

**THE PERFORMANCE AMONG FOREIGN WORKERS: A
STUDY ON CNLT (FAR EAST) BERHAD**

**AHMAD KHUSAIBE BIN ABU BAKAR
(2004334167)**

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UNIVERSITI TEKNOLOGI MARA
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Ahmad Khusaibe Abu Bakar

BBA (Hons) International Business

Mara University of Technology

Malacca Branch

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ABSTRACT

Many studies on performance of workers have been conducted, but not many studies focused on the foreign employees performance in organization especially in term of factors that has influenced the foreign employee performance. Thus, purpose this study is to identify the factors regarding to the performance of foreign employees. This study was conducted in CNLT (Far East) Bhd., one the manufacturing company located in Seremban, Negeri Sembilan. In addition, the study done based on foreign employees monthly data from year 2001 to 2005. Besides, These foreign workers data were classified according their origin country. The finding of these study found that all of foreign workers practiced the factors influenced their performance namely absenteeism, annual leave, medical leave and overtime. The result reveals the existence a positive relationship between those factors and performance, but it given significant impact to only workers from three countries. Hopefully, this study can give a lot of benefit to the company, for them to make any decision to improve not only foreign workers but all of the employees worked with company.

CHAPTER 1 INTRODUCTION

1.1 Background of Company

CNLT (Far East) Berhad is a public listed company on the Second Board of Kuala Lumpur Stock Exchange (KLSE) in Malaysia. Our state-of-the-art plant is located in Seremban, Negeri Sembilan, Malaysia, about 60kms south-west of Kuala Lumpur, the capital city of Malaysia. This company was established on March 1973, CNLT is short term of “Cempaka Negeri Lakshmi Textile”

This company also owned subsidiaries in Singapore and Senegal. CNLT (Far East) Berhad is one of the company in Malaysia has built itself a reputation as a global leader in the manufacture of top quality yarn producer. World-class products, consistent performance and innovative specialty yarns have enabled CNLT to carve valuable niche markets and maintain our leading position globally.

CNLT's success to-date has been built on an enviable foundation combining superior raw materials, state-of-the-art technologies, untiring human spirit, entrepreneurial courage, continuous research and development on products and process techniques, and the absolute integrity with which we conduct business.

Overlaid on this rarely found foundation for success is CNLT's philosophy of "Quality without compromise" – which company have consistently achieved by making customer satisfaction central to our quest for product perfection. This company aim to build long-term partnerships with their customers and believe that only quality gives an individual or an organization a long-term competitive advantage. With this heritage, this company is