

Career Development and Quality of Life Promotion for the Elderly in the Community of National Housing Authority in Bangkok Metropolitan

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Abstract

This research is the mixture method. The purposes of the study are 1) to study the condition and quality of life for the elderly at the Community of National Housing Authority in Bangkok Metropolitan. 2) to study needs of career development and provide career training program to those elderly. The 341 samples were the elderly selected by multi-stage and proportionate random sampling. Questionnaire with 0.92 reliability and semi-structured interview were the instruments for data collection. The questionnaire returned 300 copies or 87.98%. Data were analyzed by percentage, mean, standard deviation and content analysis.

The results of the study reveal as follows. 1) The condition and quality of life of the elderly could be classified in two main categories. The first one was The Developmental Change of the Elderly. In overall the elderly had Development Change at a moderate level. Mental Change was the first ranking while Perception Change was the last ranking. The second one was The Elderly's Quality of Life. The result indicated that they had a high level. 2) According to the needs of career development of the elderly, they needed to spend their free time to be useful and also needed to earn income. They had high to highest-esteem and self-perception on their capability in career development. From research results, the majority selected herbal for Thai massage training program to be trained on career development since it was one day short course. The result of training program was shown that the elderly had satisfaction at a high level.

Keywords: Elderly, Quality of Life, Career Development, National Housing Authority

Introduction

The United Nations have reported about the rapid progress and the World had changed in many ways which impacted to the World socioeconomic; including technology, politics, society, economics, the flow of foreign workers and the aging society (United Nations, 2009). The report is consistent with The Institute of Population Research of Mahidol University that study on "The Elderly Society in Thailand". It was found that the current population of the elderly became more than 7.5 million people or 10 percent of the entire population of the

country. The study also predicted that the population of the elderly in Thailand continuously increase up to 15 million people in 2020, by which Thailand has stepped into the "complete elderly society" (Office of the National Economic and Social Development Council, 2012). The information also shows that male have longevity to 68.15 years and female have longevity to 72.39 years (National Statistical Office, 2016). In 2016, Thailand has the elderly aged 60 and over around 11 million people of the Thai population 68.5 million people, it calculated to 16.5 percentage of all population. It can estimate that Thailand will turn into fully "Aged Society" and due to the elderly aged 60 and over extend more than 20% in 2021. (Foundation of Thai Gerontology Research and Development Institute, 2017 cited in Whangmahaporn, 2018). However, more research results reveal that the Thai society has been entirely moving to an aging society in 2024. (Rojanathamakul, 2018). Changing the number of such elderly population inevitably affects the changing status and new roles of the elderly as well as income, body degradation, causing mental conditions persons, the temper worsens, being let alone by the family. The elderly are certainly lack of care workers, lack of warmth, lack of good relations in the family, lack of opportunity in both economic and education (Buranon, 2011). Moreover, people who were over 65 years often had brain changes that were Dementia, Alzheimer's disease, and Depressive disorder. Economic problem, elderly people were poor and didn't have any relative to take care or they might not have income or might not have enough income for their living or they might not have living place then they got difficulty in living. Knowledge problem, elderly people did not have any opportunities to get knowledge for self-development which match to their age, changing society and with young generation. Social problem, elderly people might not be regard by society as before, especially those who used to be civil servants which were in high position who used to have power and people who were under control when they retired they might regretted power and position They might worry with many things such as their relative might leave them, worry about death and elderly often have emotional change such as sadness, indifference, self-centered and some elderly need to mundane happiness that was match with their age then they disappointed. (Monnuanprang, 2019). Besides, the current research results indicate that the overall operational achievements of elderly quality of life development and career promotion centers of Thailand are at a low level. Physical environment, activity and service, and mechanism and management were the operational problems and obstacles. The approaches to developing the operational achievements could be divided into a provincial, district, and sub-district/community level (Whangmahaporn, 2019). By this time Thai government has to concern and provided assistance to the elderly in various fields, including education. And at present, the elderly development is defined as a national strategy Establishment of the National Elderly Development Plan No. 2, 2002-2021 (Vitayachote, 2004). It can be seen that the elderly have become an important issue that has to be formulated as a national agenda. Quality of life development is therefore a matter that the government and related agencies must inevitably take care. The National Housing Authority (NHA) is a state enterprise attached to the Ministry of Social Development and Human Security. With the objectives to provide housing for low and middle income earners, to provide financial assistance to those who need to have their own housing, and to upgrade, demolish or relocate slums in order to assist people in achieving better living, social and economic conditions. The researcher, hence, was interested in the elderly people living in NHA in Bangkok because on the basis of this group of people are low and medium income earners as stated in the objectives of NHA. (The Nation Housing Authority, 2016). At present, It is operates for 46 years since 1973. There are 3,092 elderly with 60-69 years of age in the community one and community two in Bangkok. From the above information, the researcher, therefore, aims to study the condition and quality of life for the elderly at the Community of National Housing Authority in Bangkok and to study needs of career

development and provide career training program to those elderly under the topic of Career Development and Quality of Life Promotion for the Elderly in the Community of National Housing Authority in Bangkok Metropolitan. The results of this research will provide the necessary information for appropriate actions for the development of elderly society eventually.

Research Objectives

The objectives of this research are (1) to study the condition and quality of life of the elderly in the Community of National Housing Authority in Bangkok Metropolitan and (2) to study needs of the elderly for career development and provide career training program according to their needs.

Conceptual Framework

The researcher established a conceptual framework from the concept of elderly development change from Wongsawan, et.al.(2008). For quality of life was synthesized from Ministry of Public Health, 2004, Denham, 1991 and Prayutto, 2009 as shows in figure 1

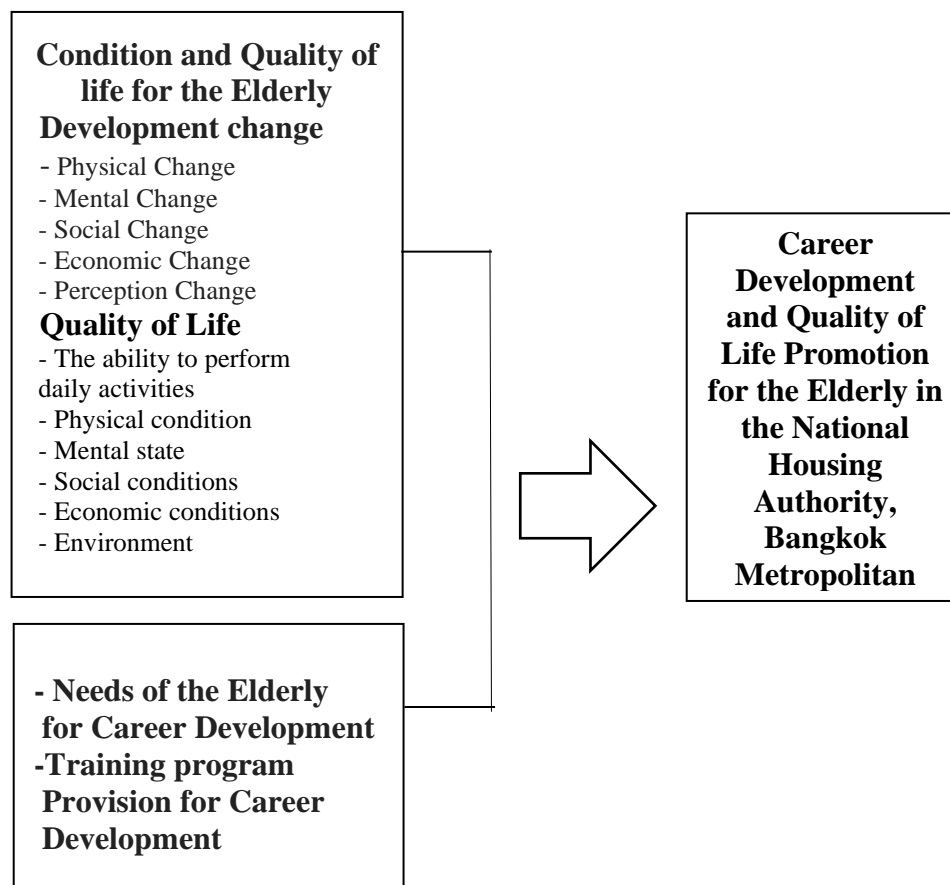


Figure 1. Research conceptual framework

Methodology

Population and Sample used in this research is the 60-69 years old elderly who live in the community 1 and community 2 of The National Housing Authority in Bangkok in 2018 which covered seven districts comprising of Min Buri District, Bang Kapi District, Lat Phrao District, Lat Krabang District, Bang Khen District, Sai Mai District and Khlong Sam Wa

District with total 3,092 people. The samples used in this research were 341 elderly using Multi-stage Random Sampling.

Data Collection and Instrument: Quantitative and qualitative method were used. Quantitative data collection instrument was five rating scales and check list questionnaire concerning the condition and quality of life and career development needs of the elderly. Qualitative data collection instrument was semi- structured interview concerning the exist quality of life of the elderly with fourteen accidental sample elderly in each district. Moreover, focus group discussion from six experts on the quality of life and career development promotion was conducted. All instruments constructed by the researcher. The questionnaire has content validity by using Index of Item Objective Congruence: IOC = 0.60-1.00 and using Cronbach's Alpha Reliability Coefficient, (1969) = 0.92.

Data Analysis: Descriptive statistics and content analysis are used to describe the condition and quality of life of the elderly including career development.

Results

The Demographic Data of the Elderly in NHA

The research showed that the majority of the elderly was female (68.0%). The age was between 60-69 years old. For educational background, the majority had lower-level than bachelor degree (57.7%) bachelor's degree (38.7%) and master's degree (3.7%). For the weight was between 39- 105 kilograms. For the height was between 154-180 centimeters. For income was between 600-50,000 baht per month.

The Quality of Life of the Elderly in NHA

The quality of life for the elderly in NHA according to questionnaire data collection and content analysis from semi- structured interview from the elderly was found in two main categories.

1) The Developmental Change of the Elderly

1.1) The Developmental Change of the Elderly in overall: Table 1 in overall, the elderly has Development Change at a moderate level. Mental change, Emotion change and Social change are at a high level. But the Physical Change and Perception Change are at a moderate level. Mental Change is the first ranking while Perception Change is the last ranking.

Table 1 Mean, Standard Deviation and the level of Development Change of The Elderly in NHA in overall

Development Change	\bar{x}	S.D.	Meaning
Physical change	3.32	1.27	Moderate
Mental change	3.72	1.18	High
Emotion change	3.56	1.23	High
Social change	3.53	1.28	High
Perception change	3.12	1.18	Moderate
Total	3.45	1.23	Moderate

1.2) The Developmental Change of the Elderly in each aspect: Table 2 revealed as follows: On the physical change, they had visibility change at a high level, Another change was at moderate level such as hearing, walking, the tolerance to hold defecation, the tolerance to hold urinating, chewing food and the ability to swallow food. Regarding to the mental change, they had literacy change and the ability to solve problems at a high level, but forgetfulness at moderate level. Considering to the emotional change, their changes were at a high level in sleeping well, praying often, doing exercise regularly, family concerned, and living concerned frustrating with life. On the other hand, keeping emotional control and

frequent sorrow were at a moderate level. Regarding to the Social Change, They changed at high level in the ability to communicate, get respected by family members and community members, preference staying at home and attend social role. But life satisfaction in retirement, joining with family activity and participating in recreational activity were at a moderate level. The last aspect on Perception Change, they change at the high level in media using, social status and traditions activity participation and social role participation. In contrast, the tracking information perception change was at the lowest level. While these changes are at the moderate level such as unlike changing behavior, the ability to play Facebook and Line, the opportunity to learn to use computers and the ability to use computers.

Table 2 Mean, Standard Deviation and the Level of Development Change of the Elderly in NHA in each aspect.

Development Change	\bar{x}	S.D.	Meaning
Physical change			
Visibility	3.59	1.21	High
Walking	3.47	1.30	Moderate
Tolerance to hold defecation	3.32	1.30	Moderate
Problems with swallowing food	3.26	1.20	Moderate
Tolerance to hold urinate	3.26	1.24	Moderate
Problems with chewing food	3.24	1.22	Moderate
Hearing	3.12	1.43	Moderate
Mental Change			
Literacy	3.89	1.11	High
The ability to solve problems	3.87	1.18	High
Forgetfulness	3.39	1.26	Moderate
Emotional Change			
Concern about living	3.87	1.18	High
Concern about family	3.86	0.98	High
Frustrating with life	3.78	1.05	High
Have frequent sorrow	3.18	1.52	Moderate
Emotions control	3.19	1.53	Moderate
Regularity exercise	3.42	1.28	High
Often Praying	3.79	1.04	High
Able to sleep well	3.41	1.27	High
Social Change			
Able to communicate	3.86	0.98	High
Respected by family members	3.41	1.27	High
Respected by people	3.79	1.04	High
Life satisfaction in retirement	3.19	1.53	Moderate
Preferable staying at home	3.80	0.92	High
Join activities with family	3.43	1.29	Moderate
Have recreational activities	3.30	1.48	Moderate
Attend social role	3.42	1.28	High
Perception Change			
Use of media	3.86	0.98	High
Changing the life conditions of society	3.79	1.04	High
Participation in activities according to traditions	3.71	1.06	High
Do not like changing behavior	3.41	1.27	Moderate

Table 2 (Con.)

Development Change	\bar{x}	S.D.	Meaning
Ability to play Facebook	3.30	1.48	Moderate
Line playing ability	3.32	1.44	Moderate
Have the opportunity to learn to use computers	3.26	1.43	Moderate
Ability to use computers	3.19	1.53	Moderate
Tracking information	0.24	0.42	Lowest

2) The Quality of Life of the Elderly

2.1) The Quality of Life of the Elderly in overall: Table 3 summarizes the quality of life of the Elderly in overall. The elderly had The Quality of Life at a high level in all aspect such as the ability to perform daily activities, Physical Condition Mental condition, Social condition, Economic condition and Environment Condition. Social condition is the first ranking while Economic condition is the last ranking.

Table 3 Mean, Standard Deviation and Quality of Life of the Elderly in NHA in overall.

Quality of life	\bar{x}	S.D.	Meaning
The ability to perform daily activities	3.92	0.91	High
Physical condition	3.97	0.95	High
Mental condition	3.93	0.89	High
Social conditions	4.10	0.95	High
Economic condition	3.80	1.08	High
Environment Condition	3.88	0.95	High
Total	3.93	0.96	High

2.2) The Quality of Life of the Elderly in each aspect: Table 4 identifies the results from questionnaire data and quality of life both in each aspect and all items at a high level. The first top ranking of each aspect is relatively presented. Quality of Life in the ability to perform daily activities was Life satisfaction. Quality of Life in Physical condition was they still had Power to do activity. Quality of Life in the mental condition was being good listener to the family members. Quality of Life in the social condition was Good relationship with family members. Quality of Life in the Economic condition was income requirement. Lastly, quality of Life in the Environment condition was housing is convenient. On the other hand, content analysis from six experts focus group discussion on the topic of Career Development and Elderly's Quality of Life Promotion, it indicated that Physical condition and Economic condition of the elderly was at a moderate level while Mental condition and Social condition was at a high level. For Career Development, the promotion should come from their needs including of the feasibility study. The training programs need well design in order to make them earn income absolutely.

Table 4 Mean, Standard Deviation and Quality of Life of The Elderly in NHA in each aspect.

Quality of life	\bar{x}	S.D.	Meaning
The ability to perform daily activities			
Life satisfaction	4.10	0.83	High
Eating ability	3.97	0.96	High
Toilet capacity	3.94	0.87	High
Walking-motion ability	3.98	0.90	High
Showering ability	4.07	0.76	High
The ability to wear clothes	3.51	1.17	High

Table 4 (Con.)

Quality of life	\bar{x}	S.D.	Meaning
Physical condition			
Power to do activity	3.98	.090	High
Eating easy digested food	3.97	0.96	High
Choosing to have valuable food	3.97	1.01	High
Mental condition			
Listening with willingness from family members	4.07	0.76	High
Showing love and sympathy from family members	4.05	0.84	High
Satisfaction in the role	4.01	0.84	High
Satisfied with life style	3.98	0.81	High
Recognition of changing image	3.97	0.89	High
Receiving help	3.94	0.91	High
Satisfaction in the success of life	3.94	0.87	High
Anxiety about life in the days ahead	3.51	1.17	High
Social conditions			
Good relationship with family members	4.20	0.85	High
Good relationship with people in the community	4.10	0.83	High
Strength to walk out of the house	4.01	1.16	High
Economic conditions			
Income requirements	3.95	1.05	High
The body has the ability to work	3.81	1.02	High
Concerns about expenses when sick	3.79	0.95	High
The government agency is responsible for the cost of illness	3.75	1.21	High
Family members provide financial assistance	3.71	1.16	High
Environment condition			
The housing is comfortable	4.10	0.83	High
The community is safe	3.79	0.95	High
Receive the convenience of applying for welfare	3.71	1.16	High
There are places to do activities in the community	3.94	0.87	High

Needs of Career Development for the Elderly and Training Program Result

According to the needs of career development of the elderly, the main reason for career development of the elderly because they has self- esteem and they need to spend their free time to be useful also. The majority need to be trained only three hours a day. Several subjects are purposed as the following; Herbal Compress for Thai Massage, Baking Courses, Thai Traditional Massage Courses, Savory Cooking Courses, Herbal Food Processing Courses, Foot Massage Course and Artificial Flower Making Course. Finally, The Herbal Compress for Thai Massage Training Program is selected by the majority since at Romklao Community of National Housing Authority had already provided Thai massage service but there is no service for herbal compressing. Therefore, The Herbal Compress for Thai Massage Training Program was organized in one day at Ban Ua Athon Rom Klao 2 Community Center Building, National Housing Authority Soi 12, Khlong Song Ton Nun Subdistrict, Lat Krabang District, Bangkok on May 10, 2019 during at 14.00-17.00 hrs.

The result of training program indicated that there were 30 elderly had attended the training program. The majority was female. Most of them (90 %) had educational background lower than bachelor degree. The youngest age was 53 years old and the oldest age was 69 years old since some of them attended replace their parents because of sickness and inconvenience in

the training program. The income was between 1,200-6,500 baht per month. The elderly trainee had satisfaction at the highest level. In addition, Course content, the purposes of the topic described, benefits received from this course; topic had helped to enhance the performance of duties and responsibilities, knowledge and understanding about making herbal compress for Thai massage, Including of the appropriateness of the speaker, duration, media and equipment and training room were at a high level also.

Discussion

Part 1: In terms of most of the elderly was female (68.0%), this feature is relevant to the statistics of The Foundation of Thai Gerontology Research and Development Institute which presented that “as statistics reveal a rapid growth rate in female elderly population over the male counterpart.” The information also mentioned that “among the older population, there are more women than men in every age group. The proportion of older females is greater at older ages. In addition, female older persons also live longer than their male counterparts”. (Jitapunkul, 1998 cited in The Foundation of Thai Gerontology Research and Development Institute, 2017). For educational background of the elderly, the majority had lower-level than bachelor degree (57.7%) bachelor's degree (38.7%) and master's degree (3.7%). It indicates that the elderly living in the community of National Housing Authority with lower education than degree is not far difference proportion to the degree (57.7% and 42.4%). But the weight of the elderly was very far difference (39 -105 kilograms). For income was between 600-50,000 baht per month. It associates with the information that the main source of income for the elderly is from the children followed by working, government allowance, and pensions. However, the main source of income from children is likely to decline significantly in 2017 (Prasert, 2017 cited in Chaiyapong, 2019). This information is beneficial for NHA further study on the elderly's quality of life in order to create the policy for promotion the quality of life as recommended by The Foundation of Thai Gerontology Research and Development Institute such as social service provision; programs to empower the elderly, enabling them to have a good quality life; and provision of necessary healthcare and social support when they become dependent including of building the capacity of Thai elderly through the promotion of education and lifelong learning. In conclusion, the result of these demographics of the elderly in NHA should be considered as the necessary information on quality of life development. It asserted by research result that both unavoidable factors (such as age and sex) and avoidable factors (such as economic status) affected healthcare services utilization (Netithanakul, 2015).

Part 2: The Quality of Life of the Elderly in NHA, from research results, the Quality of Life of the Elderly in NHA could be classified in to two main categories in terms of The Developmental Change of the Elderly and The Quality of Life of the Elderly.

Regarding to The Developmental Change, the elderly have their physical change at a moderate level, it might interpret that the elderly in the CNHA has good physical health and well-beings. It might be because almost half proportion of the elderly (42.4%) has degree education background good education background therefore they might have positive view of thought concerning health care. This is consistent with the report about condition of Thai elderly that the government to urgently promote good health of the elderly and also support elderly to have secure and dignified lifestyle. (Institute for Population and Social Research, Mahidol University). Regarding the Quality of Life of the Elderly in overall, the elderly has the quality of life at a high level both in Physical condition, Mental condition, Social condition, Economic condition and Environmental condition. It contrasts with the study of Whangmahaporn, et.al. (2018) which reveal that the quality of life of the elderly in Thailand is at a moderate level. That might imply that the elder who are living in NHA has good quality of life. On the other hand, content analysis from six experts focus group discussion on

the topic of Career Development and Elderly's Quality of Life Promotion, it indicated that Physical condition and Economic condition of The Elderly in NHA was at a moderate level while Mental condition, Social condition was at a high level. There is different from quantitative data mentioned above. That might be because the experts pay attention to the lowest income of the elderly which has income 600 baht per month. From data, they still needed to have Career Development in order to earn income. Such findings are consistent with the report of Older Population and Health System: "A profile of Thailand which represented that 43.9 % of Thai older persons had their income less than 10,000 Baht or 227 US\$ (1 US\$ = 44 Baht) per year." (Jitapunkul, et.al., 1998) The experts also suggested that the promotion of Career Development should come from the elderly needs including of the feasibility study. The training program is needed well design in order to make them earn income absolutely. For these results are also relevant to the recommendation of Institute for Population and Social Research, Mahidol University that "the government needs to urgently implement measures to accommodate this demographic change. Enable elderly to have a secure and sustainable income to cover basic needs".

Part 3: Needs of Career Development for the Elderly and Training Program Result

The elderly need to have career development because they has self- esteem and self-perception that they had the capacity to work. They need to spend their free time to be useful. It might represents that those elderly still have positive thinking that they are valuable. That is quite important for how to create good quality of life. As Maslow(1943)describes that self-esteem shows confidence, achievement, respect of others and respect by others. This relevant to the study of factors affecting to quality of life of the elderly in Thailand which found that The most effective factors in order on the quality of life of the elderly in Thailand are Health promotion behaviors: Social behavior, Health promotion behaviors: Living behavior, Materials, finance and labor support. Suggestions of Elderly in Thailand are the needs to increase the premium for the elderly that suit the economic conditions, vocational training for the elderly and participate in social events (Whangmahaporn, 2018). Regarding The Herbal Compress for Thai Massage Training Program was selected by the majority might be because at Romklao Community of National Housing Authority has already provided Thai massage service but there is no service for herbal compressing. The Herbal Compress for Thai Massage might lead to produce for sell and earn income in the future. At the same time, it might be relevant to their needs for short time program. Therefore; The Herbal Compress for Thai Massage Training Program was organized in one day. The result of training program was showed that 70.67% of trainees was female elderly. Most of them (90 %) had educational background lower than bachelor degree. The youngest age was 53 years old and the oldest age was 69 years old since some of them attended replace their parents because of sickness and inconvenience in the training program. The income was between 1,200-6,500 baht per month. The elderly trainee had satisfaction at the highest level because they had preference to Course content, the purposes of the topic described, benefits received from this course; topic had helped to enhance the performance of duties and responsibilities, knowledge and understanding about making herbal compress for Thai massage, Including of the appropriateness of the speaker, duration, media and equipment and training room. The satisfaction ratings were at a high level also.

Conclusion

In conclusion, the findings of the study are able to extend the reality concerning that the elderly in the community of NHA both in quality of life aspect and career development promotion. The results of the demographics data of the elderly in NHA should be considered as the necessary information on quality of life development. Regarding to their quality of life, it can be summarized that they have quite good quality of life in all condition, including the

ability to perform any daily activity, physical condition, mental condition, social condition, economic condition and environment condition. However, the demographic information related to gender, educational background or income still need to be concerned by NHA. Training Program provision should be survey according to their demographic background. The outstanding findings of their educational background which have bachelor degree, master degree as well as doctoral degree are eligible to promote lifelong learning policy. Such the way, NHA has the opportunity to fully support the elderly human resources that living in CNHA in the whole country. In addition, career development provision is necessary to in depth study according to their needs and increasing their income in the whole nation. For this implication will support the condition of elderly society in Thailand eventually.

Recommendation

- 1) At present, Thailand is well accepted to be Elderly Society undoubtedly, The National Housing Authority as the government agency therefore, should have the policy to focus on development the well-being of the elderly, i.e. healthcare services, career development, short course learning program or any recreation activities including of appropriate exercise tools for elderly in order to support good quality of life of the elderly sustainably.
- 2) According to the finding, The National Housing Authority should support Thai traditional massage and Thai Herbal Compress as career development pragmatically and provide market place for selling the products in order to earn more income to the elderly.
- 3) Regarding current Thai society has become a social network society undeniably; The National Housing Authority therefore, should enhance the elderly networking in order to have more dialogue or exchange experiences among elderly who live within or without the CNHA. To do such activity will rationally help the elderly increase more happiness and decrease less loneliness.
- 4) According to the demographic information related to gender, educational background or income still need to be concerned by NHA services provision should be survey according to their demographic background.

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