



Faculty of Administrative Science  
& Policy Studies  
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Bachelor of Administrative Science

Title

“Factors Associated with the Employment of Foreign  
Workers by Employer of Businesses in Areas  
Surrounding Kota Kinabalu, Sabah”

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## **ABSTRACT**

This research is conducted at areas surrounding Kota Kinabalu where 200 respondents have involved. The areas surrounding Kota Kinabalu such as Inanam, Putatan, Kelombong, Sepanggar and Tuaran are the main areas of many of industries, companies and business which operate. We will conduct research of primary factors that influenced the decision of local employers to hire illegal immigrants as labor workforce in areas surrounding Kota Kinabalu. The employers' of each companies will be our focus respondent in order to get the information that can be used in our research. Our objectives are to identify the employers' decision in hiring illegal immigrants and to examine the factors that influence the employers' decision in hiring illegal immigrants as labor workforce in our country.

## DECLARATION

We hereby declare that the work contained in this research ~~proposal~~ is our own except those which have been duly identified and acknowledged. If we are later found to have plagiarized or to have committed other forms of academic dishonesty, action can be taken against us under the Academic Regulations of UiTM.

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# CHAPTER 1

## 1.0 INTRODUCTION

In present day Malaysia, it was not difficult to notice about the abundance and the increasing numbers of foreign workers. The numbers of immigrant regardless of their legality are growing each and every day in almost all the fields and sectors. The culture of employing immigrants in businesses and corporations had long embedded in our society's economy in fact; their legality had often being ignored.

Malaysia is a developing country which relies on constant supplies of workforce or labour which means that the roles of labour regardless whether they are legitimate or not are significant to the country's development achievements. Companies in Malaysia often resorted to employing immigrant or foreign labours due to many factors that may related to their profit but indirectly, these kinds of habit had increased the numbers of uncontrolled and undocumented immigrants.

Typically, these flocking numbers of immigrants faced numerous law enforcements such as raids, investigations and many more. These incidents were inevitable due to the facts that they were improperly documented and lack of legitimacy. Some of them even committed numerous kinds of crime and instability. The nation's economic condition had also become the main reason of the expanding culture of employing foreign worker either in legal or illegal. The rumours had told that the inclination of labour cost and the cost of living had influenced the immigrants' employment because obviously they are relatively cheaper and large in numbers as compared to the local manpower.