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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

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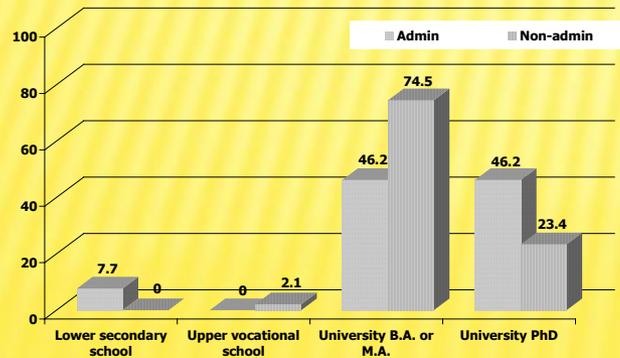
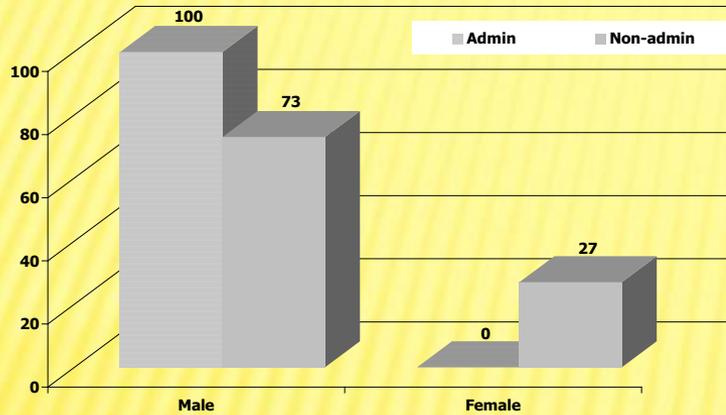
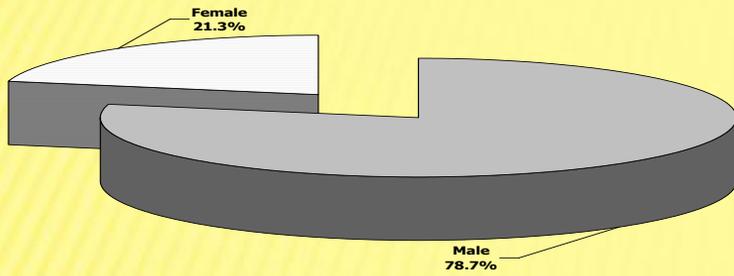
### ✘ Automotive Parts: Manufacturing

- + 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

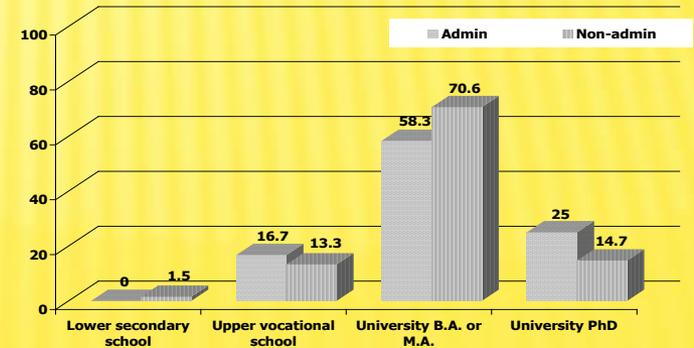
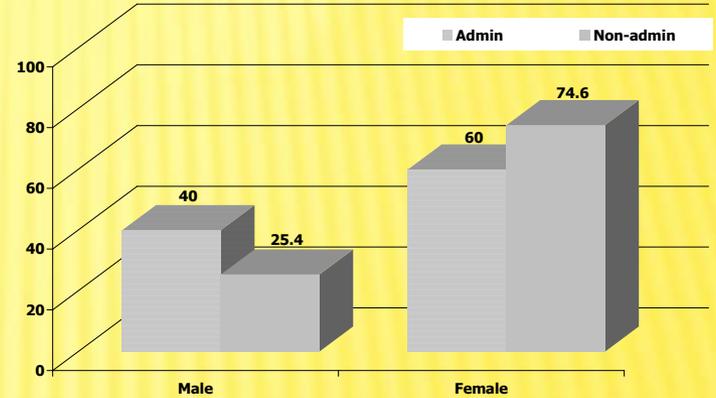
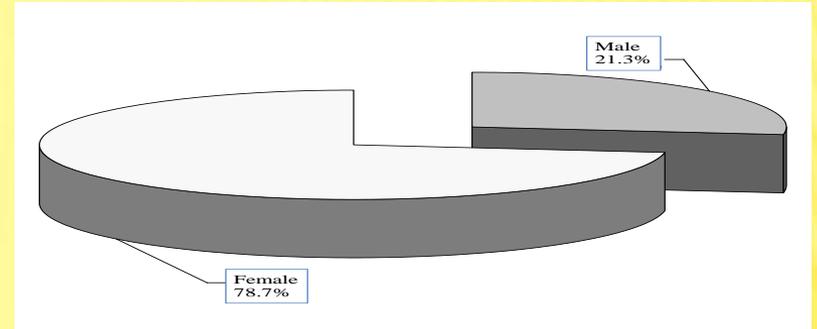
### ✘ Hotel industry: services

- + To compete with world-class hotel properties on an equal footing

# ✘ Automotive Parts



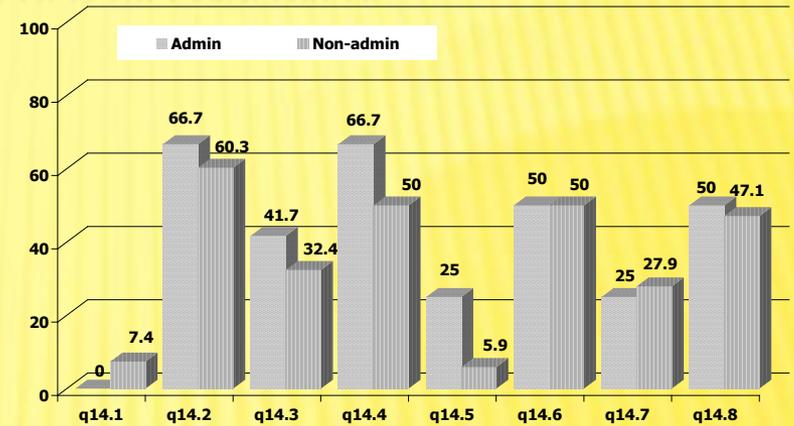
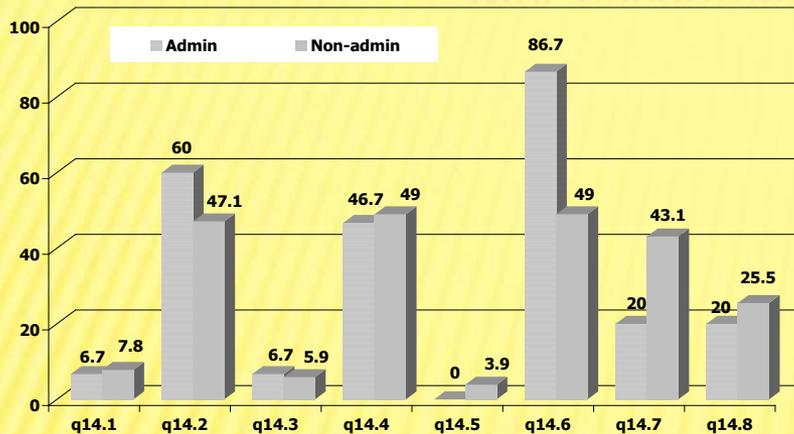
# ✘ Hotels



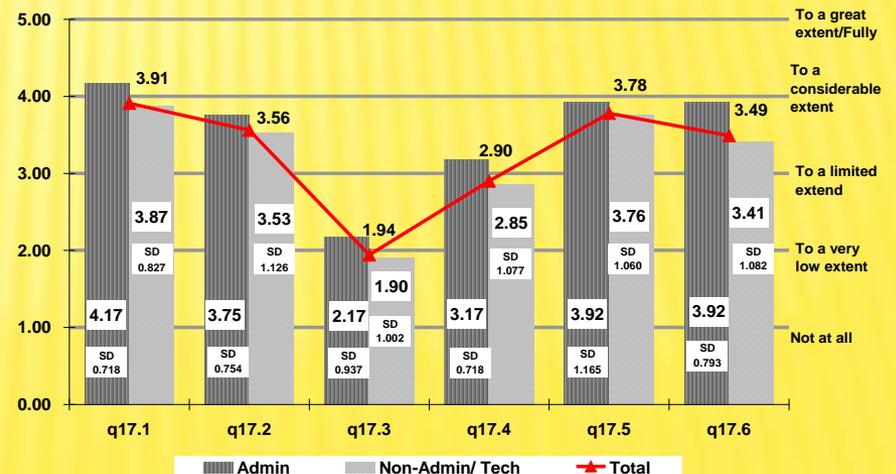
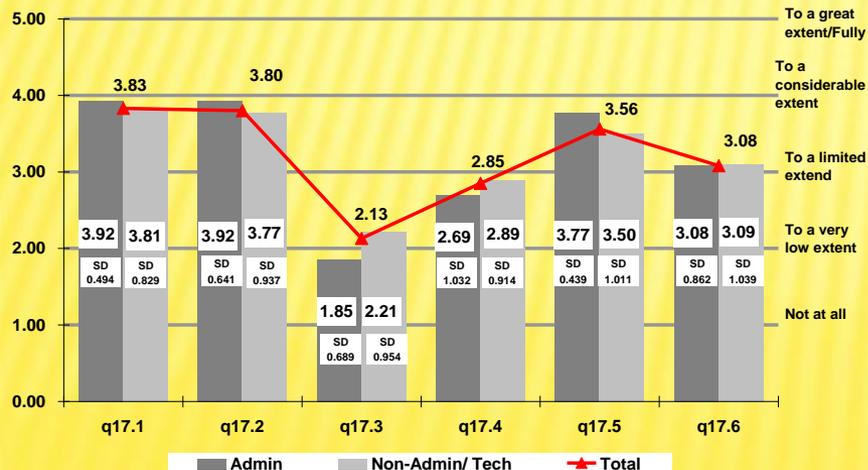
# ✗ Automotive Parts

# ✗ Hotels

## WPL OPPORTUNITIES OFFERED BY EMPLOYERS



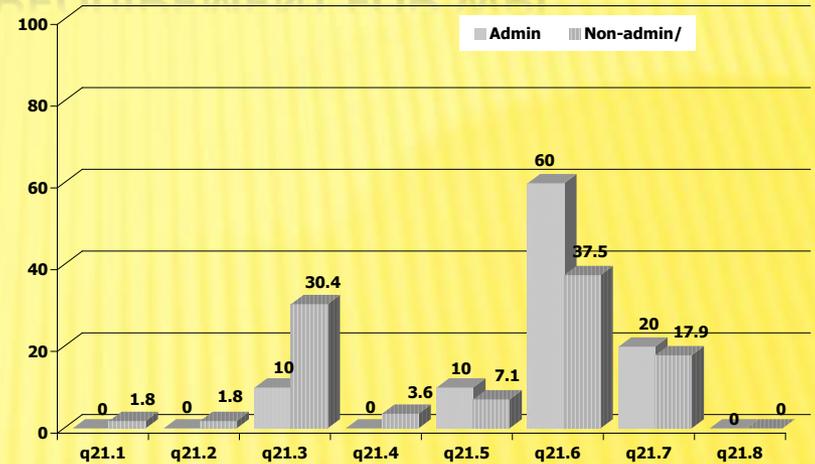
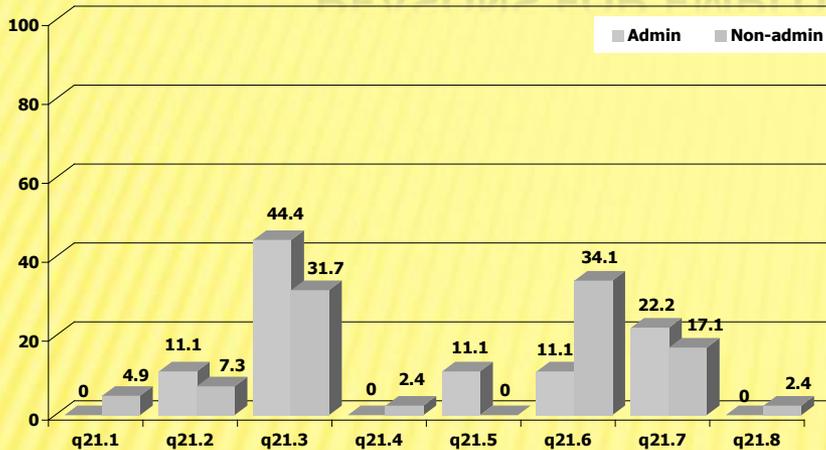
## Employers' Role in Voluntary-Based WPL (Mean)



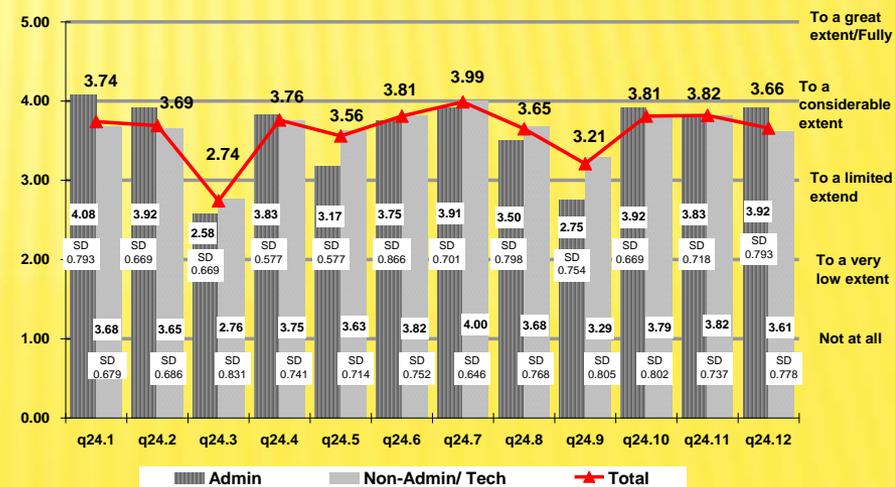
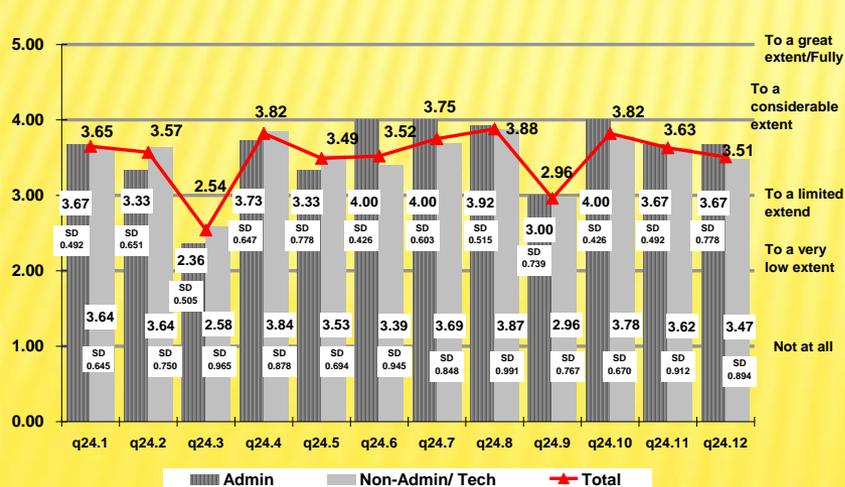
# ✗ Automotive Parts

# ✗ Hotels

## REASONS FOR EMPLOYER'S REQUIREMENT FOR WPL



## Nature of WPL Activities as Perceived by Respondents (Mean)



# FINAL NOTES

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- × 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?



= Competency

**THANK YOU**