

# INDUSTRIAL TRAINING REPORT MGT666

SWOT ANALYSIS ON AGENSI  
PEKERJAAN INTER ISLAND  
SDN. BHD



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**BACHELOR OF BUSINESS (HONS) HUMAN RESOURCE MANAGEMENT  
(BA243)**

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## EXECUTIVE SUMMARY

In my internship at InterIsland where I worked as Talent Acquisition Specialist, I was responsible for candidate sourcing for Singapore and Malaysia. The duties that I performed were posting job ads, promoting jobs on social media, screening resumes, interviewing candidates, and drafting employment agreements. This position provided real recruitment experience and ideas of human resources management. Some of my activities included pre-selection before recruitment, conducting interviews, writing contracts, and forwarding the documents to the HR Manager. Depending on the MyFUTUREJOBS site, I get a lot of profiles to match with the Singapore jobs. Also, I created content regarding our workplace and vacancies on the TikTok account of the company. This experience helped me enhance my punctuality, communication skills, and knowledge relative to the recruitment skills.

The local SWOT analysis of InterIsland depicts strengths in the form of skilled recruiters, company reputation among others. Company recognition programs and the consistency of the brand can enhance morale and maintain a company image. However, high turnover rates because of low promotion opportunities and other incentives are some of the drawbacks. Dealing with this issue with proper projections of the pathways for career advancement and reasonable compensation standards can enhance staff retention. Lack of internal training can be offset with training programs being carried out from time to time.

Opportunities for InterIsland are providing further market growth and introducing Artificial intelligence (AI) and automation technologies as potential advancements. Analysing the market and implementing investment to acquire technologies in place could enhance the recruitment systems. Threats were high clients expectations and high competition which could be managed through realistic measurement of expectations and differentiation. Thus, realizing the threats and benefiting from the opportunities associated with it, it is possible to make the InterIsland even more invulnerable in the field of recruitment.

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## 2.0 COMPANY PROFILE

### 2.1 InterIsland Background



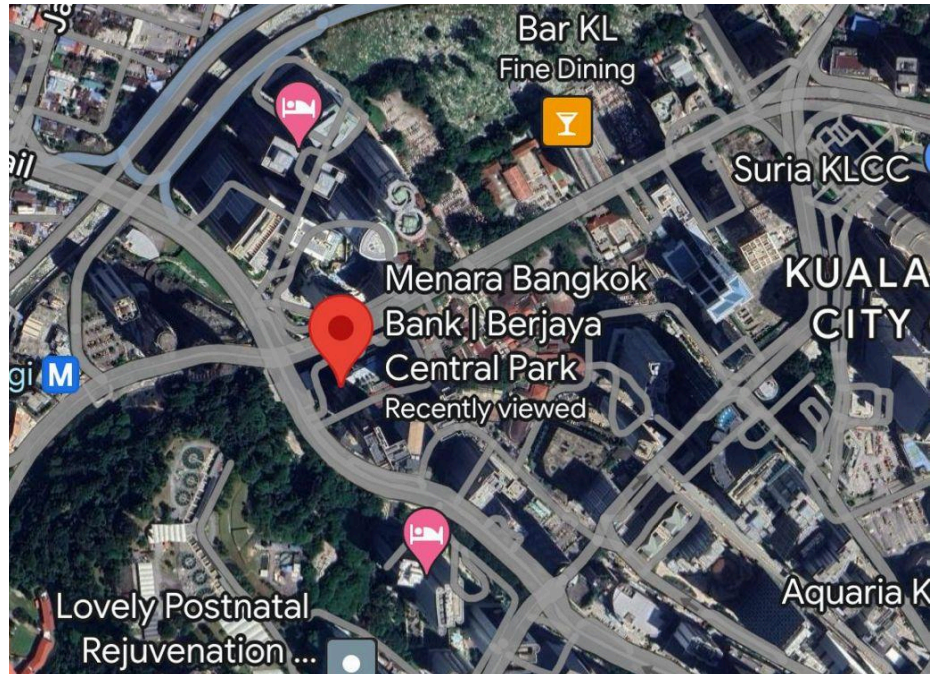
*Figure 2 : Higher Managements of InterIsland*

InterIsland Group is a company that focuses on delivering human resources and employment services since 2008 with its base in Singapore. It has grown over the years and spread its wings across Asia extending its business in Malaysia, Japan, Indonesia, Taiwan and Macau (InterIsland Group, 2024). It manages its business through segmented brands such as Inter Island Manpower, Inter Island Management, iConnect, and iTravels for flexible staffing solution, HR technologies, meaningful metrics and more such services (InterIsland Group, 2024)

Staffing and recruitment specialists InterIsland Manpower, operational as a subgroup of the InterIsland Group, scores the highest result and helps hundreds of companies find more than 7000 employees every year. The positions they offer include full-time, part-time, and contract jobs that they provide from freshers to the director, ceos and managers level



(InterIsland Group, 2024). The brand is particularly proficient in enlarging suitable employment for both local and international talents.



*Figure 3 : Kuala Lumpur InterIsland Office Location in Maps*



*Figure 4 : Kuala Lumpur InterIsland Office*