



اَوْنِيْوَرْسِيْٓتِيْ تِيْكَنُوْلُوْجِيْ مَآرَا
UNIVERSITI
TEKNOLOGI
MARA

Cawangan Perlis
Kampus Arau

INDUSTRIAL TRAINING REPORT

SWOT Analysis of MYWave Sdn Bhd



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EXECUTIVE SUMMARY

The internship was conducted at MYWave Sdn Bhd in Pulau Pinang, spanning duration of 24 weeks from March 11, 2024 to August 19, 2024. This company is an MSC-status HRM solutions company, which specializes in the field of HR and people development. The products and services offered include HR outsourcing, HR consulting, payroll outsourcing, training and development courses and emplX subscriptions. As an industrial trainee, I was assigned to the Payroll Outsource Department under the supervision of Mrs. Indah Fajarwati. Throughout the 24 weeks at MYWave Sdn Bhd, I was responsible for understanding the client's monthly payroll calendar and ensuring timely updates before the payroll cut-off date. Additionally, I was responsible for updating and maintaining employee data and payroll information in the system, performing validations and checks on all pay elements, preparing monthly payroll reports, and ensuring compliance with statutory requirements.

Apart from that, the main objective of this internship is to analyse the strengths, weaknesses, opportunities and threat of MYWave by using the aspect of political, economic, social, technology, environmental and legal (PESTEL). Key findings include their strong background and vast experience in industry, extensive employee development initiatives and collaborative knowledge sharing sessions, weaknesses in marketing presence and dependence of client, opportunities in terms of leveraging advanced technology as well as growing demand for MYWave's service and lastly external threat of technological interruptions and data security risks. It is recommended that the company address its weaknesses by developing a strong digital marketing strategy, implementing a referral reward program, and forming strategic digital partnerships. To mitigate external threats, MYWave should create an Information Technology (IT) Disaster Recovery Plan and proactive fault tolerance schemes to protect client and organizational data and design secure cloud data storage services. Implementing these strategies will help the company sustain its position in the industry in the long term.

My internship provided valuable hands-on experience in using the emplX system for payroll processing, deepening my understanding of payroll procedures and compliance standards. Overall, the experience was transformative and immersive, significantly contributing to my professional growth in the field of human resources and allowing me to apply theoretical knowledge to practical situations.

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COMPANY PROFILE

Top 10 Payroll Outsourcing
Companies in Malaysia

BACKGROUND OF COMPANY

Established in 2005, MYWave Sdn Bhd is a distinguished Malaysian Super Corridor (MSC) status Human Resource Management (HRM) Solutions Company headquartered in Malaysia. Led by renowned experts in Human Resource (HR) and people development, we specialize in innovative cloud-based HRM solutions such as 'emplX,' recognized for its efficiency and user-friendly interface. In addition to our flagship product, we offer comprehensive HR and payroll outsourcing and consulting services, tailored to meet the diverse needs of our clients. With a commitment to excellence and a track record of success, MYWave empowers organizations to optimize their HR practices and achieve their full potential in today's dynamic business landscape.

BRAND ORIGIN

MYWave is a leading HR Solutions Company. The name "MYWave" was inspired by the goal of establishing a Malaysian-founded company in the digital realm. "MY" represents Malaysia, while "Wave" was chosen in reference to the Tsunami events of 2004. Headquartered in Malaysia, our company was founded in 2005 and was granted MSC status by the Malaysian Government in 2006.



Current logo of MYWave Sdn Bhd