

CLEARANCE FOR SUBMISSION OF FULL REPORT BY THE SUPERVISOR

Name of Supervisor : Ms. Siti Yasmin Badrum

Title of Research Report : Sabah Employers' Perception Towards The
Implementation of Minimum Wage Policy

Name of Student : Amirah Syazwani ag. Matasan

Matrix Number : 2010151041

Name of Student : Siti Janariah Binti Bacho

Matrix Number : 2010740703

I have reviewed the final and complete report and approve the submission of this report for evaluation.

Remarks:



(Signature) SITI YASMIN BADRUM

Date: 22 JANUARY 2013

HAKMILIK
Perpustakaan
Pusat Penyelidikan MARA
Kuching

ABSTRACT

A study was conducted to know the perception of Sabah Employer towards the implementation of Minimum Wage Policy. The objectives of this research are to analyze the employer level of awareness on Minimum Wage Policy. Furthermore, this study also seeks the awareness on Minimum Wage Policy and measures its impact towards the employer acceptance. Lastly, this study also seeks to assess the employer positive perception towards the implementation on Minimum Wage Policy. A total of 100 respondents were selected as sample for the study using simple random sampling techniques. The study had been conducted in Kota Kinabalu area. A survey questionnaire was used for data collection.

TABLE OF CONTENT

<u>Contents</u>	<u>Page</u>
Chapter 1 (Introduction)	
1.1 Introduction	1
1.2 Problem Statement	3
1.3 Objectives	4
1.4 Scope of Study	4
1.5 Significant of Study	4
1.6 Significant of Terms and Concept	
1.6.1 Minimum wages	5
1.6.2 Employer	5
1.6.3 Perception	5
Chapter Two (Literature Review and Conceptual Framework)	
2.1 Literature Review	6
2.1.1 Introduction	6
2.1.2 Minimum wages	6
2.1.3 Awareness of Minimum Wage	8
2.1.4 Acceptance of Minimum Wage	12
2.1.5 Action taken towards the implementation of minimum wage	14
2.1.6 Employer's perception on minimum wage	17

<u>Content</u>	<u>Page</u>
2.2 Conceptual Framework	18
2.2.1 Awareness	19
2.2.2 Acceptance	19
2.2.3 Action	19
2.2.4 Perception	20
2.2.5 Dependent Variable	20
2.2.6 Independent Variable	20
Chapter 3 (Research Methodology)	
3.1 Research design	21
3.2 Data Collection	21
3.3 Sampling and sample size	22
3.4 Instrument	22
3.5 Unit of Analysis	23
3.6 Data Analysis Technique	23
Chapter Four (Findings)	
4.1 Introduction	24
4.2 Demographic Profile	25
4.3 Reliability	27

Contents

Page

4.4	Correlation between level of education and awareness	28
4.5	Correlation on awareness and acceptance on the policy	29
4.6	Correlation on awareness and perception on the policy	30
4.7	Correlation on acceptance and perception on the policy	31
4.8	Respondent level of awareness	32
4.9	Respondent level of acceptance	33
4.10	Respondent perception on Minimum Wage Policy	34
4.11	Perception and awareness mean	35

Chapter 5 (Discussion and Conclusion)

5.1	Discussion	36
5.2	Limitation	40
5.3	Recommendation	41
5.4	Conclusion	43

REFERENCES

APPENDICES