

# Cultural, Racial and Gender Comparison of the Workforce in Malaysia and the United States of America

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## Abstract

Countries and governments around the world have different rules and regulation in engaging with the way businesses are operated, sometimes it depends on the culture of the country in how businesses are run. This research demonstrates two different countries in two different continents, Southeast Asia where Malaysia is located and North America where United States of America is situated. In addition, this research will be comparing these two countries' culture, race and gender in the workforce.

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**Index terms**— diversity, comparison, statistics, workforce

## 1 I. Introduction

Workforce differences allude to associations that are getting to be more heterogeneous with the blend of individuals as far as gender, age and race goes (Robbins, 2009). In various workforces for example, incorporate sexual orientation, age, ethnicity, and training foundation. According to Robbins (2009), assorted workforce qualities has critical ramifications to administration practices and approaches. Often, assorted qualities are seen in a restricted manner, fundamentally tending to issues of race or sexual orientation contrasts, and connected to the laws giving secured status to specific gatherings.

Malaysia, with a zone of 329,750 sq km (127,317 sq mi), comprises of two noncontiguous ranges: peninsular Malaysia (previously West Malaysia), on the Asian terrain, and the states of Sarawak and Sabah, referred to together as East Malaysia, on the island of Borneo (Weiling, Mun, Chern & Yuan, 2011). The range possessed by Malaysia is somewhat bigger than the state of New Mexico. Peninsular Malaysia, projecting southward from the terrain of Asia, contains a zone of 131,587 sq km (50,806 sq mi), amplifying 748 km (465 mi) and 322 km (200 mi). It is verged on the north by Thailand, on the east by the South China Sea, on the south by the Strait of Johor, and on the west by the Strait of Malacca and the Andaman Sea, with an aggregate limit length of 2,068 km (1,285 mi).

The United States of America is the world's third biggest nation in size and almost the third biggest as far as populace. Found in North America, the nation is verged on the west by the Pacific Ocean and to the east by the Atlantic Ocean. Along the northern fringe is Canada and the southern outskirt is Mexico. There are 50 states and the District of Columbia (Weiling, Mun, Chern & Yuan, 2011).

More than double the span of the European Union, the United States has high mountains in the West and an inconceivable focal plane. The most minimal point in the nation is in Death Valley which is at -282 feet (-86 meters) and the most astounding crest is Mt. McKinley at 20,320 feet (6,198 meters) (Weiling, Mun, Chern & Yuan, 2011).

## 2 II. Culture in the Workforce

Culture comprises of some mix of ancient rarities (likewise called practices, expressive images or structures), values, convictions and hidden uncertainties that hierarchical individuals impart about proper conduct. Albeit there are numerous meanings of society, hierarchical society has been seen as all encompassing, truly decided, and socially built. Society includes convictions and conducts, that exists at different levels, and shows itself in

an extensive variety of gimmicks in our authoritative life. As being what is indicated, organizational structures alludes to a set of imparted qualities, convictions, uncertainties, and practices that shape and aide individuals' mentality and conduct in the association (Rashid, Sambasivan & Rahman, 2007).

A standout amongst the latest typologies was produced by a study done by Goffee and Jones. Goffee and Jones structured authoritative society into four fundamental sorts in light of two measurements: Sociability and Solidarity. Sociability can be characterized as a kind disposition between individuals in an association. It is esteemed for its own purpose and autonomous of its effect on the execution of the association, through fellowships, thoughts, demeanor, hobbies and qualities that are imparted. Correspondence is a sign of companionship; with the goal that moves are made that support others with no desire of prompt payback (Rashid, Sambasivan & Rahman, 2007).

Then again, Solidarity is the capacity of individuals to seek after imparted objectives effectively and adequately for the greater good of the association without much respect for the effect on people and the connections between them. Solidarity is good as it produces determined commitment to the association's main goal and objectives, speedy reaction to changes in the environment, and an unwillingness to acknowledge poor execution. In this kind of culture, work parts are characterized and comprehended and everyone is working for the general great and everyone held to the same exclusive expectations. Individuals in highsolidarity associations frequently believe their superintendents to treat them genuinely, taking into account merit, with coming about duty and steadfastness to the firm (Rashid, Sambasivan & Rahman, 2007).

### 3 III. Malaysia's Culture in the Workforce

The way to a deeper comprehension of culture is to look at its values (Talib, 2014). Qualities are gotten from principal suppositions and convictions of its individuals and must be deduced from individuals' practices (Talib, 2014). Malaysian qualities are profoundly established and are truly unique in relation to the Western qualities. Malaysian qualities include concern for seniors, team introduction or accentuation on fitting in with an in-group.

There is one and only normal social esteem that is comparative for all the three primary races, which is Politeness. For this situation, Politeness was checked by polished behavior and by consideration for what people thought, and secured an extensive variety of different values, for example, politeness, thankfulness, and consideration (Zawawi, 2008).

In this research, organizational culture is characterized regarding the sociability and solidarity measurements as proposed by Goffee and Jones. Goffee and Jones structured organizational culture into four primary sorts in light of two measurements: sociability and solidarity. Sociability is characterized as the degree of agreeableness between individuals in an association. Solidarity is the capacity of individuals to seek after imparted objectives effectively and adequately for the greater good of the association without much respect for the effect on people and the connections between them.

In light of these two measurements, Goffee and Jones recommended that there were four primary sorts of corporate cultures, in particular the communal culture, fragmented culture, networked culture and mercenary culture. In this structure, culture is a group or the path in which individuals identify each other. This typology was chosen as it was found (from individual meeting and perception) that the order of the social sorts seemed comparable or similar to associations in Malaysia (Rashid, Sambasivan & Rahman, 2007).

The results demonstrated that 46.9 percent of the organizations had mercenary culture. In this sort of culture, the accentuation was on technique and winning in the commercial center. The individuals in the association have clear needs and act rapidly because of outside occasions. Individuals who did not perform were urged to go on the off chance that they were unequipped for development. This suggests that, at once where the nation is as yet confronting the monetary instability and securities exchange unpredictability, the business environment is very focused and delicate (Rashid, Sambasivan & Rahman, 2007). Therefore, mercenary culture would be more equipped for accomplishing higher productivity and adequacy in an association.

Then again, fragmented culture was least obvious in the example (Rashid, Sambasivan & Rahman, 2007). Around 3.9 percent of the respondents have such culture. This is not surprising as a hefty portion of the respondents were in manufacturing businesses, while fragmented culture should be more obvious in the skilled administrations. Virtual associations that outsource numerous capacities or administrations could likewise have such a kind of culture, which was not found in this study (Rashid, Sambasivan & Rahman, 2007).

The outcomes likewise demonstrated that 33.7 percent of the aggregate respondents embraced the system culture and 15.5 percent received the communal culture. The higher extent of the respondents in the networked culture is not shocking as it is predictable with the social estimations of the Malaysian administrators, and a run of the mill of business groups around the world. The high sociability recommends that it has high duty and subsequently guarantees general organizational achievement. The low solidarity scale would not hamper the organizational development and advancement as numerous choices are made on a casual premise or say at fairways instead of at formal gatherings. To a certain degree it demonstrated the idea of collectivity among the Asians/Malaysians (Rashid, Sambasivan & Rahman, 2007).

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## 4 IV. America's Culture in the Workforce

The United States Office of Employment predicts that 29 percent of the U.S. work power will be occupied by minorities (Angeline, 2010). All the more critically, it gauges that from 1998 to 2008 by most accounts 41 percent of the individuals entering the U.S. workforce will be minorities (Lee, 2010).

Most organizations in America perceive that there are huge favorable circumstances for diversity in the workplace (Lee, 2010). By coordinating specialists from socially differing foundations into their workforce organizations gets to be much stronger (Kossek, Lobel & Brown, 2009). Then again, numerous firms don't comprehend the significance or difficulties of workplace diversity. Diversity needs to be seen as a vital piece of the strategy for success, crucial to fruitful ideas and expanded deals (Lee, 2010). This is particularly valid in today's worldwide commercial center, as organizations collaborate with distinctive societies and customers.

Foreign executives are amazingly effective in the American corporate world as a result of globalization and internationalization. Individuals from China and India take advantage of American firms with their stellar quantitative abilities. Furthermore European natives -Swiss, Germans, British, and French-do well here in anomalous state employments. Expanded gainfulness is an undeniable point of interest of assorted qualities in the work environment (Lee, 2010).

Americans may need to consider embracing the viewpoint different cultures have about time. American culture believes that "time is money" and "getting to the bottom line" is principal in business. On the other hand, in most different nations around the globe "time is for building connections" and an indispensable part of getting to know the other party you are considering working with before beginning an exchange.

American laborers must bring different aptitudes to nature, think diversely, and adjust rapidly to new situations. Those who meet these criteria are prone to do well, paying little heed to culture—even in extreme monetary times (Lee, 2010).

## 5 V. Race in the Workforce

It's demonstrated in researches that: When you see another individual, one of the first things you recognize is his or her race (Norton & Apfelbaum, 2013). In business life, in any case, we commonly imagine we don't notice-a conduct that is called "color blindness" in light of the fact that we need to diminish our chances of showing prejudice or taking part in separation, or of appearing to do either (Norton & Apfelbaum, 2013).

The research, demonstrates that there are disadvantages to the visually challenged methodology (Norton & Apfelbaum, 2013). In a progression of analyses, it was found that when individuals abstained from alluding to race in circumstances that shouted out for a notice of it, other individuals saw them as more racially one-sided than if they'd brought the subject (Norton & Apfelbaum, 2013 (Steven, Plaut & Sanchez-Burks, 2008). CMI and Faaland, et al., in examining vocation and income, found that salary for Bumiputera are 32% lower than for Chinese, in the wake of controlling for contrasts in training, background, industry, and occupation. They derived that there is some manifestation of discrimination against the Bumiputera in the private area. CMI likewise found that when the non-Bumiputera managers have the greater part of shares, just about 80% of the administrators and 90% of CEOs are Chinese. Both CMI and Faaland et al. further contended that non-Chinese not just confronted hindrances in entering the private work market, additionally experienced discrimination after section, mostly as denied progression and lower income (Lee & Khalid, 2009).

Research on income and riches determinants comprehensively agrees. Milanovic's investigation of income imbalance in Malaysia utilizing family salary overview information got an ace Chinese premium of 31%, in the wake of controlling for different determinants (Angeline, 2010). Muhammed, examining of the determinants of riches, discovered comparable results, with an expected master Chinese predisposition of 45% at the average quartile, and 112% at the first (most minimal) quartile (Lee & Khalid, 2009). Be that as it may, these studies, being gotten from non-test national-level family unit pay study information, exclude different individual capabilities, accomplishments and decidedly respected qualities. Most notably, scholarly capabilities are distinguished in a profoundly collected structure, with degree capability recorded as a twofold homogeneous variable (Kossek, Lobel & Brown, 2009). Regarding work market associations, it is imperative to test for aberrations between very qualified Malays and profoundly qualified Chinese. However, separation in scholastic accomplishment (e.g. grades), and other individual attributes supported in the process of childbirth business sector collaborations (e.g. dialect or specialized aptitudes), generously effect on work market results. Field trials give an instrument to record to such variable (Steven, Plaut & Sanchez-Burks, 2008).

## 6 VII. America's Races in the Workforce

Previous researches has exhibited that white men are especially advantaged when it comes to wield power, and, in this manner, contrasting them with other racial groups, as past work has done (Mintz & Krymkowski, 2010).

African Americans and Hispanics are underrepresented in science and engineering occupations contrasted and non-Hispanic whites and Asians. In 2006, whites were twice as likely as African Americans or Hispanics to be utilized in science and engineering occupations (Lee & Mather, 2008).

Whites made up most of the work constrain in 2012 (80 percent). Blacks and Asians made up an extra 12 percent and 5 percent, individually (U.S Bureau of Labor Statistics, 2013). American Indians and Alaska Natives made up 1 percent of the work power, while Native Hawaiians and Other Pacific Islanders made up

under 1 percent. Individuals of Two or More Races made 2 percent out of the work power (U.S Bureau of Labor Statistics, 2013).

16 percent of the work power was individuals of Hispanic or Latino ethnicity in 2012. Individuals of Hispanic or Latino ethnicity may be of any race (U.S Bureau of Labor Statistics, 2013). In 2012, the lion's share of Hispanics (89 percent) was White, 5 percent were Black, and 1 percent was Asian. The lion's share of Hispanics in the work power was Mexican (62 percent) (U.S Bureau of Labor Statistics, 2013). The rest of Central and South Americans (20 percent) were Puerto Ricans (9 percent), Cubans (5 percent), and Other Hispanics or Latinos (5 percent) (U.S Bureau of Labor Statistics, 2013).

In 2012, the work populace proportion (that is, the extent of the populace that is utilized) gone from 52.1 percent for American Indians and Alaska Natives to 63.0 percent for Native Hawaiians and Other Pacific Islanders. The vocation populace degree was 53.0 percent for Blacks, 57.6 percent for people of Two or More Races, 59.4 percent for Whites, 59.5 percent for Hispanics, and 60.1 percent for Asians (U.S Bureau of Labor Statistics, 2013).

Word related occupation. The most elevated paying major word related class is administration, proficient, and related occupations. In 2012, 49 percent of employed Asians worked in this occupational group, contrasted and 39 percent of employed Whites, 30 percent of employed Blacks, and 21 percent of employed Hispanics.

Among employed men, a large portion of (50 percent) of Asians worked in administration, proficient, and related occupations in 2012, contrasted and 35 percent of Whites, 24 percent of Blacks, and 17 percent of Hispanics. In 2012, 23 percent of employed Black men and 22 percent of employed Hispanic men worked in administration occupations, while 15 percent of employed Asian men and 14 percent of employed White men worked in these occupation. Employed Black and Hispanic men likewise were more probable than White or Asian men to work underway, transportation, and material moving occupations. One quarter of employed Hispanic men (25 percent) worked in characteristic assets, development, and upkeep occupations, a higher offer than for White men (17 percent), Black men (11 percent), or Asian men (6 percent).

Among the significant race and ethnicity gatherings, Hispanics and Blacks had impressively lower income than Whites and Asians. In 2012, the average ordinary week by week profit of full-time compensation and pay specialists were \$568 for Hispanics, \$621 for Blacks, \$792 for Whites, and \$920 for Asians. Among men, the income of Whites (\$879), Blacks (\$665), and Hispanics (\$592) were 83, 63, and 56 percent, separately, of the profit of Asians (\$1,055). The average profit of White ladies (\$710), Black ladies (\$599), and Hispanic ladies (\$521) were 92, 78, and 68 percent, separately, of the income of Asian ladies (\$770) (U.S Bureau of Labor Statistics, 2013).

## 7 VIII. Gender in the Workforce

Gender contrasts in the workplace regularly come from social variables, which impact the practices of men and ladies (McCormick, 2007). A few associations welcome gender assorted qualities and empower the incorporation of both sexes when settling on organization choices and offering limited time opportunities. Different associations incapacitate gender incorporation and advance inclination in the workplace (Scott, 2012). With most organizations, gender contrasts add esteem and changing viewpoints to an association (Angeline, 2010).

Gender contrasts include both physical and enthusiastic components (Scott, 2012). They are basically the qualities that impact male and female conduct in the workplace. These impacts may come from mental components, for example, childhood, or physical variables, for example, a representative's ability to perform work obligations (Scott, 2012).

Contrasts might likewise originate from gender generalizations identified with men and ladies (McCormick, 2007). Case in point, a stereotypical evaluation is that ladies have a place in the house while men work and give help. Generalizations regularly prompt sex discrimination in the workplace (Scott, 2012). As per the International Labor Organization (ILO), gender pay gap still exists, with ladies' wages being all things considered 70% to 90% of men's. The "glass ceiling" -imperceptible hindrances that keep ladies from climbing the positions of male-ruled administration -still endures. Inappropriate behavior is still a significant issue in workplaces with youthful, fiscally indigent, single or separated ladies being the most powerless. As for mothers, discrimination identified with pregnancy and maternity is still common (Yilin, 2013).

## 8 IX. Gender in the Malaysian Workforce

The Grant Thornton International Business Report (IBR) has uncovered that Malaysia has the most elevated number of ladies in the workforce, of up to 40%, contrasted and other Asian nations. In an announcement, Grant Thornton said the information additionally demonstrated that Malaysia was the third lowest internationally to have ladies on the leading body of organizations as director, CEO, CFO, official and nonofficial chiefs (Kossekk, Lobel & Brown, 2009).

In any case, the nation had the lowest senior parts possessed by ladies, at just 26 %. "The positions held most by ladies in the senior administration are human asset chief (37%), CFO (36%) and deals executive (23%)," it include(The Star, 2013).

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The general unemployment rate for 2008 was 3.3%; unemployment of ladies was somewhat higher at 3.7% contrasted and 3.2% for men. Presently, around 90% of ladies specialists are in the assembling and administrations area. In assembling, they structure the greater part of generation administrators in the gadgets and material and article of clothing commercial enterprises -occupations that are by and large laborintensive and seen as low-skilled (Ng, 2012).

## 9 X. Gender in America's Workforce

Women are still underrepresented in higher paying positions, particularly in the common and physical sciences, arithmetic, and engineering. Women right now represent about one-half of the aggregate U.S. work compel yet one and only fourth of the science and engineering work power. Women make up more than a large portion of all social researchers, yet the female shares of data and innovation laborers and architects is much lower (Lee & Mather, 2008).

In 2012, employed Asian and White ladies were more probable than other ladies to work in administration, proficient, and related occupations-47 percent of Asian ladies and 43 percent of White ladies. By differentiation, 34 percent of employed Black ladies and 26 percent of employed Hispanic ladies worked in this occupational group. Among employed ladies, 63 percent of Hispanics worked in two occupation gatherings administration occupations and sales and office occupations-contrasted with around 58 percent of Blacks, 51 percent of Whites, and 47 percent of Asians (U.S Bureau of Labor Statistics, 2013).

In 2012, Hispanics represented 15 percent of aggregate job however were overrepresented by a considerable sum in a few occupation classes, including random rural laborers (49 percent), grounds upkeep specialists (44 percent), and servants and housekeeping cleaners (43 percent). Blacks made up 11 percent of all employed laborers, however represented around one-quarter or a greater amount of those in a few particular occupations, including nursing, psychiatric, and home wellbeing associates (35 percent); security monitors and gaming observation officers (27 percent); and transport drivers (25 percent). Asians represented 5 percent of all employed laborers yet made up a much bigger offer of specialists in a few occupation classes, including various individual appearance laborers (60 percent), programming designers (29 percent), and doctors and specialists ??18 percent). Whites made up 81 percent of all employed individuals, however represented 96 percent of agriculturists, farmers, and other agrarian directors; 92 percent of development supervisors; and 91 percent of woodworkers.

For men the income uniqueness over the real race and ethnicity bunches for men holds for almost all major occupational groups (U.S Bureau of Labor Statistics, 2013). Case in point, in 2012, average typical week by week profit of Asian men (\$1,464) and White men (\$1,339) working full time in administration, proficient, and related occupations (the highest paying major occupation group) were well over the income of Black men (\$1,021) and Hispanic men (\$985) in the same occupation bunch. Among those employed in common assets, development, and support occupations, the income degrees of White, Black, and Hispanic men to Asian men were 96 percent, 85 percent, and 72 percent, individually. In deals and office occupations, the income of White men employed full time (\$802) were higher than the profit of Asian, Hispanic, and Black men (\$748, \$620, and \$606, separately) (U.S Bureau of Labor Statistics, 2013).

Among the race and ethnicity bunches, the average week after week income for women in some A major occupational groups were genuinely closes (U.S Bureau of Labor Statistics, 2013). For instance, in administration occupations, the average ordinary week by week profit of White (\$433) and Black (\$437) women were about the same in 2012; the income of Asian and Hispanic women were \$463 and \$397, separately. By complexity, in administration, proficient and related occupations, the profit of Asian women were higher than women in other race and ethnicity bunches. In 2012, the income of White, Black, and Hispanic women in this word related gathering were 84 percent, 73 percent, and 72 percent, individually, of the profit of Asian women (U.S Bureau of Labor Statistics, 2013).

## 10 XI. Discussion

In Malaysia there are three fundamental races: Malays, Chinese and Indians. Values of the Malays incorporate Affiliation, Appreciative, Fairness, Loyalty and Obedience. The Indians were taught to esteem Selfcertainty and Self-admiration. For them, when people were certain they could call their own capacities, they would have the capacity accomplish anything. Chinese concentrated vigorously on individual development. Aside from Lifelong Learning, there was additionally the estimation of Self-change. Furthermore, the Chinese kept on having faith in their antiquated values, for example, Filial Piety and Reciprocity of Favors. The attentive visitor can recognize that Malaysians are peace-adoring individuals, who generally have lived agreeably for a considerable length of time. All ethnic gatherings perceive that they require one another: The Chinese are the irreplaceable benefactors to the nation's economy, the Indians give key labor; the Malays contribute with the political authenticity that keeps the nation together. Most diversity research in the USA has accentuated contrary individual, bunch, and authoritative results in view of a dependence on social personality, similitude fascination, generalizations, and social demography as hypothetical structures. Researches recommends that race and ethnicity assume a somewhat generous part in clarifying the difference in execution evaluations and particularly that raters have a tendency to assess individuals of the same race all the more positively. Most exact studies ascribed lower fulfillment among blacks to occupation attributes, hierarchical qualities, and structural conditions, for example,

racial segregation. Women in the United States, Europe, Scandinavia and most other industrialized nations have secured rights to equivalent treatment in occupation by the. Nonetheless, there still exist imbalances in work in the middle of men and women in diverse occupations. Women still experience a distinction in pay and neglect to climb through hierarchical and expert orders. Each legislature on the planet today is more liberal relating to acquire women to get included in different sorts of workforce. On account of Malaysia, the Ministry of Women and Social Development is requesting that women are likewise given the chance to have equivalent offer of work in every division (Chek, Mohamad, Jusoff, Razak, Norwani & Khairuddin, 2011).

## 11 XII. Conclusion

Despite the fact that these social qualities can't be summed up to the entire populace in Malaysia, new examples regarding the decisions and the accepted ramifications of these social qualities appeared to happen among grouped individuals. In a nation with an assortment of subcultures coming about because of the diverse races, the comprehension of these social qualities is vital particularly for associations. Since Malaysia is a multi-racial country, individuals from distinctive races and religions need to comprehend and appreciate each other to evade disagreements. The United States of America as a nation and correspondingly the U.S. workforce are progressively more various. Ethnic and social differing qualities are today the "new reality" in the United States of America. The economy, besides, is presently a genuinely worldwide one, and considerably more various one; yet managers can advantage from this assorted qualities by having a differing work drive as well. Differing qualities empowers the manager to hold skilled and educated individuals from all portions of the U.S. populace and also the world. Differing qualities in job likewise will permit the boss to utilize its different workers to relate well to a various client base. Besides, more prominent consciousness of the differences of the representatives and the candidate pool and the indicating of more prominent appreciation to the way of life of the workers, and a more prominent affectability to social contrasts, will advantage the boss and its stakeholders by attaining to a more tolerant and agreeable workplace. Men and women must be esteemed just as for their exceptional commitments. They must be dealt with not as contenders, but instead as integral to bring accomplishment to the working environment or association. Subsequently, groups, associations and working environments should not avoid anybody with authority potential to lead them.

There are numerous differences between the western and Asian culture, race and gender as demonstrated in this research paper. In Malaysia, women must be encouraged to pursue high ranking jobs rather than being discriminated by their gender. Both countries should give the rights to all their different races to have an equal level of opportunity to be hired in any type of job. Culture is something inherited and the societies should respect and engage with each other in the workforce even with their cultural differences. Despite of having advantages and disadvantages in both sides of the world, these two countries might have to come to a <sup>1 2 3</sup>



Figure 1: Global

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## VI. Malaysia's Races in the Workforce

Concealed group imbalance stays huge and across the board in Malaysia crosswise over different financial circles, of which a few pointers relating to the work business merit plotting here. Malaysia's populace in 2010 contained 55.1% Malay, 11.9% non-Malay Bumiputera, 24.3% Chinese, 7.4% Indian, and 1.3% different gatherings.

Figure 2:

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solution that will help them go forward rather than backwards in their workforce.

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## 11 XII. CONCLUSION

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