

YTL Corporation Berhad

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ABSTRACT

The company that have been chosen by our company is YTL Corporation Berhad. YTL Corporation Berhad is an integrated infrastructure developer with extensive operations in countries including Malaysia, the United Kingdom, Singapore, Indonesia, Australia, Japan, Jordan and China and total assets of RM70.4 billion (USD17.3 billion). Tan Sri Dato (DR) Francis Yeoh Sock Ping as the CEO, the core businesses of the YTL Group comprise utilities, construction contracting, cement manufacturing, property development and investment, hotel development and management, e-commerce initiatives and internet-based education solutions and services.

YTL Corp is amongst the largest companies listed on Bursa Malaysia Securities Berhad and is a component of the FTSE Bursa Malaysia Mid 70 Index. YTL Corp has also had a secondary listing on the Tokyo Stock Exchange since 1996 and was the first non-Japanese Asian company to list on the Tokyo exchange.

YTL Corp, together with its listed entities in Malaysia (YTL Power International Berhad, YTL Land & Development Berhad, and YTL Hospitality REIT), has a combined market capitalisation of approximately RM21.2 billion (USD5.2 billion) as at 28 February 2019. YTL Corp also has a stake in Singapore-listed Starhill Global REIT, which owns prime retail assets in Singapore, Malaysia, Japan, China and Australia.

The YTL Group is committed to producing world class products and services at competitive prices. This corporate philosophy has enabled the YTL group to build up a growing customer base of more than 12 million customers globally over the last 30 years.

YTL Corp also won many awards throughout their operation within the years. Currently in 2018, they were honoured with the award 'Company of The Year' in category of Conglomerate for CSR Malaysia Awards 2018. YTL Corporation won the 2018 Global Responsible Business Leadership Awards, in the category of Community Empowerment Excellence. YTL Corp operating 1,212 MW power stations in Paka & Pasir Gudang, Malaysia. They also do coal- fired power generation and electricity transmission and distribution. Meanwhile, the high-speed rail link between KLIA & KL Sentral also involved YTL Corp where they take 50% of the stake.

YTL Corps was the first company to introduce turnkey construction in Malaysia. They also the first Independent Power Producer in Malaysia. YTL Corporation carries out its cement manufacturing activities through its subsidiary YTL Cement Berhad. YTL Cement owns over 70 batching plants 700 cement trucks, operating throughout Malaysia. They also do residential property development activity through YTL Land & Development Berhad.

BACKGROUND OF THE IDEA

First of all, we would like to thanks to our beloved lecturer and all of our friends and partners who have already supporting us to do this project in Organizational Behaviour class. In our project we all would like to explain and share about our opinion regarding about the theme which given to us. Research in common parlance refers to a search for acknowledge. We can consider to divided the research to be two types of it such as a scientific search and systematic search for the information on a specific topic. In fact, research is actually based on an art of scientific investigation. This is a way to systematically solve the research problem. In our project we are doing a research about the social class. It regarding about how social class shape organizational thought, culture and ethnicity. We made a group discussion to finishing this project and as well as do a job-desk per each member in our group. We have found the source from the level of social class in YTL Corporation Berhad. It is actually about the data which have been collected and the particular methods have been adopted. Thus, when we talk about how social class effect company ethnicity and also consider the logic comparison behind the methods, we use in the context of our research study and explain the reason for using a particular method or technique.

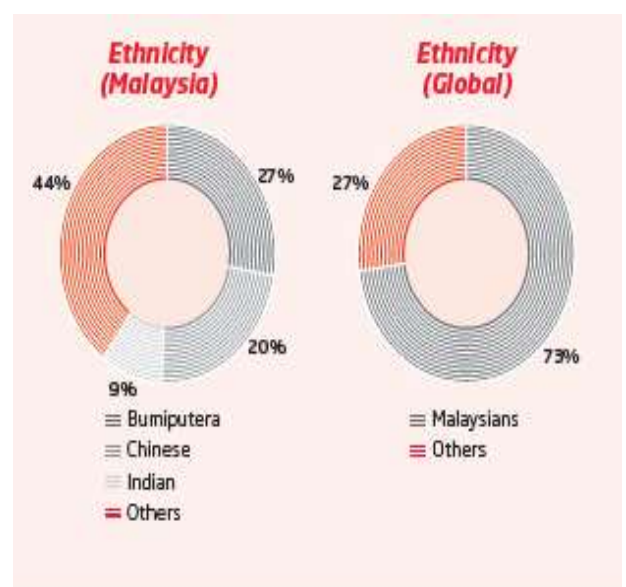
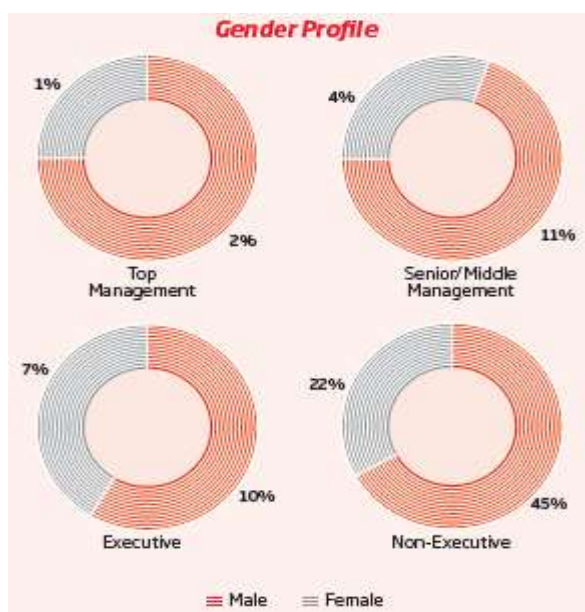
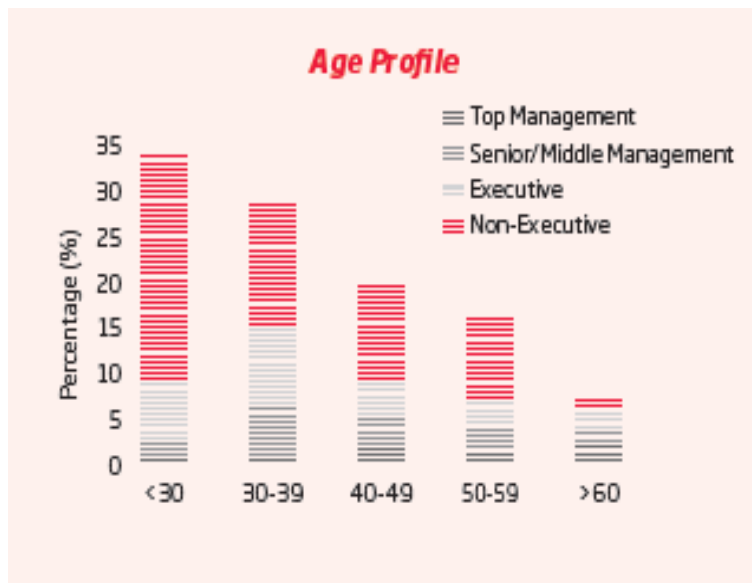
ANALYSIS

For analysis review, we have found some trusted source that proved the level of social class in YTL Corporation Berhad. First sources are Sustainability Report 2018 of YTL Group that stated they have about 11,949 employees that work with them and 85% of its are permanent workers. The graphic below showed the general information about YTL Group Employees.

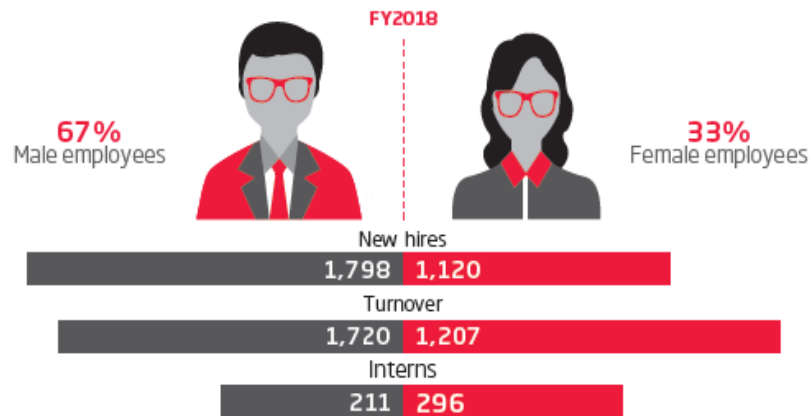


Social class can be divided into 3 categories that are Upper class, middle class and lower class. YTL Corporation Berhad have all of those classification of social class where the upper class are the top management. Middle class are the senior/ middle management and the Executive while lower class are the non- executive people such as labour or blue collars workers. YTL Corporation Berhad also have variety of people that work with them regardless the gender, ages, race, religion or nationality. So, it makes the YTL Corporation more challenge in order to empower their employees to operate the business. For example, Women account for 33% of total workforce. YTL Group strongly recognise the invaluable contributions of each gender, and as such, YTL's very own women's network, "W@Y" or "Women at YTL", was established at the YTL Leadership Conference in 2015 to help anchor women empowerment initiatives across the organisation,

helping them grow and reach their full potential. The graphic below shown the statistic of background employees in YTL Corporation Berhad.



In case of hiring new employees to the company, YTL Corporation Berhad has nurturing human capital in order to achieve their goal which is to elicit the right fit for our people. In 2018, YTL employed 11,949 employees globally, of which 68% is male. This reflects the nature of our business activities, especially in areas such as construction and utilities services. Training and development also needed to recruit talented and competent employees from a broad and diverse candidate base can be very challenging. YTL Corporation Berhad employed people of different age and ethnicity. Employees aged below 30 are the majority of non- executive as they are the young people to do the heavy work with their strength. In average, the top management are they who aged 30+. In term of ethnicity in Malaysia, 27% of the employees are Bumiputera, 20% Chinese, 9% Indian and 44% are from others ethnicity. In global, 73% of them are Malaysian and 27% are the other ethnicity.



Labour Practices	FY2016		FY2017	
	Male	Female	Male	Female
New hires	1,193	610	1,075	666
Employee turnover	1,243	657	1,208	639
Internships	185	233	198	199

In order to take care their employees, YTL Group has took incentive to give employee benefit and welfare for foster a work-life balance culture that caters to employees physical and emotional needs. YTL Group also aim to offer competitive pay and benefits within the sector and the local marketplace. Its offer fair rewards to drive high levels of performance that help maintain industry-leading position.

Parental Leave *	Wessex Water		YTL PowerSeraya		YTL Jawa Timur		SG REIT	
	Male	Female	Male	Female	Male	Female	Male	Female
No. of staff entitled to parental leave	1,515	360	3	2	-	14	6	10
No. of staff who took parental leave	59	38	3	2	-	-	0	1
No. of staff who returned to work after parental leave	59	38	3	2	-	1	0	1
No. of staff who returned to work after parental leave ended and were still employed 12 months after returning to work	25	10	3	2	-	1	0	1

The company also give honours to those who have been serving the company for more than ten years are eligible to receive a certificate and a token of appreciation via Bank Simpanan Nasional Premium Savings Certificates (BSNSSP). The statistic below stated the breakdown of E-Mas' Long Services Awards Recipients.

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Last but not least, everyone know that the most important position in company is the upper level. Upper level have to be prepared with full intention about this problem and take a quick action if it starting to get bloom within the organisation. If the upper level is alert with this situation hence the propability this problem happen is low. If and only if the upper level of YTL company not alert with this kind of situation, the company should take an action train supervisors, managers and all level of social classes on how to respond to discrimination in the workplace.

RECOMMENDATION

These are the idea that we recommend YTL Corporation Berhad to do :

- Respond to any evidence or complaints of discrimination among workers
- Take action seriously in order to minimize discrimination problem
- Workplace policy is properly enforced and review
- Letter of complaint among employees
- Upper level responsibilities

Respond to any evidence or complaints of discrimination among worker

Complaint by a person about their fellow colleague is a very important things that need to be emphasis by the company and quick action are need to be done in order to get rid of the social class discrimination among the workers in the company. Supervisors and managers can take an early action by giving warning to the problem person if it only involved lower level workers.

Take action seriously in order to minimize discrimination problem

Social discrimination problem cannot be taken by granted because one will feel discriminated and end up leave the company. If the worker is the key person to the company, then it will be a disadvantage to YTL Corporation Berhad for losing him or her due to the discrimination happened. Action should be taken seriously to get rid of these problem. Information can be obtain by letter of complaint issued.

Workplace policy is properly enforced and review

YTL Corporation Berhad can set a quota on the number of ethnicity for the employees and for each department also have different people from each ethnic. With this, company can build relationship with each other without judging their ethnic.



APPENDICES

- 1) <http://www.ytl.com/aboutus.asp>
- 2) <http://www.ytl.com/financial-report.asp>
- 3) <https://www.kullabs.com/classes/subjects/units/lessons/notes/note-detail/2607>
- 4) Jason A. Colquitt, Jeffery A. Lepine, Micheal J. Wesson. (Organizational Behaviour) (5th edition)