

Title of Thesis	The study of HR recruitment and management in the recruitment of local general workers: case of Sarawak Oil Palms Berhad
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## **ABSTRACT**

The country faces the economic, social and political impact of relies to foreign workers in the oil palm plantations. Therefore, the locals are desperately needed to take the challenge to work in oil palm industry. This research aim to examine the issues and challenges that effect the recruitment of local general workers.

The compensation factors are one of the challenges. 44 local employed employees' age between 20 to 50 years old in Miri, Bintulu and Balingian estate were selected as sample and completed the questionnaire. However, this research will revealed that compensation factors partially supported the work motivation in oil palm plantation.

The research which was conducted is looking at the HR practices on the estate and mill plantation. The research was carried out using quantitative method of which questionnaires have been used. There are 44 respondents or 100% feedback on the questionnaires.

The findings showed that there are areas of concern which included 1) Gender, 2) Recruitment and selection process, 3) HR planning and motivation factor, 4) Recruiter's characteristic and 5) Factor to improve recruitment of local general worker.

The recommendation had suggested that different gender play a role in decision making that effecting recruitment process. Moreover, an effective HR recruitment and selection process

should be carried out to attract a pool of quality workers. Besides, a better revised of compensation scheme and HR planning should be implemented in order to increase workers' motivation level for better productivity and retention. The recruiter's characteristic such as the personal traits, cultural awareness, age and gender will influence the decision making of recruitment process. Furthermore, it has suggested several factors that could be improve to recruit local general worker work in oil palm plantation.

More over, the research suggested that the oil palm industry players to frequently reviewing their system and packages and furthermore communicate well with local needs and lifestyle to remain significance as industry of choice.

Finally, this research indirectly created several areas that could be carrying out for future in-depth research on the finding. Part of the example included why majority of estate and mill manager are men? What and how to motivate women taking up the managerial post in estate or mill.