



**UNIVERSITI TEKNOLOGI MARA CAWANGAN PERLIS KAMPUS ARAU
BACHELOR'S DEGREE IN BUSINESS ADMINISTRATION (HONS) HUMAN
RESOURCES MANAGEMENT**

HR INTERNSHIP (HRM 666)

INDUSTRIAL TRAINING REPORT

COMPANY:

**COMPOSITES TECHNOLOGY RESEARCH MALAYSIA (CTRM) AERO COMPOSITES
SDN BHD**

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EXECUTIVE SUMMARY

My memorable and enlightening 6-month industrial training began here at CTRM Aero Composites Sdn Bhd which the company is one of the local manufacturer specifically in aerospace industry. During an internship from March to August 2024, the main tasks is to assist HR Executive with variety of tasks specifically recruitment activities and gain valuable experience in the field of human resources. For example, onboarding processes, and employee engagement initiatives, which help me to gain valuable insights into HR policies and practices. The internship included structured working hours, designated breaks, and a monthly allowance, fostering a balanced work-life environment.

A SWOT analysis of CTRM reveals strengths in its hiring policies and industry recognition, while weaknesses include miscommunication and high turnover rates. The company has opportunities to attract and retain skilled workers amidst technological advancements in the aerospace sector. Recommendations emphasize refining recruitment strategies, enhancing internal communication, and fostering a positive work culture to improve employee retention and engagement. By investing in employee development and creating a supportive environment, CTRM can enhance operational efficiency and drive innovation, securing its competitive edge in the market.

TABLE OF CONTENTS

1.	Student's Profile.....	5
2.	Company's Profile	6
2.1.	Background of the Company	6
2.2.	Vision, Mission, Goal and Objective.....	6
2.3.	Organizational Structure.....	7
2.4.	Products and Services	7
3.	Training Reflection	8
4.	SWOT Analysis	9
5.	Discussion and Recommendation.....	10
5.1.	Strength.....	10
5.2.	Weaknesses	14
5.3.	Opportunities.....	18
5.4.	Threats	22
6.	Conclusion.....	26

2. Company's Profile



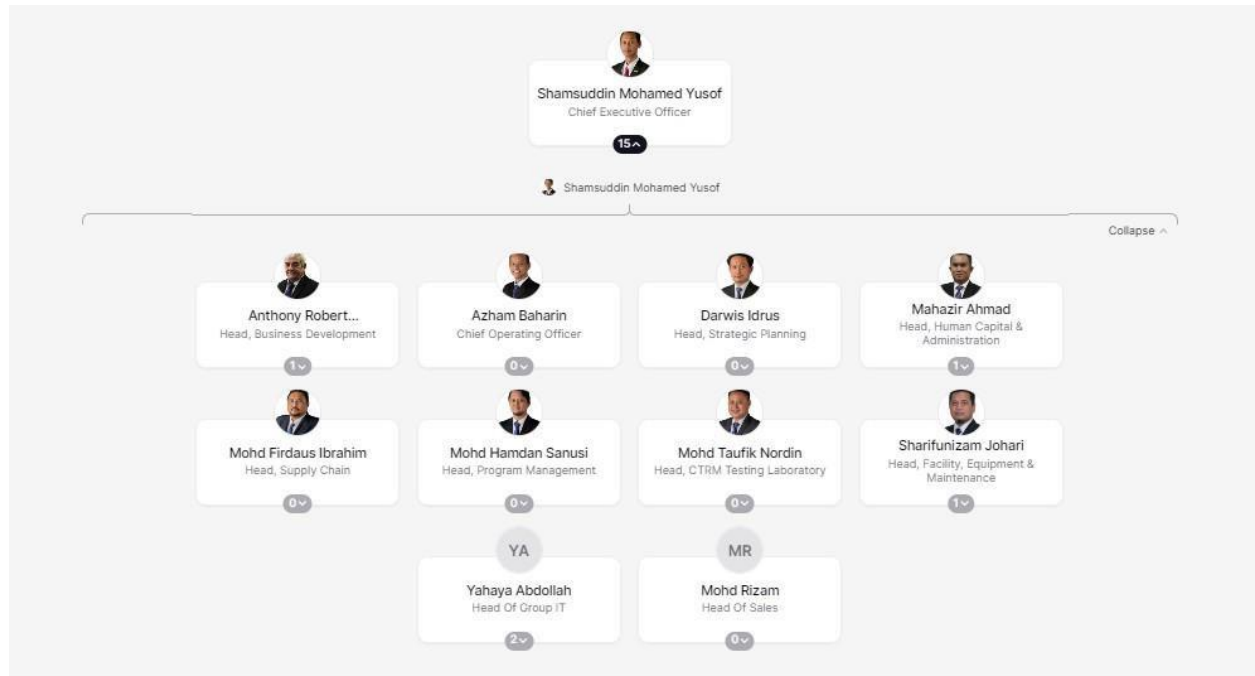
2.1. Background of the Company

CTRM Aero Composites Sdn Bhd is one of the members of DRB-HICOM, which is located at **Batu Berendam, 75350, Melaka**. The company is a high technology-based industrial company in Malaysia which primarily involved in the aerospace and composites industries. The company focuses on the manufacturing of composites structure components for aircraft and the company is a part of the global supply chain for major aircraft manufacturers worldwide. The company provides aero structure solutions aircraft types, including the A320 series, A380, A350XWB, B787, B737NG, B777 and V2500 engine options (Centre for Aviation, 2024). The company is recognized for its commitment to sustainability, having received the prestigious ACES Award 2020 in the 'Green Initiatives and Leadership' categories.

2.2. Vision, Mission, Goal and Objective

The vision of CTRM Aero Composites Sdn Bhd is to be a leading global player in the composites and aerospace industry. The company's mission is to offer competitive, timely, and cutting-edge solutions to its customers, realizing their aspirations in the industry. The objective of the company is to provide aero structure solutions for various commercial aircraft types. The company committed to achieve the goal which the company tend to expand its products and services to other industries besides aerospace, including automotive, rail, defense, tooling and others.

2.3. Organizational Structure



2.4. Products and Services

CTRM Aero Composites Sdn Bhd is a manufacturing unit that produces composites components for both aerospace and non-aerospace application. The company's core business in the composites aero structure started in 2000 with the first project award of the A300 Fixed Trailing Edge panels. The company has emerged as a Centre of Excellence for Composites and Aerospace which focusing on the Wing and Nacelle programs (CTRM, 2024). The company provides MRO and aircraft leasing services, with NADCAP and ISO17025 certified laboratory for calibration, material and product testing and supply of balances and scales for various industries. The company has been expanding its business into composites aircraft interiors, aircraft seats and transportation.