

BOOK REVIEW

ABOUT THE BOOK

Kumar, D. M. Ismail A.N. & Normala S. (2016). *Say No to Precarious working Condition* (1stEdn). NFCT Publication, Malaysia. ISBN: 978-967-14082-0-9, 83pages, 39 MYR

REVIEWED BY

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BACKGROUND INFORMATION ABOUT THE BOOK AND ITS AUTHORS

Prof. Dr. Dileep Kumar M. is the Professor of University Institute for International and European Studies, (UNIES Netherlands), Tbilisi University, Gorgasali. He is having 18 years of experience in teaching, research training and consultancy in the area of Human Resource Management, Organizational Change Management, Organizational Behavior and Research Methodology. Working knit with the industry and community, he has published almost 140 high impact research papers and case studies in management area 56 online articles, 7 books, 3 monographs, 4 papers in edited books, and several case studies. He is a well-known case writer. Prof. Dr. Dil is a voracious case writer, had written 4 case study books.

Prof. Dr. Noor Azizi Ismail was the Dean of Othman Yeop Abdullah Graduate School of Business (OYAGSB) and the current Deputy Vice Chancellor Research and Innovation, of Universiti Utara Malaysia (UUM), Sintok, Kedah, Malaysia. More than 20 years in the field of higher education sector, he has several high impact publications and books in his credentials. He is a visionary and versatile professor having his expertise in the areas of Business Administration, Accounting and Information System, and Educational Leadership. He is a well-known case writer.

Dr. Normala S Govindarajo is a Visiting Faculty of INTI International University having 9 years of teaching and research experience in the field

of Human Resource Management and Marketing Management. She has several high impact publication and books in her credentials. Being a case writer she has published several teaching, research and industrial cases. The expertise of case writing and research has made her high contributions in the field of education and business management.

SUMMARY OF THE BOOK

This book provides thought - provoking acumen and practical elucidations in relation to plantation management, with specific reference to precarious working conditions existing in oil palm plantations of Malaysia. Prof. Dileep, Prof. Azizi and Ms. Normala have given thrust to the practical approach in students learning and development process by incorporating real social and managerial issues with the due involvement of oil palm plantation management, government and non-governmental organizations. The book incorporate issues of oil palm plantations detailing precarious working conditions, unethical work climate, poor level psychological contract and ergonomics issues leading to workers premature departure from the oil palm plantations. The teaching notes added in the book, support the faculty members facilitate this case study in the class rooms and there be support the students in developing managerial decision-making and problem solving ability. A brief outline of this book through its case titles can be detailed as follows.

THE CASE CONTENTS

The scenario of the case, Plantations and Malaysian Economy, Oil Palm Plantations in Malaysia, Oil Palm Plantations in Sabah, Why foreign workers? Locals and Migrants Issues, Labor Shortage of Oil Palm Plantations Malaysia, Migrant Worker Statistics, Why Indonesians emigrate in Malaysia (including illegally), Key Challenges of Plantations, Precarious working conditions, Contract, Subcontract and Worker Issues, Occupational Mobility among Migrants, Wage Issues, Health Issues, Accommodation issues, Political Issues, Injustice, Working Conditions, Legal Issues, Welfare, Oil Palm Plantation Work and Safety and Health, Hazards, Cultural assimilation, Conditions of Work and Life, Child Labor, Undocumented Status and Passports, Report from Press, Short Case Studies and Survey, Interviews with worker, Interviews with small

holding plantation owner, Primary information from Plantation Workers, NGOs Reconfirmation with Delphi Techniques And Experts, and Monologue.

The Teaching Note

Synopsis, Teaching Objectives, Learning Objectives, Target Groups, Case Leading Strategy, Analysis to the Suggested Questions, Discussion Analysis and Conclusion.

VALUATION OF THE BOOK

Oil palm plantations are the backbone of Malaysian Economy. Malaysia is currently the world's largest exporter of palm oil, although it is the second-largest producer of the oil after neighboring Indonesia. With consumers from developed countries becoming increasingly concerned about the social and environmental aspects of production and marketing of products, sustainability requirements are being incorporated into national laws and regulations. The question here is "As the world's largest supplier of RSPO-certified sustainable palm oil is Malaysia well prepared to handle human resource policies in oil palm plantations in the region? With consumers from developed countries becoming increasingly concerned about the social and environmental aspects of palm oil business, it's the time to look into the social sustainability requirements which are being incorporated into national laws and regulations.

This particular case study includes the human resource issues prevalent in the oil palm plantations, especially into the Sabah region of Malaysia. The case study proposed several suggestions that support the government to incorporate the productive measures to curb the scenario. Further, these case study extent supportive steps to the plantation management and NGOs in the region to curb the scenario.

CONCLUSION

The contemporary education system is slowly moving its way from the customary lecture methodology which supports students in understanding and awareness dimension to analysis, application,

synthesis and evaluation. Business schools, across the globe are nowadays looking upon different ways of teaching methodologies in the student's learning and development process. Case study methodology is budding as a unique approach to teach students practical issues of scenarios integrating theoretical fundamentals. Case study is a detailed investigation of a single individual or group. Cases often reflect real world concerns, situations, and issues managers and engineers encounter in practice; they are often open-ended, with no clear-cut solution.

Case studies can be qualitative or quantitative in nature, and often combine elements of both. This book is written in this context of creating a supportive methodology for the teachers and trainers that would enable the students to enhance their analytical and decision making skill. This case study has written on the base of precarious working conditions in the oil palm plantations. The author relies on various methods like case studies rely on multiple sources of data; including interviews, direct observation, video and audio tapes, internal documents, and artifacts to develop these cases. This case is real and it is produced as hypothetical cases to ensure the anonymity of the plantations and people those have shared their opinion views. It is expected from this case study discussion that the teacher should integrate the case situation with numerous theories and models in the respective domain, which may enable students to integrate the concept thoroughly and analyze the case scenario through synthesis. One of the challenges for a case-based discussion meant for a faculty member is tantamount to guide the discussion and probe for deeper analysis without over-directing. The outcome of the case depends further on teacher's continuous encouragement to the students in their participation and analytical and referential mode of learning. It is desirable for the teaching note, incorporated in this case study book, will provide better thoughtfulness, analytical skill, and decision making skill to the students in dealing with oil palm business as well as human resource management issues.