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### PROJECT ASSESSMENT OF SAFETY MANAGEMENT TRAINING FOR MIGRANT LABOR OF THE FOOD INDUSTRY IN RANONG PROVINCE

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#### **ABSTRACT**

Safety management training is one of the most important projects for the Migrant Labor, however, this area is not clearly document in the literature in relation to the Ranong province of Thailand. Therefore, this study is based on the project assessment of safety management training for migrant labor of the food industry in Ranong province. This study aimed to assess the interaction and knowledge of 50 participants of the project of safety management training for migrant labor of the food industry in Ranong province by using questionnaire for data collection. Findings of the study is based on the descriptive statistics such as mean, standard deviation (SD), referential statistics, paired t-test, and content analysis. Results of the study revealed that most of the respondents were male from 21–30 years old with elementary education degree. Most of the respondents were monthly employee with below 1 year of experience. The findings of the interaction of participants revealed that most of them were satisfied with the high level (Mean = 3.92, S.D. = 0.52) on content of the curriculum. Moreover, the findings of the knowledge of pre-training and post-training revealed that it was different with 0.05 level of significance (P-value < 0.001). This assessment indicated that migrant labor of the food industry was satisfied with this project of safety management training and acquiring the additional knowledge for their work safety.

## INTRODUCTION

Labor migrants is one of the major issue in the world (Malit Jr & Oliver, 2020; Obembe, Bankole, Abbas, & Ajayi, 2020). It is one of the crucial challenges for the various countries to provide shelter to all the labor migrants globally and give them jobs to fulfill their financial needs. Labor migrants travel from various poor countries to various developed as well as developing countries in search of jobs. However, the markets of other countries are becoming full and could not produce many jobs to facilitate all the labor migrants. Thailand is also one of the countries having quite high number of labor migrants (Pocock et al., 2020).

According to the statistics, in Thailand, labor migrants in December 2017 was 2,062,807. If these labor migrants considered from three nationalities including Myanmar, Laos and Cambodia, the number of labor migrants expected to reach 1,798,799 eligible migrant labor which authorized to work as Article 9 )Office of Work Permit, 2017) as following;

1. 1,248,611 eligible migrant labor
2. 550,188 migrant labor under the MOU

The increase of migrant labor employment was from the economic expansion which required the high volume of employment that affected to the insufficient of Thai labor included high wage, decreased number of Thai labor and increased number of aging. The countries having low resources cannot fulfill the requirements of labor migrants, Consequently, the entrepreneurs should have to recruit the migrant labor for their enterprise included to support the change of national labor structure as the high volume of migrant labor employment due to the lower education achievement and able to work in the bad environment. The entrepreneurs who were concerned about the labor cost or wage cost, and the other benefits which would force the organization to employ the migrant labor to keep their cost advantage (Pholphirul, 2013).

The rapid economic growth in Thailand has affected to the high volume of employment due to the requirement of new enterprise for the skilled labor especially the agricultural and industrial enterprise included services. To hand the economic growth is one of the major concern of people (Öztürk, Ihtiyar, & Aras, 2019). Nowadays, the entrepreneurs have employed the migrant labor as the key to drive their competitive advantage. The countries accepting labor migrants are reducing various labor opportunities. Generally, entrepreneurial facilities has vital importance for the people (Digan, Sahi, Mantok, & Patel, 2019). These people should have employment opportunities in related to the profession of these people. As these people come from different countries for the sake of job, therefore, these countries should provide them the jobs to fulfill their economic related needs.

Additionally, the factors of migrant labor employment were the lower wage and the better encounter with the bad environment, then the entrepreneurs have employed the migrant labor to decrease the labor cost. These people belong to the poor families and comes from poor countries after taking loan or utilizing their saving. When they reach to the other country for job purpose, they give them the lower level jobs and pay very low salary which has negative effect on the labor migrants. The local people also engage these migrants into various lower level entrepreneurship activities. They as to work for extra hours and pay very low salary which is not appropriate for the magnates and effect negatively on their capabilities to do the work. Although entrepreneurship activities are the most important opportunities to earn income (Altaf, Hameed, Nadeem, & Arfan, 2019), but it is quite tough to start any entrepreneurship activity in another country because it require significant amount of financial resources and it is also restricted by the host country government. Therefore, it also brings various limitations for the labor migrants which causes to decrease the level of earning.

Number of labor migrants are moving towards Thailand for the residence and for the income generating opportunities (Sakulsri, Nurick, & Oeur, 2020; Suphanchaimat, Putthasri, Prakongsai, & Tangcharoensathien, 2017). To handle these labor migrants is one of the most important tasks and one of the important challenges for Thailand. It is tough because many numbers of people are moving from different countries for the sake of jobs along with the other purposes. Along with these migrants, the Thai people are also involved in these migrates. As Thailand also has poverty along with the other countries. It is the responsibility of Thai government to fulfill the need of their people along with the labor migrants. There is a reasonable level of poverty in Thailand. Both the people including poor Thai people and magnets are millions in numbers. Therefore, it is a challenge the Thai government to handle all these people.

Furthermore, the labor migrants are also increasing in Ranong province of Thailand. People from various countries joining the Ranong province as the Ranong province has several opportunities to earn income from various sources in shape of jobs by starting new business activities. Thai government is also focusing to handle the issues of labor migrants in Ranong city of Thailand. However, it is one of the major issues to handle all the people because these people require safety management training activities. Safety management training is most important (Qian et al., 2020; Subramaniam et al., 2016) which should be provided to the labor migrants coming from several countries. In this direction, the process started by the Ranong province government in relation to the project assessment of safety management training has vital importance. Finally, the current study has following objectives;

1. To assess the interaction towards the project of safety management training for migrant labor of the food industry in Ranong province.
2. To assess the knowledge of the project of safety management training for migrant labor of the food industry in Ranong province.

## LITERATURE REVIEW

A migrant worker is a person who either migrates within their home country or outside it to pursue work. Migrant workers usually do not have the intention to stay permanently in the country or region in which they work. Migrant workers who work outside their home country are also called foreign workers. These migrant workers came to live in Thailand as their country does not have a job to do and is supported by a family to move to work in Thailand with a friend or relative previously in Thailand. It is one of the common practices in Thailand that people come from different countries to find job in Thailand to support their families. Not only in Thailand, labor migrants are increasing with great speed among all the countries (Li et al., 2017) which is one of the major challenges for the countries. On the other side, the aggressive competition of food industry; global standard of manufacturing, regulation of industrial labor, change of manufacturing industry included the fluctuation of economy, it was the key factor to force the food industry to enhance the proficiency of competitive advantage. In consequence, the consciousness of migrant labor as the key factor would create the competitive advantage. In the current decade, the food scarcity is one of the major factors and one of the challenges in the world. Along with the Thailand, food problem is spreading in whole world and labor migrants are affected more as compared to the other people. As mentioned by the previous studies that food scarcity is the major problem in the world (Johnson et al., 2020; Laufenberg, Johnson, Doherty Jr, & Breck, 2018). Number of people are working in food industry. Food industry providing the jobs to the number of people from various countries. This industry has major contribution to give employment opportunities to the labor migrants in Ranong province Thailand.

The information of Ministry of Industry in 2013 revealed that there were 480,643 labors in the food industry as the number one compared with the other industries which indicated that the food industry was the labor intensive with the highest number of labors.

Therefore, contribution of food industry in this matter cannot be neglected. Most of employments were in the processing industry of primary raw materials such as aquatic animals, wheat flour, and meat which required the low education or non-skilled labor for preparing materials, and most of them were female and teenage. The growth direction and trend of the food industry were in the good position by the competitive positioning of food industry in Thailand as being the manufacturer of instant food and raw materials of Asia region (Ministry of Industry, 2018) which consistent with the trend of global food and beverage innovation that focused on 3 issues; 1) Healthy food and beverage: products for brain, vein, heart, immunity and weight control, 2) Manufacturing technology: product design, technology of biodegradable and edible packaging, 3) Packaging design: graphic and colors to attract the consumers, and the food safety. Nevertheless, the key threat of entrepreneurs was the proficient competitors in the research and development of food products such as Switzerland, Netherland, United States of America, Brazil, Australia, Japan, Korea, China and Vietnam. The public sections have tried to promote, support and enhance the level of Thai food standard to create the identity and outstanding, but it depended on the economic for flexibility of entrepreneurs on the using of human wisdom to create the innovation and value added for the sustainable development. Furthermore, the entrepreneurs would have to encounter the lack of labor and cost which affected to the cost of manufacturing and global competitive proficiency. In Thailand, the food industry is one of the major industry which is spread on wide area and producing important employment opportunities to the people and producing high revenue to the economic development (Chiadamrong & Sophonsaritsook, 2015; Ploenhad, Laoprawatchai, Thongrawd, & Jermisittiparsert, 2019).

The aggressive competition of food industry as mentioned above revealed that there were the high number of competitors who manufactured the similar products which affected to the pricing competition, most of manufacturers were the price taker while the large scale manufacturers who are manufacturing cost competitive would be the price setter. The leading entrepreneurs in Thailand such as Charoen Pokphand Foods Public Company Limited and Thai Union Frozen Products Company Limited have the bargaining power to the suppliers and customers. Consequently, the literature review has focused on the significance of migrant labor, the increase of factors of the labor flow would affect to the aggressive competition. If the organization planned for improving the proficiency of migrant labor, it would affect to the working under this aggressive competition by strengthening the human capital to work on their proficiency for the sustainable competition. The researcher has developed the training program for migrant labor by gathering data from the sample group; migrant labor, entrepreneurs included specialists which brought to the project assessment of safety management training for migrant labor of the food industry in Ranong province. As the safety management training is important which must be initiated by the safety management companies (Chen & Chen, 2014) as the workers professional development is most important (Whitenack & Swanson, 2013).

The assessment of long-term results which had assessed on the organization and each personnel, but it was more suitable for the assessment of occupational development for the business enterprises in totally due to it has focused on the improvement of products or customer services and cost reduction etc. Various concepts of training development such as the development of Training Model which had focused on the post-training by dividing into 4 levels as following; first, the Reaction Assessment, an assessment of reaction of the participants towards the project such as content of the curriculum, documents, location, audio-visual equipment, timing, speaker, acquired knowledge, expectation on utilizing the acquired knowledge and skill etc. Second, the Learning Assessment, an assessment of learning of the participants such as the increase of pre-training and post-training on knowledge, concept, attitude, value and skill etc. Third, the Behavior Assessment, an assessment of behavior after training such as the change of behavior before – after training in desirable or undesirable way, and how do they utilize the acquired knowledge and skill etc. There were 5 factors affecting the behavior change

of participants consisted of; 1) They have improved themselves, 2) They have known their own weakness, 3) They have to work in the forced environment, 4) They have to work with the specialist and 5) They have to follow the new concept. The tools for data gathering were the observation, interview questions, assessment of behavior before – after training, and record of behavior of the executives or colleague etc. Four, the Results Assessment, an assessment of results or effects on the organization such as the decrease of risk factors, increase of organization efficiency, decrease of cost, increase of profit, benefit for colleague or relevant person, department or organization etc. All these points are most important to train the people. Safety management training involve these points which are most effective.

The Training Model of Kirkpatrick was complicated due to it had to monitor after training for the completion and it would be more complicated if it was the abstract training. If the information from this assessment was required unexpectedly, it would have to interview the behavior or results on the organization by the Perception instead of Fact or Behavior. This assessment was not shown as the picture due to it was written as the level and adjusted the meaning of it.

In consequence, assessment of the training was the last significant process of training life cycle which could affect as the reflective factor and the training achievement included the proficiency of human resource in the organization. Nevertheless, it should be comprehended on the principle of the training assessment which consisted of defining the objectives distinctly, choosing the tools appropriately, defining the items distinctly, gathering the data carefully, analyzing the data cautiously, preparing the assessment report and utilizing the results truly.

### **RESEARCH METHODOLOGY**

The research of Project Assessment of Safety Management Training for Migrant labor of the Food Industry in Ranong Province had gathered the data by using the quantitative method and qualitative method. The population of this research was 50 migrant labor from various departments of the food industry in Ranong province.

#### ***Research tools***

The tool of this research was the survey questionnaire (Bowling, Bond, Jenkinson, & Lamping, 1999) which consisted of six parts to assess the interaction towards this training project by using the rating scale, it was considered in six issues; 1) Content of the curriculum, 2) Speaker, 3) Environment and media, 4) Knowledge utilization, 5) Pre-training and post-training and 6) Suggestion.

#### ***Checking of research tools***

The Index of Item – Objective Congruence technique was used to check the content validity, it revealed that the consistency value was 0.50 – 1.00 which indicated that the questions were consistent with the objective. Cronbach's Alpha Coefficient was used to check the reliability, it revealed that the reliability was 0.82 – 0.87 which indicated that it was the high reliability.

#### ***Statistic for data analysis***

The general information of the sample group consisted of gender, age, education achievement, position, type of employee and year of experience were analyzed by using the Descriptive Statistics to describe the percentage and frequency. The level of comment on the basic information of the migrant labor, interaction and knowledge utilization were analyzed by using the Descriptive Statistics to describe mean and standard deviation (SD). The knowledge assessment of participants was analyzed by using the Paired T-Test

to compare the pre-training and post-training, and the Content Analysis was used to analyze the open-end questions in the suggestion part for the qualitative research.

## RESULT

The analysis of demographic data of the migrant labor revealed that; most of them were male (34, 68%) and female (68, 16%); most of their age was 21 – 30 years old (42%), 31 – 40 years old (30%), below 20 years old (16%) and 41 – 50 years old (12%); most of their education achievement was elementary education (52%), junior secondary education (26%) and junior secondary education (22%); most of their position was administration (54%) and header (46%); most of their type was monthly employee (78%) and daily employee (22%); and most of their year of experience was below 1 year (48%), 1 – 3 years (30%) and 3 – 5 years (22%).

**Table 1:** Project Assessment of Safety Management Training for Migrant labor.

No.	Assessment	Mean	S.D.	Level of Comment
1	Content of the curriculum	3.98	0.70	High
2	Speaker	3.78	0.80	High
3	Environment and media	3.96	0.58	High
4	Knowledge utilization	3.96	0.71	High
Total of the interaction of participants		3.92	0.52	High

**Table 2:** Comparison of Pre-Training and Post-Training.

Level of Knowledge	Mean	S.D.	Mean Difference	95% CI: Mean Difference		t	df	P-value
				Lower	Upper			
Pre-Training	3.22	1.26	0.19	-1.74	-0.94	6.797	49	0.000
Post-Training	4.56	0.67						

## DISCUSSION AND CONCLUSION

The findings of the interaction of participants revealed that most of them were satisfied with; Content of the curriculum, it was 3.98 due to the training curriculum was significant to improve the proficiency of participants on the personnel development plan included up-to-date, and consistent with their needs and responsibilities: Environment and media due to the appropriateness of the training location, content of the curriculum and material arrangement for the learning activity: Knowledge utilization due to the participants could apply the knowledge for their work confidently and could educate its method and technique, it was 3.92: and Speaker, it was 3.78 consecutively which consistent with Apisit Khunworapanya and Kamron Chotanachot (2014), it revealed that content of the curriculum should be ordered its significance, completion and distinctness appropriately which affected to their knowledge and utilization. The findings of the comparison of pre-training and post-training revealed that; pre-training was 3.22 (SD = 1.26) and post-training was 4.56 (SD = 0.67). The differentiation of pre-training and post-training, and the level of knowledge of pre-training and post-training were different with 0.05 level of significance (P-value < 0.001) which consistent with Phayom Wongsansri (1998), it revealed that the training was the process of knowledge, skill and attitude to the support the organization achievement.

## IMPLICATIONS OF THE STUDY

The current study has several implications for the theory as well as for the practices. For the theoretical prospective, this is one of the unique studies in the field of safety management training. Several studies are available on labor migrants; however, this study is unique which carried out research on safety management training in relation to the food companies in Ranong province of Thailand. Therefore, this study has major contribution to the body of literature. Furthermore, the current study also has practical implications. According to the current study, the industrial executives should apply the data from the

interaction assessment on content of the curriculum, speaker, environment and media for improving the effectiveness of the safety training. The knowledge assessment of participants should have been tested their knowledge to affirm the training achievement.

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