FACULTY OF BUSINESS AND ADMINISTRATION

BACHELOR OF BUSINESS ADMINISTRATION (HONS) FINANCE

MGT666

INDUSTRIAL TRAINING REPORT

THE EFFECT OF FEMALE BOARD DIRECTORS ON FIRM PERFORMANCE: EVIDENCE FROM MALAYSIAN HEALTHCARE SECTOR

CLASS:

RBA2426C

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EXECUTIVE SUMMARY

This study investigates the impact of female board directors on the performance of firms in the Malaysian healthcare sector. The study uses Return on Assets (ROA) as a proxy for firm performance. The findings suggest a significant negative relationship between female board directors and firm performance within the healthcare sector as female directors would enhance board diversity by providing unique skill sets, life experiences, and complementary knowledge, which improve the board's informational contributions to management.

The implications of these findings are significant for healthcare companies in Malaysia. The study emphasizes the importance of female directors on boards, demonstrating that their active involvement in companies positively affects financial performance and economic value creation. Furthermore, the study recommends that healthcare companies should implement a 30% quota policy and promote the appointment and advancement of women to board positions to leverage the benefits of diverse perspectives and skills. Healthcare companies in Malaysia should focus on optimizing female participation on their boards through targeted recruitment, mentorship programs, and leadership development initiatives. This strategy will allow firms to access a wider range of skilled individuals, foster an environment that values fairness and diversity, and achieve sustainable growth and productivity.

To summarize, this study highlights the importance of gender diversity, suggesting that companies should actively work to increase female representation in boardrooms to enhance the benefits of diverse leadership and improve firm performance. This paper also provides a profile of the internship place, AstraZeneca Sdn Bhd. AstraZeneca is a MNC pharmaceutical company that focuses on science and patient care. Their operations in Malaysia uniquely hosts the Commercial business, Site Management and Monitoring and Global Financial Services, demonstrating their commitment to bringing in science and innovation to help patients and boosting the employment of skilled talent in the country.

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COMPANY'S PROFILE

Name	AstraZeneca Sdn. Bhd.
Office Address	The Bousteador, Level 12, No. 10, Jalan PJU 7/6, Mutiara Damansara, 47800 Petaling Jaya, Selangor Darul Ehsan, Malaysia.
Website	https://www.astrazeneca.my/
Email	contactazmedical.astrazeneca.com
Number	03-7624 3888
Office Hours	Monday to Friday, 9.00 am - 5.00 pm
Group Managing Director	Vinod Narayanan

Table 1.0. The Background of AstraZeneca

Astrazeneca is a global, science-led, patient-focused pharmaceutical company. They are dedicated to transforming the future of healthcare by unlocking the power of what science can do for people, society and the planet. Their operations in Malaysia uniquely hosts the Commercial business, Site Management and Monitoring and Global Financial Services, demonstrating our commitment to bringing in science and innovation to help patients and boosting the employment of skilled talent in the country. Their bond with Malaysia's health landscape has been decades in the making and can be traced back to 1981 when they first established their presence as Astra Pharmaceuticals. In 1999, Astra forged an alliance with Zeneca, bringing together the best of two Swedish-British pharmaceuticals to form AstraZeneca.