THE IMPACT OF MINIMUM WAGE POLICY ON HOURS OF WORK, HAPPINESS AND QUALITY OF LIFE: THE PERCEPTION OF EMPLOYEES IN THE RUBBER ESTATES OF KEDAH, MALAYSIA.

THILAGAVATHI A/P MUTTU

MASTER OF ECONOMICS
UNIVERSITI UTARA MALAYSIA
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BY
THILAGAVATHI A/P MUTTU

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ABSTRACT

This study aims to investigate the relationship between hours of work, quality of life, and happiness with success of Minimum Wage Policy implementation among rubber estates employees in the agricultural sector. The relationship between those variables are predicted based on relevant literature, and are tested using survey results from 66 respondents or rubber estates employees in Kedah. Descriptive statistics analysis used to analyse the corresponding characteristics of the sample. Reliability of measures is established by testing for both consistency and stability. Pearson’s Correlation used to test the relationships between minimum wage and hours of work, minimum wage and happiness, and minimum wage and quality of life. Overall results indicated that all the independent variables such as hours of work, happiness, and quality of life were significant influences by the Minimum Wage Policy. It can be observed that minimum wage is positively correlated with hours of work, happiness and quality of life. It also can be concluded that there is a small shock effect of minimum wage policy on hour of work and quality of life and a big shock effect of minimum wage policy on happiness. Moreover, the findings of this study can encourage the government to appreciate the effects of the minimum wage policy and ensure adequate monitoring with the aim of allowing estates adjust and minimize adverse effects on hours of work, happiness, and quality of life of employees. Moreover, it also will provide a useful guidance to the policy makers of other developing countries in implementation a new policy for future development especially in the agricultural sector.

Keywords: minimum wage, hours of work, happiness, quality of life
ABSTRAK


Kata kunci: Upah Minimum, masa bekerja, kegembiraan, taraf hidup
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Thilagavathi A/P Muttu
(815150)
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CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter provides a general introduction of the study. The first section introduces the background of the study while the second section presents the problem statement. The third section of this chapter presents the research questions and the research objectives of the study are stated in fourth section. The significance of the study is presented in the fifth section, followed by the scope of the study. Finally, the organization of the report is in the last section.

1.2 Background Of The Study

Malaysia is a federal constitutional monarchy located in Southeast Asia. It consists of thirteen states and three federal territories and has a total landmass of 329,847 square kilometres separated by the South China Sea into two similarly sized regions, East of Malaysia and Peninsular of Malaysia. It also called as Malaysian Borneo. It is named as a developing country which is moving in the path of modern economic and demographic transitions. It has experienced tremendous economic growth since 1957. The encouragement and leading by our former Prime Minister, Tun Dr Mahathir, the father of modernization, has transformed Malaysia from an agricultural nation to an industrial nation in the early 1984. As a result, the contribution of manufacturing and construction (secondary sector) and services sector (tertiary sector) have increased rapidly (Subramaniam, 2008).
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REFERENCES


