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STUDIES



A STUDY ON THE EFFECTIVENESS OF IN - HOUSE UNION
SESB HEADQUARTER KOTA KINABALU

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THE DECLARATION

Declaration

We hereby declare that the work contained in this research proposal is original and our own except those duly identified and recognized. If we are later found to have committed plagiarism or acts of academic dishonesty, action can be taken in accordance with UiTM's rules and academic regulations.

Signed.



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ABSTRACT

The declining numbers of unionized workers had led to the research on different dimensions of what perceived as effective union. This research examined the effectiveness and also factors associated with the effectiveness of in house union in SESB Headquarter Kota Kinabalu. Data were gathered through a questionnaires (n = 103) and analysed using correlation test. The result suggest that, the communication within union, power of the union, union as source of information and union responsiveness to members have significant relationship with union effectiveness. Finally, power of the union was the most important key that should be look into by the in-house union as it is the having the strongest correlation with union effectiveness.

Keywords: in-house union, union effectiveness, union power

Table of Contents

Chapter I: Introduction

1.1	Introduction	1
1.2	Problem Statement	3
1.3	Research Objectives	4
1.4	Research Questions	4
1.5	Scope of the Study	5
1.6	Definition of terms/ concepts	6
1.6.1	In House Union	6
1.6.2	Union's Effectiveness	6

Chapter II: Literature Review and Theoretical Framework 8

2.1	Literature Review	8
2.2	Conceptual Framework	12
2.2.1	Meaning of the independent variables	13
2.2.1.1	Communication within Union	13
2.2.1.2	Union as Source of Information and Advice	13
2.2.1.3	Union Responsiveness to Members	14
2.2.1.4	Power of Union	14
2.2.2	Meaning of the Dependent Variable	15
2.2.2.1	The effectiveness of SESB In-House union	15

CHAPTER I

INTRODUCTION

The first chapter attempt to discuss on the trade union unionization in Malaysia. In addition, this chapter also present issue arises in the study followed by the objectives of the study, scope of the study and also the definition of the terms and concept of the study.

1.1 Introduction

Traditionally, trade unions is a body that representing the employees through collective action. It will voice out the requirement that will empower employees to bargain effectively as well as negotiate their advantage and improve their employment condition. Trade union in Malaysia has existed since early 1902 but sadly, the percentage of unionized employees in Malaysia was still below par as compared to other countries like Japan, Singapore and Australia.

According to Department of Trade Union Affairs (2013), the number of registered trade union is gradually increased since in 2008 to November 2013. There are about 704 registered trade unions that covered around 898,821 employees in November 2013 (Department of Trade Union Affairs, 2013). However, the numbers only covers not more than third quarter of total number of the employees in our country. This situation arises because of lack of understanding of an effective union.