

THE RELATIONSHIP BETWEEN EMPLOYEES' PERCEPTIONS
TOWARDS THE READINESS IN EMPLOYMENT OF PEOPLE
WITH DISABILITY AT LEMBAGA HASIL DALAM NEGERI
CAWANGAN SARAWAK

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ABSTRACT

The purpose of this study is to determine the relationship between employees' perception towards the readiness in employment of people with disability among the support staff at Lembaga Hasil Dalam Negeri Cawangan Sarawak (LHDNS). Furthermore, these studies are also designed to find out the major perception among the employee on the employment of people with disability, to identify the employee readiness towards the employment of people with disability and to identify the relationship between employee perceptions towards the readiness in employment of people with disability. The scope of the study was involved the support staff from human resources and administrative and finance division at Lembaga Hasil Dalam Negeri Cawangan Sarawak (LHDNS). This research used questionnaire as the data collection method and were distributed to 120 support staff from Human Resource and Administrative and Finance division at Lembaga Hasil Dalam Negeri Cawangan Sarawak. The response rate was very good which is there are total of 120 questionnaire was distributed and there was 100% return rate from the organizations. The result was obtained from the findings which is the support staff at Lembaga Hasil Dalam Negeri Cawangan Sarawak (LHDNS) was uncertain with their perceptions because the major perceptions with the highest mean is 3.25 on the question "Disabled workers would require high levels of supervision". Meanwhile, most of the respondents were ready to accept people with disability as their co-worker. This can be seen at the result which most of the support staff were agree with the question "I would not mind taking the time to set up a disabled worker's workspace to make it easy for them to use" which is the

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CHAPTER 1

INTRODUCTION

Background of Study

People with disabilities in Malaysia can be considered as one of the most vulnerable in the population of minority in Malaysia (M. Rezaul Islam, 2015). However, according to Lindsay S, McDougall C, Menna-Dack D, Sanford R & Adams T (2015), stated that disabled people are under-represented in the workforce despite their willingness and ability to work. Occupation of debilitated persons has been an issue in the vocation practices of numerous associations. According to Langtree (2011), Disability is defines as condition or function judged to be significantly impaired relative to the unusual standard of an individual or group. In addition, According to Malaysian Disability Act (2008) cited in Tiun Ling Ta & Khoo Suet Leng (2013) people with disabilities defines as person who have long term physical, sensory impairment, mental and intellectual impairments which in interaction with many type of barriers that they can participated in society.

According to M. Rezaul Islam (2015), shows that people with disabilities is usually the largest minority of the nation and they tend to be marginalized in all aspects of life. There are agencies that want to develop or rehabilitate people with disabilities and enable them to participate in the labor market (Mukta Kulkarni & Janhavi Kote, 2013). There were 540 people with disabilities employed in public sector and 3,000 in

the private sector in Malaysia (Yong, 2001) cited in Ta, Wa, and Leng (2011).

Generally, there has been a positive view of the job performance towards disabled workers (Kaye, Jans & Jones, 2011). According to Kulkarni & Kote, (2013) both of them said most people with disabilities can be productive workers. In addition, as an employer, they more focus on “able mind” rather than “able body”, this because several companies will open up more opportunities for highly educated and skilled workers because they want to develop and advance of ICT and knowledge management. Therefore, person with disabilities have the qualifications that stand to benefit of the job opportunities in the service and information sector (Ghormley, 2001) cited in Ta, Wa, and Leng (2011).

Everyone have their own perceptions towards people with disabilities. According to Bell & Klein, (2001) cited in Ang, Ramayah & Teong, (2013) people are generally viewed disabled people with negative perception such as weak, dependent and incompetent compared to normal people and they are less likely to be hired. For instance, Ta, Wah & Leng, (2011) stated that most of disabled people are not be able to follow the commands and also employees with disabilities have to be constantly monitored.

According to Kane (2011), readiness to change can be measured by requesting that an individual choose a series of statement that depict his or her phase of change. Person with disabilities would able to return to work if the employers provide provision of barrier free environment (Ta & Leng, 2013). In addition, accommodated employees with disabilities in several ways such made convenience facilities with more accessible, modified work environment, created flexible human resources policies, provide transportation, modified equipment and provide them with written job instructions. Moreover, workplace is easy to access and modified for disabled people (Kaye et al., 2011).