



SECP1513:Technology and Information System

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Faculty of Computing,Universiti Teknologi Malaysia

Design Thinking

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Group:2




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1.0 INTRODUCTION

Disabled person is the person who have impairment of the body or mind that makes them more difficult to do daily activities rather than normal person. What is impairment? Impairment is an absence of significant body structure and function or mental function. This impairment can be divided to two categories that is structural impairment and functional impairment. Structural impairment is related with problems of external and internal component body. As example, nerve damage can impact person with multiple sclerosis. Meanwhile, functional impairment is loss of function either can be complete or partial loss. As we can observe, that pain that does not go away or joint that no longer move easily.

According to World Health Organization (WHO) there are three dimensions for disability which is impairment as stated in the first paragraph, activity limitation and participation restrictions. Types of disabilities that affect person in terms of vision, movement, thinking, remembering, learning, communicating, hearing, mental health and social relationship.

2.0 PROBLEM BACKGROUND

In fact, disability people struggle to do certain activities same as normal people, we cannot deny that they still have some skills or talents that can be contributed to the development of nation in economy aspect. In Malaysia, there are one policy called One Percent Policy introduced in 1988 to help disability people to get job. Other than that, Malaysian government circulated General Order to allow and offer at least 1% of civil service positions for disabled people. However, there are still discrimination happen for them in of job finding that make hard for them to get any vacancy where only 0.33 percent successful. Moreover based on the result by the Organization of Economics CO-operation and Development reported that the average rate of workers with disabilities is 44% out of 75% of normal employees. Nevertheless, it has been found that disabled people's chance of getting job from other website such as jobmalaysia.my are low because they need to compete with normal candidates. This cause struggle for them to improve their economy levels and standard life.

In real situations, most of companies give reasons why they reject job applications from disability people is they do not provide facilities for disability group in workplace. Other than that, some of disability people already pass go for the interview but when in interview session employer express their face and body language that would not accept disability people as their employee. As community, we need to prevent these discriminations continue happen in our country but what is the best solutions to solve disability people get any job vacancy?

3.0 METHODOLOGY

3.1 Empathize Mode

3.1.1 Observation

Based on our observations, we noticed that people with physical and mental disabilities face many challenges in finding jobs because of societal stigma. These barriers often leave them feeling undervalued and disconnected from meaningful work opportunities. Recognizing this, we felt a strong responsibility to create a solution that prioritizes inclusivity and addresses these systemic issues, ensuring everyone feels heard, valued, and supported in their job search journey.

3.1.2 Engage

To understand the needs and challenges of potential users, we conducted interview with individual with disabilities. The conversation revealed that many disadvantage people struggled to find jobs that accommodated their unique needs. A lack of flexibility in work schedules, remote work options, and physical workplace accessibility were common problems. Based on this feedback, we designed our app with customizable job filters, so users can search for jobs that meet their specific needs.

3.1.3 Immerse

We acknowledged that it might be difficult for people with disabilities to obtain inclusive employment options, which frequently results in their isolation. To better understand the difficulties faced by people with disabilities, we tried using current job search apps as though we were in their position. This showed us the need for a more inclusive and supportive job search app. This showed us the need for a user-friendly, supportive app designed specifically for disadvantaged job seekers.

3.2 Define Mode

All four members of this group have gone through analysis, investigation, and conversation to better understand the barriers people with disabilities face in finding jobs. We decided to focus on creating an app that helps people connect with inclusive and accessible job opportunities. Our goal is to provide ongoing support and practical tools to make the job search process easier for them.

3.3 Ideate Mode

We brainstorm ideas before designing and constructing the app. We have discussed about our apps' primary features. We wanted the app to help job seekers while also teaching employers about the benefits of hiring a diverse team. These benefits include more creativity, better problem-solving, and stronger teamwork. Our goal is to create a bridge between job seekers and employers, making workplaces more inclusive and supportive.

3.4 Prototype Mode

In this phase, we created a simple version of the app to show how it would work. The prototype included key features like customizable job filters, accessibility settings, and a community forum where users can connect and share experiences. The prototype remains a rough version to allow for flexibility in making improvements and exploring additional features based on user needs.

3.5 Test Mode

To refine our design, we tested the prototype with a group of people with disabilities to see how well it worked for them. We asked them about their experiences using the app to uncover any issues and improve its usability. This testing phase helps us identify areas that need adjustments, ensuring our app provides a comprehensive solution to meet users' needs effectively. This test mode was made on week 11 and the duration is in the one week. The targeted responds are 50 responds but we only get 22 responds.

3.5.1 Collection of Data

Gender
22 responses

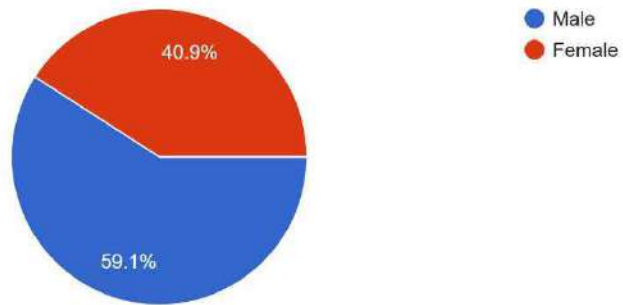


Figure 1

Age
22 responses

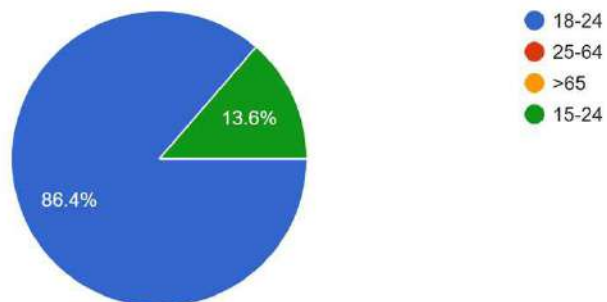


Figure 2

Which side are you?

22 responses

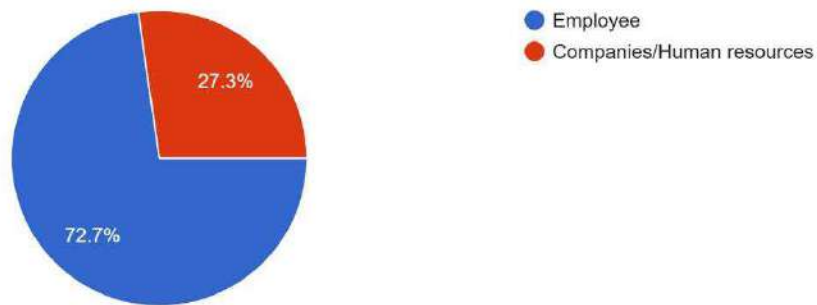


Figure 3

Does our app have all the features that you need to find a job?

17 responses

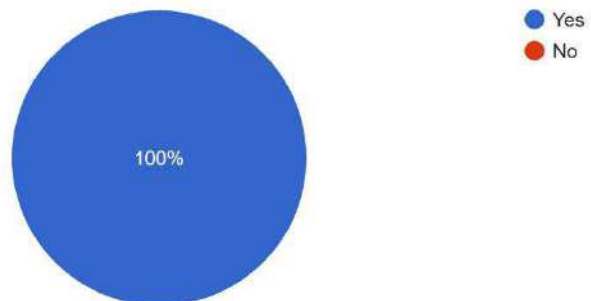


Figure 4

Does the user interface in our app is easy use?

17 responses

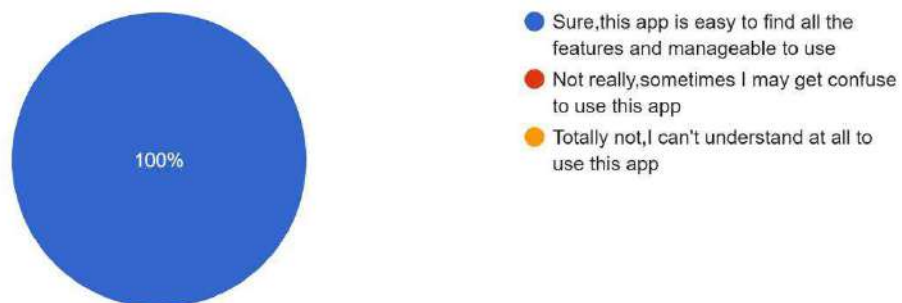


Figure 5

Does this app ease for you to communicate with companies

17 responses

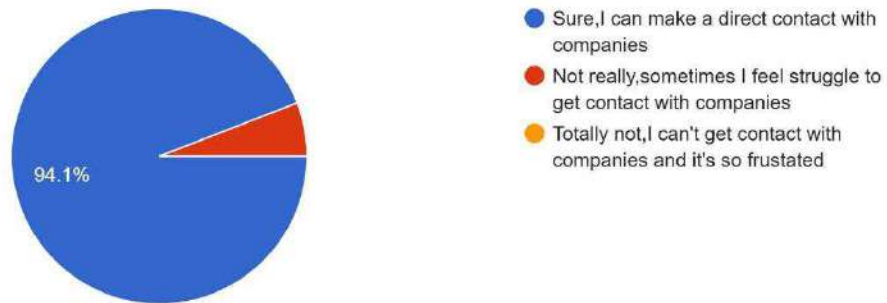


Figure 6

Scale of satisfaction using our app

17 responses

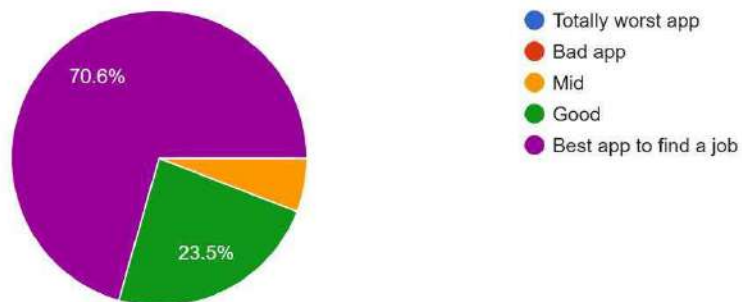


Figure 7

Does our app help you to filter out the best employee for your company?

17 responses



Figure 8

Does our app help your companies to promote job vacancies from your companies?

17 responses

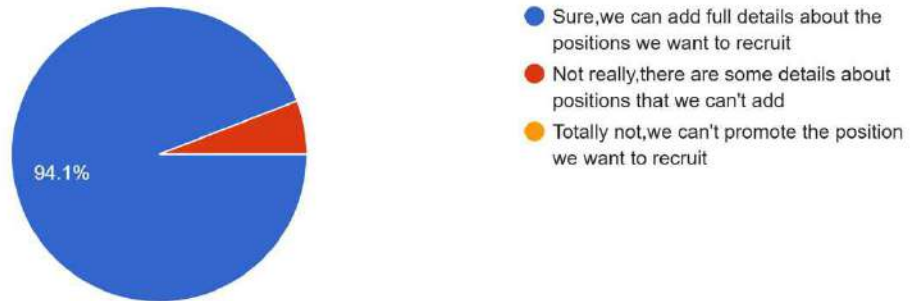


Figure 9

What are your suggestions to improve our app?

17 responses

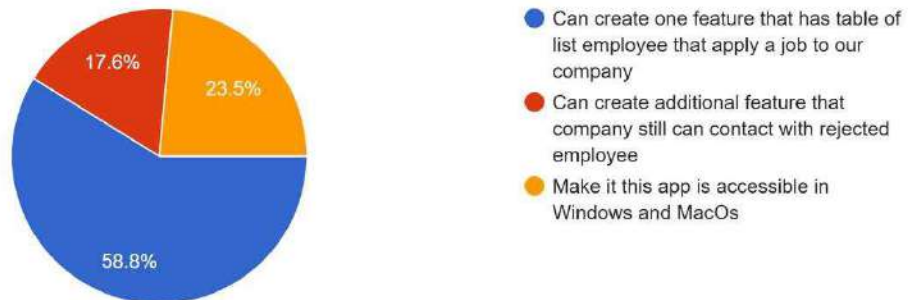


Figure 10

Scale of satisfaction

16 responses

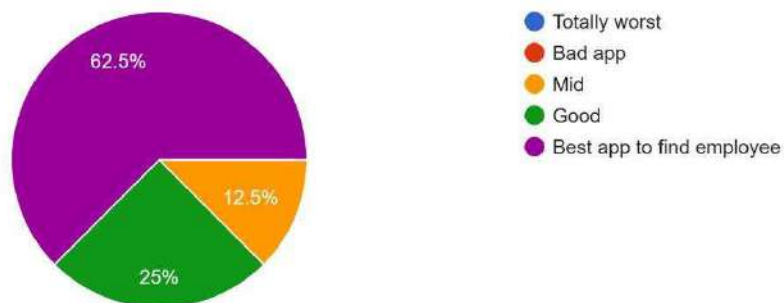

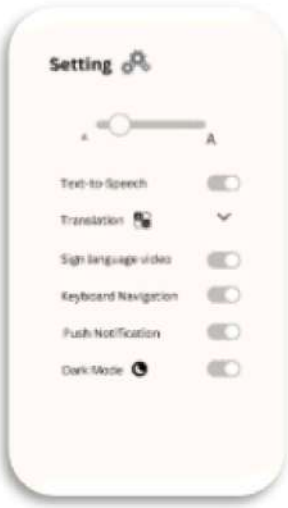


Figure 11

4.0 FEATURES OF APP (JOBEQUALITY)

We created JobEquality, a clever application that helps people with disabilities find employment, in response to user problems. The employer can recruit the disabled person by publishing it in our apps, and they can get a job more easily by utilizing this application. Our app does more than merely display job openings because of this. It has a community function that lets users communicate, share experiences, and help one another.

This is our features of the apps: [JobEquality](#)

Apps features	Explanation
 The image shows a smartphone screen displaying the JobEquality app logo. The logo is a circular icon with a pink and blue design, featuring the word 'JOBEQUALITY' in red text.	<p>This page shown the logo of our application for the user easily to recognize our application. It make easier for user to use our application when they open our logo and to access any features in our application.</p>
 The image shows a smartphone screen displaying the 'Setting' page of the JobEquality app. The page has a white background with a list of settings: 'Text-to-Speech' (toggle), 'Translation' (dropdown), 'Sign language video' (toggle), 'Keyboard Navigation' (toggle), 'Push Notification' (toggle), and 'Dark Mode' (toggle). Each setting has a corresponding icon or symbol.	<p>This page shown the settings for the user to make their application more accessible and convient when they open our application. The features of this page is text to speech, translation, sign language video, keyboard navigation, push notification and dark mode.</p>