



اَبُوْ رَسِيْدِيْ تِكْنُوْلُوجِيْ مَارَا
UNIVERSITI
TEKNOLOGI
MARA



**EVOLUTION
COMMERCE**

HRM666

INDUSTRIAL

TRAINING REPORT



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PRESENTED FOR :

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SURAT KEBENARAN

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Executive Summary

This is the description of the six months internship at Evolution Commerce Sdn. Bhd. between the date of 22 September 2025 and 6 March 2026 with regard to the Bachelor of Business Administration (Human Resource Management) at Universiti Teknologi MARA (UiTM). The internship took place in the Human Resources (HR) Recruitment and Operations Department and the biggest exposure was on the high-volume recruitment and HR operational support in the field of logistics and e-commerce.

The practical experience was gained during the training process and was related to the end-to-end recruitment of blue-collar workers (courier riders and drivers) in the logistics services of Shopee Express, Lazada, and Ninja Van. Marketing of recruitment, job portal management, screening, and short listing, coordination of onboarding, data support payroll related, and answering queries of the staff were the main factors. The TikTok Live hiring sessions and ground hiring and PERKESO job fairs experience provided an idea of the bigger picture in terms of planning and conducting recruitment activities.

Overall, the internship worked in its power to reduce the distance between the acquisition of knowledge in schools and its real implementation in the working logistic environment that is fast-moving. Communication, time management, problem solving skills and professional confidence were also enhanced besides technical and operational skills in the training. The industrial training experience has been of great importance in personal development, preparedness to work, and enhanced understanding of what the HR can do to enable the performance of the organisation within the logistics and e-commerce sphere.

Acknowledgement

First of all, I want to express my genuine gratitude to Universiti Teknologi MARA (UiTM), especially to the Faculty of Business Administration, which granted me the possibility to pass the industrial training as the part of the academic program. This training was a valuable platform of practical exposure and professional development.

A heartfelt gratitude is given to Evolution Commerce Sdn. Bhd. to accommodate the internship placement and giving out a favorable working environment as a professional trainee during the training period. A warm farewell to the Human Resources Recruitment and Operations team whose mentorship, tolerance and constant encouragement played a key role in the learning process. Their readiness to share the knowledge and give them the practical exposure was priceless.

The industrial training advisor, Miss Wan Nor Syazana Binti Wan Hashim, is also greatly appreciated to have given me guidance, advice, and constructive feedback during the process of industrial training as well as during the preparation of this report.

The industrial training supervisor and other colleagues are also communicated to thank them and collaborate, as well as support me throughout the internship. Finally, the thanks of the family and friends have to be given who gave me moral support and encouragement all the way through the completion of this industrial training and report.

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