

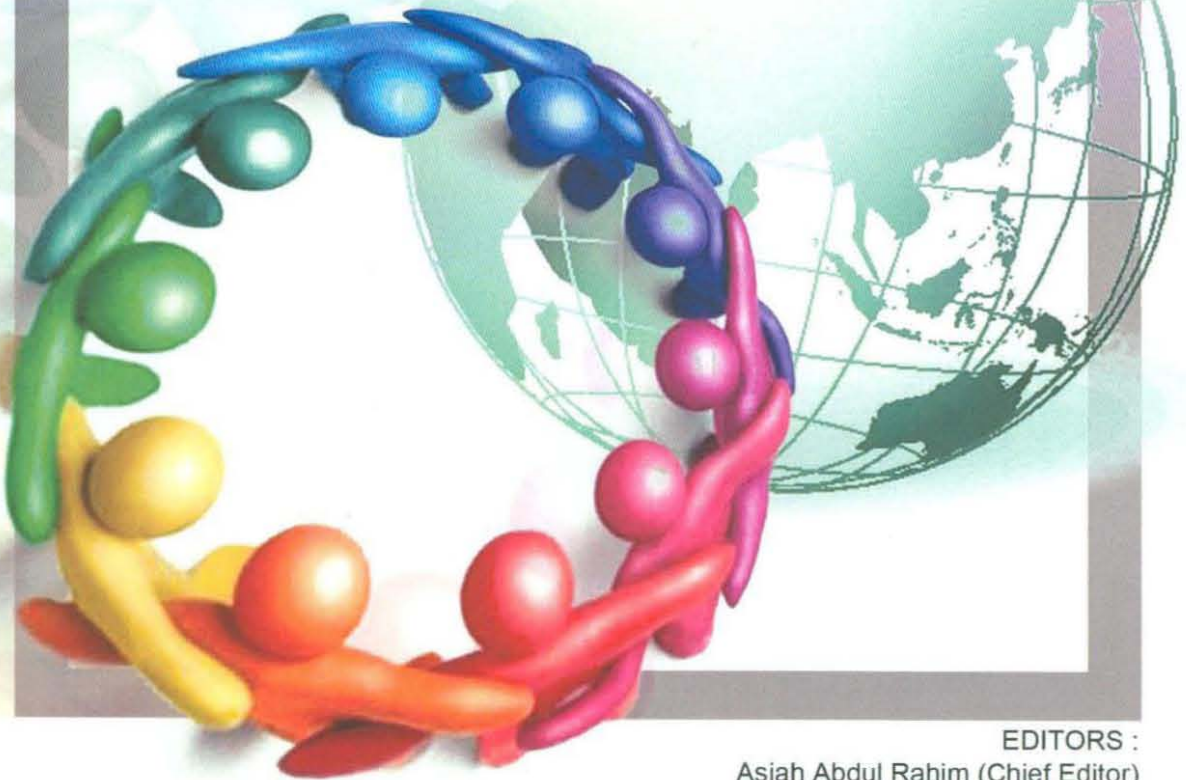
ICUDBE2011

SHARING THE WORLD

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Ismawi Zen

Shamzani Affendy Mohd Din

Izawati Tukiman

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THE ACCESSIBILITY OF WORKPLACE BUILT ENVIRONMENT TO THE DISABLED EMPLOYEES IN MALAYSIA

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ABSTRACT

The study examines various aspects of workplace built environment provided by the employers in Malaysia to their disabled employees. The assessment is gauged by the disabled employees personally, based on the contributions of the employing organisation, in relation to organisation contributions for the disabled employees, the facilities provided, the accessibility of the facilities provided, and their level of satisfaction with the condition of the provided facilities. The study employs survey research design using questionnaire as the tool for data collection. The 387 respondents were from Selangor, Kuala Lumpur, Putrajaya, Kelantan, Kedah, Pulau Pinang, and Johor. Data were analysed using descriptive statistics whereby the frequency, percentage, means and standard deviations are presented.

Keywords: Accessibility, Workplace Built Environment, Disabled Employees, Malaysia, Level Of Satisfaction

INTRODUCTION

The pervasive concern of disabled employees battling their way into the work arena has increasingly become the focus of public attention. Being a minority underprivileged group, the disabled are too often overlooked by employers in employment (Salleh, Abdullah & Buang, 2001) as they are perceived as incapable to contribute positively in demanding work places. Of the estimated 260000 disabled population in Malaysia in 2006, a total of 197519 persons with disability had registered with the Department of Social Welfare of the country; and according to Abdul Rahman (2007), Only 4 percent of those registered were employed in the labor market. Generally, on average of 100 work applications of the disabled, only 3 qualified for employment (Razak, 2007).