



THE QUALITY OF LIFE OF RE-EMPLOYED RETIREES IN TWO SELECTED
COMPANIES IN THE BANGKHLA AND SRIRACHA DISTRICTS
คุณภาพชีวิตของพนักงานวัยเกษียณที่ทำงานในสองบริษัท
ในอำเภอบางคล้าและอำเภอสรีราชา

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Abstract

This qualitative research study explored the quality of life after retirement of retirees in two selected companies in the Bangkhla and Sriracha districts. The participant's ages were between 56 to 70 years old. They were selected by the criteria of being unskilled, being a reemployed person, and being 55 years old or over. The instrument for the data collection was an in-depth interview. The data were analyzed qualitatively.

The findings were as follows: concerning physiological aspects were the poor living condition, lacking of meaningful activities, having health problem, lacking of exercise and drinking behavior. Concerning the mental and emotion aspects, they faced the problem of wanting to be independent, needing to be with their family, having stress of their future concern. They feel lonely. More over some of them still stability and social need it was found that they have burden of

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daily expense, having income deficit, some have problem with house ownership. They do not have saving. The elderly allowance from the government is not sufficient for living. They need acceptance from people. The reasons for being re-employed are that they need to earn money for living and having chance to meet people in the workplace. They also need to work to pay back their debt when they were still employed. Some of them still need to work to save money for starting new business. Concerning the guideline for improving the quality of life of those re-employed persons, they are, proving the shelter; provide training for career for elderly. Rising up the retiring age, encouraging saving during working age. The government promotes health care activity for the elderly.

Keywords: Quality of life / Employment / Mental and Emotional state
Stability / Social need.

บทคัดย่อ

การวิจัยนี้เป็นการวิจัยเชิงคุณภาพ เพื่อศึกษาคุณภาพชีวิตของผู้เกษียณอายุที่ยังทำงานของบริษัทที่ถูกคัดเลือก 2 แห่ง ในเขตอำเภอบางคล้าและอำเภอสรีราชา โดยผู้เข้าร่วมงานวิจัยมีอายุระหว่าง 56 ถึง 70 ปี และได้รับการคัดเลือกตามเกณฑ์ซึ่งเป็นแรงงานไร้ฝีมือที่มีอายุตั้งแต่ 55 ปีขึ้นไป เครื่องมือที่ใช้ในการศึกษาและรวบรวมข้อมูลเป็นการสัมภาษณ์แบบเจาะลึกโดยวิเคราะห์ข้อมูลเชิงคุณภาพ

ผลการวิจัยพบว่า สภาพทางกายภาพของผู้เข้าร่วมงานวิจัย มีสภาพความเป็นอยู่ไม่ดี กิจกรรมในชีวิตประจำวันไม่มีความหลากหลาย ขาดการออกกำลังกายและมีพฤติกรรมการดื่มแอลกอฮอล์ สภาพทางด้านจิตใจและอารมณ์พบว่า ผู้เข้าร่วมงานวิจัยมีความต้องการอยู่ร่วมกับสมาชิกในครอบครัว มีความเครียดและความกังวลในอนาคตของตนเองและสมาชิกในครอบครัว มีความรู้สึกเหงา สภาพทางความมั่นคงและการเข้าร่วมกับสังคมพบว่าผู้เข้าร่วมงานวิจัยบางส่วนมีรายได้ไม่เพียงพอต่อภาระค่าใช้จ่ายในชีวิตประจำวัน ไม่มีที่อยู่อาศัยเป็นของตนเอง ไม่มีเงินออม เงินสงเคราะห์ผู้สูงอายุจากภาครัฐไม่เพียงพอในการดำรงชีวิต และต้องการการยอมรับจากผู้อื่น ส่วนสาเหตุในการกลับมาทำงานของผู้เข้าร่วมงานวิจัยส่วนใหญ่ ต้องการหารายได้เพื่อการดำรงชีวิต ต้องการเงินลงทุนในอนาคต ต้องการมีรายได้เพื่อชำระหนี้สิน และต้องการคลายเหงาจากการได้พบเพื่อนร่วมงาน โดยแนวทางในการพัฒนาคุณภาพชีวิตของผู้เข้าร่วมงานวิจัย คือ ผู้เข้าร่วมงานวิจัยควรได้รับการอบรมเพื่อสร้างอาชีพเสริม ควรขยายอายุการเกษียณอายุการทำงาน ควรกระตุ้นให้เกิดการออมในช่วงวัยทำงาน และภาครัฐควรส่งเสริมกิจกรรมการดูแลสุขภาพสำหรับผู้สูงอายุ

คำสำคัญ : คุณภาพชีวิต / การจ้างงาน / ด้านจิตใจและอารมณ์ / ความมั่นคง / ความต้องการด้านสังคม



Introduction

In 2017, Thailand has a total population of 67.6 million people consisting of 33 million men and 34.6 million women. There are 11.3 million people or 16.7% of the total population who are 60 years of age or older. Additionally, it is classified according to the age of employment in the labor market. It was found that the working age was 15 to 59 years, accounting for 44.60 million adults. Children aged under 15 years of age number 11.60 million people, which has resulted in the increase of the elderly population. With the result of medical care evolution and improved public health, the healthcare system is more effective, causing the world population to live longer compared to the past (National statistical office 2018). With many impacts, the Ministry of Finance set a budget of 4.29 billion Baht for 2019 to take care of the health of the entire system accounting for 14.3% of the total expenditure budget. “Because Thailand has quickly entered the era of an elderly society, 10% of the population is elderly, causing the country's fiscal burden to increase as well” (Thaipost, 2019). Everyone must be aware of the need to prepare with a well-balanced readiness to step into retirement, which will lead to a better quality of life. “When they enter retirement age coinciding with such preparation guidelines, it will lead to policy making in order to fully prepare for the aging society with which Thailand is afflicted with in society” (Sindecharuk & Netipharuttanakul, 2012).

Purpose of the Study

The researcher is interested in studying the quality of life of the re-employed retirees in the Bangkhla and Sriracha districts even though there is an existing study on quality of life. However, there is no study of the quality of life of re-employed retirees who are unskilled labor. The researcher wanted to study in three aspects: the quality of life of re-employed retirees, why the retirees need to work again after retirement, and also the guidelines for reconstructing the quality of life of re-employed retirees. This study focused on the quality of life of the elderly people who are unskilled labor. Unskilled laborers are workers who work in a manner that does not require much knowledge and skill, only following the assigned orders. The researcher expected that this study benefit both the community and the agencies involved in improving the quality of life for the elderly. And it can be used as information for laying down guidelines for caring for the elderly to let them have a better quality of life. It allows relevant agencies to

Literature Review

Thailand has a tendency to step into an aging society quickly when compared to other countries. Therefore, Thailand has set a national policy. And the elderly Act which directly protects this population, coupled with the development that emphasizes the quality of people as the center of development, should make Thai society in the future be a Quality Elderly Society Lunlawong (2012).

The work of the elderly population in Thailand (Amornwattana and Faculty, 2008) was studied to create the guidelines and measures for promoting employment for the elderly. The population in the country increases



continuously. The majority of workers are 20 to 39 years old. But the number of workers in this age range tends to decrease while workers in the age range of 50 to 59 years and over 60 years of age are likely to increase. This corresponds to the study of two scholars. The study of building working opportunities for the elderly found that at present in year 2008, the population in the age range of 50 to 59 years engaged in the labor is force is as high as 16.1 percent of the total labor force in the Thai labor market, increasing from 2005 and 1998 in which the population in the age range of 50 to 59 years was engaged in labor force 14.49% and 12.40% respectively. There is a lot of employment for older workers. This is necessary in order to supplement the employment of young workers who are likely to decline in number. This is in line with the study of the elderly which found that in addition to agriculture and fishing, the wholesale industry, retail vehicle repair, and the sale of personal and household goods, there is an industrial sector that has an elderly population who do the most work. And as the older population increases, they will be even more involved. More workers will be employed in industry, followed by the manufacturing sector, and hotels and restaurants, respectively.

Research objectives

To provide a focus for this study the following research objectives were posed:

1. To explore the quality of life after retirement of the retirees in the two Selected companies in the Bangkhla and Sriracha districts.
2. To explore the reasons why the retirees need to re-employ after Retirement in the two selected companies in the Bangkhla and Sriracha districts.
3. To propose guidelines for improving the quality of life of the retirees in the two selected companies in the Bangkhla and Sriracha districts.

Research design

The overall objective of this research was to study the life qualities of re-employed retirees in two selected companies in the Bangkhla and Sriracha districts. The researcher used qualitative research for the research design. Researcher use this method to collect data in the field at sites where participants experience the issue or problem under study, in the natural setting. (Creswell, 2009)



Research strategy

The case study was used as a qualitative research strategy. Case study strategy is a personal interpretation which emphasizes a small number of subjects through extensive and prolonged engagement. The exploration is used to develop patterns and relationships of meanings by putting aside the researcher's experience in order to clearly understand the participants in the research without bias.

Research methodology

This qualitative research used non-random methods of participant recruitment, known as purposive recruitment. Purposive recruitment is both deliberate and flexible. It is deliberate, as the name suggests, by selecting people "on purpose" who are "information-rich" for the study topic. The researcher has set up criteria for selecting the participants. The aims were to identify the participant's characteristics and experience of the participants, who were re-employed retirees who met the criteria. The participants who were willing to be informants in this study returned their completed consent forms. The researcher selected 18 participants accordingly to the set up criteria of potential informants who were re-employed retirees in two selected companies in the Bangkokla and Sriracha districts.

Data collection

The collection of primary data was performed using an in-depth interview method to support suggestions and for improving the research. The necessary secondary data collected included published documents, books, journals and related research.

Research Instruments

The instruments used in the in-depth interviews are discussed below.

1. An interview guide was prepared using a semi-structured approach.
2. A tape recorder and short memos were used with the permission of each interviewee to record the responses of the interviews.

Data analysis

In this study, the researcher used in-depth interviews as a data collection tool. The researchers decided to use the semi-structured interview. The data collection process was conducted from November 2018 to June 2019. The activities were in-depth interviews by using an interview guide for 80-120 minutes per participant and each interview was tape-recorded. The interviews were



conducted in Thai then all translations were employed into text and the Thai information data was translated in English. To analyze the data, this research used data from interviews and manually analyzed the data. The researcher wrote the research report after the data was analyzed the study is a descriptive one that was carried out with qualitative techniques and described the interpretations.

Ethics

The qualitative data analyst is never far from ethical issues and dilemmas. The following ethical issues have been performed in this study.

Ethical approval

The researcher applied for ethical approval of this study from the research Ethical committee, Burapha University Graduate School. To ensure that the researcher would consider all relevant ethical issues in formulating the research plan, the proposed study was granted approval from the Research Ethics Committee before the data collection process was conducted.

Informed Consent

The researcher got approval from all participants to collect the data and report their interviews in the research findings. The informed consent forms were signed and collected by the researcher.

Findings

This research presents the findings obtained from the in-depth interviews which were conducted utilizing a case study approach as follows:

1. The quality of life of re-employed retirees:

Physiological In terms of the quality of life among the elderly people, it was found that the elderly people had routine activities which were the same every day. They did not have varied activities. Their activities were similar to one another. Most elderly people had health problems and chronic diseases and they rarely exercised. However, they all had an annual health checkup every year. Some of them still drank and smoked.

Mental and Emotional State Quality of life among elderly people in terms of mental and emotional aspects is divided into two aspects: the first aspect is that which positively affected emotion and the second aspect is that which negatively affected emotion. The aspect that positively affected emotion makes elderly people happy and comfortable. This includes the happiness from



being with children and grandchildren, the pride of being self-reliant and being able to take care of family members, being taken care of by grandchildren and family members, and having activities on the holiday with family members or colleagues. The aspect that negatively affected emotion included stress, future concerns for themselves and family members, concerns about loans and expenses, lack of advice, and being lonely as their children had their own families. These factors make elderly people feel unconfident about themselves and they perceive themselves as lacking value.

Stability It was found that most elderly people did not have good quality of life in the aspect of stability. They had responsibility for family expenses and loans, which their income, support money from their children, and support money from government could not cover. Although some elderly people had their own residence, most of them did not have savings for their retirement. As a result, they still had to work for a living.

Social needs In terms of society, the elderly people were proud of receiving awards and compliments from their employers and colleagues. They were also happy to be volunteers supporting society and did not feel lonely because they saw themselves as valuable. The reasons why the elderly people had to work hard and were unable to retire were physiological, mental, and emotional.

2. The reason why the retirees need to be re-employed after retirement.

Mental and emotional state: this research indicated that the reasons why elderly people must keep working and were not willing quit their jobs was the mental factor. It was found that the elderly people were motivated by pride and dignity in self-reliance and did not want to be a burden on family members. The elderly people had good relationships with their employers and colleagues, and thought that working was their purpose in life, since they had been working for a long time. They might feel lonely or depressed if they did not go to work and meet their colleagues.

Stability: this research explained several reasons why elderly people had to keep working and were not willing to quit the job. One reason was the security factor. It was found that the elderly people's income was not enough to cover their monthly expenses. As a result, the elderly people had to keep working for extra money. Some of them had debt liabilities and installment debt such as house installments, car installments, and debt from mortgages of houses and land



for household spending. With these factors, the elderly people were unable to retire at the proper age. Another reason was that the elderly people had burdens including paying for their grandchildren's tuition fees, taking care of children with disabilities, and taking care of their old parents or an unhealthy spouse. These factors cost a lot of money, especially if their children were unable to support them. Therefore, the elderly people had to keep working for the social security rights such as medical support, retirement fund, pension and fringe benefits from their employers. They also work for saving money for future investment on a promising secure career when they were too old to work for their current employers.

3. The Guidelines for improving the qualities life of re-employed retirees in the study.

The elderly are often afraid about the stability of their own housing. Some of the elderly still rent rooms since they do not have their own house. It is very important to the quality of life of the elderly to have a home.

Guidelines for improving housing; Some elderly people have no place to stay when their get old and some of them want to have their own house. The guidelines for improving the quality of life of re-employed retirees include encouraging the elderly to work in their own domicile in order to reduce the cost of renting the room / house, which is good for their mental health. That is because most elderly people do not want to move far away from home. Also guidelines should encourage the elderly people to have their own residence or be able to access sources of funding for housing repairs including updating their residence to have the proper residential design that is appropriate for the elderly. Financial burdens; Some elderly people have household debt. The guidelines for reconstructing the quality of life of re-employed retirees should provide training for career creation for elderly people in the skills area of interest, which allows the elderly to work at home with the help of family members to increase their income for supporting their families.

Financial security; Some elderly people have not been saving money. The guidelines for reconstructing the qualities of life of re-employed retirees must raise awareness of people of working age to realize the importance of savings because savings is a guarantee of a good future. If the retirees want to have a good quality of life in the future, saving is the first thing that should be considered.



Consuming behavior; Some elderly people are still drinking alcohol. The guidelines for reconstructing the qualities of life of re-employed retirees must discourage elderly people from drinking alcohol by providing knowledge and organizing programs for the elderly people to stop drinking alcohol as well as providing incentives to catch their attention and get cooperation in quitting drinking. A campaign for an organization to provide consultation for those who want to quit drinking must be created.

Health care; Many of the elderly have chronic diseases. The guidelines for reconstructing the qualities of life of re-employed retirees should establish proactive service centers for elderly people by giving health checkup service at home, giving knowledge, and giving advice on how to take care of health without medication expenses for elderly people and those who are taking care of elderly people. As a result, the elderly people will have healthy lives and reduce the cost of the treatment for the elderly people for the government.

Access to exercise; All of the elderly people did not allocate enough time to exercise. The guidelines for reconstructing the qualities of life of re-employed retirees should arrange activities for elderly people to exercise 5 to 10 minutes in the morning talk activity before work for stretching to get their muscles ready for work as well as for having fun. Guidelines must encourage the elderly people to take care of their health and exercise everyday by brisk walking and dancing.

Discussion

The findings can be better understood by examine the question responses in detail as follows:

Response to research question one: “the quality of life of re-employed retirees”

Physiological; It was found that all sampled elderly people have a good life quality and can rely on themselves. They can perform their personal daily routine by themselves. It is consistent with the research of two scholars which found that the elderly people had a good quality of life in terms of physical strength. They also had the ability to perform routine activities (taking a bath, brushing their teeth, having meals, and putting on clothes).

Mental and emotional state; In terms of self-reliability, most elderly people want to retire to have a relaxing life with family and rely on their children.



However, some elderly people do not want to change their status from the head of the family to be the one who has to be taken care of. Therefore, those elderly people want to work to support themselves and family members. It is consistent with the research of Brown (1989), who showed that elderly people who worked perceived themselves as valuable. In addition, the results of the study of Srisantisuk (1996) stated that working was not only the source of income but also a factor that showed meaning in life.

Stability; In terms of family expenses, it was found that most elderly people had expenses such as rent utilities, food, and expenses of taking care of family members, tuition fees, and car installments. Some elderly people had to buy alcohol and cigarettes for partying with colleagues. This result is supported by Tipkanok (2001), who found that which stated that the highest expenses for living were food and beverage expenses, followed by the expenses for entertainment or relaxation and social activities. In terms of the elderly having a salary, it was found that the elderly people had regular income to support themselves and family.

Some elderly people had to work overtime for money to support their families. It is consistent with the research of Subtanawin (2008) which showed that career was one of the factors that could predict the quality of life of elderly people.

Social needs; In terms of self-esteem, it was found that the elderly people were happy and proud of their jobs. Some elderly people received outstanding employee awards from the organization making them see themselves as valuable because they were accepted by the employers and colleagues. It is consistent with the research of Srivilai (2013), which stated that in terms of happiness, those who received more support from society tended to be happier because being respected gave the feeling of being loved and cared about. In terms of volunteering, it was found that some elderly people were happy and proud of being volunteers and participating in society support including being volunteers at the temple, sweeping leaves on the streets in the village, and picking up monks for alms every morning. These activities made the elderly people feel valuable because they could be beneficial to the society. It is consistent with the research of Tangpean (2008), which showed that the social factors including participating in community activities made elderly people more satisfied with their lives, especially those who did not have children, because they easily felt lonely and meaningless.



Response to research question two: *“What are the reasons why the retirees need to work again after retirement?”*

In response to the research question, the study found that there are two main reasons in responding to this research question. The interviewees gave reasons why retirees need to work again after retirement as follows:

1. Mental and Emotional State; In terms of self-reliance, it was found that most elderly people wanted to work because of the dignity coming from being self-reliant. They did not have to rely on their children and be a burden to others. They were still able to work and earn money to support themselves and their families. It is consistent with the research of Sodsong (2012) who found that having the elderly people work not only enhanced their value, but also created stability of income. It also allowed the elderly people to live with dignity and become self-reliant. In terms of working lifestyle, it was found that elderly people wanted to work because they had been working with the organization for over 30 years until it became a part of their life. Going to work and talking to colleagues helped them not to feel lonely. It is also supported with the research of Tirakeatkumjon (2011), which explained that working or participating in activities by elderly people increased their quality of life. And in terms of relationships with colleagues and bosses, it was found that elderly people wanted to work because they had good relationships with the organization, bosses, and colleagues.

2. Stability; In terms of inadequate income, it was found that most elderly people had to earn a living alone to support family members who were young, old, or disabled. It is supported with the Office of Promotion and Protection of Elderly (2009). They found that elderly people had inadequate income for living. In terms of family support, it was found that some elderly people were unable to retire because they had responsibility for supporting their grandchildren and family members including paying for tuition fees, raising small children, or children with disabilities. As a result, the elderly people had to keep working to earn income to support their children and family members. It is consistent with the research of Jamchan (2010), which stated that the work of the elderly people could earn them money to support their children. In terms of loans, it was found that elderly people had installment loans such as house installments, car installments, loans from mortgages of houses and land, accumulated loans from education of the their grandchildren, and accumulated loans from household expenses. Therefore, the elderly people had to keep working to pay off the loans. It is support with the



research of Boonphadung (2011), which stated that some elderly people still had loans to pay monthly. In terms of government and organization support, it was found that elderly people found the social security rights important, such as medical support, retirement funds, pensions, fringe benefits from the organizations for low-interest loans and a cooperative. This result is consistent with the research of Likitthammarot and Pukdeeamnut (2014), which showed promoting the development of women, children, youth, the elderly and the disabled by setting standards for providing of welfare to the elderly people in 8 specific areas: health and medical treatment, accommodation, recreation, income, social security, family, social services, and the elderly support network. In terms of saving money, it was found that elderly people had to work to save money for future investment in their careers such as selling ice cream when they were unable to work full-time or when they retired. It is consistent with the research of Sodsong (2012), which showed that elderly people who saved more money or has more assets tended to have more chances to work than those who had fewer resources. Therefore, this group of elderly people still had to work to create self-security. In terms of family member who were not looked after, it was found that most elderly people wanted to work because their children either did not take care of them or did not send them money. So they had to work to take care of themselves and their family. It is also supported with the research of Sasuad (2017), which showed that economic impact on the elderly who were abandoned but had to take care of their grandchildren.

Response to research question three: *“What are the guidelines for reconstructing the qualities of life of re-employed retirees?”*

The finding from research question one and research question two will lead researcher to create the guidelines for reconstructing the qualities of life of re-employed retirees as follows:

In terms of providing stable housing, the guidelines should be encouraging the elderly to work in their own domicile in order to reduce the cost of renting the room / house, which is good for their mental health because most elderly people do not want to move far away from home. Also the guidelines should encourage the elderly people to have their own residence. They also must be able to access sources of funding for housing repairs including the proper residential design that is appropriate for the elderly. In terms financial burdens, the guidelines should provide a training unit for career creation for elderly people



in the skills area of interest, which allows the elderly to work at home with the help of family members to increase their income for supporting their families. In terms financial security, the guidelines must raise awareness in people of working age to help them realize the importance of savings because savings is a guarantee of a good future. If the retirees want to have a good quality of life in the future, saving is the first thing that should be considered. In terms of consuming behavior, the guidelines must discourage elderly people from drinking alcohol by providing knowledge and organizing programs for the elderly people to stop drinking alcohol as well as providing incentives to catch their attention and get cooperation in quitting drinking.

A campaign for an organization to provide consultation for those who want to quit drinking must be created. In terms of health care, the guidelines should establish proactive service centers for elderly people by giving health checkup service at home, giving knowledge, and giving advice on how to take care of health without medication expenses for elderly people and those who are taking care of elderly people. As a result, the elderly people will have healthy lives and this in turn will reduce the cost of the treatment for the elderly people for the government. In terms access to exercise, the guidelines should arrange activities for the elderly people to exercise 5 to 10 minutes in the morning talk activity before work for stretching to get their muscles ready for work as well as having fun, and the guidelines should also encourage elderly people to take care of their health and exercise everyday by brisk walking and dancing. It is consistent with Coopnirattisaikul (2014) who found that elderly people who have regular exercise can develop functional capacity for certain, although it takes about 6-10 weeks for young people to see changes in physical fitness for many benefits. And the exercise will help the remaining life span to proceed with quality, value, and ability to live independently making these elderly people happy. With a cheerful mind which should be the desire of every elderly person.

Conclusion

The results from the present study indicate the importance of quality of life of re-employed unskilled labor retirees. The most elderly people did not have good quality of life in the aspect of stability and mental state because they need to be re-employed after retirement, the most elderly people had health problems and chronic diseases. also they had to earn a living alone to support family



members who were young, old, or disabled. The elderly did not want to rely on their children and be a burden to others.

Recommendations for further research

In addition to the general conclusion, several recommendations for future research are outlined in this section.

1. In this study, the researcher found details about the quality of life and the reasons why elderly still keep working and do not retire. However, further study should determine what the root cause of the problem is. Also one could perform a study with more participants or by conducting the study in other areas for more in depth information.

2. This study found some of the elderly are still drinking alcohol. A further study should study about factors of the elderly. Why do they want to drink alcohol every day? Is it because of problems? It would be interesting to know more and solve any problems about the elderly drinking alcohol in this industrial area in Thailand.

3. This study found most elderly people must keep working and cannot retire because of their loans and because they do not have savings. Future work could study about the behavior of the working age people in industrial areas in Thailand in order to create a strategy to solve this problem.

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