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Intention of participation of youth in plantation

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ABSTRACT

In general, Malaysia is well known as the world's largest producer and exporter of palm oil after Indonesia. However, the plantation sector in the country is often faced with a shortage of local manpower and it is also often talked about because it is still labor-intensive. The lack of youth involvement is the reason why the plantation sector lacks local energy even though this sector offers more employment opportunities. The objectives of this study are to identify the perceptions of youth on career in plantation and to investigate the relationship between perceptions of youth in plantation and intentions of youth to participate in plantation sector. Questionnaires were used to collect data from respondents consisting of youths studying at two universities, namely University Malaysia Kelantan (UMK) and University Kuala Lumpur (Unkl), who are on average aged 15 to 40 years. A total of 116 respondents who have answered this questionnaire representing the youths out there. Data will be analyzed using IBM SPSS Statistics software 23. The results showed that there were four subheadings of youth perceptions of career in plantation and the relationship between perceptions of youth in plantation and intentions of youth to participate in plantation sector gives a moderate positive correlation of 0.598 on work environment perception and low positive correlation on economic fortune and social facilities.

Keywords: Youth, labor force, plantation, demographic factors.

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Niat penyertaan belia dalam perladangan

ABSTRAK

Secara umumnya, Malaysia terkenal sebagai pengeluar dan pengeksport minyak sawit terbesar dunia selepas Indineesia. Bagaimanapun, sektor perladangan di negara ini sering berhadapan dengan masalah kekurangan tenaga kerja tempatan dan ia juga sering diperkatakan kerana ia masih berintensifkan buruh. Kurangnya penglibatan belia menjadi punca sektor perladangan kekurangan tenaga tempatan walaupun sector ini menawarkan lebih banyak peluang pekerjaan. Objektif kajian ini adalah untuk mengenal pasti persepsi belia terhadap kerjaya dalam perladangan dan menyiasat hubungan antara persepsi belia dalam perladangan dengan minat belia untuk menyertai sektor perladangan. Borang soal selidik digunakan untuk mengumpul data daripada responden yang terdiri daripada belia yang menuntut di dua buah universiti iaitu Universiti Malaysia Kelantan (UMK) dan Universiti Kuala Lumpur (Unikl), yang rata-rata berumur 15 hingga 40 tahun. Seramai 116 orang responden yang telah menjawab soal selidik ini mewakili golongan belia di luar sana. Data akan dianalisis menggunakan perisian IBM SPSS Statistics 23. Hasil kajian menunjukkan terdapat empat subtajuk persepsi belia terhadap kerjaya dalam perladangan dan hubungan antara persepsi belia dalam perladangan dan niat belia untuk menyertai sektor perladangan memberikan korelasi positif yang sederhana iaitu 0.598 terhadap persepsi persekitaran kerja dan korelasi positif yang rendah terhadap kekayaan ekonomi dan kemudahan sosial.

Kata kunci: Belia, tenaga buruh, perladangan, faktor demografi.

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LIST OF ABBREVIATIONS AND SYMBOLS

DOSM	Department of Statistics Malaysia
DV	Dependent variable
EPF	Employees' Provident Fund
FELDA	Federal Land Deelopment Authority
GDP	Gross domestic product
IV	Independent variable
MPOB	Malaysian Palm Oil Board
PhD	Doctor of Philosophy
SPSS	Statistical Package of Social Science
STAM	Sijill Tinggi Agama Malaysia
STPM	Sijil Tinggi Persekolahan Malaysia
UMK	University Malaysia Kelantan
Unikl	University Kuala Lumpur
&	And
%	Percent

CHAPTER 1

INTRODUCTION

1.1. Research Background

The agriculture industry is the third most important industry to the Malaysian economy (Department of Statistic Malaysia, 2019). The palm oil plantation is a significant contributor to the Malaysian agricultural sector. The palm oil industry contributed 37.1 percent to Malaysia's agriculture economy by 2020. Malaysia's most important export is palm oil. Malaysia's GDP contribution from palm oil was 2.7 percent in that year (Hirschmann, 2021). In general, Malaysia is well known as the world's largest producer and exporter of palm oil after Indonesia (Ismail, 2015). Oil palm plantations are important because this sector is at the first stage of the value chain and provides palm oil mills with the input materials needed by the oil palm sector and other sectors (Bruno, 2017). The development of the world food industry has further boosted the demand for palm oil globally. The sector continues to grow in line with technological developments as various technologies are used to increase the added value and results that can be obtained. According to the MPOB report (2020), the area of oil palm plantations in 2019,

is 5.90 million hectares, an increase of 0.9 percent compared to 5.85 million hectares in the previous year. Peninsular Malaysia is the area with the largest oil palm plantations in Malaysia with an area of 2.77 million hectares covering 46.9 percent, followed by Sarawak with 1.59 million hectares (26.9%) and Sabah with an area of 1.54 million hectares (26.2%). The oil palm plantation sector contributed 37.9 per cent to GDP in 2018 and RM64.84 billion to Malaysia's total exports in 2019 (Department of Statistics Malaysia, 2019).

Youths are an important asset of every country, therefore they are the human capital needed to govern and develop the country in the future. Labor force among the youth is also needed in every industry, especially in labor-intensive sectors such as the plantation sector. However, the issue of unemployment among youths is becoming more serious when many youths who are graduates do not get a job after six months of graduation. This issue is not only common in Malaysia but also in other countries such as South Korea (Yoon, 2018). Based on a report from the Ministry of Human Resources (2019), the total youth unemployment in 2018 was 293 thousand with a rate of 10.9 percent compared to 2017 which was 10.8 percent. With the current situation of limited employment opportunities, the unemployment rate among youths will increase and this will cause the labor market to become depressed (Yoon, 2018). Therefore, youths are advised not to choose jobs by meeting the needs of the workforce in other sectors such as in the plantation sector.

The issue of a shortage of local labour, particularly among the youth, is typically related with the oil palm plantation business in Malaysia (Saad, 2016). Harvests have been delayed and production has been limited due to a lack of workers in oil palm fields. In Malaysia, 43.8 percent of farmers are 55 years old or older. Only 25.3 percent of the population is between the ages of 15 and 40 (Saad, 2016). Over 11,000 employees are

needed by FELDA to work in the oil palm plantation business (Rohman et al., 2018). Increased recruitment of local youngsters to work is the greatest strategy to overcome the sector's labour deficit (Ayob et al., 2015). Based on previous studies, the number of youths working in the oil palm plantation sector is not encouraging. The study conducted by Ayob et al. (2015), in Sabah showed that only 18 out of 156 respondents among youths were working in oil palm plantations while 26 respondents quit and the rest had never worked in the sector. Only 26.2 percent of the 327 total respondents under the age of 40 worked in the oil palm plantation industry, according to Abdullah et al. (2016), while 10.2 percent had departed their occupations. This graph indicates that young people are still underrepresented in the oil palm plantation industry.

Foreign employees make up a larger percentage of the working force in the oil palm plantation industry than local workers. As a result, increasing youth participation is critical in reducing reliance on foreign labour. In an effort to enhance young engagement in the oil palm plantation industry, however, adolescents appear to be less interested in working in this sector, despite the fact that it offers greater job prospects. This situation makes it difficult for employers to get local youth services to work in the plantation sector. The participation of youths in the oil palm plantation sector is not encouraging compared to other sectors. The oil palm plantation sector is categorized in the agricultural industry and is made the second choice by the community in finding employment compared to other sectors such as the manufacturing sector and the government sector (Saad et al., 2016).

Furthermore, one of the issue that influences youth's inclinations to engage in oil palm plantation is their cognitive limits. Cognition is defined by Mitchell and Krumboltz (1990) as a person's attitudes, views, opinions, knowledge, or facts about an issue, including indications such as vocal and nonverbal attitudinal displays or reactions.

According to Abullah et al. (2011), youths are reluctant to engage in the plantation industry because they do not want to work in the 3D sector (dirty, dangerous, and difficult). According to a research conducted by Malaysia Human Resource Statistics, the majority of local young choose to work in manufacturing and retail, with agriculture and plantation coming in third (Mohammad Amizi et. al, 2016).

Several variables impact local people's decision to enter the agricultural business, particularly in the plantation sector. Negative attitudes, environmental and workplace safety issues, and a lack of information are among them. Low salaries, trouble creating a career, unpleasant rural living, and 3D sector tasks that are arduous, unclean, and dangerous are all common stereotypes associated with working in the plantation industry (Kamaruddin et al., 2018). The impression may be engrained in the minds of locals, resulting in a lack of interest among local teenagers in working in the country's oil palm plantation business. Despite the fact that the plantation industry offers a greater choice of job prospects with pay and benefits comparable to other industries, it is still not strong enough to lure young people to work. As a result, based on demographic factors, this study was done to determine the level of adolescents' preparedness to participate in the national oil palm plantation industry.

1.2.Problem Statement

Youth as a contributor to the development of the country through the need to fill the labor shortage. Generations are the backbone of a developing country in terms of physical strength, sharpness of mind and determination to try. These characteristics make the youth

generation so important and have a great impact on the process of economic development in a country.

If viewed from the economic point of view and especially in the agricultural sector, then most of the current generation of youth either in rural areas and in the city are less interested in engaging in agricultural activities (Ayob et al. 2015). The phenomenon is even more worrying when there are among the current generation of youth who are willing to be unemployed than engaging in agricultural activities even if it is only temporary. The generation of youths who are less interested in getting involved with the plantation sector is due to the internal factors of the sector which have various weaknesses. Youth prefer to work in factories (Shri Dewi et. al., 2008). In addition, many of the youths who migrated to the cities caused a shortage of youth in rural areas and led to the problem of lack of manpower.

The problem of labor shortage in the plantation sector has become more serious, bringing in foreign workers from Indonesia, Thailand and several other countries. The oil palm and rubber plantation sub-sectors experienced a shortage of local labor and were overcome by the use of foreign workers (Abdullah et al., 2016). The shortage of youth has to some extent affected the plantation sector in terms of productivity, raising the cost of labor wages.

One of the issues that influences youth's inclinations to engage in oil palm farming is their cognitive limitations. Cognition is defined by Mitchell and Krumboltz (1990) as a person's attitudes, views, opinions, knowledge, or facts about an issue, including indications such as vocal and nonverbal attitudinal displays or reactions. The Malaysia Palm Oil Board (MPOB) reported in May 2017 that there were 428,000 workers in Malaysia's oil palm industry, with 77 percent of them being foreign labour. This is

because, despite the fact that the plantation industry offers a diverse range of career possibilities, locals are less interested in entering it. According to a research by Roslina et al (2016), the local teenagers' poor impression of the working environment as unpleasant and dirty discourages them from working in the oil palm plantation. The problem caused by the lack of youths who are interested in entering the field of agriculture needs to be addressed as soon as possible before the agricultural sector faces this problem more seriously in the next eight to ten years if this trend continues.

1.3.Objective

The primary goal of this study is to discover solutions to the subject of labour shortages in Malaysia's plantation industry as a result of changing attitudes and engagement among the present generation of youth. Some of the specific objectives of the study are as follows:

- a) Identify the perceptions of the youth on career in plantation sector.
- b) To investigate the relationship between perceptions of youth in plantation and intentions of youth to participate in plantation sector.

1.4.Hypothesis

This research has two hypotheses to test their significance. The two hypotheses are as follows:

H₀ : There is no perceptions of the youth on career in plantation sector.

H₁ : There is perceptions of the youth on career in plantation sector

H₀ : There is no significant value between relationship of the perceptions of the youth in plantation and intentions of the youth to participate in plantation sector.

H₁ : There is significant value between relationship of the perceptions of the youth in plantation and intentions of the youth to participate in plantation sector.

1.5.Scope of study

The focus of this study will be on youths. Where statistical research has been done through the distribution of questionnaires online using google form to youths in 2 universities in Malaysia, namely Unkl and UMK as the main focus. The generation of youth who are the focus of research is aged 15 to 40 years regardless of gender in these two universities. The agricultural sector that is the focus of this research is oil palm to identify the causes of the involvement of local workers in this sector is declining.

1.6. Significance of study

This study is expected and hoped to help the authorities involved in solving the problem of labor shortage, especially in the plantation sector. The method of employing foreign workers in the plantation sector is not the best way to overcome this problem. This method is only suitable for solving problems in the short term. Appropriate attention and action must be taken immediately by those concerned to generate local manpower, especially among the youth generation.

This research is also expected to increase public awareness on the importance of the plantation sector and more serious problems will arise if there are no efforts to address this problem from the beginning. In general, the public has a low level of awareness about the problem of labor shortage in the plantation sector which stems from the attitude of local youths who are very selective in the type of job and consider the future less secure. With this disclosure, the above problems can be overcome through immediate and vigorous action and measures by the authorities along with the support of the public.

The result of this study are once again expected to be used by the parties involved to be one of the basic materials and information to conduct further research in a more detailed and complete manner related to youth and the plantation sector in Malaysia.

CHAPTER 2

LITERATURE REVIEW

2.1. Introduction

This chapter examines the literature and theory on Malaysia's oil palm plantation industry, as well as the variables that cause adolescents to lose interest in the industry, as well as the steps that need to be made by various stakeholders to prevent this problem from recurring.

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2.2. Theoretical and Concept

This section is part of literature is to review on the part of theoretical on independent variables such as the history of plantation, agriculture and plantation issue, influence of the cognitive process on youths participation in plantation, factor lack of local workers in oil palm plantation and the role of interest in agriculture career selection.

2.2.1. Agriculture and plantation sectors issues

The agriculture and plantation sectors are sectors that often face a shortage of youth workers in the country. This situation stems from young people migrating to cities or other sectors that provide higher returns such as the manufacturing sector (Shri Dewi et al., 2008). A similar situation has also been found to occur in western countries such as Europe (Barbara et al., 2013). The study of Barbara et al. (2013) reported that the factors influencing labor force involved in the agricultural sector were age, education level, gender and family background. The oil palm plantation sector is one of the key components to the Malaysian economy. Cramb and Curry (2012) state that each oil palm plantation is different by continent. Researchers found that the lives of local people in oil palm plantations such as in Asia Pacific are different based on geographical, political, social and economic factors. There are many studies that have been done on the Malaysian palm oil sector such as the study conducted by Ayob et al. (2015), Chackraborty et al. (2018), Abdullah et al. (2016), Saad et al. (2016) and Kamaruddin et al. (2018). Most of

the studies mention the issue of labor shortage faced by the country's oil palm plantation sector. In addition, there are also studies such as Shri Devi et al. (2011) who studied the impact of biodiesel demand on the oil palm industry.

Agriculture, particularly in the oil palm plantation sector, is a labor-intensive business (Abdullah et al., 2016). Workers shortages, particularly local labour, are common in the oil palm plantation industry. Many Indonesian employees began to flee Malaysia in 2012, as the oil palm business there developed fast and offered a higher minimum pay than earnings in the nation. This situation has caused the country's oil palm plantation sector to increasingly lack the required manpower. In 2013, 69 percent of the total number of oil palm plantation workers were foreigners, while the rest were local workers (Abdullah et al., 2016). The figures show that locals, especially youths, are not interested in venturing into the country's plantation. This statement is supported by a study conducted by Ayob et al. (2015) when respondents consisting of youths stated that they are not interested in working in oil palm plantation industry and prefer to work in other sectors. His findings show that youths with experience working in the oil palm plantation sector act to quit their jobs due to several factors such as no bright future, unstable income, working in manufacturing, getting jobs in the public sector and policies in the plantation sector.

2.2.2. Influence of cognitive process on youth participation in plantation

Cognition is defined by Mitchell and Krumboltz (1990) as a person's attitudes, views, opinions, knowledge, or facts about an issue, including indications such as vocal and nonverbal attitudinal displays or reactions. 'Attitude is an evaluative reaction to some referent or attitude object, inferred from the individual's beliefs or opinions about the referent,' Gardner proposed. P. 9 (1985). Martin and White (2003) describe attitude as the resources utilised to convey favourable or negative evaluations of human behaviour, processes, animate and inanimate objects, situations of affairs, and emotions.

Baker (1988) defined attitude as having cognitive (thinking) and affective (feeling) components that vary in level of favorability/unfavorability. They are acquired rather than inherited, and they can alter as a result of experience. Although attitudes can influence a person's behaviour, the link between attitudes and actions is tenuous. We define attitude in this study as an individual's positive or negative reaction or disposition to an idea, object, person, or situation related to aspects of the palm oil industry such as working conditions, management, labour issues, and remuneration. Cognitive limitations of youth became one of the problem that influences youth's intentions of engaging in oil palm plantation. According to Abdullah et al. (2011), youths are reluctant to engage in the plantation industry because they do not want to work in the 3D sector (dirty, dangerous, and difficult). According to a Malaysia Human Resource Statistics study, the majority of local youth preferred to work in manufacturing and retail, while agriculture and plantation become their third choice (Mohammad Amizi et.al, 2016).

2.2.3. Perceptions of youth on career in the plantation sector

2.2.3.1. Minimum wage and 3D sector

Abdullah et al. (2016) conducted research on the local youth labour shortage in the oil palm plantation sector in Northern Peninsular Malaysia. The study's findings revealed that variables such as the environment, pay, perks, and level of education impact young people's decision to work in the oil palm plantation industry. The wage factor shows a positive relationship with the involvement of rural youths in the oil palm plantation industry. According to Ayob et al. (2015), poor pay is one of the reasons why young people do not work in the plantation sector. The minimum wage level affects unemployment among youth (Gorry, 2013). Wages and benefits need to be balanced to satisfy the wants of employees and keep them to always be competitive (Chiu et al., 2002). Abdullah et al. (2016) argue that due to the unfavorable monthly salaries in the oil palm plantation sector, it has created difficulties for employees to apply for loans and obtain facilities offered by banking institutions. As jobs in this sector are more challenging and categorized as a 3D sector, then salary offers need to be changed based on the more difficult and dangerous types of jobs in the oil palm plantation sector (Kamaruddin et al., 2017). Students in urban areas also think that the oil palm sector is not an area that offers a lucrative income. Saad et al. (2016) stated that in order to maintain the existing workforce among youths in the oil palm plantation sector, perceptions about unlucky income when working in this sector need to be changed.

Due to the disparity in income levels and perks obtained between the public and private sectors, the Malaysian oil palm plantation industry, which is also operated by

private companies, has stifled enthusiasm among Malaysian youngsters, particularly among graduates. Rising unemployment among youth is a major social issue for most countries (Yoon, 2018). A study conducted by Ko and Jun (2015) found that high salaries are an important factor in encouraging university students to enter the public sector. Students who work in the public sector will receive more social benefits than those who work in the private sector. Malaysians argue that agriculture is a low-wage industry with a bleak future (Saad et al., 2016). According to Gorry (2013), a larger increase in the minimum wage will result in a higher unemployment rate.

Abdullah et al. did a study on this topic (2011), youths are seen as unwilling to get involved in the plantation sector due to their attitude of not wanting to work in the 3D sector. Employment opportunities in the oil palm plantation sector are vast but not enough to attract local workers as working in this sector is categorized as dirty, dangerous, and difficult. In addition, the location factor of the oil palm plantation sector which is concentrated in rural areas makes the youths unprepared to work in this sector. Local workers view negatively about oil palm plantation locations located in rural areas when they need to get up early to work.

2.2.3.2. Level of education

Furthermore, the amount of education and awareness about the oil palm plantation business influences the preparedness and engagement of youngsters in this sector. Abdullah et al. (2016) discovered a negative association between education level and youth engagement in oil palm plantations in their study. This study supports the results

of previous studies thus increasing the level of education enables local workers working in the plantation industry to find other jobs (Abdullah et al., 2011). Youths with higher levels of education are seen as not interested in applying for jobs in the agricultural industry such as in the oil palm plantation sector. The plantation sector is seen as less focused by youths to find jobs because they are more interested in applying for jobs in other sectors, especially under the public sector category that can provide opportunities for brighter and more stable career development (Yoon, 2018). Youths with different levels of education have different acceptance and openness to employment in the oil palm plantation sector. Educated women prefer to work in other industries than in the agricultural industry (Bednarikova et al., 2016). This statement is supported by the result of a study conducted by Abdullah et al. (2016) explained that men are more involved in oil palm plantations than women.

Local employees are typically well-educated. Local Malaysian workers have higher academic qualifications than immigrant workers, according to studies. For example, Khoo. K.M and D. Chandramohan (2002) discovered that many plantations in the nation are losing younger, better-educated employees who migrate to the flourishing manufacturing sector in metropolitan areas, which provides not only a better working environment but also greater pay.

According to Elder (1963)'s prior research, education beyond high school has become a critical driver of rural youth's life prospects, whether they pursue plantation or non-plantation employment. Against this backdrop, rural youths face a disproportionately high dropout rate from high school and a disproportionately low rate of college attendance. Rural teenagers are more likely than urban youths to be disadvantaged in terms of accomplishment chances, exposure to achievement values and high objectives, and achievement motivation, according to a review of the academic literature. Rural youths

were found to be less well equipped for college and to choose fields of speciality that differed from those chosen by urban students in a study of the progress of rural and urban youth in a big land grant organisation.

2.2.3.3. Immigration

Many ideas exist to explain the effects of immigration on the economy. In some countries, migration has an impact on employment. There's also the case where a country's increased percentage of foreign workers has no effect on local workers' employment rates (Angrist and Kugler, 2003). In terms of employment rates, immigration may have both a good and negative impact on the economy (Carrasco et. al, 2008).

Immigration and migration, according to Bailey (2008), are closely connected and are frequently used interchangeably, although there are distinctions between the two activities. According to Carraso's previous research (2008), immigration refers to persons moving from one nation to another with the goal of becoming permanent residents of the new country. As a result, the impact of immigration on salaries and employment rates varies across country. According to Jean et al. (2007), when a country's immigration rate is high, its unemployment rate is low, and there is also a situation where high immigration and unemployment coexist. As a result, there is no doubt that immigration has no effect on labour market performance. As a result, the study concluded that if a country's pay rates are high, it attracts more immigrants.

One of the factors contributing to the scarcity of local workers in the oil palm sector is migration from rural to urban areas. Due to geographical constraints, the rural

population is one of the groups frequently connected with the oil palm plantation business. The study conducted by Maros et al. (2019), showed that the acceptance of rural students about the oil palm plantation sector was more positive than that of urban students. In 2018, the migration of the rural population to the city was 19.8 per cent more than the migration of the urban population to the countryside which was only 6.3 per cent (DOSM, 2019). Young Indians began to leave jobs in oil palm plantations to migrate to the city (Chakraborty et al., 2018). Low socioeconomic living standards in the agricultural sector and greater employment opportunities in urban areas also encourage youths to migrate (Ismail et al., 2015). The level of education is the main reason that drives rural youth in Ethiopia to migrate to the city in search of employment and a better life (Bezu & Holden, 2014).

Borjas (2006) claims that immigrant employees are more productive than native workers in a particular country. They also fit in well with the host country's labour market. Furthermore, Rowthorn (2004) claimed that if a large fraction of unskilled employees migrate to a specific country, the host country will benefit from lower labour costs. In general, there will be labour on the plantation, as well as in the service sector, such as restaurants and other establishments. They will compete for employment. The greater the number of immigrants in our country, the more difficult it will be for native workers to find work in specific areas.

According to Longhi (2006), immigration has an impact on not only labor market performances, but also inflation, housing, social cohesion, and the environment. As a result, when compared to local salaries, immigration can have a greater impact on job options. According to Dustmann (2005), changes in income and employment may have no effect on immigration in the medium run. It may have an impact on local workers'

salaries and employment. As a result, if foreign employees complement domestic workers, immigration will raise wages.

In the early 1980s, the common consensus was that immigrants robbed local employees of their employment. As a result, according to Hugo's past estimates, the unemployment rate will rise to 8.3% in 1986. (1993). According to Longhi (2006), a 1% increase in total immigration will result in a reduction of 0.24 percent of workers in local employment. Furthermore, according to Dustmann (2005), an increase of one percent in the immigrant population reduces the employment rate of local workers by 0.07 percent.

Longhi (2006) claims that an increase in labour demand in a country is caused by the need to hire an excessive number of workers. This could result in labor-intensive techniques or specialisation in labor-intensive approaches. Furthermore, local workers who compete with foreign workers (substitutes) will be able to receive low salaries, but this movement will expand the employment of supplement workers with foreign workers' talents. It can be explained that if local and foreign workers are substituted, wages will be lower, and wage will be higher if local and foreign workers complement one other. Asadul Islam (2008) defines an immigrant as a substitute for local employees in some occupations and as a complement in others.

According to Dustmann (2003), immigration has no negative impact on local labour. Rowthorn (2004), on the other hand, concluded that immigration will reduce demand for local labour. Furthermore, if wages decline, it will result in voluntary unemployment among local workers. As a result, they are more prone to avoid entering the labour market (Dustmann, 2005). However, earnings for local workers who have worked and continue to work in the specific industry will increase. This suggests that, despite doing the same job, there is a wage disparity between local and immigrant

workers. An increase in the number of immigrants in a given location will raise housing demand, resulting in a rise in the cost of living. As a result, according to Rowthorn (2004), many businesses are likely to raise money pay in order to compensate their staff. As a result, while immigration can lead to greater monetary salaries, it is not conclusive evidence that immigration can help local employees.

2.2.3.4. Foreign workers in oil palm plantation sectors

Malaysia is not a country where international migration is uncommon. It began during the British occupation of Malaysia during the colonial era. Immigrants were first brought in from the most heavily inhabited adjacent regions, such as Java, China and India. Furthermore, the British favoured the Indians to the Javanese and Chinese during the period of colonial control. Because Indian migration to Malaysia is less expensive than Chinese and Javanese migration (Selvakumaran and Shanmugam 1995). According to Karim et al., inter-island migration was common in this region before the colonial control, and it continued throughout the British rule (1999). Due to the policy of inter-island migration, many Indonesians entered Peninsular Malaysia on a voluntary basis in search of work. These Indonesians were eventually integrated into the culture and began living permanently and working in plantations, particularly in Johor, Perak, Sabah, and Kuala Lumpur. The great majority of Indonesian immigrants were Javanese, who were largely recruited by Dutch authorities between 1921 and 1931 and contracted as rubber estate labourers through European plantations under the Indenture System before being moved to Malaysia.

Others merged in with the Malay inhabitants, while others formed their own communities (Azizah, 1997). As a result, after Malaysia gained independence in 1957, many of them applied for citizenship. In addition, the entrance of Indians in Malaya was not unexpected. During the British occupation and governance of Malaya, a considerable number of Indian employees were sent to coffee estates (Karim et al., 1999).

Laborers from the south of India are predominantly Telugu and Tamil, according to a previous research by Michael (1980). To fulfill the colonial government's need for employees on the rubber and sugar plantations, the number of Indian workers grew during the end of the 19th century and the beginning of the 20th century. Indian employees were in high demand since their wages were lower than those supplied by Chinese and Javanese workers. A merchant was one of the most notable Chinese who arrived in Malaya. According to Selvakumaran and Shanmugam (1995), the first Chinese trader to arrive in Malaya were in the 14th century. After the British founded Penang in 1786, Chinese villages were discovered in Malacca, which was founded in 1403, but they began to arrive in considerable numbers. Thousands of them were first imported by the British in the first part of the 18th century to work in the tin mines (Karim., et al.1999). The majority of the Chinese were from three provinces in China: Kwantung, Fukien, and Kwangsi (Selvakumaran and Shanmmugam 1995).

According to Yap Chee Boon (2004), the Chinese from Kwang Dong, China were the first foreign labourers to come to Sabah (previously known as North Borneo) in about 1882. Hakka ethnic people, the majority of whom are Christians, were recruited to work in rubber plantations and construction. In 1949, Chinese plantation labourers made up nearly a quarter of the population of North Borneo.

2.2.3.5. Socioeconomic and welfare effect

The factors that drive plantation labour recruitment, according to Bossen (1982), have important social and economic ramifications not just for permanent plantation communities, but also for peasant communities who offer seasonal or permanent labour to the plantation industry. When it comes to selecting the plantation labour force, plantation management is concerned with maintaining a high degree of control over the workforce in order to ensure the smooth operation of a large-scale enterprise. The increased need for agricultural goods, both locally and worldwide, offers another chance for young people to get involved in agriculture and earn money. Furthermore, most African countries produce below-potential yields, meaning that enhanced labour and land productivity might lead to even greater gains (Brooks 2002). The precise factors influencing teenage employment in agriculture have gotten little attention from researchers across the country.

In Abia State, Nigeria, Agwu et al. (2012) investigated the variables that influence youth engagement in agricultural labour. As a result, the research recommends that the plantation's earnings be increased. Because non-farm sources of income give better and larger income, youths prefer to pursue them rather than agriculture, according to the findings. In addition, labour should be able to afford cost inputs and other relevant considerations. Although the cost of inputs was not included as a variable, it should be highlighted that mechanisation, which should ordinarily entice adolescents to agriculture, showed a negative trend. This could indicate that involvement is difficult for youngsters because to the high expense associated with mechanisation, which they may be unable to afford.

The characteristics of intense work and no regular salary, according to Mohammad et al., (2014), were the main reasons why local youth were not interested in working as palm oil plantation employees. The lack of a regular monthly income in the palm oil industry makes it difficult for employees to obtain loan benefits from banking institutions. As a result, labour and youths are more interested in alternative jobs that provide a stable wage. As a result, they are able to borrow money from banks. Palm oil plantation employment, on the other hand, involves heavy, dirty, and risky tasks such as loading and unloading fruit, maintaining oil palm plantations, and applying fertiliser. This problem is caused by the absence of mechanisation in palm oil plantations. Plantation employees' burden can be reduced by implementing effective and efficient mechanisation in the oil palm plantation.

2.2.4. The role of interest in agricultural career selection

According to Rohany (2003) states that teachers are able to attract students to a career by explaining or explaining about any information that students need to know about the career. Undoubtedly, parents and teachers play an important role in instilling interest in a student because teachers and parents are the communicators of information to students and affect the interest of a student. According to Rohana (2010), found that the lack of interest of school leavers 'youth towards agricultural careers is the cause of the lack of exposure about career paths at the school level. Therefore, exposure to career fields is important to provide information to students and enable students to decide to venture into what field of interest.

According to Hairunnaja (2006), every individual will go through a stage in their life where they will think about work. This may not be very obvious and burdensome when in high school but when an individual move to college, university or training and skills institution, will begin the process of thinking seriously about the job to be pursued later. According to him, it is true to say that when a person ventures into a career, the career should interest him, challenge his abilities and be in line with his values and goals. If in line with the individual's self, the career will be something fun and satisfying in life (Hairunnaja, 2006).

Thus, interest plays an important role in an individual's career choice. Without a deep interest in something, it will reduce the quality of work and cause problems in the future. However, interest can be nurtured and sown in various ways namely from guidance, family and even peers. Having the knowledge of a field to be ventured into, will further increase an individual's interest in the choice of career to be ventured into.

2.3. Conclusion

Overall, this chapter has looked at the factors that influence participant labour young in the oil palm plantation sectors, such as educational attainment, immigration, foreign workers in oil palm farms, and socioeconomic and welfare effects, all of which are explored in this study. The information gathered could be used to back up the findings in the future. The studies carried out by scholars both locally and abroad demonstrated that the research topic is actually highly essential and appropriate to investigate in our country.

CHAPTER 3

METHODOLOGY

3.1. Introduction

This chapter will be described the methods and procedures of the study in order to smooth and streamline the process of data collection and processing. Organized and careful planning is needed especially the cooperation from the respondents. All methods utilised to develop a better knowledge of the research objectives, research questions, and research hypotheses. Research is the process of discovering answers to a problem following a comprehensive evaluation and analysis of the relevant factors (Sekaran: Research Methods for Business, 2005). This section covers the study's methods. The research design, sampling, and data collecting, the equipment utilised in the study, data gathering methodologies, measurement and scaling, and data analysis procedures will all be presented.

3.2. Theoretical framework

In this study, the best theory that be able to implant was the Theory of Knowledge, Attitude, and Behavior (KAB). This theory is related to the method used for investigating the intension of participation of youth on oil palm plantation. This theory is relevantly used to explain the objectives of this survey which is to identify the perceptions of the youth on career in plantation sector and to investigate the relationship between the perceptions of youth in plantation and the intentions of the youth to participate in plantation sector. In order to understand the link between the variables, a conceptual framework was required. Figure 3.1 depicts the conceptual framework for this investigation, which was separated into dependent and independent variables.

(Independent Variables)

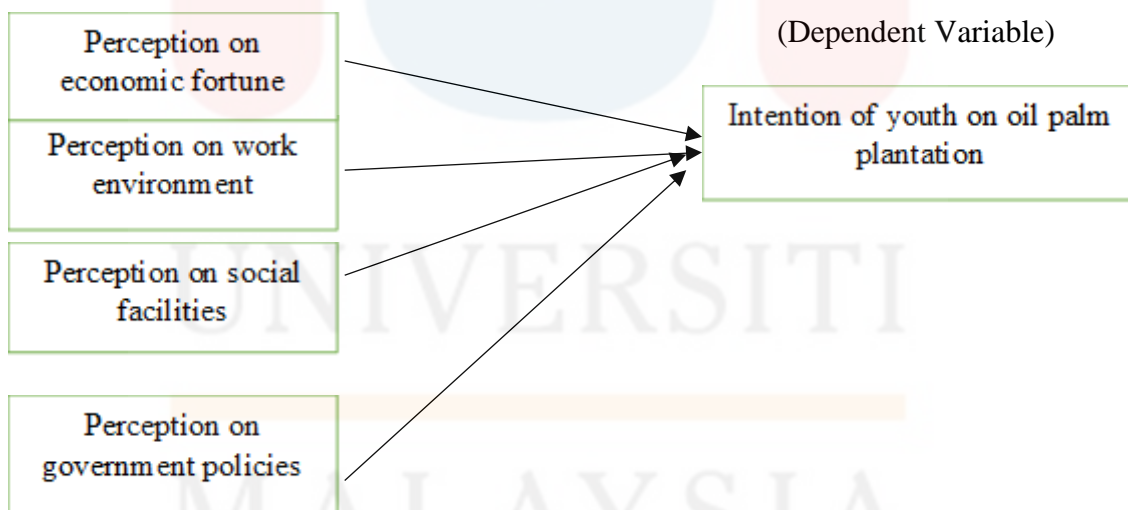


Figure 3.1: Conceptual Framework of Knowledge, Attitude, and Behaviour model with application to the intentions of youth on participation in plantation.

3.3. Research design

The material for this study was gathered by a descriptive questionnaire. The goal of this research is to discover why young people are less interested in the plantation industry. The findings of this study were obtained through a questionnaire distributed to respondents online through google form. The questionnaire is divided into three parts, namely Part A, Part B and Part C. Part A contains questions with the background of the respondents, Part B related to the knowledge of the plantation sector and Part B related to the factors of youth involvement in the plantation sector.

While the information received will be analyzed qualitatively. Qualitative type data are categories based on quantity categories that use frequencies, numbers and scores. This is because the quantitative type of data is suitable for research that uses questionnaire and test instruments to obtain research information.

3.4. Research sample

The sample involved in this study consists of students at two universities in Malaysia, namely UMK and Unkl. This selection method was performed at random from the population in this study.

Respondents' data was collected via primary data via a questionnaire. A total of 116 questionnaires were sent online using Google Form to youths aged 15 to 40 at two institutions, UMK and Unkl. A simple random sampling technique was used and

questionnaires were distributed in two universities, namely UMK and Unkl online via a google form. The questionnaire uses a 5 -point Likert scale when point 1 indicates strongly disagree and point 5 indicates strongly agree with the question asked.

3.5. Research instruments

In this study, a questionnaire is used as a research instrument that includes several item in accordance with the study's goals. The questionnaire was broken down into three sections: part A, part B, and part C. Respondents were required to answer several questions related to the demographics of the respondents. Likert scale is used in parts B and C where the respondent is required to indicate the answer to a statement.

1. Section A: Demographic profile. This sections questions containing 5 questions about respondent's background information. Tick the answers to the question.
2. Section B: This section contains 10 questions about the respondent's interest and opinions on the plantation sector. 1-5 likert scale' question.
3. Section C: This section contains 20 questions about perception of youth on the plantation sector. 1-5 likert scale' question.

3.6. Data collection

Data collection entails acquiring and measuring information on variables specified in study questions, as well as hypothesis testing and evaluating outcomes. This data collection process is divided into 2, namely primary and secondary data. Secondary data was from articles, news, official reports such as statistics from the Department of Statistics Malaysia, official websites such as the Ministry of Human Resources and the Malaysian Palm Oil Board (MPOB) is used as a reference source to obtain data such as youth unemployment rate, total labor force in the industry agriculture, total area of oil palm plantations and so on for the purpose of this study. While primary data through questionnaires are used to collect data from respondents. The questionnaire in google form was distributed to youth in UMK and Unikl through Whatsapp and facebook. The completed questionnaire was collected in the google form and it will be checked and analyzed after a sufficient number of responses are required.

3.7. Measurements of variables

In table 3.1 below, this part explains the definition and measurement of independent variables.

Table 3.1: Definition and measurement of Independent Variables

Independent Variavbles	Definitions	Measurement
Gender	Gender of respondents	1 if a respondent is male 2 if a respondent is female
Education level	Educational level of respondents	Ordinal scale: 1 = SPM 2 = STPM/STAM/Matriculation 3 = Diploma 4 = Degree/Master/PhD
Age	Age of respondents	Nominal scale: 1 = 15 – 20 2 = 21 – 25 3 = 26 – 30 4 = 31-40
Race	Race of respondents	Nominal Scale: 1 = Malay 2 = Indian 3 = Chinese 4 = Others
Residence	Residence of respondents	Nominal scale:

		<p>1 = Urban</p> <p>2 = Rural</p>
<p>Respondents' interest and opinion on the plantation sector</p>	<p>Dependent Variables</p>	<p>Scale Likert</p> <p>1 = Strongly disagree</p> <p>2 = Disagree</p> <p>3 = Not sure</p> <p>4 = Agree</p> <p>5 = Strongly agree</p>
<p>Respondents' perception of the plantation sector</p>	<p>Respondents satisfaction on</p> <ol style="list-style-type: none"> 1. "Economic Fortune" 2. "Work Environment" 3. "Social Facilities" 4. "Government/Employer Policies" 	<p>Scale Likert</p> <p>1 = Strongly disagree</p> <p>2 = Disagree</p> <p>3 = Not sure</p> <p>4 = Agree</p> <p>5 = Strongly agree</p>

3.8. Data analysis

The information obtained through the questionnaire will be processed and analyzed. Data processing involves the activities of collecting, analyzing, storing and extracting data from the computer. This chapter will present the study's findings, which were discovered using data correlation analysis. The goal of data analysis is to determine the answer to the research question. The Statistical Package for Social Science (SPSS) will be used to analyse the data (SPSS). The data was analysed using a number of statistical approaches such as reliability tests, descriptive analysis, and correlation analysis.

3.8.1. Statistical Package of Social Science (SPSS)

To analyse the data, the SPSS programme for Windows will be used. SPSS is one of the most extensively used and sophisticated software packages for analysing data, determining if there is a significant difference between groups, examining relationships between variables, and graphing results. The relevant information from the analysis technique is used to handle and interpret all of the data.

3.8.2. Pilot Study

Before the questionnaire may be utilised in this study, it will go through a pre-testing process. The pre-test procedure used 30 respondents to ensure that the consumer response, the outcomes, and the level of knowledge were all feasible. According to the previous study, samples with 10 to 30 respondents provide a lot of practical benefits (Isaac & Michael, 1995).

Pre-testing will be done by distributing it to 30 respondents aged 15 to 40 years old in UMK and Unikl to ensure a high likelihood of response and a meaningful result on youth perceptions of the oil palm plantation sector. This study will use the Statistical Package of Social Science (SPSS) to analyse the data acquired through a reliability test and a study to determine the value of Cronbach's Alpha.

3.8.3. Reliability test

The reliability test as run at each independent and dependent variable to know if the question were reliable according to Hatcher (1994). Reliability analysis is commonly used to measure the scale reliability and to measure that questionnaires' reliability that also provided information of that Cronbach's alpha relationship between individual items used in this study.

Cronbach's alpha was an indicator index of reliability that was related to variation accounted for the true score of "underlying construct" and the construct was the hypothetical variable that was being evaluated. Cronbach's alpha was used in this study

to assess the reliability of the questionnaire. When a stable response was obtained after repeated administration of the test, the variable was reliable. The range could be between 0.00 – 1.00 and the value is differs based on the number of items of scale and inter-item links. The reliable variable can be accepted if Cronbach’s Alpha is at least 0.5 and more reliable when the test is greater (Subarto, Solihin & Qurbani 2021).

Table 4.1 shows the results of the reliability analysis, which includes youth interest and perceptions in the oil palm plantation sector. If Cronbach's Alpha was more than 0.6, all variables were good for this investigation. It may be inferred that the questionnaire is appropriate for this study because the results reveal that the questionnaire's variables are consistent and relevant.

Table 3.2: Reliability test

Variable	Cronbach’s Alpha	Number of Items
Interest	0.693	10
Perception of youth on oil palm sector	0.797	20



3.8.4. Descriptive statistic

To display the sample's characteristics, descriptive statistics are utilised (De Vaus, 2002). It also aids in the simplification of the data information frequency table, which contains frequency, percentage form, and probability information (Rani, 2004; Mason and Lind, 1990). The findings of descriptive analysis are reported as mean, minimum value, maximum value, and standard deviation.

3.8.5. Pearson correlation coefficient

Pearson Correlation Coefficient analysis is used to analyse the collected data. Pearson Correlation Coefficient analysis is one the important analyses which can measure the strength of the linear relationship between the independent variable (IV) and dependent variable (DV). This analysis is to identify if correlations exist between the independent variable (IV), which are the perception of youth on oil palm plantation and dependent variable (DV) which is the interest of youth on oil palm plantation. If the correlation existed, the researcher have to decide the strength and path of the relationship between the independent variable (IV) and dependent variable (DV).

The range of correlation is between 0.0 to ± 1.0 . If the value is close to 1, it is considered to have a perfect correlation: when one variable rises, the other rises (if positive) or falls (if negative) (if negative). It is deemed to have a high connection if the coefficient value is between 0.50 and 1. A medium correlation is defined as a number that

falls between 0.30 and 0.49. A modest correlation exists when the value is less than +.29, and no connection exists when the value is zero.

3.9. Conclusion

This chapter explains the research method used in this study. Both the research methodologies and designs were explained in relation to the study framework and research objectives. It is vital to establish and gather correct procedure to ensure that the research study can conclude or achieve its purpose. The many statistical tests that will be employed in this investigation were also explained in this chapter. The reliability, descriptive statistic, and pearson correlation coefficient analysis will be used to identify the link between independent variables and a dependent variable. It will be easy for researcher to pplan the instrument that will be used to obtain the study's results once the research method has been determined. Information and analysis are critical components in comprehending the issue at hand. As a result, all data and information acquired must be thoroughly examined.

CHAPTER 4

RESULT AND DISCUSSION

4.1. Introduction

This chapter summarises the results of the analysis of all of the data that was analysed using the previously outlined methodologies. The discussion focuses on the study's purpose, which is to discover young perceptions of careers in the plantation industry and examine the factors affecting youth intentions to work in the plantation industry. Starting with the descriptive analysis and moving on to the correlation analysis, this chapter presents all of the findings of the empirical study. The demographics and backgrounds of the correspondents will be discussed in the descriptive analysis section. The correlation analysis' goal was to demonstrate the link between the independent variables. The correlation coefficient is the percent variation of the dependent variable explained by the independent variables.

4.2. Descriptive Analysis

This part applies this strategy to the data obtained in order to interpret the final result in terms of demographics, local youth's backgrounds, and other topics. The descriptive analysis is used to provide results for determining the demographic distribution in the respondent's background and socioeconomic situation. The analyses' descriptive results revealed the characteristics of all respondents in the research area. Descriptive statistics were used to rank the factors based on the demographic characteristics of the respondents, such as gender, age, education level, race, place of residence, and interest to work in an oil palm plantation.

4.3. Demographic Background

There were 116 young people that took part in the survey. The outcome is shown by a frequency distribution and a percentage for each demographic, facility, and indicator of perception of oil palm plantation participants, as well as the reasons for not using the scheme.

Part A: Descriptive analysis

This section will be discussed using a table and pie chart for demographic analysis, which will include gender, age, education level, race, residence, and, last but not least, the number of people interested in working on oil palm plantations.

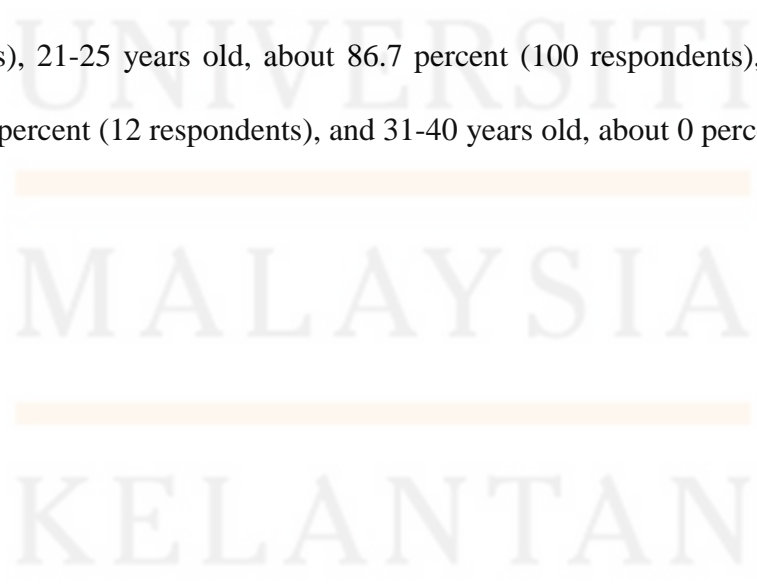
Table 4.1: Descriptive Analysis

Content	Details	Frequency	Percent (%)
Gender	Male	52	44.8
	Female	64	55.2
	Total	116	100.0
Level of education	SPM	1	0.8
	STPM/STAM/Matriculation	4	3.4
	Diploma	7	6.0
	Degree/Master/PHD	104	89.7
	Total	116	100.0
Age	15 - 20	3	2.1
	21 - 25	100	86.7
	26 - 30	13	11.2
	31 - 40	-	-
	Total	116	100.0
Race	Malay	103	88.8
	Indian	6	5.2
	Chinese	5	4.3
	Others	2	1.7

	Total	116	100.0
Residence	Urban	59	50.9
	Rural	57	49.1
	Total	116	100.0

The study had a total of 116 respondents, 52 of whom were male and 64 of whom were female. Table 4.1 summarises the descriptive findings regarding the respondent's ethnicity. Descriptive examination of the degree of education among local teenagers in this study area reveals that respondents' educational backgrounds differ. As stated in Table 4.1, respondents with a bachelor's degree, master's degree, or Ph.D. have the largest percentage of respondents (89.7% or 104 respondents), while those with a diploma have the second-highest percentage (7 respondents) (6.0 percent). In STPM/STAM/Matriculation, the lower level education is 3.4 percent (4 respondents). The rest is at the SPM level, which has only one respondent (0.8 percent).

This study requires participants to be at least 15 years old and no more than 40 years old. Between the ages of 15-20 years old, approximately 2.1 percent (3 respondents), 21-25 years old, about 86.7 percent (100 respondents), 26-30 years old, about 11.2 percent (12 respondents), and 31-40 years old, about 0 percent.



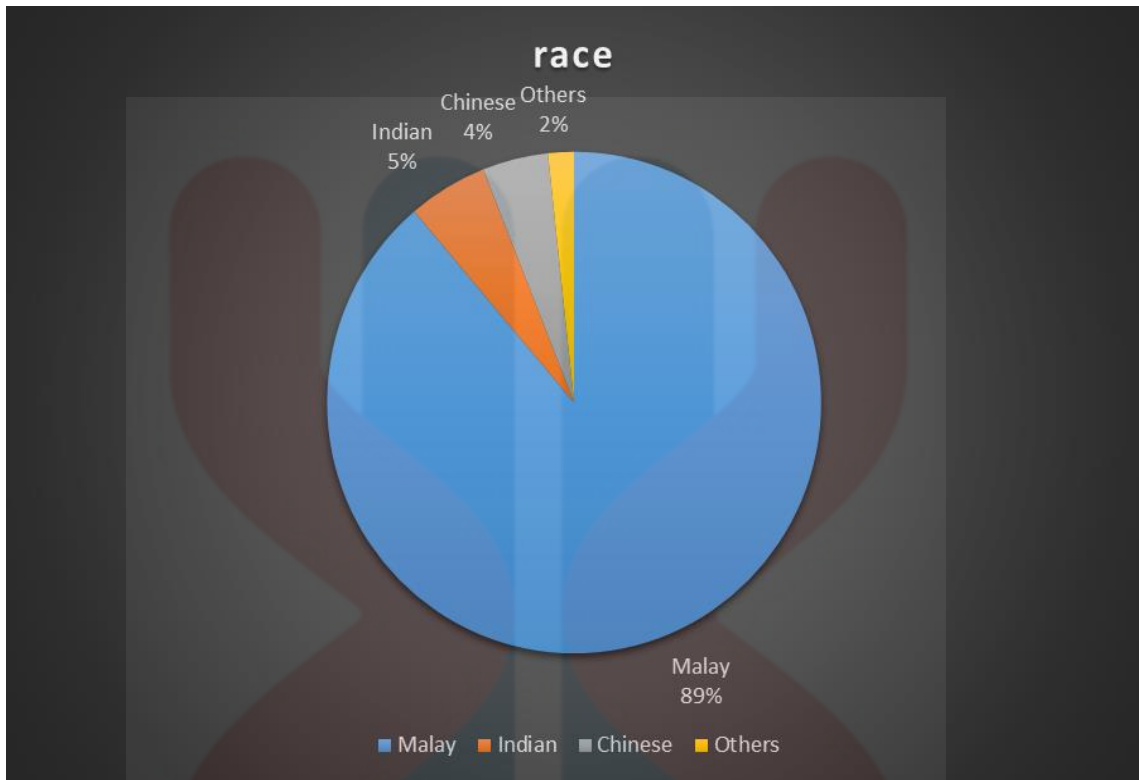


Figure 4.1: Race in percent (%)

The majority of the respondents are Malay (88.8% or 103 respondents), followed by Indian (6 respondent), Chinese (5 respondents) and others only two correspondents. I have summarized that local youth was dominated by Malay ethnic in this study area.

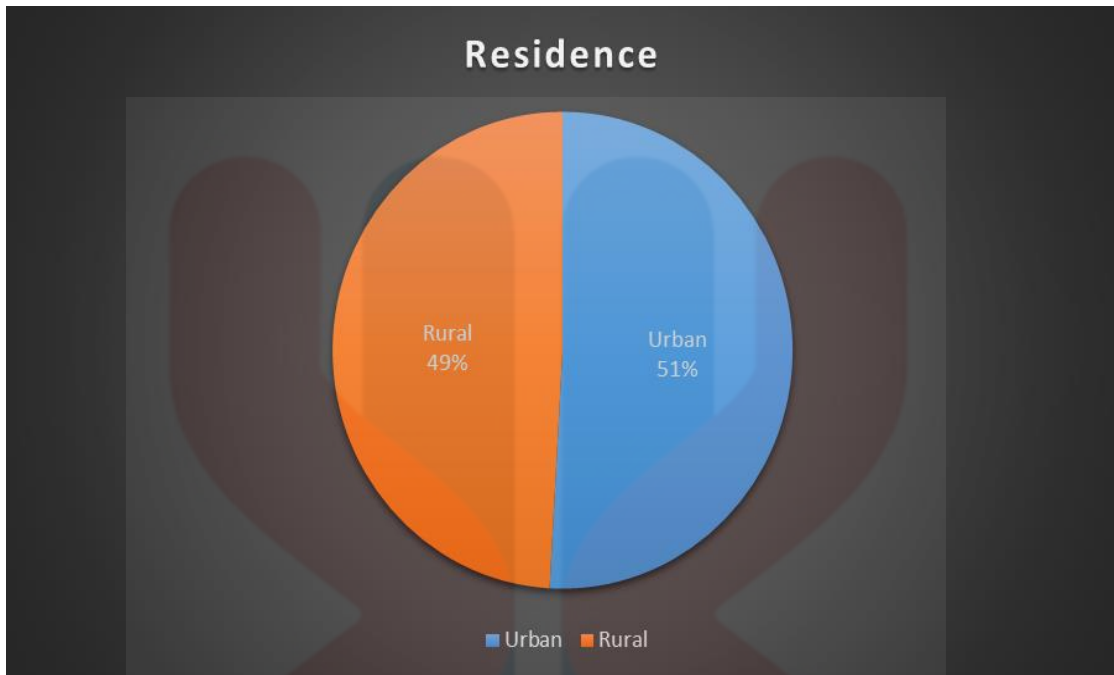


Figure 4.2: Residence in percent (%)

Based on the pie chart above, the result shows that 50.9 percent of the respondents is from urban area. However, 49.1 percent of the respondents is from rural area.

Part B: Respondents' interest and opinion in plantation sector

This section will be discussed using a histogram graph for respondents' interest and opinion about oil palm plantation sector. This section used five levels of scale likert which is "strongly disagree," "disagree," "not sure," "agree," and "strongly agree."

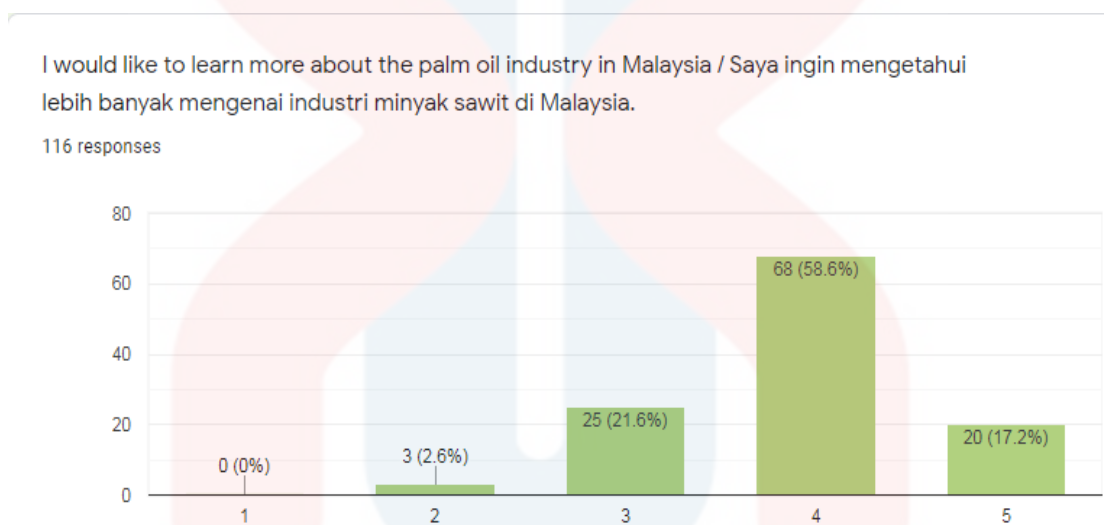
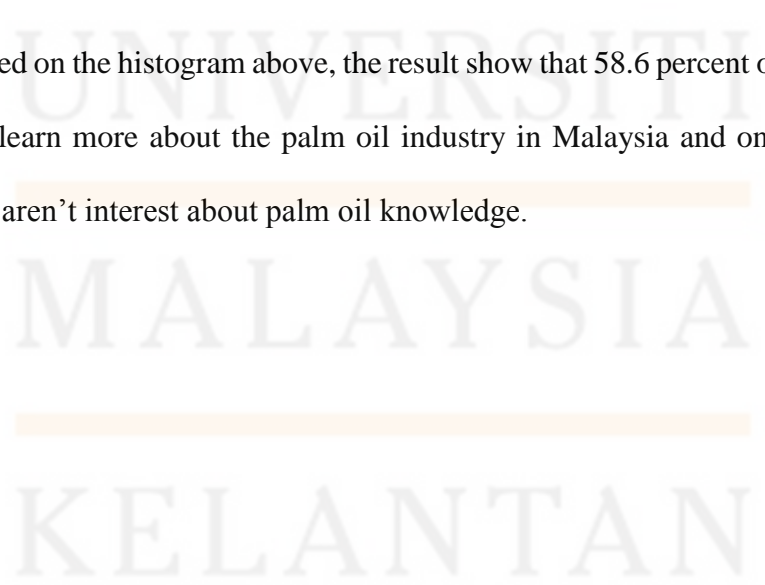


Figure 4.3: Respondents like to learn more about palm oil industry

Based on the histogram above, the result show that 58.6 percent of the respondents are like to learn more about the palm oil industry in Malaysia and only 2.6 percent of respondent aren't interest about palm oil knowledge.



Interested in working full time in the oil palm plantation sector? / Berminat untuk bekerja sepenuh masa dalam sektor perladangan kelapa sawit?

116 responses

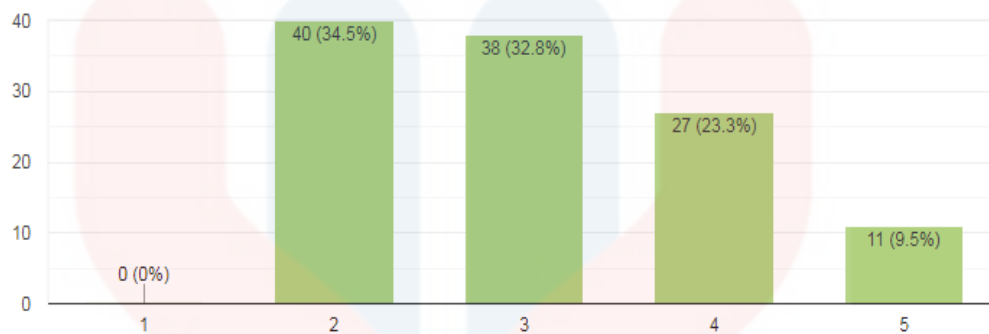


Figure 4.4: Interested in working full time in the oil palm plantation sector

Based on the histogram graph above, show that 34.5 percent of the respondents aren't interested in working full time in the oil palm plantation sector. However, only 9.5 percent of the respondents are strongly agreeing and ready to work full time in the oil palm plantation sector.

Do you think teenagers/youths are currently not interested in working in the oil palm plantation sector? / Adakah anda rasa remaja/belia pada masa ini tidak berminat untuk bekerja di sektor perladangan kelapa sawit?

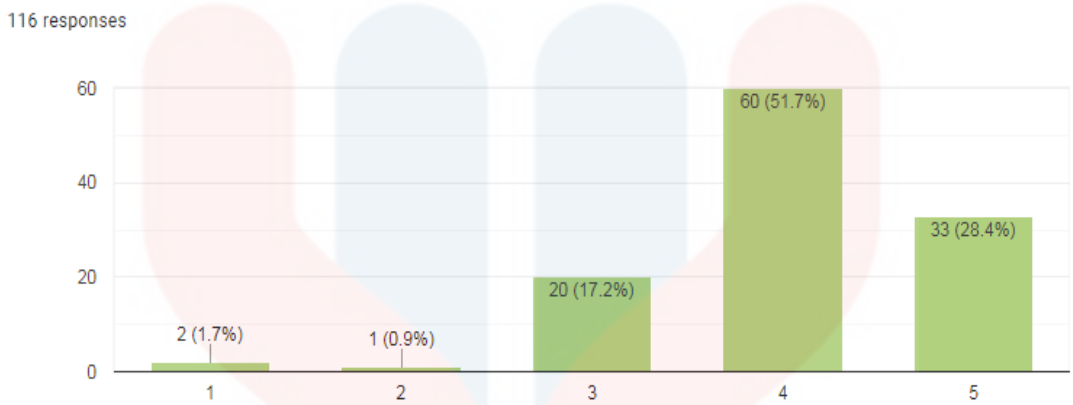


Figure 4.5: Respondents opinion about youth interest in oil palm work

Based on the histogram graph above, shows that 51.7 percent of respondents are agreeing to say that teenagers/youth are currently not interested in working in the oil palm plantation sector. Only 1.7 percent of the respondents don't agree with this statement and 17.2 percent of the respondents are not sure about this statement. The study conducted by Ayob et al. (2015) showed low wages among the causes of youths not engaging in the plantation industry. Higher-educated youths are perceived as being less interested in applying for work in the agricultural sector, such as in the oil palm plantation sector. Youths are less interested in working in the plantation sector because they are more interested in applying for jobs in other sectors, particularly in the public sector, which can provide prospects for brighter and more secure career growth (Yoon, 2018).

The field is unprofessional and does not correspond to the high approval obtained / Bidang perladangan tidak profesional dan tidak sepadan dengan kelulusan tinggi yang diperolehi

116 responses

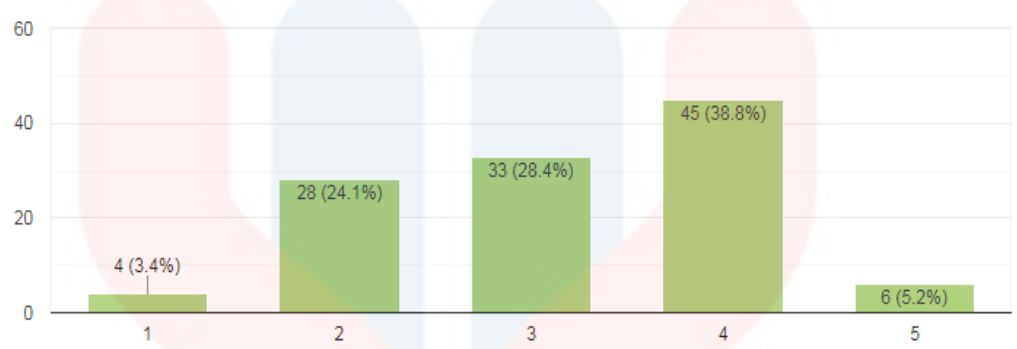


Figure 4.6: The field is unprofessional

The histogram graph above shows that 38.8 percent of the respondents agree with the statement that oil palm sector is unprofessional and does not correspond to the high level of education obtained. There 24.1 percent of the respondents disagree with this statement and only 3.4 percent of the respondents are strongly disagreed. The plantation sector is seen as less focused by youths to find jobs because they are more interested in applying for jobs in other sectors, especially under the public sector category that can provide opportunities for brighter and more stable career development (Yoon, 2018).

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Fields of work that are not much encouraged by family and friends to venture into / Bidang pekerjaan yang tidak begitu digalakkan oleh keluarga dan rakan-rakan untuk diceburi

116 responses

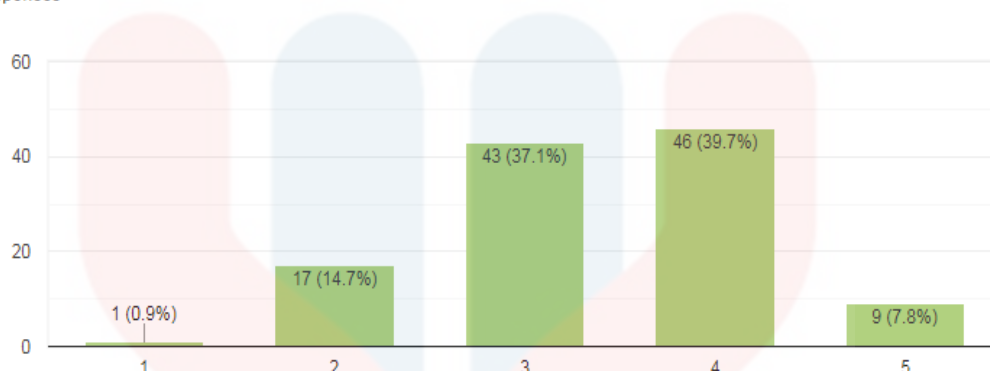


Figure 4.7: Fields of work that are not encouraged by family and friends

This histogram graph shows that 39.7 percent of the respondent agree that these fields of work are not much encouraged by family and friends to venture into. Only 14.7 percent of the respondents disagree with this statement and 37.1 percent of the respondents are not sure about this statement.

Jobs that do not promise a profitable income / Pekerjaan yang tidak menjanjikan pendapatan yang menguntungkan

116 responses

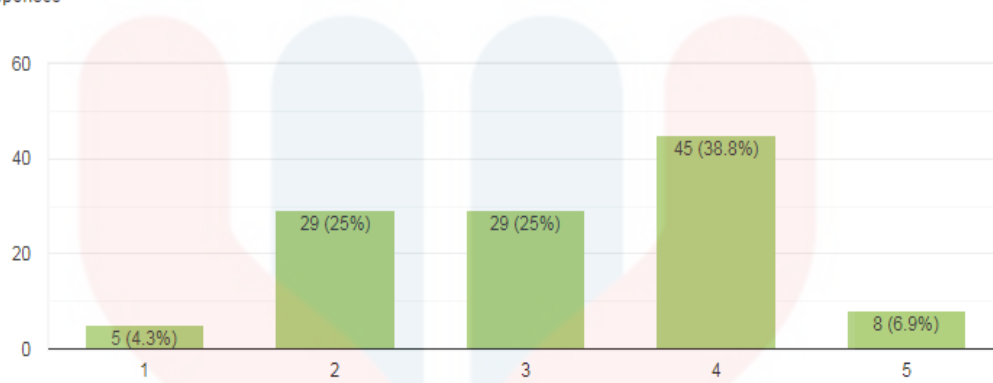
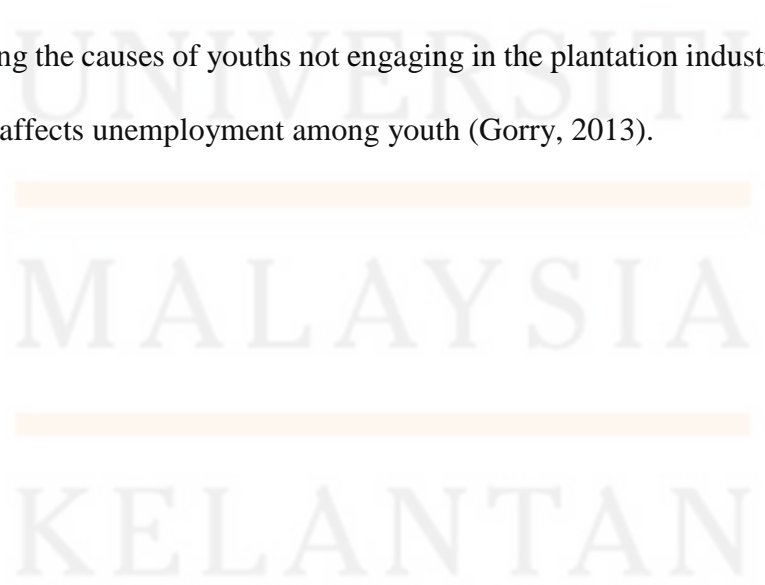


Figure 4.8: Jobs that not profitable income

The histogram graph show that 38.8 percent of the respondents are agree that oil palm plantation is a job that do not promise a profitable income. There are 25 percent of the respondent are disagree and also 25 percent of the respondent are not sure about this statement. Only 4.3 percent of the respondents are strongly disagree with this statement. The wage factor shows a positive relationship with the involvement of rural youth in the oil palm plantation industry. The study conducted by Ayob et al. (2015) showed low wages among the causes of youths not engaging in the plantation industry. The minimum wage level affects unemployment among youth (Gorry, 2013).



Part C: Perception about participating in oil palm plantation

At section C, we'll look at how satisfied respondents are with their "Economic Fortune" at work in an oil palm plantation. The researcher used five level of satisfaction in this study: "strongly disagree," "disagree," "not sure," "agree," and "strongly agree." The overall mean scores for the "Economic Fortune" criteria range from 3.41 to 4.34 in the table below. The scale Likert table above will be used to determine the outcome. This section is separated into four subheadings for information: "ECONOMIC FORTUNE," "WORK ENVIRONMENT," "SOCIAL FACILITIES," and "GOVERNMENT/EMPLOYER POLICIES."

Table 4.2: Economic fortune

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
The financial facilities and benefits provided by the company to the plantation workers are attractive	116	2	5	3.41	.791
Piece-rated wage payments are NOT beneficial to employees	116	1	5	3.98	.894
Payment of salaries on a monthly basis can attract the interest of locals	116	2	5	4.34	.685
High incentives and basic needs of plantation workers can attract local people to work on oil palm plantation	116	3	5	4.26	.712
The minimum wage policy (Minimum Wage) can attract local workers to work on oil palm plantation	116	2	5	4.05	.863
Valid N (listwise)	116				

According to Table 4.2, the component connected to "Economic Fortune" has the highest mean of 4.34, which is "Payment of salaries on a monthly basis can attract the interest of locals." It's because employees don't benefit from piece-rate wage payments. Low wage rates among farm workers in the field are a factor that makes many locals less interested. Salary payment on a monthly basis is more efficient than wage payment on a piece-rate basis. Provide various incentives such as allowances and the use of technology related to the plantation sector so that in line with current developments can also attract locals to participate in the plantation sector. The lowest mean in this section is 3.41, which means "The financial facilities and benefits provide by the company to the plantation workers are attractive." According to Malaysia's minimum wage, the basic wage for oil palm plantation workers is around RM900 per month. Their pay is sometimes based on a daily, weekly, or monthly basis, as well as a contract or wholesale basis. The oil palm sector regularly claims that it has aided in the alleviation of Malaysian poverty. Due to poor wages and harsh working conditions, the industry has had trouble hiring enough workers. Aside from that, they must pay all of their bills and other expenses in order to live. For them, the minimum wage is inadequate. One of the reasons why young people are uninterested in working in the oil palm plantation industry is because of this. Additional financial facilities and benefits should be provided by the oil palm business to attract more investors.

Table 4.3: Work Environment

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Work in oil palm plantations is dangerous and high risk	116	2	5	3.47	.889
Work in oil palm plantations is dirty/sloppy or rotten	116	1	5	3.09	.956
Work in oil palm plantations is difficult and burdensome	116	1	5	3.31	.918
The peaceful & quiet plantation atmosphere naturally attracts local workers	116	2	5	3.70	.701
Compliance with the Occupational Safety and Health Act (OSHA) code of ethics can attract local workers	116	1	5	4.37	.717
Valid N (listwise)	116				

The level of satisfaction in the "Work Environment" is shown in Table 4.3. The higher mean for "compliance with the Occupational Safety and Health Act (OSHA) code of ethics can attract local workers" is 4.37. It is because all of its employees are convinced that everyone's health and safety, as well as the quality of the environment, are critical to our business's long-term success. To ensure the safety of workers on the farm, the Occupational Safety & Health Section (OSHA) was established to assist the Malaysian Palm Oil Board (MPOB) in complying with the legal requirements contained in the Occupational Safety and Health Act 1994 (Act 514) it involves planning work, implementation and monitoring to ensure that safety, health and welfare aspects are at the optimum level given to employees and the public who come to deal with MPOB. In addition, this section also records and conducts investigations into any accidents, dangerous occurrences and occupational diseases that occur or are potentially occurring

in the workplace. Safe and healthy workplace conditions must be shared between the MPOB and the employees. So the employee is obliged to comply with any instructions or measures on occupational safety and health introduced by his employer or any other person through or under this act or any regulations made thereunder. The lowest mean is around 3.09, which means "Work in oil palm is dirty/sloppy or rotten." The outcome demonstrates that working in a plantation is not overly dangerous. Furthermore, firms are now taking extra precautions and ensuring the safety of their employees, particularly those who work in plantations. One of the reasons why estate owners hire foreign workers to work on their plantations is that locals have a negative opinion of these jobs (dirty, dangerous and difficult). This situation, combined with the country's developing economy, has drawn a large influx of international workers. As Malaysia embarked on industrial development, particularly in the construction, manufacturing, and services sectors, the number of foreign workers hit a new high (Arif, 2010).

Table 4.4: Social Facilities

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Computer facilities & internet access should be provided to attract local workers	116	3	5	4.26	.661
Complete and up-to-date sports and recreational facilities/clubs should be expanded to all levels of employees	116	2	5	4.40	.603
The availability of night markets/farmers markets/grocery stores/mini-supermarkets within the plantation area can attract local interest	116	2	5	4.16	.685
The construction of a conducive mosque/place of worship can attract local workers	116	3	5	4.56	.532
The facilities of health clinics and medical visiting officers available can attract local workers	116	2	5	4.62	.585
Valid N (listwise)	116				

According to Table 4.4, there is a notion of “Social Facilities” in oil palm plantation participation. The highest mean, 4.62, is “The facilities of health clinics and medical visiting officers available can attract local workers.” Oil palm is a lucrative economic crop that also employs people. It allows small landowners to engage in the cash economy, which frequently leads to infrastructure improvements and increased access to services like as schools and health facilities. Oil palm production has displaced traditional practises in some areas, owing to the higher earning potential of palm oil. The government places great emphasis on the welfare of plantation workers in order to improve the quality and standard of living of the plantation community so that it is always secure and not

excluded from the current modernization of the country. Improvements to the plantation infrastructure also need to be done immediately in order to attract local workers to join the plantation sector while reducing dependence on foreign workers. Therefore, the Minimum Standards of Housing and Employee Facilities Act 1990 (Act 446) and regulations and several guidelines have been created to emphasize the management of employment and facilities of the plantation sector to ensure the quality and well-being of the plantation community such as providing estate housing, public water supply, public electricity supply, hospitals, places of worship and other facilities. “The availability of night market/farmers market/grocery stores/mini-supermarkets within the plantation area can attract local interest,” says the lowest mean of 4.16. The presence of a night market or grocery is helpful for attracting local interest, but locals prefer health services because they are more significant. Furthermore, the use of EFP as a main component might attract labour and youth to work in the oil palm plantation sectors. As a result, the accommodation and educational facilities are more appealing to young workers.

Table 4.5: Government/Employer Policies

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
A Trust Fund Scheme in preparation for retirement should be provided to attract local workers	116	3	5	4.70	.563
The policy of hiring foreign workers to work on farms should be stopped to attract local workers	116	2	5	3.51	.928
The increase in the number of foreign workers in the plantation sector reduces the interest of local workers to enter the plantation sector	116	2	5	4.08	.724
The availability of simple and cheap government housing schemes (in the form of housing loans) can attract local workers	116	1	5	4.66	.647
The government needs to tighten the policy on hiring foreign workers by only hiring workers from one country to reduce the negative impact on social and cultural symptoms	116	1	5	4.23	.677
Valid N (listwise)	116				

The highest mean in the category "Government/Employer Policies" is 4.70, which means 'A Trust Fund Scheme in preparation for retirement should be provided to attract local workers.' Employee trust funds, such as the Employees' Provident Fund (EPF), which oversees the compulsory savings plan and retirement planning for private sector workers in Malaysia, are long-term investment plans that an employer establishes as a job benefit. The EPF is designed to assist private-sector employees in saving a portion of their salary in a lifetime banking plan, which will be utilised mostly for retirement but also in the event that the employee is temporarily or permanently unable to work. As a result, the

lowest score is 3.51, indicating that ‘The policy of hiring foreign workers to work on farms should be stopped to attract local workers.’ Locals may be unable to find job because of the influx of foreign immigrants. To put it bluntly, foreign workers have the potential to rob natives of their employment. During times of recession, several companies have replaced their local employees with foreigners. Employers may also be hesitant to pay high wages to locals if they can get foreign labour for a lower price. That is why some locals are hesitant to welcome their international counterparts with wide arms. Jobs are indeed needed in a production process because they are important inputs and as a driver to other inputs. Without enough workers, the production process can stagnate and affect the economic growth of a country. In this context, quality workers are much needed as they are said to be more productive which ultimately leads to higher economic growth. While foreign workers are able to increase output, output growth slows down because most of them are unskilled. By scanning the negative effect is more dominant than the positive effect. Every day we are shocked by graduate unemployment which describes an oversupply than the market needs. Maybe Malaysia still needs low - skilled workers, but we over -educated the locals.

Part C: Pearson Correlation Coefficient

In this section, we describe the findings of our survey of local youth on their interest in participating in oil palm plantations and their perceptions of the industry. The strength of the linear link between the independent variable (IV) and the dependent variable (DV) was measured using the Pearson Correlation Coefficient, and our final model is shown in the table below.

Table 4.6: Pearson Correlation Coefficient result

		Correlations				
		AVE_PEF	AVE_PWE	AVE_PSF	AVE_PGP	AVE_INTEREST
AVE_PEF	Pearson Correlation	1	.288**	.428**	.342**	.347**
	Sig. (2-tailed)		.002	.000	.000	.000
	N	116	116	116	116	116
AVE_PWE	Pearson Correlation	.288**	1	.386**	.109	.598**
	Sig. (2-tailed)	.002		.000	.245	.000
	N	116	116	116	116	116
AVE_PSF	Pearson Correlation	.428**	.386**	1	.451**	.287**
	Sig. (2-tailed)	.000	.000		.000	.002
	N	116	116	116	116	116
AVE_PGP	Pearson Correlation	.342**	.109	.451**	1	.125
	Sig. (2-tailed)	.000	.245	.000		.182
	N	116	116	116	116	116
AVE_INTEREST	Pearson Correlation	.347**	.598**	.287**	.125	1
	Sig. (2-tailed)	.000	.000	.002	.182	
	N	116	116	116	116	116

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the table above, it shows that the relationship between perception of youth in oil palm plantation in the economic fortune subheading and the interest of youth in oil palm plantation show a low positive correlation which is 0.347. The existence of a set monthly wage in an oil palm plantation makes it difficult for employees to obtain

borrowing facilities from banking institutions. Furthermore, the daily wage scheme used in oil palm plantations has a low income compared to the manufacturing industry.

A moderate positive correlation of 0.598 exists between young perceptions of oil palm plantations in the work environment category and youth interest in oil palm plantations. According to Sulin (2004), an unsecured position, work conditions, excessive conflict, job opportunities, and low job satisfaction are all reasons for workers to leave their jobs. Working on a plantation isn't too dangerous. Furthermore, firms are now taking extra precautions and ensuring the safety of their employees, particularly those who work in plantations. As a result, the majority of employers should maintain a healthy and safe workplace as well as a clean working environment; prevent any potential accidents or occupational illnesses; and conduct an annual assessment and audit of our operations.

However, there is a weakly positive correlation of 0.287 between young perceptions of oil palm plantations in the social facilities subsection and youth interest in oil palm plantations. It's because, in comparison to the job environment and economic fortune, social facilities aren't as significant. But oil palm industry still needs to improve and increase the social facilities, especially for medical facilities.

Lastly, the relationship between the perception of youth in an oil palm plantation in the government policies subheading and the interest of youth in oil palm plantation. This relationship gives a negligible correlation which 0.125. It can be considered that government policies do not give a big effect on the perception and interest of youth on oil palm plantations. However, the government should provide additional benefits in this industry to raise the living standards of workers. Locals consider this to be a critical aspect in deciding whether or not they want to work in the oil palm plantation industry.

4.4. Conclusion

The goal of this study is to examine local youth's perceptions about oil palm plantations in UMK and Unikl using a questionnaire as a source of data. The survey vividly illustrates local youth's perceptions and interests in the oil palm plantation sector in UMK and Unikl, where the majority of respondents are actively participating in agricultural and non-agricultural education, such as economics and engineering. Furthermore, the oil palm sector is unattractive to the local young due to the difficult work and unsafe working environment. The results reveal that there is a weak positive correlation between young perceptions of oil palm plantations in the economic fortune category and youth interest in oil palm plantations. In the social facilities subsection, there is a low positive correlation between young perceptions of oil palm plantations and youth interest in oil palm plantations. In contrast, there is no correlation between youth perceptions of oil palm plantations in the government policies category and youth interest in oil palm plantations. Aside from that, benefits and better basic facilities, such as EPF, have been identified as the most important variables that can make oil palm operations more appealing to local workers.

CHAPTER 5

CONCLUSION AND RECOMMENDATION

5.1. Conclusion

This study consist two objectives whereas first objective is to identify the perceptions of youth on a career in plantation sector. Second, to investigate the relationship between the perceptions of youth in plantation and intentions of youth to participate in plantation sector.

The data collected, it manages to fulfill the objective of this paper which is to identify the perception of the youth on a career in oil palm plantation sector. The first objective is achieved when this study shows that there are four subheadings for the perception of the youth on a career in oil palm plantation which is the perception on the economic fortune, work environment, social facilities, and government/employer policies.

The second objective is also achieved when the Pearson Correlation Coefficient gives a result that a moderate positive correlation of 0.598 exists between young perceptions of oil palm plantations in the work environment category and youth interest

in oil palm plantations. However, other subheadings for the perception of the youth on a career in oil palm plantation which is the perception on the economic fortune and social facilities show a low positive correlation with 0.347 and 0.287 respectively. Lastly, the relationship between the perception of youth in an oil palm plantation in the government policies subheading and the interest of youth in oil palm plantation. This relationship gives a negligible correlation which 0.125.

A trust fund, on the other hand, is identified as one of the most important variables that might make oil palm plantations more appealing to local workers. This allure factor, which includes EPF, may pique the curiosity of local adolescent workers to work in the oil palm industry. This data backs with a study by Sulin (2004), who claims that working on a plantation is a risky employment. Furthermore, the oil palm sector is unpleasant to the locals due to the heavy work and no fixed salary. However, depending on demographic criteria such as gender, age, level of education, and place of residence, local workers' interest in oil palm plantations varies.

5.2. Limitation of the study

The main limitations in accomplishing the study is the difficulty to gather information due to lack of supporting information and recent previous literature in the study of local youth participation in an oil palm plantation in Malaysia. Next, time limitations and the process of data collecting from the authorities and respondents are the two major limitations in this study case. Some of the respondents do not show their

cooperation to complete the questionnaire because some of them think it will not give benefits to themselves and waste time.

5.3. Recommendation

Some recommendations would be made based on the findings and conclusions in order to better future research studies. The purpose of this study is to investigate the reasons why Malaysian youth are uninterested in working in the oil palm plantation business, as measured by wage, level of education, gender, age, race, and place of residence. This study has answered the objectives developed which are, want to identify the perceptions of youth on a career in the plantation sector and to assess the factors influencing the intentions of the youth to participate in the plantation sector. The result shows that perception of economic fortune, work environment, social facilities, and government/employer policies are the factor influencing the intentions of the youth to participate in the plantation sector.

However, this study has only addressed a limited scope and area which is only at UMK and Unkl. Hopefully, future studies will include more variables that affect labour, young performance, and are completed across all sectors, job types, and areas in a particular country.

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APPENDIX A



Dear respondent,

I am doing an academic research entitled:

INFLUENCE OF COGNITIVE PROCESSES ON YOUTH PARTICIPATION IN PLANTATION

Hello, you have been selected as a respondent for this research. Your sincere cooperation is crucial in determining the success of this study. In this study, I would like to assess your perception concerning certain factors of your participation in oil palm plantation. Please read carefully all the instructions according to every section and answer every question sincerely. There is no right or wrong answer.

All data and information obtained from you is confidential and will only be used for research purposes only.

Thank you very much for your cooperation.

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SECTION A: RESPONDENT'S BACKGROUND INFORMATION

Hint: please tick on the answer of your choice.

1	Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female
2	Age	<input type="checkbox"/> 15 - 20 <input type="checkbox"/> 21 - 25 <input type="checkbox"/> 26 - 30 <input type="checkbox"/> 31-40
3	Education Level/Tahap pendidikan	<input type="checkbox"/> SPM <input type="checkbox"/> STPM/STAM/Matriculation <input type="checkbox"/> Diploma <input type="checkbox"/> Degree/Master/PhD
4	Race/Bangsa	<input type="checkbox"/> Malay <input type="checkbox"/> Indian <input type="checkbox"/> Chinese <input type="checkbox"/> Others
5	Residence/Temat tinggal	<input type="checkbox"/> Urban/Bandar <input type="checkbox"/> Rural/Pedalaman

SECTION B: RESPONDENTS' INTEREST AND OPINIONS ON THE PLANTATION SECTOR

You are required to choose only one of the answers given that suits you according to the answer scale 1-5. Please tick (Γ) the selected answer.

1. Strongly agree
2. Agree
3. Not sure
4. Disagree
5. Strongly disagree

NO.	THINGS	PERCENT				
		1	2	3	4	5
1	I would like to learn more about the palm oil industry in Malaysia / Saya ingin mengetahui lebih banyak mengenai industri minyak sawit di Malaysia.					
2	Interested in working full time in the oil palm plantation sector? / Berminat untuk bekerja sepenuh masa dalam sektor perladangan kelapa sawit?					

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3	Do you think teenagers/youths are currently not interested in working in the oil palm plantation sector? / Adakah anda rasa remaja/belia pada masa ini tidak berminat untuk bekerja di sektor perladangan kelapa sawit?					
4	Think that working in the oil palm plantation sector is not comparable to working in other modern sectors? / Berpendapat bekerja di sector perladangan kelapa sawit tidak setanding dengan pekerjaan di sektor moden yang lain?					
5	The field is unprofessional and does not correspond to the high approval obtained / Bidang perladangan tidak profesional dan tidak sepadan dengan kelulusan tinggi yang diperolehi					
6	Fields of work that are not much encouraged by family and friends to venture into / Bidang pekerjaan yang tidak begitu digalakkan oleh keluarga dan rakan-rakan untuk diceburi					
7	Jobs that do not promise a profitable income / Pekerjaan yang tidak menjanjikan pendapatan yang menguntungkan					
8	The location of the plantation areas, which are mostly in rural areas, prevents those who want to venture into the plantation field. / Kedudukan kawasan ladang yang kebanyakannya berada di kawasan luar bandar menghalang mereka yang ingin menceburi bidang ladang.					
9	Jobs that are only suitable for those living in rural and suburban areas only / Pekerjaan yang hanya sesuai untuk mereka yang tinggal di luar bandar dan pinggir bandar sahaja					
10	Fields that can be ventured into if given more exposure about it / Bidang yang boleh diceburi jika diberi pendedahan lebih lanjut mengenainya					

SECTION C: RESPONDENTS' PERCEPTIONS OF THE PLANTATION SECTOR

You are required to choose only one of the answers given that suits you according to the answer scale given below. Please tick (–) the selected answer.

1. Strongly agree
2. Agree
3. Not sure
4. Disagree
5. Strongly disagree

NO.	Part C1: "ECONOMIC FORTUNE"	PERCENT				
		1	2	3	4	5
1	The financial facilities and benefits provided by the company to the plantation workers are attractive/Kemudahan kewangan dan faedah yang diberikan oleh syarikat kepada pekerja lading adalah menarik					
2	Piece-rated wage payments are NOT beneficial to employees / Pembayaran gaji secara borong (piece-rated) adalah TIDAK menguntungkan pekerja					
3	Payment of salaries on a monthly basis can attract the interest of locals / Pembayaran gaji secara bulanan dapat menarik minat orang tempatan					
4	High incentives and basic needs of plantation workers can attract local people to work on oil palm plantation / Insentif dan keperluan asas pekerja ladang yang tinggi dapat menarik minat orang tempatan untuk bekerja diladang					
5	The minimum wage policy (Minimum Wage) can attract local workers to work on oil palm plantation / Dasar upah minimum (Minimum Wage) dapat menraik minat pekerja tempatan untuk bekerja diladang					

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NO.	Part C2: "WORK ENVIRONMENT"	PERCENT				
		1	2	3	4	5
1	Work in oil palm plantations is dangerous and high risk / Pekerjaan diladang adalah membahayakan dan berisiko tinggi					
2	Work in oil palm plantations is dirty/sloppy or rotten / Pekerjaan diladang adalah kotor/selekeh atau busuk					
3	Work in oil palm plantations is difficult and burdensome / Pekerjaan diladang adalah susah dan membebankan					
4	The peaceful & quiet plantation atmosphere naturally attracts local workers / Suasana ladang yang aman & tenang secara semulajadi menarik minat pekerja tempatan					
5	Compliance with the Occupational Safety and Health Act (OSHA) code of ethics can attract local workers / Pematuhan Kod etika keselamatan Occupational Safety and Helath Act (OSHA) dapat menarik minat pekerja tempatan					

NO.	Part C3: "SOCIAL FACILITIES"	PERCENT				
		1	2	3	4	5
1	Computer facilities & internet access should be provided to attract local workers / Kemudahan komputer & akses internet perlu disediakan untuk menarik minat pekerja tempatan					
2	Complete and up -to -date sports and recreational facilities/clubs should be expanded to all levels of employees / Kemudahan fasiliti/kelab sukan dan rekreasi yang lengkap dan terkini hendaklah diperluaskan untuk semua lapisan pekerja					
3	The availability of night markets/farmers markets/grocery stores/mini -supermarkets within the plantation area can attract local					

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	interest / Ketersediaan pasar malam/pasar tani/ kedai runcit/pasar raya mini di dalam kawasan ladang dapat menarik minat tempatan					
4	The construction of a conducive mosque/place of worship can attract local workers / Pembinaan masjid/Tempat ibadah yang kondusif dapat menarik minat pekerja tempatan					
5	The facilities of health clinics and medical visiting officers available can attract local workers / Kemudahan klinik kesihatan dan pegawai pelawat perubatan yang tersedia dapat menarik minat pekerja tempatan					

NO.	Part C5: "GOVERNMENT/EMPLOYER POLICIES"	PERCENT				
		1	2	3	4	5
1	A Trust Fund Scheme in preparation for retirement should be provided to attract local workers / Skim Tabung Amanah sebagai persediaan sebelum bersara perlu disediakan bagi menarik minat pekerja tempatan					
2	The policy of hiring foreign workers to work on farms should be stopped to attract local workers / Dasar pengambilan pekerja asing untuk bekerja diladang perlu diberhentikan untuk menarik minat pekerja tempatan					
3	The increase in the number of foreign workers in the plantation sector reduces the interest of local workers to enter the plantation sector / Pertambahan bilangan pekerja asing di sektor perladangan mengurangkan minat pekerja tempatan untuk memasuki sektor perladangan					
4	The availability of simple and cheap government housing schemes (in the form of housing loans) can attract local workers / Ketersediaan skim perumahan kerajaan yang mudah dan murah (dalam bentuk pinjaman perumahan) dapat menarik minat pekerja tempatan					

KELANTAN

5	<p>The government needs to tighten the policy on hiring foreign workers by only hiring workers from one country to reduce the negative impact on social and cultural symptoms / Kerajaan perlu memperketatkan dasar pengambilan buruh asing dengan hanya mengambil pekerja dari satu negara sahaja bagi mengurangkan impak negative pada gejala social dan kebudayaan</p>					
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	PENYERAHAN LAPORAN PROJEK AKADEMIK UNTUK PEMERIKSAAN SUBMISSION OF ACADEMIC PROJECT REPORT FOR EXAMINATION
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1. Nama Pelajar/ Name of Student: CHE FATHUKMA BIN CHE ZUKERI 2. Matrik/Matric: F18B0024
3. No. untuk dihubungi/ Contact No: H/P: 0146532876 Email: fathukma5849@gmail.com
4. Program Akademik/ Academic Programme: FPT4223 RESEARCH PROJECT II
5. Fakulti/Faculty, Pusat /Centre: FIAT

6. Saya dengan ini menyerahkan laporan projek akademik seperti berikut bagi tujuan pemeriksaan (sila tandakan ✓):
I hereby submitted the following academic project report for examination (please tick ✓):

- Cadangan Projek/ Project Proposal
- Laporan Akhir Projek/ Final Report of the Project
- Latihan Industri
- SIEP
- Laporan lain/ Other report (sila nyatakan/ please indicate): _____

Laporan Tuntutan/ Tuntutan Report (<25%): 27%

1. Perakuan Penyelia/ Declaration of Supervisor

Saya sahkan bahawa calon telah membuat pembetulan yang sewajarnya dan laporan akademik tersebut boleh diserahkan kepada fakulti/ pusat.
I wish to confirm that the candidate has made the correction accordingly and the academic report can be submitted to the faculty/ centre.

Nama Penyelia/ Name of Supervisor: MR. MOHD BIN MAHMUD @ MANSOR

Tandatangan/ Cop Rasmi/ Signature/ Stamp:  Tarikh/ Date: 26/1/2022

MOHD BIN MAHMUD @ MANSOR
Lecturer

Faculty of Agro Based Industry
Universiti Malaysia Kelantan
Jeli Campus

PLEASE NOTE:

Supervisor must approve the Proposal/Project Report before submit to the coordinator programme of final year project.

Nama Penyelia/ Name of Supervisor: MR. MOHD BIN MAHMUD @ MANSOR

Tandatangan/ Cop Rasmi/ Signature/ Stamp:  Tarikh/ Date: 26/1/2022

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