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WPL CULTURE IN CONTRASTING SECTORS:

OUTCOMES OF THE RN2-WPL SURVEY IN THAILAND
NICHE INDUSTRIES: BUT STILL MARGINAL RESEARCH ON WPL

- **Automotive Parts: Manufacturing**
  - Thailand on the way to solidifying its status as the 'Detroit of the Asia'
    - a production hub, with approximately 1,800 suppliers, for both local and overseas consumption of automotive parts and components

- **Hotel industry: services**
  - To compete with world-class hotel properties on an equal footing
Automotive Parts

WPL Opportunities Offered by Employers

Hotels

Employers’ Role in Voluntary-Based WPL (Mean)
Nature of WPL Activities as Perceived by Respondents (Mean)
FINAL NOTES

- In both automotive parts and hotels industries:
  - WPL is considered part of the strategy of the employers to upgrade their competitiveness
  - Employees have recognized the contribution of WPL activities, particularly in terms of
    - Their productivity
    - Quality of their outputs/performances

- Employees in both industries share expectation for the cultivation of this organizational learning culture:
  - Employees’ motivation and their participation in the design of WPL activities be encouraged as a driving force
WHAT SHOULD BE?

Employer’s policy initiations
Role of Employer
Perception
Compulsory WPL
Voluntary WPL
Workplace Environment
Governmental policy initiations

C = Competency
THANK YOU