

**The roles of industrial relations department and its impact on
the procedures of handling misconduct cases towards the
compliance of MALAYSIAN employment legislation;
“an analysis of misconduct cases reported in bursa malaysia berhad”**

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Abstract

The purpose of this research is to determine the roles of Industrial Relations Department and its impact on the procedures of handling misconduct cases towards the compliance of Malaysian Employment Legislation. This research is to analyse misconduct cases reported in Bursa Malaysia Berhad from 2013 to 2015; examine the compliance level on the procedures in handling misconduct cases through Employment Act 1955 and Industrial Relations Act 1967; study the main factor that contribute to the occurrence of misconducts from 2013 to 2015 in relation to Bursa Malaysia Berhad's Securities Transaction Policy (STP) and Human Resource Manual and the roles of Industrial Relations Department in managing the disciplinary matters. The data and information gathered for this research are from the respondents who involved in managing misconduct cases in Bursa Malaysia Berhad and an analysis of the company data based on the misconduct cases that has been reported in the organization.

The result of this research indicated that Bursa Malaysia Bertiad has a low number of major misconduct cases that has been reported from 2013 to 2015 while minor misconduct is at average level and this determine the effectiveness of the Industrial Relations Department in this organization. Besides, the result also shows that Bursa Malaysia Berhad has a high level of compliance towards the Employment Act 1955 and also Industrial Relations Act 1967. One of the recommendation that has been made to the organization is to value those who did not commit any misconduct cases throughout the year by issuing Letter of Commendation or awarding them though monetary basis like giving out a token of appreciation (Bonus).