

Abstract

Difficulties in employment have long been a problem for persons with a disability. Since special arrangements or facilities may be needed to accommodate the employees with a disability. Most employers are hence reluctant to hire persons with a disability. Due to the discrimination of some employers, many employees with disability are not being considered for employment. It is a waste of human resources in the community.

As a result of the advocacy efforts of persons with a disability and concern groups as well as the support from the government - this is evidenced by the establishment of Equal Opportunities Commission (EEO), the situation has improved in recent years. More companies express their acceptance on the employment of disabled people.

In an attempt to utilize the potential of the disabled people, various means have been adopted by companies. However, it does not represent that the performance of the disabled can be fully enhanced. The purpose of this research is to then to examine the effectiveness of the means. Recommendation will be also given to fully utilize such kind of human resources.

In conducting the study, in-depth interviews and questionnaire survey were employed as effective tools to gather primary data. Both were designed to be on phase with the objectives of the study. Meanwhile, secondary data were also collected from the Government publication, journals and articles from newspaper and magazines.

Based on the gathered information, the disabled people have being demanded a job satisfaction which may result in a motivation on the disabled to perform efficiently. However, indicated by the survey, the popular tools such as training and recreation activities adopted by companies do not represent a high degree of effectiveness. Among all the means, the efforts on job restructuring and management training were much appreciated by both disabled employees and employers while only a small proportion of companies make use of these two means to improve the skill of disabled.

Whether such kind of human resources can be effectively used depends on the ways to utilize their potential. A focus on the communication channel, management training and , last but not least, job restructuring is emphasized. As for the disabled, they themselves should also be encouraged to be more active in communicating with their colleagues and supervisors. In order to have clear picture, an evaluation on the means and the recommendation will be conducted in this survey. It is hoped that the advocacy will be contributory to society.