

Independent Research Paper Title : Merger and Acquisition Effect to Employees
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ABSTRACT

There is no more dramatic or controversial activity in corporate finance than the acquisition of one firm by another or the merger of two firms. This research has introduced you to the extensive literature on mergers and acquisition with will focus on effect to employees in both firms.

The employees, both kinds of them in main contract and sub-contract in both firms may laid out. For first of all employees in main contract, though Thailand already has the Labour Law to apply but they still have a result from merger by being laid out and receiving some benefits then restart with a new firm. Secondly for employees in sub-contract that have no law to protect them from this situation.

Therefore employees in main contract need the Minister of Labour launch a Ministerial Regulation before the merger and acquisition happen it will have a process of negotiation between employer and employee. This research also want to protect employees in sub-contract by amend the Labour Protection Law in the definition of an employee Section 5(3)..... including employees hired under a sub-contract.