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EMPLOYERS' PERSPECTIVES ON LEVEL OF PERFORMANCE OF LOCAL AND FOREIGN CONSTRUCTION LABOURERS

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ABSTRACT

Large number of workforces needed in the construction sector including skilled and unskilled labourers. However, the amount of labourers in the industry are fulfill by foreigners and has been a huge barriers of job opportunity to the locals. While the performance of labourers affects the time, quality and cost of a project. There are still lack of findings on the differences of performance between local and foreign labourers. The aim of this research is to identify the level of performance of local and foreign construction labours based on employer's perspectives. The objectives of this research is to identify the employer's perspectives on level of performance between local and foreign construction labours and to determine the factors that caused the performance differences between local and foreign construction labours. To achieve these objectives, questionnaire surveys were distributed to 100 samples of contractors. The study would be limited to G7 contractors and the performance will be measure using several key performance measures. This research based on quantitative approach and analyzed using average index and frequency analysis. The data that have been collected completely will be analysed by using Statistical Package for Social Sciences (SPSS) version 24 software. From this research, it proved that the employers agree that the foreign construction labourers are better in the measures of quantity of works, job skills and ability and teamwork and cooperation. The research is hope to help contractor and employers to make best decision in hiring construction labourers.

Keywords: Level of performance; Construction labourers; Locals and foreigners

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The construction sector is important to the national economics. It involves many parties and requires large number of workforces. Construction sector is important to other industries such as manufacturing, professional services, education and other industries although it is only 5% that accounts to the Gross Domestic Product (GDP). Unfortunately, for the construction industry, there are huge barriers of job recruitments to the locals as foreign workers are dominating especially in low-skilled labourers. According to Kementerian Dalam Negeri (2018) until the 1st quarter of 2018, the number of registered foreign workers in construction sector are 330,521 people from various countries including Indonesia, Bangladesh, Myanmar, Nepal and others. However, there are a lot more numbers of unregistered foreign workers in the sector of this country. These happened due to lack of local workforces that could not fulfil the demand and supply of construction workers in the country. It makes contractors tend to hire foreign workers. Unfortunately, it causes unbalanced numbers of local and foreign workers (Buntat & Yusof, 2014). In the mean of time, the population of Malaysians itself could not make it to the total workers in the construction industry (Marhani *et al.*, 2012; Salleh, *et al.*, 2014).