

**A STUDY TOWARDS EMPLOYABILITY OF
DISABLED PEOPLE AT PRIVATE
ORGANIZATIONS IN SHAH ALAM**

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**MASTER OF SCIENCE MANAGEMENT
UNIVERSITI UTARA MALAYSIA
AUGUST 2014**

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**M.SC
(MNGT)
2014**

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PRIVATE ORGANIZATIONS IN SHAH ALAM**

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**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia, in Fulfillment of the Requirement for the Degree of
Master of Science Management
December 2014**



Othman Yeop Abdullah
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ABSTRACT

Generally the people with disabilities in all over the world are at high risk of unemployment. Therefore the aim of this study was to examine the level of organizational awareness towards the employability of disabled people at private organization in Shah Alam. There are three independent variables had been examined to measure the organizational awareness towards the employability of disable people at private organization in Shah Alam area. There are policies, corporate social responsibility (CSR) and consequences of employing disable people. The population for this study was targeted for private organization at Shah Alam area. The sample taken from upper and middle level management staffs who consist of managers, assistant managers, senior executives, executives and others. However stratified sampling method had been chosen for conducting this study. The findings and results shows that there are moderating relationships between organizational awareness toward employability of disabled people. CSR is the most efficient method rather than policies in showing the level of organizational awareness in employability of disabled people by private organization. Besides that, the CSR will affect the employer to take decision to implement for hiring the disable people to work with their organization as it involves corporate image and market shares. The other two variables shows a weak relationship towards employing disable people at Shah Alam. This two variable are not give strong impact for employing disable people in private organization. Several recommendations and suggestions could protect the disable people from discrimination by the private organization. The government and NGO should give some incentives and supports to the employers who are willing to employ disabled people to work in their organization for encourage the employer to hire the disable people in their organization. In addition, the government also should play an important role to governance the act and policies regarding the employability of disabled people for both private or public sectors. Last but not least, the person with disabilities also should take initiative for doing their own business or self-employment to reduce the dependability towards other people.

Keywords: Disable people, Employability of disabled people, Corporate Social Responsibility (CSR).

ABSTRAK

Secara umumnya, orang yang kurang upaya di seluruh dunia ini mempunyai risiko yang tinggi dalam pengangguran. Oleh itu, tujuan kajian ini adalah untuk mengkaji tahap kesedaran organisasi untuk melantik pekerjaan bagi orang kurang upaya di organisasi swasta di kawasan Shah Alam. Terdapat tiga pembolehubah bebas telah diperiksa untuk mengkaji kesedaran organisasi untuk melantik pekerjaan bagi orang kurang upaya di organisasi swasta di kawasan Shah Alam. Di antaranya adalah polisi atau dasar, tanggungjawab sosial korporat (CSR) dan akibat daripada perlantikan orang kurang upaya. Populasi bagi kajian ini disasarkan pada organisasi swasta di kawasan Shah Alam. Sampel kajian diambil daripada kakitangan pengurusan peringkat atasan dan pertengahan. Kaedah persampelan berstrata telah dipilih untuk menjalankan kajian ini. Keputusan menunjukkan bahawa terdapat hubungan yang sederhana pada kesedaran organisasi terhadap perlantikan pekerjaan bagi orang kurang upaya. CSR adalah kaedah yang paling berkesan dalam menunjukkan tahap kesedaran organisasi dalam perlantikan pekerjaan bagi orang kurang upaya di organisasi swasta. Di samping itu, CSR akan memberi kesan kepada majikan untuk mengambil keputusan untuk mengambil orang kurang upaya untuk bekerja dengan organisasi mereka kerana ia melibatkan imej dan pasaran saham. Dua pembolehubah menunjukkan hubungan yang kurang memuaskan dalam perlantikan orang kurang upaya di Shah Alam. Kerajaan dan NGO perlu memberi beberapa insentif dan menyokong kepada majikan yang sanggup mengambil orang kurang upaya untuk bekerja di organisasi mereka untuk menggalakkan majikan untuk mengupah warga kurang upaya dalam organisasi mereka. Di samping itu, kerajaan juga perlu memainkan peranan penting dalam pengubalan polisi dan dasar-dasar yang berkaitan mengenai pekerjaan orang kurang upaya untuk kedua-dua sektor swasta atau awam. Akhir sekali, orang yang kurang upaya juga perlu mengambil inisiatif sendiri untuk mendirikan perniagaan sendiri atau bekerja sendiri untuk mengurangkan pergantungan terhadap orang lain.

Kata kunci: Orang kurang Upaya, Perlantikan orang kurang upaya, Tanggungjawab sosial korporat.

ACKNOWLEDGEMENT

First and foremost, all praise to god for merciful blessings, for this project paper has been successfully completed within time frame given. Most importantly, the researcher would like to express gratitude to a few people who really gave a big assist to the researcher in process of completion of this research. Thus, the researcher would like to deliver his gracious thanks to Madam Pujawati for giving unequivocal guidance through this project by sharing her knowledge and consultation.

Moreover the researcher would like to thank all the participants such as upper and middle management of private sector in Shah Alam for their assistance and support for feedback the questionnaire forms. Not forgotten, the researcher would like thank to his parents and family members for their support in terms of financially and morally towards the completion of the research. Finally, the researcher would like to thanks his working colleagues and others people who direct or indirect involve and helps to completion of this complicated project.

Thank You.

TABLE OF CONTENTS

PERMISSION TO USE	ii
ABSTRACT	iii
ABSTRAK	iv
ACKNOWLEDGEMENT	v
TABLE OF CONTENTS	vi
LIST OF TABLES	viii
LIST OF FIGURE	ix
1.0 CHAPTER 1: INTRODUCTION	
1.1 Background of Study	1
1.2 Statement of the Problem	6
1.3 Research Question	8
1.4 Research Objectives	8
1.5 Significance of the Study	9
1.6 Limitation of the Research	10
1.7 Organization of the Study	12
2.0 CHAPTER 2: LITERATURE REVIEW	
2.1 Introduction	14
2.2 Disability People	16
2.3 Employer	17
2.4 Employability	19
2.5 Protection and Policies of Disable People	20
2.6 Corporate Social Responsibility (CSR)	23
2.7 Employability Liability	25
2.8 Summary	26
3.0 CHAPTER 3: RESEARCH METHODOLOGY	
3.1 Introduction	27
3.2 Research Framework	28
3.3 Hypothesis Development	29
3.4 Research Design	30
3.5 Operation Definition	31
3.6 Measurement of Variable	32
3.7 Data Collection	32
3.8 Sampling	35
3.9 Data Collection Procedure	38
3.10 Technique of Data Analysis	40
3.11 Summary	41
4.0 CHAPTER 4: FINDINGS OF STUDY	
4.1 Introduction	42
4.2 Survey Return Rate	42
4.3 Demographic Information of Respondents	43
4.4 Gender	44

4.5 Position	44
4.6 Age	45
4.7 Level of Education	46
4.8 Length of Services	46
4.9 Type of Industry	47
4.10 Research Question 1	48
4.11 Research Question 2	49
4.12 Research Question 3	50
4.13 Summary	51
5.0 CHAPTER 5: CONCLUSION AND RECOMMENDATIONS	
5.1 Introduction	53
5.2 Research Objective 1	55
5.3 Research Objective 2	56
5.4 Research Objective 3	57
5.5 Recommendations	58
5.6 Recommendation for Future Research	60
REFERENCES	62
APPENDIX	68

LIST OF TABLES

Table 3.1	Operational Definition and Sample Item	31
Table 3.2	Layout of the Questionnaires	35
Table 3.3	Pilot Test Outcome	39
Table 3.4	Cronbach's Alpha Reliability Test	40
Table 4.1	Total Questionnaires Analyzed	43
Table 4.2	Gender	44
Table 4.3	Position	45
Table 4.4	Age	45
Table 4.5	Level of education	46
Table 4.6	Length of Services	47
Table 4.7	Type of Industry	47
Table 4.8	Relationship Between policies and implementation and employability of disabled people	48
Table 4.9	Relationship between Corporate Social Responsibility (CSR) and employability of disabled people	49
Table 4.10	Relationship between employability liability of employing disabled people.	50

LIST OF FIGURE

Figure 3.1 The conceptual research framework of organizational awareness towards employability of disabled people at private sector	28
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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Over the last five decades, the principle which underpins policy for the employment of disabled people has remained constant. The majority of disabled people are fully employable on their own merits in competition with non-disabled workers, providing that prejudice and discrimination are overcome. In the year 2013 the records from social welfare department shows that the total number of 497,074 peoples had been registered as people with disability from various states in Malaysia (JKM 2013).

The highest disabled people who are registered in Selangor states with 71,927 which is 14.5 percent from the overall people who had registered as person with disabilities. According to DSW the highest disabled peoples are from learning disability with 178,800 (36%) person and 162,215 (33%) persons are physical disability people. The number of disabled peoples who had registered with DSW is increasing from year to year where in the year 2009 there are 283,204 disabled people who have registered but up to year 2013 this number was increased drastically to 494,074 people.

With the increasing number of the disabled people at Malaysia, the obligation to seeking and getting a job also become more challenging especially for those people with physical disability. Moreover this situation will derive to increasing number of

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