

BAKTI



**A STUDY ON THE FORMATION OF TRADE UNION IN ELECTRONICS  
FACTORY**

**A project paper submitted to the College of Business in partial fulfilment  
of the requirements of the  
degree of Master of Human Resources Management  
Universiti Utara Malaysia**

**BY:**

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## **ABSTRACT**

Much attention has been focused on trade union. However, relatively limited studies focus formation of trade union area especially in Malaysia. The purpose of this study is to examine the motivational factors that lead to the formation of trade union. Data were collected from 291 employees in STMicroelectronics (M) Sdn Bhd and gathered through questionnaires and interview. The result was being analyzed by using Statistical Package for Social Science (SPSS) version 14.

Based on the data analysis it was found that independent variables such as need for achievement, need for power, need for affiliation have positive correlations with the formation of trade union. Recommendations and implications for future research and practice were also discussed.

## **ABSTRAK**

Meskipun kajian tentang Kesatuan Sekerja telah banyak dibuat, namun kajian sebegini sangat terhad diterokai terutama di Malaysia.

Kajian ini bertujuan menilai faktor yang berkaitan dengan penubuhan kesatuan sekerja di dalam organisasi. Data dikumpul daripada 291 orang pekerja dari pelbagai latar belakang syarikat STMicroelectronics (M) Sdn. Bhd. Muar, Johor. Data telah di perolehi melalui soalan dan telah di analisa menggunakan Statistical Package for Social Science (SPSS) versi 14.

Hasil daripada analisa data, pemboleh ubah tidak bersandar iaitu keperluan untuk kejayaan, keperluan untuk kuasa dan keperluan untuk bergabung masing-masing menjadi penyumbang petunjuk yang positif dengan penubuhan kesatuan sekerja.

Cadangan dan implikasi untuk kajian lanjut juga dibincangkan.

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## CHAPTER ONE

### INTRODUCTION

#### 1.1 Background

STMicroelectronics is a global leader in developing and delivering System-on Chip (SoC) and semiconductor solutions across the spectrum of microelectronics applications. STMicroelectronics is established in 1987 by the merging activity between SGS Microelettronica of Italy and Thomson Semiconducteurs of France. It has been one of the world's Top Ten semiconductor suppliers since 1999. The group has 50,000 employees worldwide in 16 advanced research and development units, 39 design and application centres, 15 main manufacturing sites and 78 sales offices in 36 countries. The Corporate Headquarter is located in Geneva.

STMicroelectronics in Muar is located at Tanjong Agas Industrial Area and is among the Packaging and Test Manufacturing group (PTM). Besides STMicroelectronics Muar, the PTM group also includes manufacturing plants that are located in Bouskora in Morocco, Kirkop in Malta, Shenzen and Longgang in China and Calamba in the Philippines. Currently, STMicroelectronics Muar employs 4000 employees. 3000 employees are permanent employees and another 1000 employees are contract workers appointed by Labour Suppliers, Medo Human Resources (M) Sdn. Bhd. And

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