

**A study on the functions and jurisdiction of labour department;
an analysis of labour court cases**

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ABSTRACT

The purpose of this research is to assess the roles of Labour Department in protecting employee rights, procedure in handling labour cases, types of labour court cases, and factor contribute to backlog in handling labour cases

This research obtained the information and data from the respondents those who are directly involved in handling Labour Court cases. An analysis of the Company data Labour Market Database (LMD), Labour Department Annual Report 2014, Jabatan Tenaga Kerja Sepintas Lalu, Panduan Proses Pengendalian Kes dan Prosedur Kerja and Key Performance Activities Report 2015 are essential in collecting the data required.

The result indicated that Department of Labour critical function of Labour Department align with Malaysian Employment Law in exercising the power of Director General as stipulated in Employment Act 1955 and as for jurisdiction the establishment of the Special Enforcement Team (SET) is one of the strategies used by the Labour Department to ensure employer comply with the law enforce by the government. Besides, it is realized that Rule of Natural Justice applied to ensure fairness in handling cases. Thus, claim over non-payment of wage due to employees are the common cases reported to Labour Department. Besides, antecedent of internal factor and external factor resulting backlog. Among recommendations that have been made to the organization, the researcher advocate that the management should improve the administration aspects and provide training to improve knowledge, skills and abilities of the officers.