

**YANGON UNIVERSITY OF ECONOMICS
DEPARTMENT OF ECONOMICS
MASTER OF DEVELOPMENT STUDIES PROGRAMME**

**A STUDY ON THE WORKPLACE ENVIRONMENT STATUS IN
MINGALARDON INDUSTRIAL PARK
(Case Study: Selected Factories at Mingalardon Industrial Park)**

**HPYOE THU KHAING MYO NYUNT
EMDevS – 8 (17th BATCH)**

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**A thesis submitted as a partial fulfillment towards the requirement for the
Degree of Master of Development Studies (MDevS)**

Supervised by

**Dr. Yin Myo Oo
Professor
Department of Economics
Yangon University of Economics**

Submitted by

**Hpyoe Thu Khaing Myo Nyunt
Roll No. 8
EMDevS (17th Batch)
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ABSTRACT

The purpose of the study is to study the condition of the Mingaladon Industrial Park and examine the working environment of workers in selected factories in the Mingaladon Industrial Park. The study focused on 300 respondents from three garment factories in Yangon Region's Mingaladon Industrial Park. The study found that the majority of respondents agreed that pay is important to employee motivation and performance evaluation. Some women workers want more toilet facilities because they are not enough for women. The garment factory owner should arrange good accommodation and transportation facilities for their garment factory employees. In addition, the garment factory owner provides safety gloves, face shields and shoes for their employees. According to the study, factory owners and managers plan for employees to fully enjoy the benefits of the factory, and supervisors will need to have a comfortable work environment to influence labor motivation.

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LIST OF ABBREVIATIONS

CMP	-	Cut Make Package
DHSHD	-	Department of Human Settlement and Housing Development
DUHD	-	Department of Urban & Housing Development
FDI	-	Foreign Direct Investment
ILO	-	International Labor Organization
H P	-	Horsepower
Ltd	-	Limited
MIP	-	Mingalardon Industrial Park
MGMA	-	Myanmar Garment Manufacturers Association

CHAPTER I

INTRODUCTION

1.1 Rationale of the Study

The work environment is an important aspect in discussing the performance and health of human resources in an organization. The workplace environment is an important part of worker's life. Workers spend a significant amount of their time at work and it affects them in one way or another. The best workplace design is one where the workplace environment supports the needs of the labors and works in an environment suitable for the individual labor's performance.

Today's workplace is characterized by two opposing trends. The first trend is to reduce labor efficiency. The second trend is creating a management attitude of micromanaging. The working environment in most workplaces is unsafe and unhealthy. These include poorly designed workshops; inappropriate furniture, lack of ventilation, inappropriate lighting, excessive noise, emergency situations include inadequate safety measures and lack of personal protective equipment.

Workforce efficiency is a key factor behind the success of any business. Therefore, the management is looking for various ways to increase the performance level of the workers. There are key factors in an employee's work environment that greatly affect their motivation and performance. The working environment is the morale of the employees. It affects productivity and engagement.

In an effort to motivate workers, organizations use performance-based pay and the employment security agreements. A number of practices were implemented to help balance work and family, as well as various forms of information sharing. In addition to motivation, workers need skills and abilities to do their jobs effectively. For many organizations, training has become a necessary input into the production process.

Currently, Myanmar has more than 600 state-owned factories due to advanced technologies and government support. There are 19 industrial zones and more than 60,000 industries. Industrialization is an essential part of the country's development. Private industries are very important for the development of the country's industrial sector and the country's economic development.

Among the 19 industrial zones, Mingaladon Industrial Park is the first standard international industrial zone in Myanmar and was established in February 1996. The implementation of the development of Mingaladon Industrial Park is being carried out by Department of Urban & Housing Development (DUHD) and the Kepventure Pte Ltd., Singapore and Project Management is carried out by Tokyo Enterprise Co., Ltd.

Mingaladon Industrial Park (MIP) provides first-class infrastructure for tenant industries and provide a superior manufacturing environment with security and business support services. Considered to be the latest emerging market in Asia, Myanmar is an ideal location for foreign entrepreneurs looking to relocate their production bases.

Because this industrial zone is the first industrial zone in Myanmar, Mingaladon Industrial Zone was chosen. It is considered to meet international standards for its utility and transport infrastructure. The Mingaladong Industrial Park will also be expanded through the Yangon Urban Road Development Project, which was built through a public-private partnership (PPP).

Mingladong Industrial Park (MIP) has many foreign direct investment manufacturers with more than 1,000 employees. This creates a sharp contrast between MIP and other industrial zones in Yangon and Mandalay. Manufacturing firms are always small-scale enterprises and employ at least hundreds of workers.

The garment factories in Myanmar face problems ranging from being held back by inadequate infrastructure to dealing with an unskilled worker. In addition, these garment factories pay low wages, long working hours, and oppressing union members. It faces high risks for violations, including poor employer-employee relations. About 90 percent of workers in Myanmar are women, and gender-based harassment and violence are common.

The study explores how the work environment affects employee performance and assesses the extent to which it supports health and safety in the workplace. Therefore, the working environment is the level of performance; It is important for workers to know that motivation levels and engagement can have both a positive and

negative impact on worker engagement and can have a huge impact on physical and mental well-being.

1.2 Objectives of the Study

The objectives of the study are to study the situation of Mingalardon Industrial Park and to examine the workplace environment effects on employee performance in the three garment factories at Mingalardon Industrial Park.

1.3 Method of Study

The method of study is the descriptive method based on primary data and secondary data. Primary data is obtained by using a self-administered questionnaire which is combined of both open and close-ended questions. Three garment factories at Mingalardon Industrial Park are selected and used a simple random sampling method. Total of 300 random samples are chosen from Myanmar Tah Hsin Industrial Co., Ltd, Myanmar Postarion Co., Ltd and T1 Garment Co., Ltd garment factories. Secondary data is collected from the relevant sources such as the Directorate of Industrial Supervision and Inspection under the Ministry of Industry, Myanmar Garment Manufacturers Association (MGMA), Statistical Year Books published by the Ministry of Planning and Finance, Industrial Zone Supervisory Committees and Industrial Zone Management Committees of Mingalardon Industrial Park, libraries and the internet.

1.4 Scope and Limitations of the Study

Among total ten garment factories, the study mainly on the workplace environment effects of employee performance in Myanmar Tah Hsin Industrial Co., Ltd, Myanmar Postarion Co., Ltd and T1 Garment Co., Ltd garment factories at Mingalardon Industrial Park and have not observed to all garment factories in Myanmar. The study period is within August, 2022. The respondents are laborers, supervisors and managers working in three garment factories at Mingalardon Industrial Park.

1.5 Organization of the Study

The organization of the study is comprised of five main chapters. Chapter one includes rationale of the study, objectives of the study, method of study, scope and limitations of the study, and organization of the study. Chapter two is a literature review. Chapter three presents the overview of workplace environment in Myanmar. Chapter four is the survey analysis. Chapter five is concluded with the findings and suggestions.

CHAPTER II

LITERATURE REVIEW

2.1 Concept of Workplace Environment

The workplace environment is an important part of the workplace for workers. Workers spend a significant amount of their time at work and it affects them in one way or another. It is concluded that employees who are satisfied with the work environment may lead to better work results (Kamarulzaman, Saleh, Hashim, and Abdul-Ghani, 2011)

The working environment is the technical environment; It is a combination of three major environments such as the human environment and the organizational environment. The technological environment includes tools, equipment, refers to technical infrastructure and other physical or technical components. This environment creates the elements that enable employees to perform their respective duties and functions.

The human environment is the employees and others associated with them. Teams and working groups; international problems; It refers to leadership and management. This environment is designed to promote opportunities for sharing knowledge and exchanging ideas in a way that encourages informal interaction within the workplace. In addition, it is a basis for achieving maximum productivity.

The organizational environment includes systems, procedures, practices, values and philosophies. Management controls the organizational environment. Because of a measurement system that rewards people based on quantity, workers are less interested in helping workers who are trying to improve quality. Therefore, organizational environmental issues influence employee productivity.

Important elements in a typical work environment are physical and behavioral elements. The things related to the worker's abilities to attach to the office environment are called physical environment. Office resident ethics are interrelated through behavioral environmental components.

The work environment affects the behavior of individual workers. Therefore, the excellence of the working environment is related to staffing levels and worker motivation. It serves as an essential function in determining productivity and performance (Sharma, Dhar, & Tyagi, 2016).

Worker productivity is the most prominent interest these days and it affects the work environment in many ways. It can play a positive or negative role depending on the actual conditions in the work environment.

Most industrial workplaces in developing countries are unsafe and dangerous. A healthy and safe work environment can play a major role in increasing productivity. Unfortunately, most employers regard it as an additional cost and do not spend much on maintaining a comfortable working environment. (Thobaben & Woodward, 1996).

Labors are working in an unsafe environment due to the negative influences of the environment on their performance, which affects the overall productivity of the organization (Chandrasekar, 2011).

An effective work environment raises what is expected of workers without requiring additional methods or resources to handle this. It is necessary to have an efficient workplace that can facilitate the expected results.

As an aspect of the work environment, the physical environment has a direct impact on human cognition and has the ability to subtly alter and produce interpersonal interactions. This is because characteristics of the workplace have consequences regarding productivity and satisfaction levels. The workplace environment is the most important factor for labor performance.

Physical aspects of the work environment affect employee productivity, performance health and safety, comfort, and attention. It has a direct impact on job satisfaction and morale. The appropriate helpful a conducive workplace environment improves the physical and mental abilities of employees in their daily activities. An improper and unfavorable working environment leads to work stress. It also causes employees to make mistakes.

Additionally, an unfavorable work environment leads to underutilization of employees and available capabilities. This creates work-related stress in employees.

Important factors in the workplace environment include building design and age, workplace layout, cleanliness, workstation set-up, equipment design and quality, space, temperature, ventilation, lighting, noise, vibration, radiation, and air quality etc.

2.2 Impact of Workplace Environment on Employees' Performance

The employees are seen as something valuable for every organization to improve performance (No, 2018). Because there are different work styles, not all employees can do the same job. The employees' performance is determined by their enthusiasm and openness to complete their work. Additionally, if employees are willing and open to completing their jobs, their productivity will increase and help improve performance (Raziq & Maulabakhsh, 2015).

On the other hand, employees, equipment and supplies must be provided with the necessary resources to perform without their skills and expertise (Kuruparensothynathan, Vimalendran & Maryselesteena). Performance appraisals are highly emotional jobs in professional life. A person's commitment has a direct impact on judgment and competence (Narcisse & Harcourt, 2008).

According to (Ho, Powell & Stanley, 2021), the main challenge for businesses is to focus on improving the performance of employees effectively and to keep their authenticity at the top. In addition, many important changes are still missing in the study and implementation of the performance appraisal model. This may explain why there is still no integrated approach to evaluating employee performance (Moslemi, Izadbakhsh & Zarinbal, 2019).

Physical and behavioral aspects are two aspects of a healthy workplace climate. The former refers to factors related to employees being physically present at their workplaces. Although the ethics of office workers is influenced by the behavioral aspects of the environment, the work environment plays an important role in shaping the behavior of individual employees.

Therefore, the enthusiasm of employees to work hard. Their performance and capabilities are shaped by the influence of the quality of the workplace. Enthusiasm creativity, levels of willingness to engage with colleagues and to be loyal to work are influenced by factors of the work environment (Hafeez, Yingjun, Mansoor and Cheema, 2019). Most of the working environments of developing countries are unmarked. Unfortunately, most organizations regard a safe and healthy work

environment as an unnecessary expense and do not invest heavily in sustaining a comfortable work environment (Aghaji, Burchett, Oguego, Hameed & Gilbert, 2021).

Employee performance was evaluated in different business sectors, leaving a gap for the evaluation of a sector. In addition, different organizational-level environmental factors, along with work-related factors, were assessed by employee-specific mediation such as commitment to evaluate employee performance (Diamantidis & Chatzoglou, 2019). Employees who are satisfied with their work environment are more likely to have positive work output.

2.3 Factors Related to Workplace Environment

An engaging and supportive work environment helps employees develop their knowledge, It provides the conditions for efficient and effective use of available resources to provide high quality skills and competencies and organizations.

(a) Motivation and Incentive in Workplace

Most employees need motivation to feel good about their jobs and perform at their best. Some employees are financially motivated, while others find recognition and rewards personally motivating. Some employees are motivated by a sense of accomplishment for meeting personal and professional goals. Most workers are self-disciplined and self-motivated. Incentives and rewards have little effect on employees who feel motivated only when they are confident in their abilities and personally identify with their role within the organization.

In the workplace, the incentives that employees receive from their employers for completing a task or task beyond their pay are called rewards, and their motivation, It plays a key role in increasing productivity as well as in employee retention (Dyck & Neubert, 2009).

The rewards are cash or written or verbal praise and recognition. These are available in many forms, such as combining them or incorporating something else entirely. This reward aligns employee interests with the team; In most cases, it is a source of performance improvement and leads to the achievement of organizational goals. However, to have an effective performance appraisal mechanism to ensure equity and quantify progress; Required for organizations that provide rewards to their employees (Deeprise, 1994)

The organization determines what motivates its workers and establishes formal and informal structures to reward the way workers work. A prize is usually something of value, such as money. Rewards serve many purposes in organizations. They build a better employment agreement, serves to retain employees and reduce turnover. The main goal is to increase people's desire to work in a company and to improve their productivity.

Therefore, the organizations should have effective reward and recognition programs in place to ensure motivation and long-term benefits for the employees. A change in the reward system has a direct impact on employee motivation (Ali and Ahmed, 2009). For instance, if the reward system or scale is improved, it will have a positive impact on the motivation of employees and vice versa (Hafiza, Shah, and Jamsheed, 2011)

(b) Training and Development in Workplace

Training and development refer to the process of training employees with the aim of developing their skills and improving overall productivity, usually skills, skills that increase the level of competence and knowledge. It is important to perform tasks well that increase the level of competence and knowledge within the organization.

Three main reasons why an organization provides training and development to their employee is as follows:

1. Increase productivity and performance
2. Achieve organizational goals
3. Make employees succeed in any situation, whether they fail or not.

Training and development have a positive impact on employee satisfaction levels. Especially when it comes to improving their skills to perform their duties well. It increases employees' self-esteem and confidence because they believe that the employee is important to the organization.

Three main types of trainings which are given to employees are as follows:

1. Training needs analysis
2. Training content and delivery approaches
3. On the job training

Therefore, the improvement of employees; training and development is necessary for motivation and skills and ineffective training programs can not only lead to negative consequences but also end up being a financial waste. Since training is a

costly affair, organizations can best achieve their goals if they train employees according to the skills they want to develop.

(c) Health and Sanitation in Workplace

Occupational health risks should be included in the risk assessment and management approach, and workers should be protected by authorized sanitation providers. Sanitation services should be included in local planning processes to avoid the cost and complexity of sanitation clashes with other local services that lack adequate space.

Health authorities are directly responsible for ensuring that patients and carers have adequate sanitation systems and that effective procedures are in place to manage faecal waste safely (Mwendwa, McAuliffe, Uduman, Masania, & Mollel, 2017). In addition, measures must be taken to protect surrounding communities from waste (as well as other waste) within health care facilities. It has sufficient current financial resources; Requires dedicated and trained personnel and regular operation and maintenance.

Clearly, the mental or physical health of workers; creating a healthy workplace without compromising safety or health is a moral imperative. From an ethical point of view, it is considered wrong to expose workers to asbestos in an industrialized country. Doing so in a developing country should be wrong. In a safe and healthy workplace, employees have a stake in the success of the program Safety and health is everyone's responsibility.

(d) Security in Workplace

A healthy workplace is a collaborative process between managers and employees. The primary objective is to protect and promote health and safety in the workplace. The health and safety of workers as well as the livability of working environment conditions are improved through these procedures.

The main areas that need to be taken into consideration include, health and safety concerns in the physical environmental conditions, well-being concerns in the psychosocial work environment, including organization of work and workplace culture, personal health resources within the workplace, and ways of participating within the community to bring about well-being of not only the workforce, but also their families and other members of the community (Burton, 2010).

Security is important in the workplace as it is the target of illegal access and theft. Having security guards or police in the workplace is a safety measure that deters criminals from targeting the business. These barriers often reduce the likelihood of a threat. Safety in the workplace is also important as it keeps employees safe and secure with extra protection while entering and exiting the facility.

Security in the workplace can take the form of a security guard or on-duty police officer guarding the entrance or near valuables or safes. Security can be enhanced by issuing photo ID access badges for each employee and upgrading surveillance with internal and external cameras to monitor activity.

(e) **Satisfaction in Workplace**

An organization plays a very important role in determining employee satisfaction. Since employees spend most of their time in the organization, there are many organizational variables that determine employee satisfaction. Organizing and managing organizational factors can increase employee satisfaction within the organization.

Organization Development: Organizational development is a continuous process to implement effective changes within an organization. It is a systematic process. Its purpose is new markets to enable the organization to better adapt to the rapidly changing external environment of regulations and technologies. It begins with an organization-wide analysis of current and future needs.

Policies of Compensation and Benefit: This is the most important factor for employee satisfaction. Compensation can be described as the amount of reward an employee expects from a job. Employees should be satisfied with competitive salary packages and when compared with outsiders working in the same industry, they should be satisfied.

Promotion and Career Development: Promotion is interchangeable with a significant achievement in life. It is salary, responsibility, authority freedom and status are promised and delivered. So, the opportunity for promotion determines the level of satisfaction for the employee.

Job Security: Job security is the belief or assurance that an employee will retain their current job. Employees with high job security are less likely to lose their jobs in the near future. Some careers or job opportunities have better job security than others. Job security is a worker's performance. It is also affected by business success and the current business environment.

Working Environment & Condition: Employees are highly motivated with good working conditions as they provide comfort and motivation. On the contrary, poor working conditions cause employees to fear ill health. More comfortable of workplace environment is the more productive of employees.

Relationship with Supervisor: A good working relationship with a supervisor at all levels is essential. Its expert constructive criticism and general understanding are needed.

The survey questionnaire used four factors. First factor is motivation and incentive. Second factor is training and development. Third factor is health and sanitation. The last factor is security condition in workplace environment.

2.4 Reviews on Previous Studies

Muhammad Nasir Uddin (2012), found that some distinctive problem of the workers in the garment industries can be find out easily. These are low wage, low education level, not to have leave, insecurity of work place, lack of tread union, lack of knowledge and skill etc. So, the government policy or new wage structure is not enough for their livelihood. Low wage of the working places can be regarded as the key cause for the low level of the socioeconomic condition of the garment workers.

Ohnmar Kyaw (2012) analyzed the employment opportunities and working conditions of women in garment industry in Myanmar, in this thesis” A Study on Employment Opportunities and Working Conditions of Women in Garment Industry in Myanmar (Case study Hlaing Thar Yar Industrial Zone). This thesis found out employment opportunities, job satisfaction, working conditions and textile and clothing sectors is highly important source of employment for women in developing countries.

Khin Swe Myint (2015) analyzed the socio-economic conditions of garment workers in South Dagon Industrial Zone in Yangon Region in the thesis “A Study on the Socio-Economic Conditions of Garment Workers in South Dagon Industrial Zone”. It what found that growth may help to reduce poverty if it would help to raise wages,

and give a good working environment for poor. The socioeconomic conditions of garment worker may help to highlight policies relating to infrastructure, education, trade, the investment climate and human rights that government needs to mandate or adopt.

Saidur Rahman (2016), studied “Workplace Environment in Garment Industry: An Opinion Survey of the Garment Worker in Bangladesh”. This study found that the environment of garments is not suitable enough to work comfortably for the workers. In most of garments is multi storied building which have not enough windows for passing air and light that creates unhealthy environment.

CHAPTER III

AN OVERVIEW OF WORKPLACE ENVIRONMENT IN MYANMAR

3.1 Workplace Environment of Employee in Myanmar

Every industry provides seating for all employees who need to work in a standing position. So, the employees can rest during working hours. All factories and work rooms must have adequate ventilation and ventilation to ensure the comfort and health of workers.

The heat procedures for the generation of fumes or dusts would be in separate work areas with adequate insulation and/or ventilation. This area is free of hazardous fumes and is suitable for public use unless inspected by an inspector. No one is allowed to work in restricted areas. Employers provide adequate and appropriate lighting (natural or artificial) in all workplaces to reduce glare and reduce the risk of workplace accidents.

Employers provide adequate and convenient toilets and washing machines for workers. Separate toilets and showers for men or women. Keep it well ventilated and always clean. Toilets are separated from work areas by open or ventilated areas.

Employers provide clean drinking water to workers at the factory stations. These stations will be designated as potable water and will be at least 6 meters away from hand washing facilities and toilets. The factory, which employs more than 250 people, has to provide cold water in hot weather. Employers with more than 100 employees must provide drinking water for meals and breaks. The factory has more than 250 workers to supply food products.

Each factory with more than 250 employees will have a first aid room or dispensary supervised by a medical officer and nurses. The medical boxes provide and maintain with first aid kits at each factory. The factory with 150 to 250 workers will be provided with two first aid kits and for every 100 workers an additional first aid kit will be provided in large factories. The box will be supervised by a trained first aid nurse

during working hours. A clinic would be provided in each factory employing more than 250 workers.

All factories with five or more employees must register with the Social Security Board township office within 30 days of starting work. Employers are covered in the event of labors' death or injury on the work. Employers and workers will work with the Social Security Board to develop safety and health plans and educate workers about workplace injuries and illnesses.

Both employers and employees have important roles and responsibilities to ensure safety and health in the workplace. Employers provide workers with protective equipment and other supplies required under the Factories Act at no cost. All floors, steps, stairs, passageways and gangways must be well-constructed and properly maintained, and must have substantial handrails where needed.

Every factory has a fire alarm system and everyone in the workplace can hear it clearly. Every factory provides ways to escape from a fire. All exits will open outward or slide to the side. Every door or other emergency exit is clearly marked in red letters in a language that most workers understand or in another effective way. All rooms of the factory must have clear exits for workers. Workers must be able to immediately open exit doors in every room.

All employers shall ensure that all workers are familiar with emergency exit procedures and are adequately trained in emergency procedures. Employers are more likely to remove dust off the factory. All possible measures must be taken to prevent explosions by removing fumes and covering all possible sources.

3.2 Labor Welfare Benefits in Myanmar

In Myanmar, the Ministry of Labor, Immigration and Population aims to actively participate in national development efforts by serving both workers and employers. In addition, labor laws are being enforced to protect labor rights. The regulation is not meant to hinder the pace of business of employers but to encourage fair labor practices with a view to establishing friendly relations between employers and employees for maintaining industrial peace.

The Department of Labor under the Ministry of Labor, Immigration and Population is a purely service organization that deals with labor motivation and labor productivity promotion. There are several different services relating to industrial peace which are being undertaken by Regional and Coordination Division of the Department

of Labor. These include settlement of disputes among employers and labors, setting minimum wage and other wage related benefits, provision of labor welfare etc.

3.2.1 Types of Labor Benefits

According to the Labor Law, workers working in any private or public workplace have the following rights, and the rights of these workers are enforced by the Department of Labor.

(a) Free Medical Care

(i) Sickness

Insured workers are provided with free medical treatment for a maximum of 26 weeks. In the event of an illness or disease of particular importance from a public health point of view, medical treatment may be prolonged until the insured worker has fully recovered.

(ii) Maternity

Prenatal and postnatal care is provided to an insured female worker during their pregnancy and confinement.

(iii) Employment Injury

In case of employment injury, medical treatment is provided for an unlimited period of time. Orthopedic or prosthetic devices for the rehabilitation of injured workers are provided for a fee and free of charge if necessary.

(b) Cash Benefits

(i) Sickness Cash Benefit

This benefit is provided to insured workers who are unable to work due to illness. It is payable only after the insured person has paid at least (17) weeks of contributions in the preceding (26) weeks. The employee is entitled to cash benefits for a maximum of twenty-six (26) weeks from the date of absence.

(ii) Maternity Cash Benefit

An insured female worker is entitled to maternity allowance during her pregnancy and confinement. It is allowed for six (6) weeks before and six (6) weeks after detention, and the total duration may not exceed twelve (12) weeks. An insured worker will only be entitled to benefits after (26) weeks of contributions have been paid by the insured worker in the last (52) weeks.

(iii) Funeral Grant

In case of death of an insured worker, funeral allowance is provided to his dependents. There are exceptions or limitations to eligibility for the funeral grant.

(c) Employment Injury Benefits

Occupational injury benefits are provided to insured workers in case of occupational accidents and occupational diseases.

(i) Temporary Disability Benefit

If the insured worker is able to accept work as a result of the work injury, the injured worker must be paid benefits until the expiration of (52) weeks from the date of the accident.

(ii) Permanent Disability Benefit

Payment of benefits for permanent disability begins on the date of termination of his temporary benefits or until the expiration of (52) weeks from the date of the accident. The Social Security Medical Assessment Board shall determine the percentage of loss of earning capacity caused by the work injury. If assessed at (20) percent or more of the income, the pension is paid monthly. (20) percent or less and if the amount of pension is less than Kyat (20) per month, the benefit must be paid in one lump sum.

(iii) Survivors Pension

A survivor's pension shall be paid to dependents in the event of the death of an insured person due to an occupational injury or occupational disease.

(d) Leave

Myanmar law recognizes various types of leave. Leave is governed by the Leave and Holidays Act (1951), but additional rules may apply, such as the Employees' Social Security Act (2012), which provides for contributions to a security fund. Workers are entitled to four types of leave as listed below.

(i) Casual leave

Every employee is entitled to six (6) days of paid casual leave per year. Except for compulsory social events (eg weddings, funerals), casual leave may not be carried over to the next year and may not be used for more than three (3) consecutive days at a time. Casual leave is not admissible in conjunction with any other type of leave.

(ii) Earned Leave

An employee is entitled to at least (10) days consecutive or separate leave per year if he completes 12 (12) consecutive months of service with at least 20 working days per month. Any day that does not meet at least 20 working days in a month can be deducted from the minimum leave entitlement. Earned leave can be carried forward for up to three (3) years.

(iii) Medical Leave

The Social Security Law (2012) provides medical leave for employees covered by the Social Security Fund and the Leave and Holidays Act (1951) for workers not covered by the Act. Under the Leave and Holidays Act (1951), employees are entitled to thirty (30) days of sick leave per year after completing six (6) months of service. Workers covered by the Social Security Law (2012) may also be entitled to 30 days of sick leave (after six (6) months of service), but may be entitled to additional leave due to certain work-related injuries and illnesses. In theory, Employees covered by the Social Security Law (2012) receive part of their salary from the Social Security Fund, but in practice. Such medical leave is also exempted with pay.

(iv) Maternity and Paternity Leave

Maternity leave is governed by the Social Security Law (2012) for employees contributing to the Social Security Fund and the Leave and Holidays Act (1951) for employees not covered by the Law. Under the Leave and Holidays Act (1951), workers are entitled to 14 weeks of paid maternity leave; It is allowed to take six (6) weeks before detention and eight (8) weeks after detention.

Employees covered by the Social Security Law (2012) are entitled to the same 14 weeks of maternity leave, but an additional (4) weeks for twins or up to (6) weeks in case of miscarriage such as exception criminal abortion. Employees covered by the Social Security Law (2012) receive part of their salary from the Social Security Fund, but in practice. Such maternity leave is also granted with pay. Male employees covered by the Social Security Act (2012) may be entitled to 15 days of paternity leave after the confinement of their wives.

3.3 Working Hours and Payments in Myanmar

3.3.1 Working Hours

Business hours and working times are regulated in various laws. General rules are provided in the Shops and Establishments Law (2016) from six (6) to eight (8) hours per day. In accordance with the law, at least one (1) day per week must be allowed as a rest day. In addition, an employee must be given at least half an hour of rest after working for at least four (4) consecutive hours.

Various provisions are found in sectoral legislation such as the Factories Act (1951) and the Oilfields (Labor and Welfare) Act (1951) which provide for 44 hours per week other than continuous work. In this case, you must apply within 48 hours.

3.3.2 Salary and Minimum Wage

Employers and employees can agree on wages in accordance with the provisions of the law, but the government enacted the Minimum Wages Act (2013) and set the minimum wage in August 2015. Salaries are paid at the end of the month, 5 to 10 days before the end of the month, depending on the size of the employer. Allow the employer to withhold income tax and social security payments. other deductions; For example, It can be held in accordance with law only for default.

Currently, the law does not require a specific bonus, but giving one (1) month salary bonus for Thingyan in April is generally practiced in Myanmar. A minimum wage is set for all businesses with more than 15 employees. According to Notification 2/2015, the minimum wage is 4,800 kyats per day (8 hours) (excluding working hours). For such purpose, Minimum Wages Law (2013) defined as basic salary excluding pension and gratuity; Social Security cash benefits; Allowances (travel, accommodation, food, electricity, water charges and taxes, taxes, medical treatments and recreational purposes) and disbursements.

By definition, wages include bonuses and overtime, but in practice, overtime pay is not included in calculating the minimum wage. In addition to the benefits mentioned above, the agreement between the employer and the employee is currently arranged according to the type of work and industry. Contracts and employment procedures, wages of workers; wages This was done through contracts that included social security benefits and operating regulations.

3.3.3 Overtime and Payment

In accordance with the provisions of the law, overtime can be worked by agreement between the employer and the employee. Implementation of a continuous overtime policy requires the approval of the relevant authorities; For example: Factories and General Labor Law Inspection Department.

Any work of more than eight (8) hours per day or four (48) hours per week is considered overtime. Therefore, if an employee works only 40 hours per week, but the weekly working hours do not exceed 48 hours, (9) hours will be considered as overtime. Overtime pay shall be calculated as double the basic wage/salary as follows: $\{(\text{monthly salary} \times 12 \text{ months}) / 52 \text{ weeks} / 44 \text{ (or 48) hours}\} \times 2$.

Under the Shops and Establishments Act (2016), overtime is limited to a maximum of 12 hours per week or 16 hours in special cases. for work on a weekly rest day; An additional rest day shall be granted to the employee. Different provisions are found in sectoral laws such as the Factories Act (1951) and the Oilfields (Labour and Welfare) Act (1951).

3.4 The Situation of Mingalardon Industrial Park

Mingaladon Industrial Zone is located on No. (3) Yangon-Mandalay Expressway, East, Kheku Township, To the south are Shwepokkan and North Ukkalap Township, and to the north are Mylangadom Township. A total of 90 hectares of land in the first phase was acquired by Japan's Mitsui & Co., Ltd. and the Department of Urban and Housing Development (DUHD) under the Ministry, which was built as the first international-level industrial park. Construction.

Mingaladong Industrial Park was established in 1998 by the Department of Urban and Housing Development (DUHD). The implementation of the development of Mingaladong Industrial Park is coordinated by the Department of Urban and Housing Development (DUHD) and Singapore. Operated by Kepventure Pte Ltd. and The Tokyo Enterprise Co., Ltd.

The concept of Mingaladon Industrial Park (MIP) is to provide first-class infrastructure to tenant industries. To provide a superior manufacturing environment that includes security and business support services. Since its official opening in February 1998, Mingaladon Industrial Park has grown into a manufacturing base for products in Asia and Europe.

Department of Urban and Housing Development (DUHD) and Kepventure Pte Ltd. is supported by and continues to be a business partner in Myanmar and flexibly fulfills various demands from its tenants. Mingaladon Industrial Park is an ideal location for foreign entrepreneurs who want to move their production bases to Myanmar, which is considered the latest emerging market in Asia.

Department of Urban and Housing Development (DUHD) Communications for Flood and Erosion Control electricity It cooperated with other departmental agencies in providing roads and irrigation. In providing infrastructure in industrial zones, electricity, roads Telephones and drainage are included, while water supply and primary waste treatment are the responsibility of the individual owner, and waste land is subsequently kept in each zone.

Infrastructure development and facilities development are key factors in evaluating the quality and standards of services provided by the industrial park builder. water supply related to infrastructure facilities; Electricity and road and communication facilities are decisive components of infrastructure. The main source of the water and power suppliers are Myanmar Electrical Power Enterprise, Electrical Supply Enterprise and Yangon City Development Committee.

As the demand for water and electricity is not balanced, most industrial parks have to dig boreholes; establishment of substations; There is support for strengthening water supply and electricity, including the placement of transformers and transmission generators.

Mingalardon Industrial Park has installed 33 KV power substations from Hlawga Power Station and for sufficient water supply capacity of 5000 m³/day from 15 deep well. The waste water treatment capacity is 5000 m³/day in the Mingaladon Industrial Park. For better communications, Mingalardon Industrial Park management committees have their own arrangement for communication within the zone and contacts to the outside with 300 auto lines.

Road conditions are general fair as every industrial zone has concrete roads wide enough for heavy vehicles to travel along. The main road is 8 meters wide together with 680 meters length and the secondary roads are 7 meters wide together with 2758 length. The land rent at Mingaladon Industrial Park is US\$ 30/m²/year. The land use premium and the lease period are also important to foreign investors. The land use premiums and the least periods are US\$ 40/m² for a full-term lease (lease hold until February 2048, transferable) at Mingaladon Industrial Park. The payment terms for land use premium is three installments: (a) 10% on booking, (b) 50% (upon signing of sub-lease agreement) and (c) 40% (upon signing of physical delivery receipt)

The Mingaladon Industrial Park Management Committee is being formed in each industrial zone to implement the short-term and long-term goals of upgrading the zone in accordance with international standards. The management committee services provided to maintenance of estate utilities, landscaping and 24 hours security service, business support services and any other consultations. The management fees are US\$ 0.04/m²/month and no charges on maintenance fees and zone committee fees.

There are many types of factories in the Mingaladon Industrial Park (MIP) modern technologies. It was found to use modern production equipment and to open up more domestic and international markets, especially in developing countries.

Mingalardon Industrial Park (MIP) hosts many large foreign direct investment (FDI) manufacturers, but its management committee emphasizes that small and medium enterprises are also welcome. Currently, the tenants are textiles and clothing; food products It is engaged in leasing in industrial sectors including construction equipment and personal equipment. There were 40 tenants in the MIP, of which 11

were Hong Kong companies engaged in the manufacturing of garment and other major tenants include companies from Japan, mainland China and Korea.

The following Table (3.1) shows the land size of Mingalardon Industrial Park.

Table (3.1) Land Size of Mingalardon Industrial Park

A Plot No.	Acre	B Plot No.	Acre	C Plot No.	Acre	D Plot No.	Acre
A-1	5460	B-1-1	3583	C-1	3714	D-1	2898
A-2	3575	B-1-2	6178	C-2	5335	D-2	2845
A-3	3601	B-2	7412	C-3	6146	D-3	3354
A-4	2484	B-3	7412	C-4	6803	D-4	2475
A-5	2472	B-4	7401	C-5	3823	D-5	2472
A-6	2472	B-5	7439	C-6	5710	D-6	2445
A-7-1	1853	B-7	7118	C-7	6376	D-7	3921
A-7-2	1975			C-8	7461	D-8	2475
A-8	2502					D-9	2472
A-9	2472					D-10	3575
A-10	2472					D-11	4184
A-11	3793						
A-12	6174						
A-13	10274						

Source: Mingalardon Industrial Park Management Committee

Industrial developments are depended on the investment and technologies fulfillment. Mingalardon Industrial Park management committee was under taken due to the rule of investment policy of Myanmar. It is operating many varieties of the commodity items such these are aim to exports and to substitute goods for local market. Each of factory's investment value is more than the past of their established period, and also their fixed assets price increased than the past. The number of manufacturing factories in Mingalardon Industrial Park as shown in Table (3.2).

Table (3.2) Number of Manufacturing Factories in Mingalardon Industrial Park

Industries Type	2016	2017	2018	2019	2020
Textile and Garment	14	24	27	33	40
Construction Materials	13	25	30	35	35
Personal Goods	9	22	24	25	26
Food and Beverages	8	16	21	24	29

Source: Directorate of Industrial Supervision and Inspection

According to Directorate of Industrial Supervision and Inspection (Table 3.2) type and quantity of manufacturing industries in Mingalardon Industrial Park, the highest industry quantity is textile and garment followed by construction materials, personal goods, food and beverages. Textile and Garment industry was increased from 14 industries in 2016 to 40 industries in 2020. Construction Materials industry was increased from 13 industries in 2016 to 35 industries in 2020. Personal Goods industry was increased from 9 industries in 2016 to 26 industries in 2020. Food and Beverages industry was increased from 8 industries in 2016 to 29 industries in 2020. These industries were highly investment from foreign countries such as Japan, Hongkong and Thailand.

Table (3.3) shows the investment condition of various industry sector in the Mingalardon Industrial Park from 2016 to 2020.

Table (3.3) Investment Value (US\$ Million) in Mingalardon Industrial Park

Industries Type	2016	2017	2018	2019	2020
Textile and Garment	28.507	32.626	35.685	42.056	51.321
Construction Materials	10.895	17.565	18.878	20.04	20.655
Personal Goods	12.22	25.500	28.021	29.067	30.797
Food and Beverages	22.141	36.553	43.336	45.336	55.896

Source: Directorate of Industrial Supervision and Inspection

Regarding from data of Directorate of Industrial Supervision and Inspection data (2016 to 2020) period the investment value (US\$ Million) in Mingalardon Industrial Park, textile and garment sector industries was increased 28.507 (US\$ Million) to 51.321(US\$ Million), construction materials industries was increased 10.895 (US\$ Million) to 20.655 (US\$ Million), food and beverages industries was

increased 22.141 (US\$ Million) to 55.896 (US\$ Million), and the personal goods industries was increased 12.220 (US\$ Million) to 30.797 (US\$ Million) respectively.

Table (3.4) presents the product value (US\$ Million) of various industry in Mingalardon Industrial Park between 2016 to 2020.

Table (3.4) Product Value (US\$ Million) in Mingalardon Industrial Park

Industries Type	2016	2017	2018	2019	2020
Textile and Garment	21.530	32.260	43.852	50.176	59.855
Construction Materials	2.140	6.756	8.423	12.772	12.902
Personal Goods	0.523	0.984	1.032	1.301	1.380
Food and Beverages	20.772	31.772	40.512	42.323	46.576

Source: Directorate of Industrial Supervision and Inspection

Above from data is Directorate of Industrial Supervision and Inspection (2016 to 2019) period the product value (US\$ Million) in Mingalardon Industrial Park, textile and garment sector industry was increased 21.530 (US\$ Million) to 59.855 (US\$ Million), the construction materials industries was increased 2.140 (US\$ Million) to 12.902 (US\$ Million), personal goods industries was 0.523 (US\$ Million) to 1.38 (US\$ Million) and the food and beverages industries was increased 20.772 (US\$ Million) to 46.576 (US\$ Million) respectively.

3.5 Labor Conditions of Mingalardon Industrial Park

The following Table (3.5) is the employee population at various industries in Mingalardon Industrial Park.

Table (3.5) Number of Employee in Mingalardon Industrial Park

Industries Type	2016	2017	2018	2019	2020
Textile and Garment	14996	17380	21179	26386	28801
Construction Materials	286	406	717	992	1021
Personal Goods	611	1580	1630	1851	1573
Food and Beverages	1044	1398	1761	1792	4592

Source: Directorate of Industrial Supervision and Inspection

In the study of data from Directorate of Industrial Supervision and Inspection under the control of Ministry of Industry in Myanmar (2016 to 2020) period. Textile

and garment industries employee was higher than other industries. These industries have about 28000 labors for job opportunity in Mingalardon Industrial Park. Within five years period study, there is increased 14996 labors to 28801 labors. The second largest labors condition was food and beverages industry and it was about 4500 number of labors in 2020. The third labor condition was personal goods industry and it was about 1500 number of labors in 2020. The final labor condition was construction materials and it was about 1021 labors in 2020.

CHAPTER IV

SURVEY ANALYSIS

4.1 Survey Profile

The survey is selected from three garment factories at Mingalardon Industrial Park in Yangon Region. These selected garment factories are (1) Myanmar Tah Hsin Industrial Co., Ltd, (2) Myanmar Postarion Co., Ltd, and (3) T1 Garment Co., Ltd.

Myanmar Tah Hsin Industrial Co., Ltd is established in 1999 and located in Plot No. (D-1), Mingalardon Industrial Park, Yangon Region. The main company investor was Tah Hsin Industrial Corporation from Hong Kong and the investment value was US\$ (Million) 13.252. The company is one of the largest rainwear and exporters in Asia. Myanmar Tah Hsin Industrial Co., Ltd primary market is Europe, Japan and Hong Kong.

Myanmar Postarion Co., Ltd is operated in 2001 and located at No. (D-8), Mingalardon Industrial Park, Yangon Region. The company limited investment value is US\$ (Million) 2.530 and investment from Japan. Main business category is garment accessories include men wear fashion, curtains fashion, sportswear fashion and textile products.

T1 Garment Co., Ltd is located in Plot No. (D-4), Mingalardon Industrial Park, Yangon Region and founded in 2002. The company is working in clothing and garment accessories business activities. Their investment value is US\$ (Million) 1.090 and investment from Japan. The main products are high quality dress shirt, casual shirt and knit shirt.

Regarding from the selected garment factories at Mingalardon Industrial Park in Yangon Region, total labor of Myanmar Tah Hsin Industrial Co., Ltd was 1800 employees with 80 male and 1720 female. Myanmar Postarion Co., Ltd was 1100 total

employees with 11 male and 1089 female. T1 Garment Co., Ltd. was 1005 total employees with 68 male and 941 female. In this situation, female employees were more than male in the garment factories.

4.2 Survey Design

Based on the survey in the study area, the problems and constraints related to the working environment of employees in Myanmar were obtained from the primary data of the survey questionnaires. Survey questionnaires are used to observe the working environment process through garment workers and management. A survey questionnaire consists of multiple-choice questions in which the researcher asks the respondents to select one answer option and the respondent is given one or more options with only two response options, Yes or No. And also used five points ‘Likert Scale’.

The sample of study was 300 respondents from three garment factories of Mingalardon Industrial Park in Yangon Region used simple random sampling method. The study was ethically conducted and received approval from Myanmar Tah Hsin Industrial Co., Ltd, Myanmar Postarion Co., Ltd and T1 Garment Co., Ltd.

According to 300 sample of employees included 100 respondents from Myanmar Tah Hsin Industrial Co., Ltd, 100 respondents from Myanmar Postarion Co., Ltd, and 100 respondents from TI Garment Co., Ltd at Mingalardon Industrial Park in Yangon Region. The following Table (4.1) shows position of the respondents in the survey area of three garment factories at Mingalardon Industrial in Yangon Region.

Table (4.1) Position of Respondents

Position	No. of Respondents
Assistant Manager	15
Supervisor	15
Sewing	150
Operator	60
Helper	60
Total	300

Source: Survey data, 2022

Regarding from 300 respondents, 15 respondents (5%) are working at management level, 15 respondents (5%) have supervisor level, 150 respondents (50%) are working sewing position, 60 respondents (20%) are working operator position, and 60 respondents (20%) are working helper position respectively.

4.3 Analysis of Survey Results

4.3.1 Socio-Demographic of Garment Factories

Table (4.2) presents the characteristics of 350 respondents such as age, religion, gender, educational qualification, marital status, number of family members, working experience etc.

Table (4.2) Characteristics of Respondents

Particular	No. of Respondents	Percentage
Age Group (Years)		
Less than 20	10	3.3
Between 21 to 30	140	46.7
Between 31 to 40	110	36.7
41 and over	40	13.3
Total	300	100
Gender		
Female	245	81.7
Male	55	18.3
Total	300	100
Religion		
Buddhist	186	62.0
Christian	65	21.7
Islam	37	12.3
Hindu	12	4.0
Total	300	100
Educational Qualification		
Primary School	39	13.0
Middle School	110	36.7
High School	119	39.6
Graduated	32	10.7

Total	300	100
Marital Status		
Single	235	78.3
Married	65	21.7
Total	300	100
Number of Family Members		
Less than 5 members	203	67.7
Above 5 members	97	32.3
Total	300	100
Working Experience		
Less than one year	36	12.0
Between one year to five years	147	49.1
More than five years	117	38.9
Total	300	100
No. of Dependent Family Members		
1 – 3	243	81.1
4 - 6	57	18.9
Total	300	100
Basic Salary		
Between Kyat 100,001 to 200,000	103	34.3
Between Kyat 200,001 to 300,000	130	43.3
Between Kyat 300,001 to 400,000	38	12.6
Between Kyat 400,001 to 500,000	24	8.0
More than Kyat 500,001	5	1.8
Total	300	100
Increase Salary Condition		
After one year	39	13.0
After promotion	27	9.0
Good performance	234	78.0
Total	300	100
Working Hour per Day		
8 hours	245	81.7
9 hours	50	16.7

10 hours	5	1.6
Total	300	100
Holidays per Week		
Once a week	285	95.0
Twice a week	15	5.0
Total	300	100

Source: Survey data, 2022

According to result of 300 respondents by age level showed that the majority of respondents were age between 21 years to 30 years and the most of respondents are female. Above 60% have Buddhist religion and nearly 40% have high school education level.

The majority of respondents were single and 67.7% of total 300 respondents have less than 5 family members. Within the total 300 respondents, the majority of respondents have between one year to five years working experience in the garment factory. The most of the garment factories employees are supporting their income to family cost such as food, health, education and other social welfare. The mostly respondents are supporting to one to three family members.

The basic salary of employees from the study area was different between work experience and position. Regarding from the 300 respondents, 103 respondents (34.3%) got between Kyat 100,001 to 200,000, 130 respondents (43.3%) got between Kyat 200,001 to 300,000, 38 respondents (12.6%) got between Kyat 300,001 to 400,000, 24 respondents (8.0%) got between Kyat 400,001 to 500,000 and 5 respondents (1.8%) got more than Kyat 500,001.

All of respondents answered that their garment factories owners pay the basic salary in time. The majority of respondents (234 respondents or 78%) have said that increased in salary is depend on good performance of their working activities, 39 respondents (13%) have increased salary after one year working experience and 27 respondents (9 %) have increased salary after promotion in their garment factory. Therefore, this situation is positive side for the employees.

Regarding from 300 respondents, 245 respondents (81.7%) were working 8 hours per day with normal rate of daily wages, 50 respondents (16.7%) were working 9 hours with normal daily wages and 1 hour for the overtime rate and 5 respondents (1.6%) were working 10 hours normal daily wages and extract two hours with overtime

rate. According to result of 55 respondents answered that they have got Kyat 1,000 per hour for their overtime. Normally, the most of respondents are working from Monday to Friday and day off is public holiday. In the study of 300 garment factories employees, 285 respondents (95%) got a once a week for their holiday and 15 respondents (5%) have got twice a week for holiday.

4.3.2 Factors Related to Workplace Environment

(1) Motivation and Incentive

The following Table (4.3) is motivation in workplace question used five points 'Likert Scale' (Strongly disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, and Strongly Agree = 5).

Table (4.3) Motivation in Workplace

Particular	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
Salary the most important attribute towards employee motivation.	0 (0.0%)	0 (0.0%)	15 (5.0%)	255 (85.0%)	30 (10.0%)	4.05
Performance appraisal activates helpful in motivating.	0 (0.0%)	25 (8.3%)	36 (12.0%)	215 (71.7%)	24 (8.0%)	3.79
The factory management is supportive.	8 (2.6%)	25 (8.3%)	92 (30.7%)	170 (56.7%)	5 (1.7%)	3.46
The organization rules make it easy for me to do a good job.	0 (0.0%)	0 (0.0%)	25 (8.3%)	245 (81.7%)	30 (10.0%)	4.02
An accurate written job description.	5 (1.7%)	10 (3.3%)	45 (15%)	225 (75%)	15 (5.0%)	3.78
Work assignments are always clearly.	0 (0.0%)	0 (0.0%)	0 (0.0%)	280 (93.3%)	20 (6.7%)	4.07

Work well together with coworkers.	12 (4.0%)	25 (8.3%)	86 (28.7%)	175 (58.3%)	2 (0.7%)	3.43
Easily communicate with all levels of the factory.	10 (3.3%)	45 (15.0%)	92 (30.7%)	125 (41.7%)	28 (9.3%)	3.39
Promotion policy is fair for individual.	0 (0.0%)	10 (3.3%)	115 (38.3)	172 (57.3%)	3 (1.0%)	3.56
Overall mean value						3.72

Source: Survey data, 2022

Above from Table (4.3), the mean value 4.05 indicates that the mostly respondents agree to salary the most important attribute towards employee motivation. The mean value 4.02 shows that most of respondents agree to the organization rules make it easy for me to do a good job. The mean value 4.07 indicates the mostly respondents agree to work assignments are always clearly. The overall mean value is 3.72 mentioned that the mostly respondents answered that they have agreed salary the most important attribute towards employee motivation, performance appraisal activates helpful in motivating, the factory management is supportive, the organization rules make it easy for me to do a good job, an accurate written job description, work assignments are always clearly, work well together with coworkers, easily communicate with all levels of the factory and promotion policy is fair for individual.

The following Table (4.4) presents the incentives in workplace in the study area.

Table (4.4) Incentives in Workplace

Particular	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
Provides all the equipment.	0 (0.0%)	0 (0.0%)	0 (0.0%)	250 (83.3%)	50 (16.7%)	4.17
Transport facility.	5 (1.7%)	15 (5.0%)	30 (10.0%)	235 (78.3%)	15 (5.0%)	3.80
Housing/hostel facility.	25 (8.3%)	40 (13.4%)	70 (23.3%)	165 (55.0%)	0 (0.0%)	3.25
Canteen facility.	0 (0.0%)	15 (5.0%)	80 (26.7%)	195 (65%)	10 (33.3%)	3.67

Incentives and other benefits influence labor performance.	0 (0.0%)	5 (1.7%)	30 (10.0%)	240 (80.0%)	25 (8.3%)	3.95
Over all mean value						3.77

Source: Survey data, 2022

From Table (4.4), The mean value 4.17 shows that most of respondents agree to provides all the equipment from the factory owner or management. The overall mean value 3.77 showed that the majority of respondents said that the factory provides all the equipment, transport facility, housing/hostel facility, canteen facility, incentives and other benefits influence labor performance. But some garment factories employees were not satisfied for transport facility and hostel facility because the garment factory owner has not provided a good transport and hostel facility.

Table (4.5) Kind of Bonus and Bonus Received Time

Particular	No. of Respondents	Percentage
Kind of Bonus		
Cash	276	92
In Kind	24	8
Total	300	100
Bonus Received Time		
Mid-year	0	0
End of year	300	100
Total	300	100

Source: Survey data, 2022

Regarding the kind of bonus and bonus received time result Table (4.10), the most of employees answered that they received above Kyat 100,000 New Year cash bonus from their garment factory owner and 24 employees have got a present from their garment factory owner. All of the employees have received bonus from the end of year.

The following Table (4.6) shows type of leave and duration permitted for 300 respondents from their garment factories at Mingalardon Industrial Park in Yangon.

Table (4.6) Type of Leave and Duration Permitted

Type of Leave	Duration Permitted
Casual leave	2 days
Sick leave	3 days
Earned leave	5 days
Maternity leave	30 days
Medical leave	15 days

Source: Survey data, 2022

All of the respondents said that they have got casual leave for two days, sick leave for three days, earned leave for five days, maternity leave for thirty days and medical leave for fifteen days by the Leave and Holidays Act (1951) and the Social Security Law (2012).

(2) Training and Development in Workplace

The following Table (4.12) shows training and development in the survey area.

Table (4.7) Training and Development in Workplace

Particular	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
Learned many new job skills.	7 (2.3%)	28 (9.3%)	95 (31.6%)	117 (39.1%)	53 (17.7%)	3.60
Learned first aid training.	4 (1.3%)	26 (8.7%)	70 (23.3%)	145 (48.3%)	55 (18.4%)	3.74
Learned firefighting training.	4 (1.3%)	30 (10.0%)	68 (22.7%)	172 (57.3%)	26 (8.7%)	3.62
Participate in training to improve my skills.	0 (0.0%)	3 (3.0%)	35 (11.7%)	204 (66.0%)	58 (19.3%)	4.06
Opportunities to develop professional skills.	0 (0.0%)	0 (0.0%)	65 (21.7)	198 (66.0%)	37 (12.3%)	3.91

Receives the necessary workplace health and safety training.	10 (3.3%)	35 (11.7%)	105 (35.0%)	120 (40.0%)	30 (10.0%)	3.42
Overall mean value						3.72

Source: Survey data, 2022

According to result of Table (4.7), the mean value 4.06 indicates that mostly respondents agreed to participate in training to improve their skills. The overall mean value 3.72 showed that the most of respondents agree to learn many new job skills, learn first aid training, learned firefighting training, participate in training to improve my skills, opportunities to develop professional skills, receives the necessary workplace health and safety training.

(3) Health and Sanitation in Workplace

The following Table (4.8) shows the health and sanitation in workplace.

Table (4.8) Health and Sanitation in Workplace

Particular	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean
Provide first aid medical box.	0 (0.0%)	0 (0.0%)	0 (0.0%)	245 (81.7%)	55 (18.3%)	4.18
Provide health insurance.	45 (15.0%)	64 (21.3%)	127 (42.3%)	39 (13.1%)	25 (8.3%)	2.78
Support purified drinking water.	0 (0.0%)	0 (0.0%)	0 (0.0%)	270 (90.0%)	30 (0.0%)	4.10
Good lighting system.	0 (0.0%)	0 (0.0%)	0 (0.0%)	270 (90.0%)	30 (0.0%)	4.10
Good ventilation system.	0 (0.0%)	0 (0.0%)	0 (0.0%)	270 (90.0%)	30 (0.0%)	4.10
Good toilet facility.	8 (2.7%)	33 (11.0%)	97 (32.3)	136 (45.3%)	26 (8.7%)	3.46
Overall mean value						3.79

Regarding from Table (4.8), the mean value 4.18 indicates that most of respondents agreed to provide first aid medical box in their garment factories. The mean value 4.10 shows that mostly respondents agreed to support purified drinking water. The mean value 4.10 indicates that most of respondents agree to good lighting system and the mean value 4.10 shows that most of respondents agree to good ventilation system. The overall mean value 3.79 mentioned that the majority of respondents said that the factory management provide first aid medical box in the factory, purified drinking water, good lighting and ventilation system in the factory. Although, some respondents said that toilet facility is not good because one toilet for six employees to ten employees.

(4) Security in Workplace

Security departments in most of the factories focus on physical security, loss prevention and theft of factory property. The security department has no mechanism to focus on external affairs and threat that may arise to affect the factory. The following Table (4.9) shows the security program in the survey area.

Table (4.9) Security Program in Workplace

Particular	Yes	No
Firefighting equipment in the factory.	300	0
An emergency exists in the factory.	300	0
Provide safety equipment.	205	95
Accidents are investigated quickly in order to workplace.	350	0

Source: Survey data, 2022

Regarding from 300 respondents (Table 4.9), mostly respondents answered that firefighting equipment in the factory, an emergency exists in the factory, provide safety equipment, accidents are investigated quickly in order to workplace. Although, 95 respondents have not got such safety glove, face shields and footwear.

(5) Level of Satisfaction on Workplace

The following Table (4.10) is the level of satisfaction on workplace environment of 300 respondents.

Table (4.10) Level of Satisfaction on Workplace Environment

Particular	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Mean
I feel my working condition is safe.	0 (0.0%)	30 (10.0%)	10 (3.3%)	235 (78.3%)	25 (8.3%)	3.85
I am satisfied with my work area is adequately clean.	0 (0.0%)	0 (0.0%)	24 (8.0%)	236 (78.7%)	40 (13.3%)	4.05
I have got equipment and tools for my job well.	0 (0.0%)	0 (0.0%)	10 (3.3%)	230 (76.7%)	60 (20.0%)	4.17
I am satisfied with my salary.	0 (0.0%)	0 (0.0%)	0 (0.0%)	240 (80.0%)	60 (20.0%)	4.20
I am satisfied with the factory's benefit packages.	5 (1.7%)	35 (11.7%)	50 (16.7%)	180 (60.0%)	30 (10.0%)	3.65
I feel the company's policies and rules are fair.	0 (0.0%)	15 (5.0%)	80 (26.7%)	195 (65.0%)	10 (3.3%)	3.67
My supervisor gives me clear instruction.	0 (0.0%)	5 (1.7%)	30 (10.0%)	240 (80.0%)	25 (8.3%)	3.95

My supervisor is effective in decision making.	5 (1.7%)	15 (5.0%)	80 (26.7%)	235 (78.3%)	15 (5.0%)	3.69
My supervisor explains carefully the instruction.	0 (0.0%)	0 (0.0%)	0 (0.0%)	290 (96.7%)	10 (3.3%)	4.03
My supervisor evaluates my performance regularly.	0 (0.0%)	0 (0.0%)	0 (0.0%)	275 (91.7%)	25 (8.3%)	4.08
I feel free to talk openly and honestly to my supervisor.	25 (8.3%)	40 (13.3%)	70 (23.3%)	165 (55.0%)	0 (0.0%)	3.25
My coworkers treat me friendly and kindly.	0 (0.0%)	25 (8.3%)	40 (13.3%)	215 (71.7%)	20 (6.7%)	3.77
I can work together and trust my coworkers and supervisor.	0 (0.0%)	10 (3.3%)	115 (38.3%)	175 (58.3%)	0 (0.0%)	3.55
Supervisor check the	0 (0.0%)	0 (0.0%)	0 (0.0%)	285 (95.0%)	15 (5.0%)	4.05

safety of the working condition regularly.						
Overall mean value						3.85

Source: Survey data, 2022

The study result of 300 respondents' level of satisfaction (Table 4.15), the mean value 4.05 shows that mostly respondents satisfied with their work area is adequately clean. The mean value 4.17 indicates that the respondents got equipment and tools for their job is doing well. The mean value 4.20 mentioned that the respondents have satisfied with their salary. The mean value 4.03 shows the majority of respondents have satisfied on their supervisor explains the carefully the instruction in working period and the mean value 4.08 indicates that the respondents have satisfied to their supervisor because this person evaluates labor performance regularly. The overall mean value is 3.85 presented that the respondents have satisfied on their workplace environment of three garment factories in the Mingalardon Industrial Park.

CHAPTER V

CONCLUSION

5.1 Findings

The survey area was three garment factories of Mingalardon Industrial Park in Yangon Region. The survey conducted on 300 sample of employees included 100 respondents from Myanmar Tah Hsin Industrial Co., Ltd, 100 respondents from Myanmar Postarion Co., Ltd, 100 respondents from TI Garment Co., Ltd at Mingalardon Industrial Park in Yangon Region.

Myanmar Tah Hsin Industrial Co., Ltd is established in 1999 and main company investor was Tah Hsin Industrial Corporation from Hong. Myanmar Postarion Co., Ltd is operated in 2001 and investment from Japan. T1 Garment Co., Ltd is founded in 2002 and investment from Japan.

Position of the 300 employees, an assistant manager level is 15 respondents, supervisor level is 15 respondents, 150 respondents were working sewing, 60 respondents were working operator and 60 respondents were working helper respectively.

According to result of 300 respondents by age level showed that the majority of respondents were age between 21 years to 30 years and mostly respondents have Buddhist religion. The most of respondents are female and high school education level.

The majority of respondents were single and less than 5 family members. Within the total 300 respondents, the majority of respondents have between one year to five years working experience in the garment factory. The mostly respondents are supporting to one to three family members.

The basic salary of employees from the study area was different between work experience and position. Mostly respondents have got between Kyat 200,001 to Kyat

300,000. The majority of respondents have said that increased in salary is good performance of their working situation. Most of respondents said that working 8 hours from Monday to Friday and day off is public holiday.

The mean value 4.05 indicates that the mostly respondents agree to salary the most important attribute towards employee motivation. The mean value 4.02 shows that most of respondents agree to the organization rules make it easy for me to do a good job. The mean value 4.07 indicates the mostly respondents agree to work assignments are always clearly. The mean value 4.17 shows that most of respondents agree to provides all the equipment from the factory owner or management. All of the garment factory employees have received bonus from the end of year. the mean value 4.06 indicates that mostly respondents agreed to participate in training to improve their skills.

The majority of respondents said that the factory management provide first aid medical box in the factory, purified drinking water, good lighting and ventilation system in the factory. Mostly respondents answered that firefighting equipment in the factory, an emergency exists in the factory, provide safety equipment, accidents are investigated quickly in order to workplace. Although, 95 respondents have not got such safety glove, face shields and footwear.

The mean value 4.05 shows that mostly respondents satisfied with their work area is adequately clean. The mean value 4.17 indicates that the respondents got equipment and tools for their job is doing well. The mean value 4.20 mentioned that the respondents have satisfied with their salary. The mean value 4.03 shows the majority of respondents have satisfied on their supervisor explains the carefully the instruction in working period and the mean value 4.08 indicates that the respondents have satisfied to their supervisor because this person evaluates labor performance regularly.

5.2 Suggestions

Workplace environment plays a vital role in motivating employees to perform their assigned work. The study found that the garment factory owner and management should arrange good hostel and transport facilities for their garment factory employees.

The study is suggested to provide complete toilets for the majority of women, along with insurance systems for garment employees. And also, the garment factory

owner and management are supplied the safety glove, face shields and footwear for their employees.

Moreover, the study is recommended that factory owners and managers arrange for employees to fully enjoy the benefits of the factory, and that supervisors allow employees to openly report on the workplace environment.

Managers and supervisors will need to be comfortable with working with the whole garment factory of workplace environment factors that influence labor motivation. Skills required include the ability to engage employees in mutual goal setting clarify role expectations and provide regular performance back.

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SURVEY QUESTIONNAIRE

I am currently pursuing my Master of Development Studies in Yangon University of Economics. I have designed the following questionnaire for “**A STUDY ON THE WORKPLACE ENVIRONMENT STATUS IN MINGALARDON INDUSTRIAL PARK**”. I would appreciate if you filled out this short survey and answer as honestly as possible. Please put a in the relevant square given. **Your responses will be kept confidential.** Please note that by continuing on, you are consenting that you are willingly participating.

I would highly appreciate if your answer the following questionnaire. It will take approximately 15 to 20 minutes. I expect your kind cooperation in this respect. Thanks for your time.

1. Name of the factory _____
2. Production of the factory _____
3. Designation of the respondent _____

Part A: Characteristics of Respondent

4. Age _____ Years
5. Religion _____
6. Gender (a) Male (b) Female
7. Educational Qualification
(a) Primary School (b) Middle School (c) High School
(d) College (e) Graduated
8. Marital Status (a) Single (b) Married (c) Widow (d) Divorced
9. How many family members in your family? () No.
10. How long do you work in this factory?
(a) Less than one year (b) One year to five years (c) More than five years
11. How many family members depend on your income? () No.

Part B: Motivation and Incentive

12. What is your basic salary?

- (a) Less than Kyat 100,000 (b) Between Kyat 100,001 to 200,000
(c) Between Kyat 200,001 to 300,000 (d) Between Kyat 300,001 to 400,000
(e) Between Kyat 400,001 to 500,000 (f) More than Kyat 500,001

13. Do you get your salary in time?

- (a) Yes (b) No (c) Irregular

14. When do you get an increase in salary?

- (a) After one year (b) After promotion (c) Good performance

15. How many hours do you work in a day?

- (a) Less than 8 hours (b) More than 8 hours

16. How many holidays in a week?

- (a) Once a week (b) Twice a week (c) No response

The following statements by ticking only one appropriate box on the right side of each question, where (1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly Agree).

No.	Motivation in Workplace	1	2	3	4	5
17.	Salary the most important attribute towards employee motivation.					
18.	Performance appraisal activates helpful in motivating.					
19.	The factory management is supportive.					
20.	The organization rules make it easy for me to do a good job.					
21.	An accurate written job description.					
22.	Work assignments are always clearly.					
23.	Work well together with coworkers.					
24.	Easily communicate with all levels of the factory.					
25.	Promotion policy is fair for individual.					

The following statements by ticking only one appropriate box on the right side of each question, where (1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly Agree).

No.	Incentives in Workplace	1	2	3	4	5
26.	Provides all the equipment.					
27.	Transport facility.					
28.	Housing/hostel facility.					
29.	Canteen facility.					
30.	Incentives and other benefits influence labor performance.					

31. What kind of bonus or reward do you receive?

(a) Cash (b) In kind (c) No response

32. When do you receive bonus or rewards?

(a) Mid-year (b) End of year

33. How do you get types of leave and duration permitted?

(a) Casual leave () days (b) Sick leave () days

(c) Earned leave () days (d) Maternity leave () days

(e) Medical leave () days (f) Special leave () days

Part C: Training and Development

The following statements by ticking only one appropriate box on the right side of each question, where (1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly Agree).

No.	Training and Development	1	2	3	4	5
34.	Learned many new job skills.					
35.	Learned first aid training.					
36.	Learned firefighting training.					
37.	Participate in training to improve my skills.					
38.	Opportunities to develop professional skills.					
39.	Receives the necessary workplace health and safety training.					

Part D: Health and Sanitation

The following statements by ticking only one appropriate box on the right side of each question, where (1 = **Strongly Disagree**, 2 = **Disagree**, 3 = **Neutral**, 4 = **Agree** and 5 = **Strongly Agree**).

No.	Health and Sanitation	1	2	3	4	5
40.	Provide first aid medical box.					
41.	Provide health insurance.					
42.	Support purified drinking water.					
43.	Good lighting system.					
44.	Good ventilation system.					
45.	Good toilet facility.					

Part E: Security Condition

No.	Security Condition	Yes	No
46.	Firefighting equipment in the factory.		
47.	An emergency exists in the factory.		
48.	Provide safety equipment.		
49.	Accidents are investigated quickly in order to workplace.		

Part F: Perception

The following statements by ticking only one appropriate box on the right side of each question, where (1 = **Very Dissatisfied**, 2 = **Dissatisfied**, 3 = **Neutral**, 4 = **Satisfied** and 5 = **Very Satisfied**).

No.	Description	1	2	3	4	5
50.	I feel my working condition is safe.					
51.	I am satisfied with my work area is adequately clean.					
52.	I have got equipment and tools for my job well.					
53.	I am satisfied with my salary.					
54.	I am satisfied with the factory's benefit packages.					
55.	I feel the company's policies and rules are fair.					
56.	My supervisor gives me clear instruction.					
57.	My supervisor is effective in decision making.					

58.	My supervisor explains carefully the instruction that I don't understand.					
59.	My supervisor evaluates my performance regularly.					
60.	I feel free to talk openly and honestly to my supervisor.					
61.	My coworkers treat me friendly and kindly.					
62.	I can work together and trust my coworkers and supervisor.					
63.	Supervisor check the safety of the working condition regularly.					

THANK YOU FOR YOUR TIME AND PARTICIPATION.