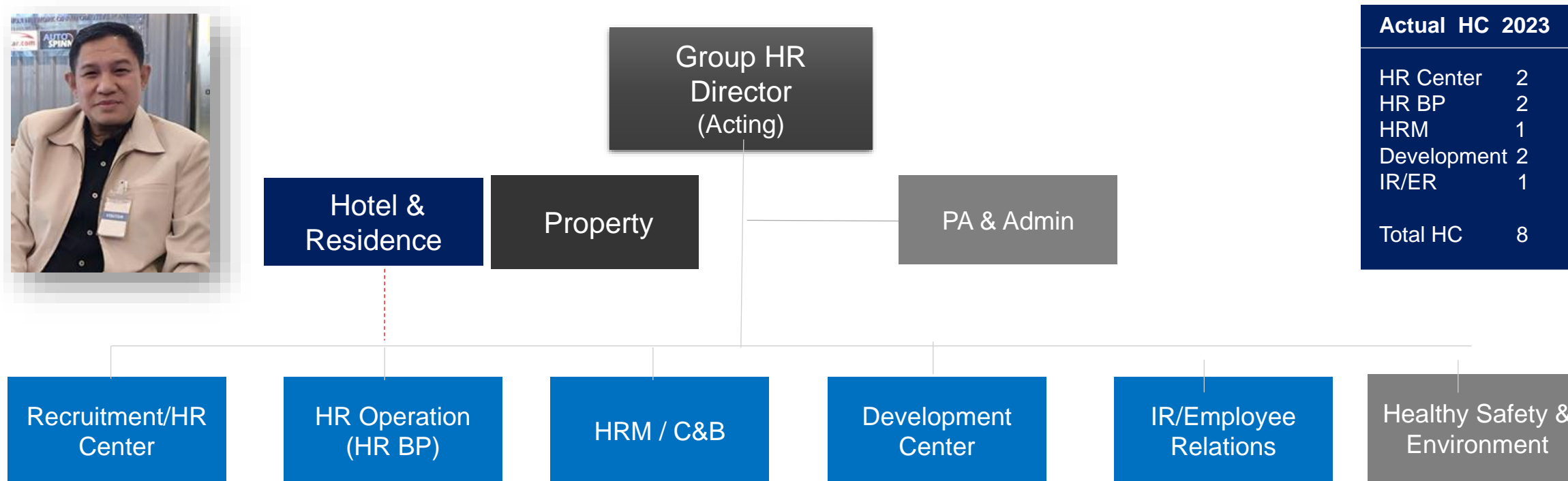


Organization Structure :
Group HR & Administration

Mr. Jakree Chomtaisong





Mr.Jakree Chomtaisong (Jack) : Thailand



1



3



Thai-Canada



Thai-USA



Thai-Swiss



Thai-USA-China

Non-Union

Jennalee Corporation

Thai



Power and productivity for a better world™

Thai-Sweden



Thai-Sweden



URC (Thailand) Co., Ltd.
บริษัท ยูอาร์ซี (ประเทศไทย) จำกัด

Thai-Philippine

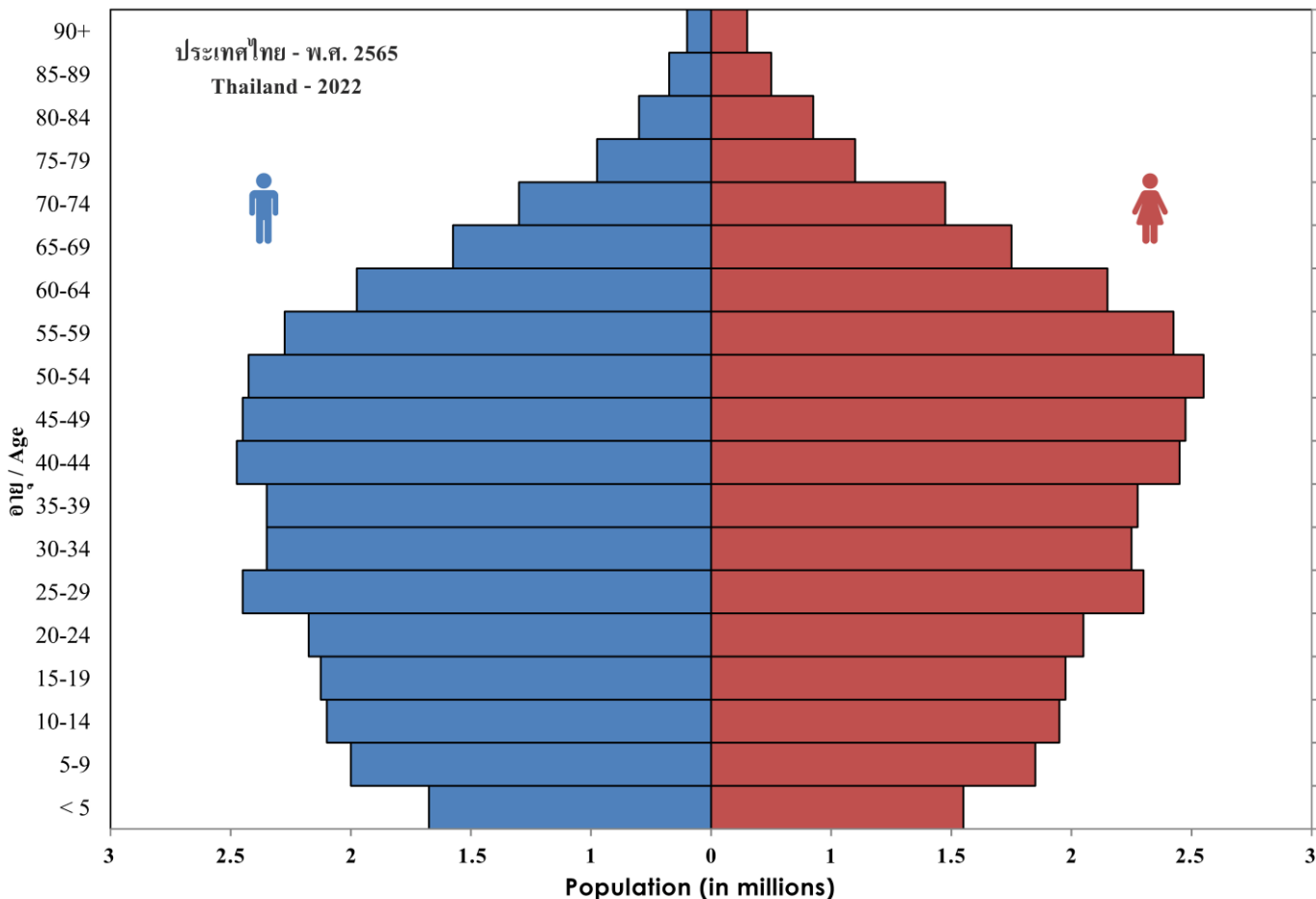


Thai

2

Non-Union





Thailand Population 2023

(as of 11/19/2023)

71,837,932

GDP

\$512 billion
(nominal; 2023 est.)

GDP growth

Increase 1.5% (2021)
Increase 2.8% (2022)
Increase **3.7%** (2023)

The minimum wage in Thailand

is currently **313 baht**

Effective October 1st, 2022

Average gross salary ฿15,352 / US\$437 monthly

Labour Force

The size of the work force in Thailand was **40.30 million** (Q2/2023)

Unemployment rate 1.1%

The Thai economy in 2023 is projected to expand in the range of 2.5 – 3.0 percent

Scope of work : Current main duties

Key success
of IR

Initiate and lead human resource programs for New culture/New Normal/New working style
(Online , Work from home, Free lance, Temporary)

Key success
of HRM

Conduct new methods and implement (BIG data, surveys etc.) to identify a problematic situation
or find the root cause and
Problem Solving and helping the management to decisions making

Key success
of HRD

Assist in recruiting, training and management of Individual Development Plan for Leader
(Short term After Covid-19 Crisis)

Key success
of HRD

Set the plans and techniques to drive **change and culture management**
Assist in the development and **integration of policies**
(Property, Hotel & Residence and All group business)

Specifically describe

In 2022, the number of tourist arrivals amounted to around 11.15 million, which drastically increased from the previous years. The tourism industry in Thailand was one of the most **negatively affected industries by the COVID-19 pandemic**.

The tourism industry is one of Thailand's main economic sectors

Thailand's 2023 GDP growth projected to increase to 3.7% due to **China's early reopening**



Supporting factors for the Thai economy in 2023

Tourism

Chinese tourist arrivals 4.65 million

Number of international tourist arrivals 25.5 million

Exports

Exports to China to grow 3.4% (upwardly revised from zero growth in the previous projection)

Overall Thai exports may shrink by only 0.5% (Previous projection was for a contraction of 15%)

GDP

\$ 512 billion (nominal; 2023 est.)

GDP growth

Increase 1.5% (2021)
Increase 2.8% (2022)
Increase **3.7%** (2023)

GDP by sector

Agriculture: 8.4%
Industry: 39.2%
Services: 52.4%

Thai Economy to Accelerate in 2023 as Demand from Major Economies Picks Up, **Tourists Return**

Thai tourism is set to make a comeback in 2023 with an estimated **25 million**

167 USD - The average amount of money a tourist spends per day

9 days - the average time tourists spend in Thailand

LABOR CHALLENGES IN THE HOTEL INDUSTRY

April 20, 2023 9:30 am Labor Challenges

The hotel industry is currently facing a labor shortage and according to the record of Labor Statistics, The hospitality & Services posts remain vacant. **labor challenges in the hotel industry** can be attributed to several factors, including these four causes:

1. INCREASED WORKLOAD FOR EMPLOYEES

HospitalityHotel jobs are labor-extensive, and housekeeping and maintenance services require more physical exertion as opposed to a desk job. Coupled with **longer work hours**,and employees experience **workplace stress**.

2. POOR WORK-LIFE BALANCE

Most job seekers' top consideration is flexible work arrangements that enable them to prioritize their mental wellness. **Irregular work hours can lead to burnout**, especially for employees who have children/customers have more expectation or other responsibilities to take care/handle

3. UNDERPAID HOTEL EMPLOYEES

Most hotel owners are **not willing to pay the wages demanded by their employees**. This factor makes hotel industry jobs less attractive.

4. COMPETITION FROM OTHER INDUSTRIES

Increased competition between companies hiring talent is also another cause of labor shortages.