
ACROSS BORDERS

AN OVERVIEW OF ISSUES IN
MANAGEMENT & BUSINESS / SCIENCE & TECHNOLOGY
/ SOCIAL SCIENCE & HUMANITIES
2009-2011

PROJECT TEAM

Dr. Roaimah Hj. Omar
Dr. David Loh Er Fu
Nor Raihan Abu Bakar
Siti Zuraina Gafar@Abd Ghaffar
Muhamad Hanapi Khamis
Siti Nurshahidah Sah Allam

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**Division of Research, Industrial Linkages & Alumni
Universiti Teknologi MARA
Cawangan Melaka**

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PREFACE

Across Borders is designed for use in knowledge development in various disciplines. It is written to accommodate the interest of academicians and industry. The compilation of research abstracts from different fields provides valuable information to assist the expansion of knowledge and development. It also serves as a reference for Universiti Teknologi MARA (UiTM) Melaka Campus and the Division of Research, Industrial Linkages & Alumni.

The compilation of proceeding abstracts includes 83 research abstracts that are divided into 3 sections according to their respective disciplines; Management and Business, Science and Technology, and Social Science and Humanities.

It is hoped that this book would inspire its readers to undertake further research in the specific fields or disciplines.

ACKNOWLEDGEMENT

The project team of this Across Borders would like to express their deepest appreciation to all the researchers from the various faculties for their participation. Without their on-going contributions the book would not be possible. We are indebted to the Rector of Universiti Teknologi MARA (UiTM) Melaka Campus and the Division of Research, Industrial Linkages & Alumni for mooted the idea of having this book and getting the project started.

We would like to sincerely thank all our friends, colleagues, and acquaintances for their roles, direct and indirect contributions and invaluable support in the compilation of the 83 proceeding abstracts.

CORPORATE SOCIAL DISCLOSURE: AN ANALYSIS OF THE EMPLOYEE DISCLOSURE AND THEIR RELATION TO THE INDUSTRIAL LAW CASES IN MALAYSIA FROM YEAR 2004 TO 2008

Rafizan Abdul Razak
Zaleha Mahat
Nor Aishah Mohd. Ali

ABSTRACT

Most of the Corporate Social Disclosures (CSD) research conducted on the employees issue in Malaysia is confined to the nature, quality and quantity of disclosure in the companies' annual reports; however, none has been noted to have been discussing the relationship between the employee disclosure and the Industrial Law cases in Malaysia. Thus, by using content analysis method, this study analyzed the annual reports of two sector listed in Bursa Malaysia (Industrial Product and Finance) for the purpose to identify the trend of the employee disclosure in companies annual report from the year 2004 to 2008, the extent of those disclosures as well as to establish whether there is any association between the employee disclosure and number of the Industrial Law cases in Malaysia related to the disclosures. The results of the analysis reveal that there is an increasing trend in terms of number of sentences disclosed on employee disclosure in the companies' annual reports. In terms of extent of the disclosure, most companies have at least disclosed some form of information on employees with most companies disclosing between 1 to 50 numbers of sentences for all employees sub-themes. The study has also established that there is no significant relationship between the employee disclosure and the Industrial Law cases in Malaysia except for disclosures on 'Duties on employee sub-theme which shows a significant positive relationship with number of Industrial Law cases reported which is related to this theme. Such situation may not be desirable for companies and this finding is inconsistent with what has been postulated in legitimacy theory where when such disclosures are made, companies always seek to show their positive contribution to the society by legitimizing their activities in order to protect the corporation's self-interest.

KEYWORDS

Corporate Social Disclosures, Employee disclosure, Industrial Law cases