

GUIDELINES FOR DECIDING ON THE CONTRACTING COMPANY OF THE INDUSTRIAL GROUP IN RAYONG PROVINCE

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ABSTRACT

This research aims to study the problem. Obstacles to deciding on an industrial contractor company in Rayong province and presenting guidelines for deciding on an industrial contractor company in Rayong province by qualitative research. The results showed that the problem and obstacle is that outsourcing is becoming more popular. Both entrepreneurial circles in the small and large sectors as well as government agencies derive from the idea that the organization seeks to reduce the costs incurred. But choosing the right contractor and not leaving the job is quite difficult. Because each company has different restrictions. Such the way to decide on a contractor company is to look at the quality of work of employees because it is essential and extremely important. Outsourcing employees often neglect to focus on the quality of life at work, despite being another important force of personnel in the organization, look at employee satisfaction with working conditions, such as having opportunities. Decide to work, Working Hours, Advancement of work duties and welfare of the Company

Keywords: Deciding on a contractor / Industry Group / Rayong Province

INTRODUCTION

Domestic industrial development is rapid and there is fierce competition as a result of the opening of the free market and the impact on Thai businesses. In particular, businesses that are unable to adapt to the changes that arise cause problems, may even close, making it necessary for all types of businesses to adjust their strategies to accommodate changing circumstances, both in terms of the use of raw material resources. The existing machinery and human resources make the most of the need. Outsourcing is one of many types that have been used as a strategy for businesses to reduce production costs and gain a competitive advantage. Because of the machinery and equipment used in production. If machinery and equipment are broken or damaged, they cannot function normally, it will affect the production process, the quality of goods and services, production costs, and maintenance costs, etc. At present, Thailand's energy demand is constantly increasing, Part of that energy source can be produced locally, such as natural gas and water. In other parts, Thailand imports from abroad. The largest source of energy production is the Gulf of Thailand. As a result of this demand for energy, the offshore construction industry has also emerged (Somchai Sawangwong, 2010).

The contracting business is classified as the country's major fundamental industry, involving many entrepreneurs and employment each year that can promote and improve the quality of life, People's livelihoods are better than ever. Therefore, deciding on a contractor requires studying the details of the company that will choose whether there is a team of experts and the choice of materials that best suits the needs, and taking into account the

problems that will arise, such as problems between the employer and the contractor. Common problems include irresponsible contractors, leave work, delayed work, Not done as planned, including pre-cash advance issues, these are recurring problems (Roj Bihar, 2017).

The expansion of industry in Rayong province has reflected the conspicuous overarching of capitalist production trajectories. Since the industrial development policy and the eastern seaboard development projects for the economic expansion in Rayong province, have continued for more than 5 decades. The government has laid out a strategy. The development of Rayong province as an economic base in the region has resulted in extensive investment expansion and inflow of foreign capital. The province's economy soared into full globalization that it was said that Rayong province was the first province to enter globalization in the region. Therefore, the researchers were interested in studying the decision-making approach to the industrial contractors in Rayong province.

Research Objectives

1. To study the problem, Obstacles in deciding on an industrial contractor company in Rayong Province
2. To present guidelines for deciding on the selection of contractors of industrial groups in Rayong province.

LITERATURE REVIEW

Outsourcing Concept

The beginning of the transformation of the economic structure from an agricultural country to a business and industrial country. The importance of the industrial sector increases compared to the agricultural sector. It is determined by the proportion of gross domestic product. Gross Domestic Product (GDP) will see that Thailand's production structure is adjusting. The industrial sector accounted for a higher proportion of GDP than the agricultural sector, with the gross domestic product accounting for US\$16,318,033 billion, industrial GDP of US\$5,287,960 billion and the agricultural sector OF US\$1,324,140 billion. The remainder of the service sector and the wholesale retail sector (Small and Medium Enterprises Development Promotion Agency, 2019). The growth of the industrial sector has led to an increase in the demand for workers. The proportion of employment in the industrial sector has also increased.

The proportion of employment is likely to increase in the industrial sector. The organization of the industrial sector must therefore be respectful of the Because people are considered to be the most important factors, which will be a measure of whether a business or industry is more or less developed. It's not just about bringing new knowledge or ideas to get more productivity. It also means developing people to know how to happily adapt to their work life and work environment in order to change their work life for the better. And contributes to the effectiveness and the effectiveness of the organization. Therefore, efforts are made to manage human resources in the best interest of the organization, various strategies have been adopted to help simplify human resources management in the organization and to use the budget for employment appropriately. Therefore, most executives or corporate leaders are aware of the importance of increasing the rate of people or employment. So, the outsourcing system or the external contractor outsourcing system (subcontracting) has been widely adopted by management or organizational leaders in a short period of time, and it has been discovered that the use of outsourcing systems affects business efficiency (Adeleye, 2011).

Concept Reinforcement Theory

Winai Phetchuay (2020) says that the reinforcement theory is a theory that focuses on requiring a person to act on what we want him to do. (Getting people to do what you want them to do) is a theory of motivation developed from B.F. Skinner's theory of learning. It is important that we can control people's behavior through reward or reinforcement methods. This theory in psychology is called behavior modification or operant conditioning, which focuses on the consequence of behavior or successive effects as a control of behavior.

Skinner explains that human beings learn different behaviors through experiences that yield positive and negative karmic results, yielding pleasant or unpleasant results. He believes that any behavior that has a positive effect on that behavior is often repeated, Whereas behaviors, which give negative results, tend not to occur further in the performance of work. Employees learn which behaviors are wanted or not wanted by the agency or supervisor based on the ongoing consequences or rewards of the employee's own practices. The theory of motivational reinforcement is to maintain a practice or behavior that requires it to last for a long time, or to make a person act in a way that will yield karmic results as a reward. Supervisors can control and adjust employee behavior or performance without the employee having a sense of control. But to do so requires an understanding of two important aspects of control and behavior adjustment: the type of reinforcement and the reinforcement schedule.

RESEARCH METHODOLOGY AND SAMPLES

Define qualitative research Methodology A group of informants is a supervisor-level employee who is in a company that has used contractor services in Rayong province, 15 people.

FINDINGS

1. The problem, the obstacle to deciding on an industry contractor is that outsourcing is becoming more popular. Both entrepreneurs in the small and large sectors, as well as government agencies, derive from the idea that the organization seeks to reduce the costs incurred. But choosing the right contractor and not leaving the job is quite difficult. Because each company has different restrictions.

2. The way to decide on the contractor company of the industrial group is to look at the quality of work of employees because it is necessary and extremely important. Because outsourcing employees often neglect to focus on the quality of life at work, In spite of that, it is another important force of personnel in the organization. Look at the satisfaction of the employee's job conditions, such as having the opportunity, decide to work, Working Hours, Advancement of work duties and welfare of the Company

DISCUSSION

The business operations of large companies or organizations have a variety of operating procedures or production processes. Some processes or procedures employ a large number of employees, so some work was transferred. By subcontracting to reduce the number of employees, costs and duration. And studies have shown how much more outsourcing organizations are hiring. The more organizations grow and become more efficient, the more efficient they are, as they have a competitive advantage in labor productivity and lower average costs of production (Suraju & Hamed, 2012). Subcontracting a job also helps some companies that do not have the knowledge or skills to perform their tasks smoothly, reduce

work load, The financial burden has led the company to focus on building on its core organizational capabilities (McIvor, 2008).

Outsourcing is one of the businesses that drive success for many organizations. Because subcontracting has some excerpts, or some aspects that the organization does not need to perform or perform on its own. This helps in terms of speed, reduces processing and costs for businesses rather than having to produce or operate them to focus more on their core capabilities, Businesses therefore employ jobs that provide numerical and financial flexibility to external partners (Linder, 2004). The subcontracting business helps companies or businesses reduce the costs necessary to produce products. Self-serving non-expert down, Help make the rest of the division work efficiently without additional effort and without investment to learn the types of activities that the company or business is not familiar with. Apart from that, the subcontracting business also makes quality products, it is cheaper and takes less time to produce (Tayauova, 2012).

Subcontracting business in order to deliver quality products, meeting the needs of customers, it is necessary to have employees to perform their tasks in a certain way. Nowadays, the subcontracting business is growing and gaining more business recognition and is highly competitive, not unlike other businesses, in order to make the organization more capable and competitive. It is necessary to have knowledgeable staff. Ability to perform tasks to ensure that the subcontracted work meets the quality standards and meets the needs of customers. The efficiency of employees is inevitably important to the subcontracting business because the performance of employees in the subcontracting business is critical to competitiveness and the growth of subcontracting business organizations as well. The researchers, who are executives of subcontracting companies, are interested in studying the factors influencing the performance of employees in the subcontracting business. To have empirical data to be used as management support information to enhance the abilities of employees. To increase the efficiency of the performance of employees in the future.

SUGGESTION

The government should formulate policies to support and promote the industry to be ready and provide industry training to understand the regulations and guidelines regarding labor laws and subcontracting laws in order to benefit industrial enterprises.

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