



Faculty of Administrative Science
& Policy Studies
Universiti Teknologi MARA

Bachelor of Administrative Science

Title

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

Name of Student

Name	Matric Number
NORAIMAN ASYRAF BIN MOHAMMAD SAKRI	2014388149
NINI ERFANI BINTI KASMAN	2014784609

December 2016

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.

Signed:



Name: NORAIMAN ASYRAF BIN MOHD SAKRI

Matric. No: 2014388149

Signed:



Name: NINI ERFANI BINTI FASMAM

Matric. No 2014784609

TABLE OF CONTENT

No	Topic/Title	Page
CHAPTER 1		
1.0	Introduction	1
1.1	Background of Study	3-4
1.2	Problem Statement	5-7
1.3	Research Questions	8
1.4	Research Objectives	8
1.5	Scope of Study	9
1.6	Significant of Study	10-11
1.7	Definition of Terms, Terminology and Concepts	12-13
CHAPTER 2 Literature Review		
2.0	Introduction	14
2.1	Illegal Immigration	14-15
2.2	Primary Factors Influencing the Hiring of Foreign Workers and Illegal Immigrants	16-18
2.3	Conceptual Framework	19-20
CHAPTER 3 Research Methodology		
3.0	Introduction	21
3.1	Research Design	21
3.2	Unit of Analysis	22
3.3	Sample Size	22
3.4	Sampling Technique	23
3.5	Measurement	23
3.6	Data Collection	25
3.7	Data Analysis	26
CHAPTER 4 Research Findings		
4.0	Introduction	27
4.1	Descriptive Table (Demographic Elements of Respondents)	28
4.2	Descriptive Tables of Findings	29-38
CHAPTER 5 Discussion and Conclusion		
5.0	Introduction	39
5.1	Summary of Major Findings	40-41
5.2	Limitations	42-43
5.3	Recommendation	44
5.4	Conclusion	45
	References	46

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.