Rajabhat University, Email: rattisa@hotmail.com

²The Graduate School, Suan Sunandha Rajabhat University,
Email: Bundit.Ph@ssru.ac.th

³The Graduate School, Suan Sunandha Rajabhat University
Email: thanasuwit.th@ssru.ac.th

Abstract

The purpose of this study was to study understanding in Social Security Act 1990 of Daily Employees in Yumark Enterprise (Thailand) Co., Ltd. in the case of injury or sickness benefit, maternity benefit, invalidity benefit, child amelioration benefit, old-age benefit and unemployment benefit.

The samples used in the study were 86 daily employees in Yumark Enterprise (Thailand) Co., Ltd. The instruments used in the study were the statistical questionnaire used for data analysis, including percentage, mean and standard deviation.

The study found that most respondents were female. Age under 30 years old, single status and graduated under bachelor's degree, and average income among 15,000 - 20,000 baht. The understanding in Social Security Act 1990 of Daily Employees in Yumark Enterprise (Thailand) Co., Ltd. was in high level for overall. For considering each aspect which could source from high to low as follows: maternity benefit aspect, invalidity benefit aspect, injury or sickness benefit aspect, child amelioration benefit aspect, old-age benefit aspect and unemployment benefit aspect, respectively. The understanding in Social Security Act 1990 of Daily Employees in Yumark Enterprise (Thailand) Co., Ltd. will affected to the daily staff in the understanding the right to receive benefits from the employer and the government included understanding the right to receive the right to Social Security benefits and get the most benefit.

Rationale of the Study

Social security was a welfare state funded by the government with the primary objective of helping people who work as employees of private agencies. At present, the job duties as an employee often suffer from insufficient income from the employer. So when the incident. In some cases, disability can be prevented by the people in the Thai society. They also have problems with maternity expenses. Parenting expenses Therefore, it cannot

save money for capital after retirement. At present, the economy is highly competitive. Lower consumption In some cases, some operators have reduced the number of employees or closed their businesses. Resulting in unemployment. Therefore, Social Security Act 1990 has been enacted to provide assistance in the case of injury or sickness in the case of childbirth in case of death in case of child support. Old and unemployed to solve the problems. Due to the work of the people, the laborers have been relieved, which is considered a basic remedy. (Social Security Act 1990)

The Social Security Act 1990 came into effect on September 2, 1990, after an attempt was made to apply this law since 1954. The essence of this social security law in the first 3 years that applied to businesses with more than 20 employees nationwide. Provides protection against harm or sickness, death or disability not from work. Employers and employees (insured) must start contributing to the Social Security Division 180 days after the date of this Act. This Act is effective from 1 March 1991. This contribution to the Government, Employers and Employees. The insured person will pay the same amount up to 1.50% each. The insured will receive the first 4 types of benefits in case of injury or sickness benefit after the employee has paid the contribution for not less than 90 days and must be within fifteen months before the medical day Second type of maternity benefit for self or spouse when the employee has paid contributions not less than two hundred and ten days and must be within fifteen months prior to the date of medical service and receive a maximum of two childbirth allowances. The third benefit was invalidity benefit if the employee has paid contributions not less than ninety days and must remain within fifteen months before the final disability. The last was death benefit that did not caused by harmed or sick by working after the employee has paid the contribution for not less than thirty days and must be within six months before death .Since June 1, 1991, the insured person who has paid the full amount of the medical expenses can apply for medical treatment. In case of injury or sickness, in addition to work and disability. The Social Security Office has entered into a contract with both public and private hospitals as a hospital. Once the hospital is selected the Social Security Office will identify the name of the hospital on the social security card. When the sickness occurs, the insured person will be admitted to the hospital listed on the card. Providing medical services to insured persons eligible for compensation in the event of danger or sickness. Not because of work Birth and disability were as follows. To get medical services from a health care provider. It will be diagnosed and treated by doctors until the end of treatment. To receive services and medical treatment in the hospital for patients to receive drugs and medical supplies with standards not lower than the national standard drugs. To be forwarded for treatment between hospitals and to receive health promotion and disease prevention with health education. And the National Immunization Program. The Social Security Office's mission is to provide insured persons with social security benefits. Especially those who use labor force who were important in the country. It

has been updated throughout the regulations and guidelines. As well as the practice of using the benefits under the Social Security Act 1990 in each subject is quite detailed. It is a matter for the insurer to know and understand the right to use the right or to receive the right to comply with the rules. Social Security, the purpose is to ensure the life of the insured person from birth until the end of life. And strengthen the society and the nation to be stable. Helping the members in coverage 7 cases in the case of injury or sickness, disability, death not due to work, old age, childbirth, childbirth and unemployment. The insured person is protected when he or she is harmed. In case of any one of the causes of the disaster, assistance will be provided in the form of money and medical services. There is also a compensation fund. Provides protection for laborers along with the Social Security Fund. It provides protection and care for employees who were in danger. Loss of organs, disability, death or loss from work or protection of property of an employer, sickness or occupational disease. Each year, more people in the labor force were insured due to the issuance of stringent legal measures and the reduction of the number of establishments from no less than 10 people to more than one person will have to enter the social security system. The number of insured persons has increased. Show that enforcement under the Social Security Act 1990, all workers who work in the social security system have increased their role in the labor force. (Social Security Office, 2000: 33).

Yumark Enterprise (Thailand) Co., Ltd. was selling all kinds of hair accessories. Employees were registered in the social security system, with regular employees who have registered a total of 102 insured. The company's executives have recognized the importance of social security benefits in various cases, because of social benefits that the insured person is entitled to government benefits, which in turn helps to reduce the burden of the insurer, especially those with low incomes. The Company's executives support and provide information related to Social Security, but through the daily staff. Yumark Enterprise (Thailand) Co., Ltd. was lack of understanding about the Social Security Act 1990, resulting in daily employees. Yumark Enterprise (Thailand) Co., Ltd. was violation of the provisions of the Social Security 1990, which resulted in the loss of rights or abstain from claiming the right to receive under the provisions of the Social Security Act 1990, which the mistake or the loss of the right to educate the importance of the lack of knowledge. The importance of the Social Security Act 1990, which is the privilege of daily employees. (Yumark Enterprise (Thailand) Co., Ltd., 2017)

Therefore, the researcher is interested in understanding the benefits and social security services for daily employees in Yumark Enterprise (Thailand) Co., Ltd. The result of this study is to enhance understanding Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd. that will useful for the daily employees in the future.

Research objectives

To study the understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd.

Scope of the Research

This study aims to study the understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd. are as follows :

1. Content Scope

This study aims to study the understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd.

2. Variable scope

Variables used in the study are as follows :

2.1 Independent Variables are personal factors as follows :

- 2.1.1 gender
- 2.1.2 age
- 2.1.3 status
- 2.1.4 level of education
- 2.1.5 average income

2.2 Dependent Variables is the understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd. as follows :

- 2.2.1 Injury or sickness benefit aspect
- 2.2.2 Maternity benefit aspect
- 2.2.3 Invalidity benefit aspect
- 2.2.4 Child amelioration benefit aspect
- 2.2.5 Old-age benefit aspect
- 2.2.6 Unemployment benefit aspect

3. Population and Sampling scope

Sampling scope was 86 daily employees in Yumark Enterprise (Thailand) Co., Ltd. that get by using the Krejcie and Morgan's sample size table (Krejcie and Morgan,1970: 607 – 610) and use accidental sampling.

Research Process

1. Preparation of the process plan

To study the concepts, theories and principles related to the he understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd. by definition the purpose, the population study and the tools used in the study.

2. Survey Study by used the Questionnaires

3. To do the conclusion and discussion of the understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd.

The statistics used in data analysis

The statistics used in data analysis were Percentage, Mean and Standard Deviation.

Conclusion

The understanding in Social Security Act 1990 of Daily Employees in Yumark Enterprise (Thailand) Co., Ltd. was in high level for overall. For considering each aspect which could source from high to low as follows: maternity benefit aspect, invalidity benefit aspect, injury or sickness benefit aspect, child amelioration benefit aspect, old-age benefit aspect and unemployment benefit aspect, respectively.

1. Benefits in case of Injury or sickness in overall was in highest level. The first is understanding insured persons are entitled to benefits in the event of injury or illness. The contribution must be submitted not less than three months within fifteen months. The insured person is required to pay additional medical expenses. The hospital listed on the Certificate of Eligibility is a medical facility that the insured person chooses and must go to medical treatment. In case of injury or illness and the last one is insured persons have the right to receive benefits in the event of injury or sickness, have contributed at least 3 months, respectively.

2. Maternity Benefit in overall was in highest level. The first is understanding each insured must have the right to receive maternity benefits not exceeding 2 times. Maternity benefits include antenatal care and antenatal care. Medical Treatment Drug and drug costs Insured persons are entitled to maternity benefits for themselves or their spouses and the last one was insured persons or their spouses can receive benefits, respectively.

3. Invalidity benefits in overall was in highest level. In cases where the insured person is not due to work, he / she shall be entitled to receive 50% of his / her lifetime wage compensation. Insured persons are entitled to compensation in the case of disability, not for work. In the past fifteen months before disability, the third rank was The insured person has the right to receive disability benefits for at least 3 consecutive months prior to disability. The insured has paid contributions for at least six months, respectively.

4. Benefit for child amelioration in overall was in highest level. In cases where the father is insured, the child shall be entitled to receive a child allowance or child registration or the court order that the father of the child is eligible for benefits. Child Benefit The insured person is entitled to receive child support benefits for a period of thirty six months prior to the month of eligibility. Child Benefit: Child Benefit Tuition fee Child care Other necessary allowances and the final rank was The lawful child, as prescribed in the ministerial

regulations, must not exceed twenty years. The number of cases was not more than three child, respectively.

5. Old - age benefits in overall was in highest level. The case where a person receiving an old age pension is reintegrated into the insurer. Old age pensions were also paid to such persons. In case of old age less than 12 months old, the old age pension was paid. The insured person is entitled to old age benefits when the insurer has paid contributions for at least one hundred and eighty months. Whether one hundred and eighty consecutive months and the last one is Old-age retirement benefits are called old age pensions, respectively.

6. Unemployment Benefits in overall was in highest . Insured persons have the right to receive unemployment benefits must have contributed not less than six months within a period of fifteen months. Before unemployment. Unemployment insurance was terminated due to fraud. Employees who are terminated by the employer are entitled to 6 months coverage and the last one was the insured person is entitled to fifty percent of the paid employment severance pay in the case of termination of employment and the right to receive unemployment benefits at the rate of thirty percent of the wage paid in case of resignation or termination of employment, respectively.

Discussion

The understanding in Social Security Act 1990 of daily employees in Yumark Enterprise (Thailand) Co., Ltd. at the highest level. Based on the experience of the researcher as a staff member of the organization as a management representative and consultant for the organization quality standard system in Yumark Enterprise (Thailand) Co., Ltd. had a comment that causes the results of the study to be at the highest level because the executive pay attention to both employees and daily employees understand the benefits under the Social Security Act BE 2533. To register as an insurer, pay attention to the benefits. It is very close. For example, if you are unemployed in case of disability Employees who are insured need to have the knowledge and understanding of the Social Security 1990 in order not to lose the right benefits.

1. Benefits in case of injury or sickness in overall was in the highest level. Based on the experience of the researcher as a staff member of the organization as a management representative and consultant for the organization quality standard system in Yumark Enterprise (Thailand) Co., Ltd. had a comment that the cause of the study is the highest level because the employees are registered as insured. Give priority to study benefits in case of harm or illness. Because it is close to and often occur. Therefore, we are interested in studying how to use the benefits. The hospital can use the right to medical treatment and hospital network. As well as information to use the right to medical treatment. To protect their rights in the event of an emergency or necessity (Peerapong Kanoklertwong, 2013)

2. Maternity Benefit in overall was in highest level. Based on the experience of the researcher as a staff member of the organization as a management representative and consultant for the organization quality standard system in Yumark Enterprise (Thailand) Co., Ltd. had a comment that the cause of the study is the highest level. Employees of the Yumark Enterprise (Thailand) Co., Ltd. is mostly female. Although there are many single status, but not much age. Therefore, we are interested in studying the benefits of maternity benefits. This may be required in the future. In this case, we must pay contributions in this case. (Peerapong Kanoklertwong, 2013)

3. Invalidity Benefits in overall was in highest level. This is consistent with the study of Peerapong Kanoklertwong (2556: Abstract). understanding the Social Security Act 1990 of the employees of Blue Diamond Gold factory Limited Partnership. The study indicated that the understanding of the Social Security Act 1990 of the employees of Blue Diamond Gold factory Limited Partnership is at a high level. When classified according to each aspect. The highest level of understanding is invalidity benefits was in high level. Benefit for child amelioration, Death benefit, injury or sickness benefit, Maternity Benefit and Old-Age Benefits (Yumark Enterprise (Thailand) Co., Ltd. 2017)

4. Benefit for child amelioration in overall was in the highest level. Based on the experience of the researcher as a staff member of the organization as a management representative and consultant for the organization quality standard system in Yumark Enterprise (Thailand) Co., Ltd. had a comment that the cause of the study is the highest level. Employees of the Yumark Enterprise (Thailand) Co., Ltd. is mostly female. Interested in understanding the terms and conditions of child amelioration, such as the period of contribution to the right to pay contributions for 7 months within 15 months before the birth. (Counting from 1 month to 3 months excluding the month of birth), or if the husband and wife are both insured. To use the right to deduct maternity total up to 4 times by the child who used to withdraw the child. You cannot apply for childbirth, etc., so that you will be entitled to the right benefits, thus resulting in the understanding of the Social Security Act BE 2533 of the daily staff of United Mark Enterprise (Thailand) Co., Ltd. Benefit for child allowance The overall level was at the highest level (Umar Enterprises (Thailand) Limited, (2017).

5. Old age benefits in overall was in the highest level. Based on the experience of the researcher as a staff member of the organization as a management representative and consultant for the organization quality standard system in Yumark Enterprise (Thailand) Co., Ltd. had a comment that the reason for the high level of education is because most employees are aware of saving money for retirement. This is a no income. Interested in studying and understanding the conditions. About old age benefits Terms of payment. The duration of the contribution, as well as the condition of the old age benefit, is a matter that will happen in the future. But it is related to the conditions. The insurer must be current. If

the insurer does not understand and make mistakes, it may cause the old age benefits. (Peerapong Kanoklertwong, 2013)

6. Unemployment Benefits in overall was in the highest level. Based on the experience of the researcher as a staff member of the organization as a management representative and consultant for the organization quality standard system in Yumark Enterprise (Thailand) Co., Ltd. had a comment that the cause of the study is the highest level. Employees of Yumark Enterprise (Thailand) Co., Ltd. recognizes that it is a daily employees, risk of being terminated at any time. Become unemployed Interested to study unemployment benefits. The term of unemployment insurance is 6 months within 15 months. Conditions of unemployment registration at the State Employment Agency within 30 days from the date of dismissal. Or leave work If the insured still does not work, how will the benefit to the lack of income. (Peerapong Kanoklertwong, 2013)

Suggestion

1. Suggestions from the respondents

1.1 injury or sickness benefit. The executive of the organization should pay attention to the benefits that employees of the organization should receive as insurers. It can be done by sending employees, regular employees and daily staff to attend detailed seminars on every detail related to Social Security

1.2 Maternity Benefit. The executive of the organization should pay attention to the treatment of childbirth benefits. By ordering a media outline to educate employees about the benefits. The media used in all media such as leaflets, DVDs, journals, etc., for employees to know news about the use of maternity benefits.

1.3 Invalidity Benefits. The executive of the organization should educate employees about the benefits, such as disability. The staff will know the right to receive social security which is a welfare state.

1.4 Child Amelioration Benefit. The executive of the organization should set a policy to promote knowledge and understanding about the benefits of child support for employees of the organization, including those who have children. These are benefits and other employees. Both men and women. To make use of them in the future or to provide information to the concerned person.

1.5 Old-Age Benefit. The executive of the organization should provide the organization's Human Resources Department with information related to the old-age benefits as well as the electronic brochures. This is because the benefits will affect the insurer in the future, but it is related to the terms and conditions.

1.6 Unemployment Benefits. The executive of the organization should set a clear policy on the operation of the organization. Each party Meetings are planned at every step

of the way, so you can know the problem and be able to solve the problem in a timely manner.

2. Suggestions from the research

2.1 The satisfaction of insured should be studied on the services of Social Security Office. The results of the study will be used to provide services to insurers.

2.2 Should study the problems and obstacles of insurers to use the benefits. The results of the study will be revised in terms of methods and procedures for the use of the insurer's claim.

Reference

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