



اَوْنُوْرَسِيْتِي تِي كُوْلُوْمِي مَارَا
UNIVERSITI
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**EMPLOYER'S DECISION IN NOT HIRING
DISABLED WORKERS**

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JANUARY 2014



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“DECLARATION OF ORIGINAL WORK”

I, Nurul Aiman Binti Mohd Puad, (I/C Number:890329-10-5068)

Heryby, declare that,

1. This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
2. This project paper is the result of our independent work and investigation, except where otherwise stated.
3. All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

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LETTER OF SUBMISSION

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SUBMISSION OF PROJECT PAPER

Attached is the project paper titled **“REASONS ON WHY EMPLOYERS DON’T HIRE DISABLED WORKERS”** to fulfill the requirement as needed by the Faculty of Business Management, University Teknologi MARA.

Thank you.

Yours sincerely

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ABSTRACT

The main purpose of this study is to identify the factors that influence the employer's decision in not hiring the disabled workers. This research has been conducted in RHB Banking Berhad. By identifying the factors of the employer's decision it can help to improve the employment of disabilities. The first objective of this study is to identify factors that influence employer's decision not to hire disabled workers. The second objective of this research is to identify factors that can improve the employment of disabilities.

Based on literature review, there are 4 factors were identified as important factors that influence employers decision in not hiring disabled workers. The factors are lack of awareness of disability, concern over cost, fear of legal liability and care of working standard. To explore it further, a research involving 50 employees from the Manpower Management of Human Resources Department in RHB Bank. For this study, the researchers has chosen the probability sampling because the elements in the population have some known, non-zero chance or probability of being selected as sample subjects. Researcher used primary data and secondary data in order to collect data from the sample. The technique for collecting data was using questionnaires.

As a result, there is a relationship between the independent variables (lack of awareness of disabilities, concern over cost, fear of legal liability and care of working standard) with the dependent variable (employer's decision in not hiring disabled workers). The finding also shows that all the variables are significance for this research study.

Implications and examples of practical application are discussed and recommendations are given to employers and also to the disabled employees to maximize the effectiveness of hiring the disabled employees.

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