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FACULTY OF ADMINISTRATIVE SCIENCE & POLICY
STUDIES



FACTORS THAT INFLUENCE PEOPLE WITH DISABILITIES
(PWDs) RECRUITMENT DURING PANDEMIC COVID-19 IN
EPIC BHD KEMAMAN

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ABSTRACT

People with Disabilities (PWDs) often face a variety of obstacles and difficulties because of their impairment today. PWDs continue to be denied equal opportunities and rights in daily life, particularly amid pandemic Covid-19. In comparison to the general population, individuals with disabilities have lower employment rates worldwide, owing to institutional hurdles that are especially prevalent in the formal sector. In poor nations, 80 percent to 90 percent of persons with disabilities who are of working age are out of work, according to the International Labor Organization. There have only been a small number of studies conducted in low- and middle-income countries that have focused on the challenges that people with disabilities face in gaining and maintaining formal work. It is the purpose of this research to investigate the elements that determine the need for PWDs during the pandemic of Covid-19 in EPIC Bhd, Kemaman. The participants in this study were drawn from a selective selection of 76 Human Resources (HR) workers and managers. This investigation was carried out to determine the critical link between the independent factors and the dependent variables. According to the findings of this research, attitudes, and personalities, employer attitudes toward PWDs, and Information and Communication Technology (ICT) capabilities all have a significant impact on PWDs recruitment during pandemic covid-19. In this study, the survey approach was used because it allowed the researcher to construct a questionnaire that was relevant to the study and was able to give the researcher a successful insight into the topic. This research was able to discover the most critical components of the difficulties, which may then be utilized as a reference by the EPIC Bhd, Kemaman, or other agencies to eliminate the inequalities encountered by PWDs during recruiting.

Keyword: People with Disabilities, Recruitment, Attitude, Pandemic Covid-19

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