

## Factors Affecting the Wages of Native Workers in Thailand's Construction Industry

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**Abstract :** This research studies the factors influencing the wages of native workers in Thailand's construction industry. The sample used comprised some 156 native construction workers from Songkhla Province, Thailand. The utilized research instrument was a questionnaire, with the data being analyzed according to frequency, percentage, and regression analysis. The results revealed that in general, native Thai construction workers are generally married males aged between 26 and 37 years old. They typically have four to six years of education, are employed as laborers with an average salary of 4,000–9,200 baht per month, and have fewer than five years of work experience. Most Thai workers work five days a week. Each establishment typically has 10–30 employees, with fewer than 10 of these being migrant workers in general. Most Thai workers are at a 20% to 40% risk from work, and they have never changed employer. The average wage of Thai workers was found to be 10,843.03 baht per month with a standard deviation of 4,898.31 baht per month. Hypothesis testing revealed that position, work experience, and the number of times they had switched employer were the factors most affecting the wages of native Thai construction workers. These three factors alone explain the salaries of Thai construction workers at 51.9%. &nbsp;

**Keywords :** construction industry, native workers, Thailand, wages

**Conference Title :** ICIEBM 2017 : International Conference on Innovation, Entrepreneurship and Business Management

**Conference Location :** Copenhagen, Denmark

**Conference Dates :** June 11-12, 2017