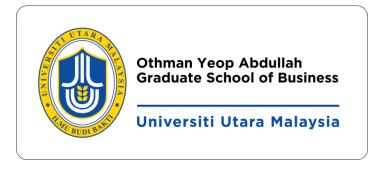
SATHIYARAJU GOVINDARAJOO	A STUDY TOWARDS EMPLOYABILITY OF DISABLED PEOPLE AT PRIVATE ORGANIZATIONS IN SHAH ALAM
A STUDY TOWARDS EMPLOYABILITY OF DISABLED PEOPLE AT PRIVATE ORGANIZATIONS IN SHAH ALAM	SATHIYARAJU A/L GOVINDARAJOO
M.SC (MNGT) 2014	MASTER OF SCIENCE MANAGEMENT UNIVERSITI UTARA MALAYSIA AUGUST 2014

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

By SATHIYARAJU A/L GOVINDARAJOO

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



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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 selfemployment 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 mengaji 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.

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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 varies states in Malaysia (JKM 2013).

The highest disable people who are registered in Selangor states with 71, 927 which is 14.5 percent from the overall people who had register as person with disabilities. According to DSW the highest disable peoples are from learning disability with 178800 (36%) person and 162215 (33%) persons are physical disability people. The number of disable peoples who had register with DSW is increasing from year to year where in the year 2009 there are 283, 204 disable people who have register but up to year 2013 this number was increase drastically to 494, 074 people.

With the increasing number of the disable 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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