SALARY, WELFARE AND THE QUALITY OF LIFE OF ALIENATE LABORS: THE CASE STUDY OF CAMBODIA LABORS IN THAILAND

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Abstract
This study aimed to study the salary, welfare and the quality of life of alienate labors. The need theory of Maslow was employed as the frame work in this study. This study used the mixed method which was the quantitative and qualitative research. The data were collected from 217 Cambodian labors who were working in recycle purchase sites and the pig farm in Buriram province, Thailand by using questionaires. In addition, in-depth interview from five head Cambodia labors who worked in the pig farm. The result shows that the salary and the welfare positively influenced on the quality of life of Cambodian labors. Moreover, the Cambodian labors were the unskilled labors and they worked in the recycle purchase sites. They were willing to work in Buriram province because this area was the bordered to Cambodia. Although Cambodian labors had got less income but they were happy to work in Thailand because they had high quality of life more than they worked in Cambodia. Theoretical and managerial contributions were explicitly provided. The study should be extended to another context with a variety of research instrument as longitudinal study.

Keywords: Salary; Welfare ; Quality of Life of Alienate Labors

Introduction
Thailand was a country in the Southeast Asia and would be a member of ASEAN in 2015. However, The eleventh national economic and social development plan (2012-2016) of Thailand had showed that the detail of the development of country as the government needed to spread prosperity of the countryside, the concept of government policy wanted to make operation plan to concrete and the government policy encouraged every sector countries which had got immune of the changing globalization, the government especially focused to develop the SMEs businesses to the international businesses and the government encouraged the entrepreneurs of Thailand to have the foreign labors.

In the context of Buriram province was the countryside where was located in the northeastern part of Thailand. Moreover, there were many areas of Buriram that were the bordered with the Cambodia as Non Din Daeng District and Lahan Sai District. The most Combodian labors were illegal immigrants and they had left from Cambodia because they were difficulties persons and they hadn't got any jobs in their country. Therefore, they wanted to come to Buriram province, Thailand and wanted to get jobs. However, the government of Thailand had strict laws on foreign workers so the Combodian labors were the illegal immigrant, they resisted by the law and worked in Thailand. At present, Buriram province changed very fast. The businessmen suggested that Buriram province should have the football stadium and circuit car racing with international standard. There were businessmen interested the businesses and investment in Buriram. The areas of Buriram business needed a lot of labors to work such as the construction business, chicken farm, pig farm and the service businesses. Moreover, the Combodian labors who were interested by the businessmen because Cambodia labors received the low salary and they were patient labors.

The income which the Cambodian labors received form entrepreneurs in Thailand made them satisfied and happy in Thailand because they were not entitled to benefits or didn't receive the welfare as same as the Thai labors. Therefore this study aimed to encourage Cambodian labors that were positively influent on the quality of life. Likewise, the objectives of this study were to investigate that: The first, to study the salary that was positive to the quality of life alienate workers. The second, to study the welfare was positively to the quality of life of alienate labors. There was the need theory of Maslow which was widely used as the theoretical foundation to describe the quality of life foreign workers.

Theoretical foundation
The current study focused on the Maslow theory or the need theory which were used to explain the salary and the welfare of the labors. Interestingly, the base of need theory suggested the organization that used the compensation to motivate the employees (Dessler, 2013). In additions, the employees wanted the safety in the job and they wanted to promote in the high level of position. However, this study needed theory for encouraging the Cambodian labors needs. Therefore, the quality of life was important factor for labors.

This study challenged to conceptually link the salary and welfare that were the main determinant of driving from the quality of life of foreign workers. In this study, we purposed that all constructs were positive. Thus, the conceptual and linkage model presented the relationships of all of constructs, as shown in Figure 1.
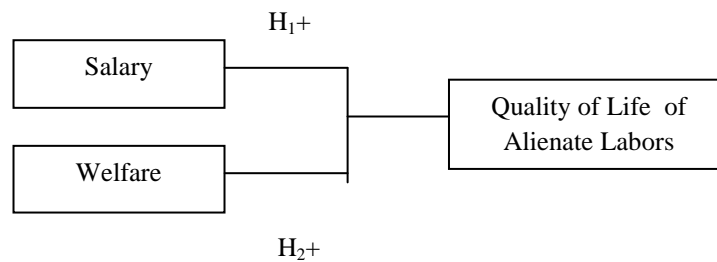
Fig. 1. Relationship model of the salary, welfare and qulity of life of alienate labors

Literature review and hypotheses development

Salary referred to the level of the compensation which the foreign workers received per month. The Cambodia labors were unskilled labors. Therefore, the rate of work was in low level. The Cambodian labors received the income as two hundred bath per day (6.25$) and they had got the income as the 4,800 baths per month (150 $) for rate wage in Buriram province. Moreover, the salary was compensation and it was tangible (Walton,1975). The job which used the skill was low wage. Interestingly, the Cambodian labors who were foreign labors and they couldn't to negotiate the wage. Thus, based on extant literature, the relationship between salary related to the life of quality of foreign workers, was hypothesized as:

Hypothesis 1: The salary will have positively related to the quality of life of alienate workers.

Welfare refers to the level of the cost which the entrepreneurs gave to the employees. The welfare which the entrepreneurs gave to the employees was difference between the business and the type of businesses. On the other word, the welfare was the competency entrepreneurs gave the employees (Bond, and Chen(1987). However, the welfare which the Cambodian labors received as the house or dormitory of employee. In additions, the entrepreneurs provided the training program for the employees and the activity on new-year day (Cummings, 1977; O'Toole, 1974). On the other word, entrepreneurs did not give the insurance to the Cambodia labors. Therefore, based on extant literature, the welfare related to the life of quality of foreign workers, was hypothesized as:

Hypothesis 2: The welfare will have positively related to the quality of life of alienate workers

Quality of life of alienate labors refers to the level of the balance living. The employers and the employees were happy when they worked in the company, shop and office (Nordenfelt, 1993). The employees have the income to operation the life. They had got good health because the work environment was good. In additions, the employees had got the balance work, life work and their living (Cummings,1977).

Methodology
Sample and data collection procedure
The sample was the 217 Cambodian labors who worked in Buriram province, Thailand. The populations were 744 Cambodia labors who were from the list of Buriram province employment office. Moreover, the Cambodian labors who were unskilled and they had got the temporary passport or certificate of identity. Likewise, all of the Cambodia labors who worked in the pig farms and the solid waste material purchase shop.

However, the sample was 217 (Krejcie and Morgan, 1970), by the questionnaires which were sent to the office in the pig farm, solid waste material and the construct business. In addition, the officers read the questionnaires and the Cambodian labors checked list the questionnaires because they could not read Thai language. The questionnaires were the completed 217. Moreover, in this study the researchers used indepth interviews with the five head Cambodian labors in recycle purchase sites by interpreter. The interpreter was the Cambodia. He was the teacher and he worked at Buriram Rajhaphat University.

The sample was the important factor which was the Cambodian labors who worked in Buriram area , the bordered to Cambodia. The Cambodian labors were the alienate workers who worked in Thailand. Therefore, the Cambodia labors gave the opinion and the good data for this study.

Variables
The current study, there were three variables which were measured by 5-point Likert's scale.
The salary was evaluated by the level of income, the level of the compensation which the foreign workers received per the month. The Cambodian labors were unskilled so the rate of income was in low level. The Cambodian labors received the salary justice. They were satisfaction for the salary who received. The salary used five–item scale.

The welfare was evaluated by the level of the Cambodia labors income received from entrepreneurs. For example, the firms had dormitory for Cambodian labors, the firm gave the training program to the Cambodia labors and the Cambodia labors had attended the activities in Thai official holiday such as new-year day and Chinese new year. The welfare used seven –item scale.

The quality of life of alienate labors was evaluated by the level of the labors happy life and they had got the techniques to protect the proactive environment (Zautra, and Goodhart, 1979). They wanted to work in the office which they worked. They had the balance work and life (Elbers. et.al,2013) The Cambodian labors had got work safety and organizational commitment. The quality of life of different labors used five-item scale.

Reliability and validity
This study was assessed by the measurement model using confirmatory factor analysis (CFA) and tested the hypotheses using multiple regression analyses by n=30. The set of items to CFA to test validity of construct, all factors loading were .400 to .862 as being greater than 0.40 cut-offs and were statistically significant the rule-of-thumb (Nunnally and Bernstein,1994), the results were as shown in Table 1. The reliability of the measurement was evaluated by Conbach's alpha coefficients. The value of Conbach's alpha coefficient for all constructs were higher than the 0.6 cut off value (Hair. 2006: 340), ranging from .652 to .834, the results were as shown in Table 1 and to evaluate each item according to their expert opinions as to whether each item was measured what had intended to measure (content validity).

To protect possible response bias problems between respondents and non-respondents, a t-test comparison of the means of all variables between early and late respondents was conducted corresponding with the test for non-response bias by Amrmstrong and Overton (1977). The results showed no significant difference between early and late respondents demonstrates non-response bias between respondents and non-respondents. And the latest respondents represented non-respondents. Thus, non- response bias was not a problem in this research.

Table 1. Result of measure validiation (N=30)

Items	Factor loading	Conbrach Alpha
Salary (SR)	.400 -.714	.826
Welfare (WF)	.532-.862	.652
Quality of Life Alienate Labors (QL)	.725-.832	.834

Hypotheses testing

This study utilized regression analysis to verify the research framework and hypotheses. The independent variables were entered into the equations as a group (stepwise method). The grades that were calculated from exploratory factor analysis were used. Data in the salary, welfare and quality of life of alienate labors were average. The conceptual models were specified as follows.

$$\text{Equation 1:} \quad QW = \beta_{01} + \beta_{02}SR + \varepsilon_1$$

$$\text{Equation 2:} \quad QW = \beta_{03} + \beta_{04}WF + \varepsilon_1$$

Before expounding the results of the regression analysis, this study was examined possibly multicolinearity problems by studying correlations between the variables included the regression analysis. By this way, by means of Pearson's correlation coefficient, we can measure the degree of linear association between every pair of variables. The descriptive statistics and correlation matrix for all variables were exactly presented. The verified muliticollinearity problems by intercorrelations among independent variables were not higher than the 0.8 cut-offs (Stevens,2002). The VIFs range 1.00, well below the cut-off value of 10 as recommended by Neter, Wasserman and Kutner (1985), meaning the independent variables and not correlated with each other. Therefore, there were no substantial multicollinearity problems encountered in this study as shown in Table 2.

Table 2. Descriptive statistics and correlation matrix (N=217)

Variables	Salary (SR)	Welfare (WF)	Quality of life of Alienate Labors (QL)
Mean	3.815	3.884	3.755
S.D	.611	.573	.520
Salary (SR)			
Welfare (WF)	.674***		
Quality of life of Alienate Labors (QL)	.575***	.609***	

***p<.01, **p<.05, *p<.10,   Beta coefficients with standard error in parenthesis

Result
Table 3 presented the results of OLS regression of the relationships among salary, welfare and quality of alienate labors which were shown in Model 1 and Model 2.

Table 3. Result of OLS Regression Analysis[a]

Independent Variable	Dependent Variable	
	Model 1	Model 2
	Quality of life of alienate workers(QW)	Quality of life of alienate workers(QW)
Salary (SR)	.578*** (.055)	
Welfare (WF)		.607*** (.054)
Adjust R^2	.331	.365
VIF	1.414	1.145

***p<.01, **p<.05, , [a] Beta coefficients with standard errors in parenthesis.

Model 1 the salary was positively on the quality of life of alienate workers ($H_1 : b_1$= .578, p < 0.00). According to the work of Straw and Heckscher (1984) found that the employees had got the salary balancing the competency, and good quality of life. Likewise, the employees hade got income for management.

Model 2 the results showed that the welfare was positively influence on the quality of life of alienate workers. The previous researches had shown that the firm gave the welfare to employees (Walton,1975). For example, the firm gave the dormitory for employees, some firm gave the lunch to employees and the firm gave the uniform to employees, that of all were the welfare of firm (Fong and Lim,1982). The welfare was the important factors encouraging the life of employees. According to the study, the welfare was related to quality life alienate workers. The results supported H_2 ($H_2 : b_2$ = .607,p< 0.00).

Conclusion and suggestions
This study showed that the result of the salary and the welfare positively influenced on quality of life of alienate labors Roback, (1982). The relations of independent variables and the dependent had high significantly because the employees had received the salary and got enough income for their living (Cascio, 1998; Sirgy et al., 2001). From this study, the Cambodian workers who worked in Thailand had the good life more than they worked in Cambodia.

In addition, the welfare was important factor supported the quality life of employees (Hirschberg, Maasoumi, Slottje, 1991). The Cambodian labors interestingly had the good quality life but they wanted the welfare from the firm. However, the Cambodian labors were unskilled labors and they were the alienate labors. Therefore, they had less welfare.

However, the Maslow's theory supported the conceptual framework. The employees needed to development quality life and they wanted to life modern. Moreover, they were very happy life when they worked in Buriram province, Thailand because Buriram province was near Cambodia. The Cambodia labors could go back home easily (Cambodia) in the holiday.

Future research
The current study was the scope of Buriram province, Thailand. It might be some variables that had positively influence on the quality of life of alienate workers. The researchers used the Maslow's theory. However, in the future research might be the test of variables as the organizational citizenship behavior and the researches used the longitudinal study.

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