

Decision-Making of New Thai Graduates to Work in the Industrial Sector

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ABSTRACT

A primary objective of this study is to investigate the factors influencing decision-making of new graduates whether they are willing to work in the industrial sector as well as to know its proportion. New graduates may choose to further their study or to work. Those who are determined to work can also decide to work in the industrial sector or non-industrial sectors. Therefore, knowing a probability of new graduates who are willing to work in the industrial sector can help the entrepreneurs or human resource planners in developing a more precise manpower plan to satisfy industry's demands or requirements.

This study applies Logit Model and Binary Choice in data analysis techniques. Three models employed are (1) model for decision-making in continuing study, (2) model for decision-making in participating in labor force, and (3) model for decision-making in working in the industrial sector. Time-series data from 1991 to 2003 is gathered from the Labor Force Survey (LFS) to complete the analysis. Results from the study suggest the probabilities (at mean) of 21.55 percent and 17.30 percent of new graduates from lower vocational schools and upper vocational schools are willing to work in the industrial sector respectively while that of bachelor graduates accounts for only 8.5 percent. Important factors influencing decision-making in working in the industrial sector are, for example, female (-), marital status (-), living in urban areas (+), living in the central part of Thailand (+), higher educated household head (-), household head working in factories (+), and income of household head (-).