

**INCLUSION OF DISABLED PEOPLE IN
SABAH WORKFORCE:
INVESTIGATING THE INFLUENCE OF
PERSONS WITH DISABILITIES ACT
(2008), PERSONAL ATTRIBUTES AND
ORGANIZATIONAL CULTURE**

**PROJECT LEADER:
MAGDALENE ANG CHOOI HWA**

**FUNDAMENTAL RESEARCH GRANT
SCHEME
FRGS0260-SS-2/2010**

**UNIVERSITI MALAYSIA SABAH
2013**



ABSTRACT

INCLUSION OF DISABLED PEOPLE IN SABAH WORKFORCE: INVESTIGATING THE INFLUENCE OF PERSONS WITH DISABILITIES ACT (PWDA, 2008), PERSONAL ATTRIBUTES AND ORGANIZATIONAL CULTURE

The present study examined whether Persons with Disabilities Act (PWDA) (2008), the attributes of persons with disabilities (PWDs), attributes of employers, and organizational culture would influence the inclusion of disabled people in Sabah and Labuan workforce. Theory of Reasoned Action was employed as the underlying theory for purposes of predicting and understanding employers' intention to hire disabled people which would eventually translate to the inclusion of disabled people in the workforce. A total of 201 surveys were collected from employers, representing various industries in Sabah (*i.e.*, Kota Kinabalu, Sandakan, Tawau, and Lahad Datu) and Labuan. The study found that PWDA (2008), nature of disability, gender of PWDs, and organizational culture had significant influence on intention to hire PWDs. Humanistic culture, particularly, had a positive effect on managerial intention to hire PWDs. Whereas, entrepreneurial culture resulted in a negative effect on intention to hire PWDs. The study findings have important implications for employers, the government, and non-profit organizations regarding the promotion of PWDs' employment in the Malaysian context.

ABSTRAK

PENGLIBATAN ORANG KURANG UPAYA DALAM SEKTOR PEKERJAAN DI SABAH: MENELITI PENGARUH AKTA ORANG KURANG UPAYA (2008), SIFAT-SIFAT PERIBADI, DAN BUDAYA ORGANISASI

Kajian ini mengkaji sama ada Akta Orang Kurang Upaya (2008), sifat-sifat pekerja, sifat-sifat majikan, dan budaya organisasi boleh mempengaruhi penggajian orang kurang upaya (OKU) di Sabah dan Labuan. Teori "Reasoned Action" telah digunakan sebagai teori asas untuk meramal dan memahami niat pihak majikan untuk mengupah OKU yang seterusnya akan mempengaruhi penggajian OKU. Sebanyak 201 borang kaji selidik telah dikumpul dari para majikan dari pelbagai industri di Sabah (iaitu Kota Kinabalu, Sandakan, Tawau, Lahad Datu) dan Labuan. Kajian ini mendapati bahawa Akta Orang Kurang Upaya (2008), jenis ketidakupayaan, jantina OKU, dan budaya organisasi membawa kesan ketara ke atas niat untuk mengupah OKU. Budaya kemanusiaan, terutamanya, mempunyai kesan positif ke atas niat untuk mengupah OKU. Tetapi budaya keusahawanan mempunyai kesan negatif terhadap niat pengurus untuk mengupah OKU. Dapatan kajian membawa implikasi yang penting kepada pihak majikan, kerajaan, dan pertubuhan bukan berasaskan keuntungan dalam menggalakkan penggajian OKU dalam konteks Malaysia.