

**Title:** Optimal Allocation of Human Resources in State-Owned Enterprises, Thailand Case

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## ABSTRACT

This paper mainly discusses the allocation of human resources in Thai state-owned enterprises after the privatization reform of Thai state-owned enterprises. In addition to economic factors that will affect employment in Thailand, religious culture, social prejudice, and other issues cannot be ignored. The concept and culture of modern human resource management have gradually changed with the exchange and collision between countries. In Thailand, opening and laisses fair attitude towards job hunting is often adopted. The supply and demand of Thailand's labor market are balanced. The employment choice is not as fierce as in China. This paper mainly discusses the key issue that affects human resources in state-owned enterprises --- wage treatment.

**Keywords:** human resources, state-owned enterprises, employment choice, wage treatment.