INDUSTRIAL TRAINING REPORT
RIGHT PRISTINE MANPRO SDN BHD

8^{TH} March 2021 - 20^{TH} August 2021

SITI NUR SYASYA BINTI MARZUKI | 2019594255 | BA 242

EXECUTIVE SUMMARY

My exciting and insightful 6-month industrial training began here at Right Pristine Manpro Sdn. Bhd., which is placed at Bayan Lepas, Pulau Pinang. It is one of the biggest company that manage and supply foreign and local manpower to manufacturing companies, such as Jabil Circuit Sdn. Bhd., Inari Technology Sdn. Bhd., and Inventec Appliances (Malaysia) Sdn. Bhd. Furthermore, Right Pristine Manpro Sdn Bhd is a premier Foreign Manpower Management Company that has been in operation since 2009.

As being completely new to practical, every hour spent in the Human Resource Department gave me some amount of experience which cannot be explained in words. Nevertheless, they were all useful to me. I experienced how a Human Resource Department work, recruitment process, training and development initiatives, how to keep employees motivated, how to lead etc.

During this internship, research on the determinants of corporate profitability in Malaysian manufacturing firms was undertaken. The factors used in the research to assess the profitability of Malaysian manufacturing firms are liquidity and leverage. In this study, both the current ratio (CR) and the debt/equity ratio (DER) are used as proxies. The result of the liquidity appears to be favourably correlated to profitability.

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COMPANY’S PROFILE

RP Group's primary activities include international labour supply, human resource management services, and dormitory development. The firm, which has 24 years of expertise in the foreign labour supply market, provides premium services to MNCs in the EMS sector. **Right Pristine Manpro Sdn Bhd**, based in Bayan Lepas, Penang, Malaysia's Northern area, is a premier Foreign Manpower Management Company that has been in operation since 2009. The company collaborates with international agencies in several nations to offer a skilled workforce to multinational manufacturers and local businesses in a variety of industries.

RP Manpro Sdn Bhd, a company based in local manpower supply, specialises in supplying local labour to the manufacturing industry, warehousing, logistics firms, and so on. Their experienced operating team provides expert HR Consultation ranging from talent acquisition to employee disciplinary management. The operation hour for RP Manpro Sdn Bhd is Monday to Friday, from 9 am to 6 pm, excluding public holidays.

MISSION

Through their delivery commitment, quality of support and services, and supply of devoted personnel, they are committed to delivering outstanding manpower services to all customers.

QUALITY POLICY

They are dedicated to delivering high-quality services to customers, as well as a safe working environment for employees, and to conducting business with honesty, integrity, fairness, accountability, and ethics.

OBJECTIVES

- Maintaining close relationships with suppliers in source nations such as Vietnam, Myanmar, Nepal, Bangladesh, Pakistan, Indonesia, and Cambodia.
- To provide and deliver experts, skilled and unskilled employees to meet the market's wants and requirements in diverse areas.
- To guarantee that all relevant local and source country legal requirements, laws, and customer codes of conduct are followed.
- To offer high-quality services and assistance to all clients.
- To easily find and provide devoted and high-quality personnel.

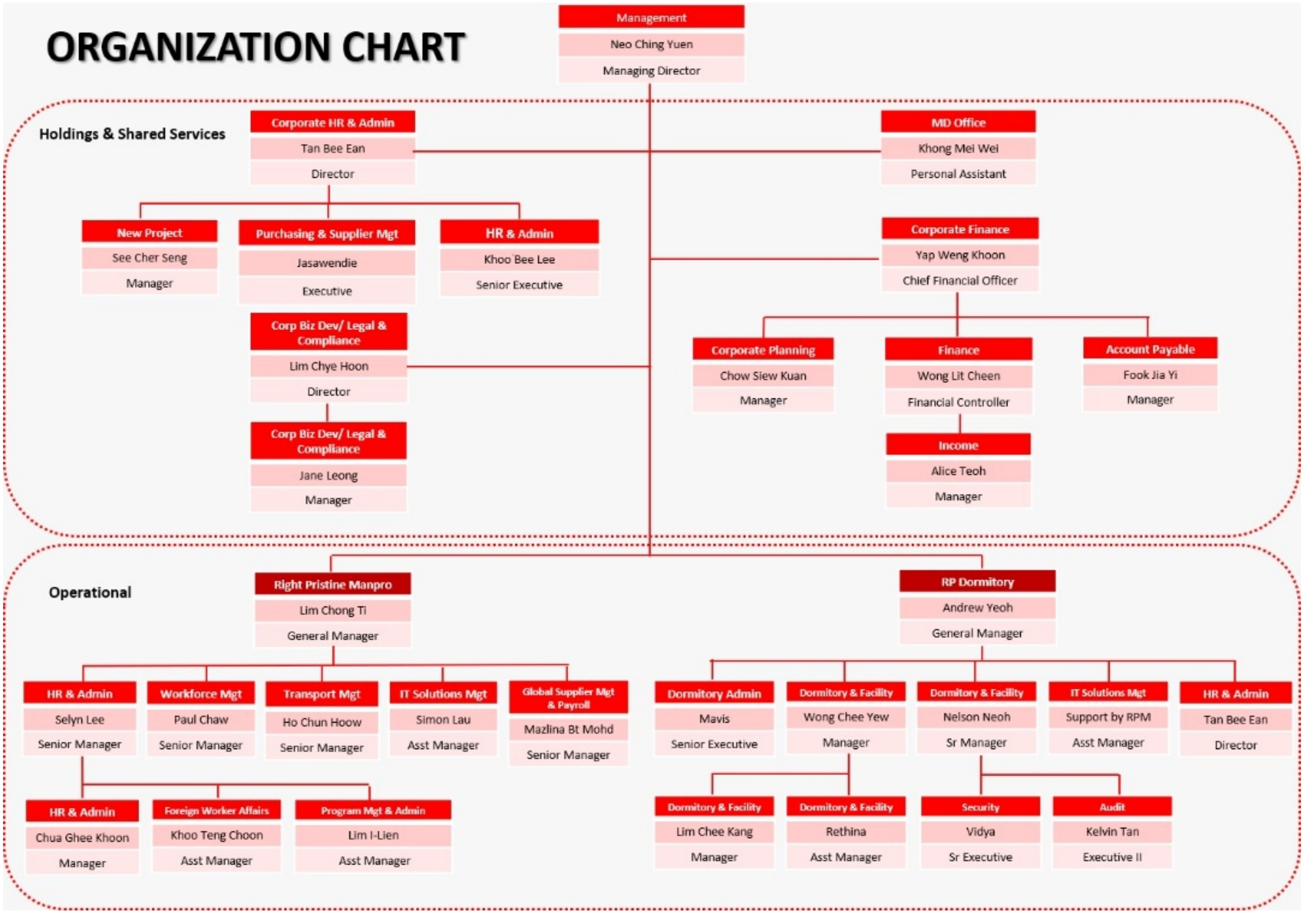
SERVICES

They are committed to delivering the finest manpower outsourcing contractors, foreign labour management, human resource consultation, dormitory outsourcing contractor, and dormitory & transport management services to our clients.

Comprehensive management service :

i. Hostel Management
ii. Payroll Management
iii. Labour Management
iv. Transportation & Logistic Management
v. Compliance

ORGANIZATIONAL STRUCTURE



TRAINING'S REFLECTION

DURATION	8th March 2021 - 20th August 2021 (24 Weeks) Monday - Friday 9 am - 6 pm
DETAILS	Department: Human Resource Role: Admin Trainee Responsibilities: daily interview of job applications, follow up of missing documentations, compilation of Data Bank and send out company's letter to workers
GAINS	Allowances: RM1,200 monthly OT allowance Medical claim Covid-19 vaccine provided

Table 1

The duration of my internship is 24 weeks, which is from 8th March to 20th August 2021. I worked from Monday to Friday, 9 am until 6 pm. The weekend is considered as my off day and rest day. I received RM1,200 every month as my allowance. They also offer a medical claim, overtime pay, and the Covid-19 vaccination.

During the internship, I am in the Human Resource Department, as an Admin Trainee. My task every day is the daily interview of job applications. I am also responsible for following up on missing documentation and verifying all documents in the system. Besides that, I will be on duty whenever there are candidates that need to do their swab test before report to work on their first day. At the end of the day, I need to compile every data into the Data Bank and sent out the company's letter to candidates for the swab test and report duty on the first day.

Working at RP Manpro gives me the ability to deal effectively with a variety of personalities and employee groupings. Patience, integrity, and fairness are other traits that I gain. My computer skills, as well as my analytical and conflict resolution abilities, improve as the number of days and hours I am trained increases. These characteristics and talents have been developed in me as a result of obtaining a diverse variety of experiences throughout the internship.

REGRESSION ANALYSIS

DETERMINANTS OF CORPORATE PROFITABILITY TOWARDS MALAYSIAN MANUFACTURING FIRMS

BACKGROUND OF THE STUDY

Profitability was described by Borio, Gambacorta, and Hofmann (2017) as a business capability that interprets profit over a specific time span. It is essential to examine the profitability determinants to comprehend how businesses finance their operations. When the amount of income received from company operations increases the number of expenses and taxes required to support the operating activities, financial gains are realised. Profitability may describe a company's performance in terms of dividends paid out from shareholder contributions or the amount of money spent on operations or sales. Given that the primary goal of investing is to make a profit, therefore the profits generated by a company are used to assess the investment's performance.

A manufacturing business is any firm that assembles completed things from raw materials, parts, and components. Manufacturing companies frequently utilise machines, robots, computers, and humans to make their products, and they often use an assembly line, which allows a product to be assembled step by step, going from one workstation to the next. Manufacturing companies have the option of selling their products directly to consumers, other manufacturers, distributors, or wholesalers. Table shows sample of manufacturing firms in Malaysia:

1.	Inari Amerton Bhd	7.	Public Packages Holdings Bhd
2.	D & O Green Technologies Bhd	8.	SCGM Bhd
3.	UWC Bhd	9.	Malaysia Steel Works (KL) Bhd
4.	ViTrox Corporations Bhd	10.	ABM Fujiya Bhd
5.	Frontken Corporation Bhd	11.	Ancom Bhd
6.	Leader Steel Holdings Bhd	12.	Ann Joo Resources Bhd

Table 2 Sample of manufacturing firms in Malaysia

Firms require long term survival to maximize their profit and contain sustainability. Numerous studies have been taken to see the effect and impact on corporate profitability. The research's indicators to determine the profitability towards manufacturing firms in Malaysia are liquidity and leverage. Both current ratio (CR) and debt/equity ratio (DER) are used as proxy in this study.

Profitability, in addition to optimizing the owner's income, is one of the most significant priorities in financial management, according to Handriani and Robiyanto (2018b). Profitability is a key performance determinant. It is difficult to sustain an unprofitable company. Highly successful companies, on the other hand, have the potential to award their investors with huge returns on their savings. As a result, the overall aim of a business firm is to make a profit to ensure its survival in the current market conditions.

PROBLEM STATEMENT

Profitability is one of the primary objectives of any company. It is also known as financial performance and is closely linked to the company's capital structure. Profitability and liquidity are two significant variables that provide details about a company's results. So, liquidity indicates a company's ability to fulfil its short-term funding needs, while profitability indicates a company's benefit derived from operations. There are inconsistent theoretical predictions on the impact of profitability on leverage, according to Rajan and Zingales (1995). Trade-off Theory (TOT) implies that a company would choose to issue debt when revenues are high in order to reduce the tax burden. Firms would tend to fund from retained earnings first, then from leverage and eventually from offering new shares, according to Pecking Order Principle (POT).

Since the Covid-19 pandemic started, profitability for manufacturing firms has been decreasing. According to a recent National Association of Manufacturers research in the year 2020, almost 80% of manufacturers expect the pandemic to have a financial impact on their firm. Movement restrictions caused severe supply chain disruptions that wreaked havoc across the sector including shortage of manpower as recruitment agencies that fall under non-essential service are also forced to close, hence unable to supply workers for the manufacturing firms. The basis of choosing manufacturing firms as the sample for this research is because this research aims to determine the profitability of manufacturing firms in Malaysia. The decrease in profitability is becoming an area of concern in manufacturing firms, moreover due to Covid-19. The data will be interpreted by discussion of previous studies on determinants of profitability.

OBJECTIVE OF STUDY

The objective of this study is to focus on the determinants of the profitability of a manufacturing company in Malaysia for the period of six years.

Specifically, this study intends to:

1. To examine the relationship between independent (DE, CR) with dependent variables (profitability).
2. To identify the most significant variable that influence the profitability of company selected.

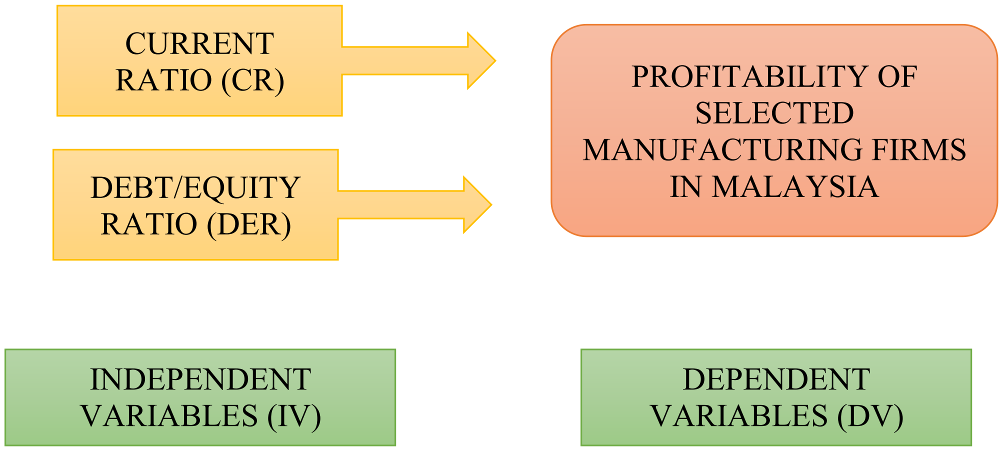
THEORETICAL FRAMEWORK

Dependent variable

The dependent variable means the primary problem found by the researcher in the study as the researcher's objectives are to recognize, identify, and forecast its variability. It may also assist the researcher to evaluate and value the dependent variable and other independent variables that influencing the variable. As a result, for this study, the dependent variable that has been chosen is the profitability of selected manufacturing firms in Malaysia.

Independent variables

Independent variables can be determined as the factors that lead to the arising of the dependent variable. In this study, two independent variables have been identified, which are debt/equity ratio (DER) and current ratio (CR).



SCOPE OF STUDY

Dependent and Independent Variables

This study focuses on the company performance of selected manufacturing industries in Malaysia. The researcher had used the profitability of the companies as the dependent variable and the independent variables consist of the Debt/Equity Ratio (DER) and Current Ratio (CR).

Data collection method

Data was collected from the secondary data. Among the secondary data that had been taken for the report was the gathered data from the database of selected companies in Malaysia using Eikon database.

Time Frame

The data had been taken for six (6) years, from the year 2015 until 2020.

LIMITATIONS OF STUDY

Time constraint

The limited-time to collect and gather information from the eikon data stream as a full information report. The time to collect data needs to have a schedule because it uses the same id and password. This makes everyone need to be honest and responsible to use based on the scheduled states.

SIGNIFICANT OF THE STUDY

This study is generally to provide some informative upshot to the parties involved. Therefore, the significance is as follows:

Researcher

While this research was only carried out to satisfy the academic requirement and one of the prerequisites for completing the degree level, this form of study is very necessary to obtain new experiences. Experiences of evaluating the data and interpreting the study results are useful skills that can be learned by the researcher.

Manager of the company

This type of research will help the manager of the company in Malaysia to improve its volume to become more competitive and acceptable to the public. It also will provide valuable information to help the company to improve and upgrade its products and services in Malaysia.

Academicians and Public

It would be a benefit for academicians who are involved in pursuing the same types of study after completing this research. In addition, this analysis can also be used to reference the students and lectures. In addition, it will generate the public's awareness.

LITERATURE REVIEW

Several previous studies examine the effect of different hypothesised determinants of firm performance. Few pioneering studies that discussed firm success as a result of firm-specific and industry-specific results include Schmalensee (1985), Hansen and Wernefelt (1989), and Mauri and Michaels (1998). There is a wide range of literature on profitability as a measure of success and its determinants. Among the recent studies on the same subject are Elif Akben-Selcuk (2016), Mirza and Javed (2013), Dogan (2013), Tailab (2014), Khaled Al-Jafari and Samman (2015), and Batra and Kalia (2016). However, the majority of them have had inconsistent outcomes. As a result, recent experiments with theoretical underpinnings have been analysed in this part of the literature for further clarification.

Liquidity and profitability

The association between liquidity and profitability is explained by two schools of thought. To begin with, maintaining surplus liquidity or higher values of current assets raises the maintenance costs of holding excess liquidity in terms of high opportunity cost, which can limit profitability. Using similar logic, Ross et al. (2000) and Mistry (2012) discovered a negative relationship between liquidity and profitability. However, it is possible that this would be a short-term phenomenon. Hirigoyen discovered that in the medium and long term, there is a chance of a positive correlation between liquidity and profitability because low liquidity leads to low profitability, which leads to more loan needs and inadequate cash flow, resulting in a vicious cycle. Simultaneously, Nunes et al. (2009) argued that increased liquidity did not reduce profitability. Goddard et al. (2005) and Zaid et al. (2005) both pursue similar types of research (2014). Since liquidity tests a company's ability to satisfy temporary compulsions by using sufficient liquid assets, retaining sufficient liquidity is a good predictor of a firm's financial health. Holding liquidity can have a negative effect on profitability in the short term, but it will improve profitability with stable fundamentals that not only raise stakeholders' interest but also reduce the firm's chance of bankruptcy in the medium and long run.

Leverage and profitability

The relationship between leverage and profitability is explained in two dimensions by pecking order theory and trade-off theory. According to the capital structure pecking order principle (Myers and Majluf, 1984), debt and profitability are inversely related. The empirical results of Kester (1986), Titman and Wessels (1988), Rajan and Zingales (1995), Booth et al. (2001), and Khaled Al-Jafari and Samman (2015) demonstrated the existence of an inverse relationship between leverage ratio and profitability. Lalith (1999) discovered a negative correlation between profitability and leverage, implying that profitable companies use less leverage. However, based on trade-off, signalling, and agency hypotheses, it is expected that profitability and leverage have a positive relationship. The free cash flow hypothesis (Jensen, 1986) proposed that debt lowers the agency expense of free cash flow and suggests that there is a positive relationship between leverage and profitability, which is supported by many surveys, including Frank and Goyal and Sivathaasan and Sangeetha (2013). Burja (2011) and Mistry (2012) studied the effect of debt on profitability (2012). Based on the preceding literature, the null hypothesis was tested, which notes the existence of a negative association between leverage and profitability in accordance with the pecking order principle, where the rejection of this relationship would ultimately support the trade-off theory.

RESEARCH METHODOLY

DATA DESCRIPTION

The researcher will discuss the data collection, technique of analyzing the data, the regression model, and the statistical data to analyze the relationship between the dependent variables and independent variables.

Data collection

For the purpose of studying the determinants of corporate profitability on manufacturing firms in Malaysia, the data and information for this study were collected from the secondary data only. The data for the dependent variable and independent variable was collected from the financial report of selected companies from 2015 until 2020 in Malaysia. The data was taken from the Eikon website.

Dependant variable: Net Profit Margin

Formula: $$\frac{\text{Net Income}}{\text{Revenue}} \times 100$$

The net profit margin expresses how much net income is made as a percentage of total revenue. Net profit margin allows investors to determine if a company's management is producing enough profit from its sales and whether operational and administrative expenditures are being kept under control. It is one of the most significant measures of a company's overall financial health.

Independent variable 1: Current ratio

Formula: $$\frac{\text{Current Assets}}{\text{Current Liabilities}}$$

The current ratio compares a company's total current assets to total current liabilities. The current ratio enables investors to have a better understanding of a company's capacity to pay its short-term debt with current assets and to make comparisons.

Independent variable 2: Debt/Equity ratio

Formula: $\frac{\text{Total Liabilities}}{\text{Total Equity}}$

The debt-to-equity (D/E) ratio compares a company's total obligations to its shareholder equity and will be used to determine how much leverage it utilizes. However, comparing the D/E ratio across industrial groupings is problematic since optimal levels of debt differ. Because the risks associated with long-term liabilities differ from those connected with short-term debt and payables, investors frequently alter the D/E ratio to focus solely on long-term debt.

Data sources

The data sources obtained from the internet sources such as the journal and articles. From the journals and articles, the researcher used them as sources to come out with their own research. Good research will be supported by a related literature review from the journals taken. Besides that, the journals from other websites also have been very helpful.

DATA ANALYSIS

The target population of the study was all firms listed in Bursa Malaysia. As a result, from the filtering process, 12 firms have been selected as the final sample for this paper. Table 3 below shows the filtering process undertaken to arrive at the final sample of this study.

	No of firms
Number of firms in the initial sample	12
Number of firms with incomplete data	0
Number of firms with NO data	0
Number of firms in the final sample	12

Table 3

No of Firms in the Initial and Final Sample

FINDINGS AND ANALYSIS

INTRODUCTION

The effects of the findings on the profitability of selected Malaysian manufacturing industries were discussed in this chapter. The STATA software was used to analyse the data and explain the hypothesis.

Based on the objectives, it is important to determine the most significant independent variable that impacts the dependent variable. In other words, the relationship between the variables can be known through Pearson Correlation and Multiple Regression.

DESCRIPTIVE ANALYSIS

Variable	Obs	Mean	Standard Deviation	Min	Max
PROFITABILITY	60	9.961667	9.093098	-5.3	27.7
CR	60	2.189167	1.191402	1	6.41
DER	60	.4835	.4756898	.01	3.03

Cr = current ratio, der = debt/equity ratio

Table 4 Descriptive statistic for leverage and company financial performance

Table 4 discussed the descriptive statistic for profitability and financial performance for manufacturing industries in Malaysia. The table shows that there is 60 sample of observation used in this sector. For profitability, the mean is 9.96% and standard deviation indicates 9.09%. The minimum value for profitability is -5.3% and the maximum value is 27.7%. For CR, the mean is 2.19% and standard deviation indicates 1.19%. The minimum value for profitability is 1% and the maximum value is 6.41%. For DER, the mean is 0.48% and standard deviation indicates 0.475%. The minimum value for profitability is 0.01% and the maximum value is 3.03%.

FINAL MODEL / STRATEGY TO RECTIFY THE PROBLEM

The results suggested conducting Random-effects GLS regression with cluster option.

Determinants of Corporate Profitability towards Malaysian Manufacturing Firms

	â€œyour
cr	3.2521***
	(4.15)
lev	1.1019
	(0.82)
Constant	2.3095
	(0.88)
N	60.0000
r2	
r2_a	
r2_w	0.2199
r2_b	0.7823
r2_o	0.5555
F	
p	0.0000
chi2	20.5711

Table 5

t statistics in parentheses
* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$
Notes: (1) definition of your variable: example: CR = current ratio, LEV = leverage. (2) Figures in parenthesis are t-statistic. (3) any other information you would like to include

Regression model :

$LEVit = 2.3095 + 3.2521\ CR + 1.1019\ DER + e$

As shown in Table 5, the Adjusted R2 is 0.5555, it indicates that the two independent variables, CR and DER, explain approximately 55.55% of the variance in profitability. Other variables that were not included in the model explained the remaining 44.45%. The results of the regression also suggest that CR have a statistically significant relationship with profitability. The increase of CR by 1 unit will increase the profitability by 3.2521. Thus, the null hypothesis is rejected.

From these results, it is apparent that any increase in CR and DER will increase the profitability. In addition to that, CR seems to have the greatest influence on the level of profitability, which is explained by the highest z-statistics of 4.15.

CORRELATION ANALYSIS

	PROFITABILITY	CR	DER
PROFITABILITY	1.0000		
CR	0.7549	1.0000	
DER	-0.3645	-0.4512	1.0000

Table 6 Correlation Analysis on determinants of profitability towards manufacturing firms

Table 6 reported the determinants of profitability towards Malaysian manufacturing firms. As shown in the table above, profitability has a weak correlation coefficient with the variables included in the research model. CR has the highest positive correlation which is 0.7549 followed by DER that have a negative correlation which indicates 0.3645. This shows that CR seems to have stronger relationship with profitability. It can be concluded that all the variables show that they have a relationship with profitability in positive and negative correlation. The higher the current ratio, the more capable a firm is of paying its obligations since it has a greater proportion of short-term asset value relative to short-term liabilities.

DISCUSSION

The effect of liquidity and leverage on profitability is shown by the figures in Table 5. The outcome of the liquidity variable, the current ratio, seems to be positively related to profitability. Age, size, growth, market share, leverage, capital intensity, and liquidity are examples of firm-specific internal variables (Ghemawat and Caves, 1986; Goddard et al., 2005, 2009; Markman and Gartner, 2002; Raheman and Nasr, 2007; Samiloglu and Demirgunes, 2008; Asimakopoulos et al., 2009). This implies that firms need to have more liquidity to meet its obligations since it has a larger proportion of short-term asset value relative to the value of its short-term liabilities. Adequate or high liquidity simply indicates that there are sufficient assets to cover immediate and short-term expenses.

The drawback of this study is that it is based on 14 Malaysian manufacturing businesses. This is also the primary sample data for this study. The findings for liquidity is significant because it analyze the factors that influence corporate profitability in Malaysian manufacturing firms. The findings demonstrate that firms have varying effects on profitability in Malaysia.

RECOMMENDATION

According to the findings of the study, there are a variety of suggestions that can be made to create new ideas for future researchers and to assist more company gain their profitability. The liquidity ratio of a firm measures its capacity to pay off current obligations with current assets. A higher liquidity ratio implies that a firm is in a better position to pay its commitments, but it can also imply that the company's assets are not being used properly. Paying off obligations, employing long-term financing, managing receivables and payables efficiently, and cutting back on certain expenditures are all ways for a firm to improve its liquidity ratios.

Sweep accounts, which shift cash into higher interest rate accounts when they are not required and back to easily accessible accounts when they are, are one approach to swiftly increase a company's liquidity ratio. Paying down obligations increases the liquidity ratio rapidly while also reducing short-term overhead expenditures such as rent, labour, and marketing.

Using long-term financing rather than short-term financing to buy goods or fund projects is another way to improve a company's liquidity ratio. By removing short-term debt off the balance sheet, a firm can conserve some liquidity and put it to greater use in the short term.

Accounts receivable and payable can also help to enhance a company's liquidity ratio in the long run. Ascertain that companies are billing clients as soon as feasible and that they are paying on time. Companies will want to guarantee the reverse when it comes to accounts payable—longer pay cycles are more helpful to a firm attempting to increase its liquidity ratio.

The capacity of a corporation to pay its commitments is an essential indicator of its financial health. A firm that can pay its business expenditures and obligations with the income generated by its operations and effective use of assets is more likely to be profitable and develop. Liquidity, which reflects a company's ability to do so, may be increased by paying down debt, lowering expenses, utilising long-term financing, and managing receivables and payables. However, a greater liquidity ratio does not automatically imply a stronger firm, since it may disclose a corporation that is not managing its assets properly to develop its business.

CONCLUSION

The purpose of this study was to look at the factors that determine company profitability as measured by CR and DER. The study period included the years 2015 to 2020. According to the findings, both variables were positively connected to profitability. This research was able to investigate the profitability determinants of Malaysian manufacturing businesses, allowing for more in-depth analysis. Furthermore, empirical data will assist corporate management in making decisions on attempts to increase the firm's profitability. According to the findings of this research, managers must reorganise the firm's debt for the company to refinance its existing debt. Aside from that, this research suggests that managers should optimise the value of the firm by managing current assets. In terms of analysis, prospective researchers are advised to consider additional independent variables that may be utilised, such as Fixed Asset Turnover (FATO), retained earnings (RE), growth, size, and so on. Varied outcomes can be reached by using such independent variables, as well as somewhat different findings for the analysis.

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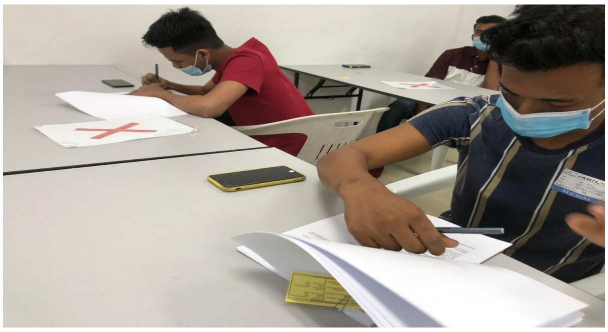
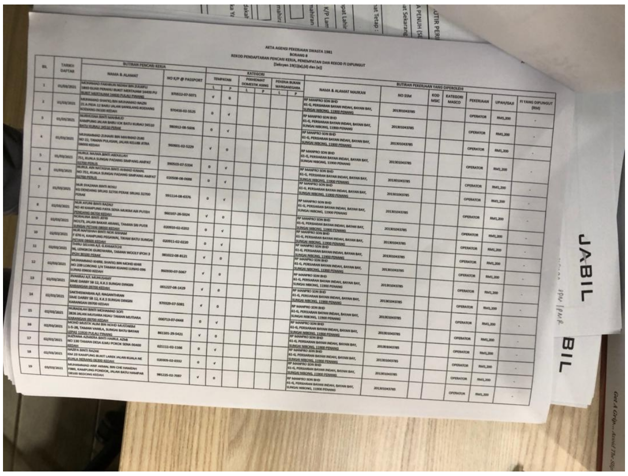
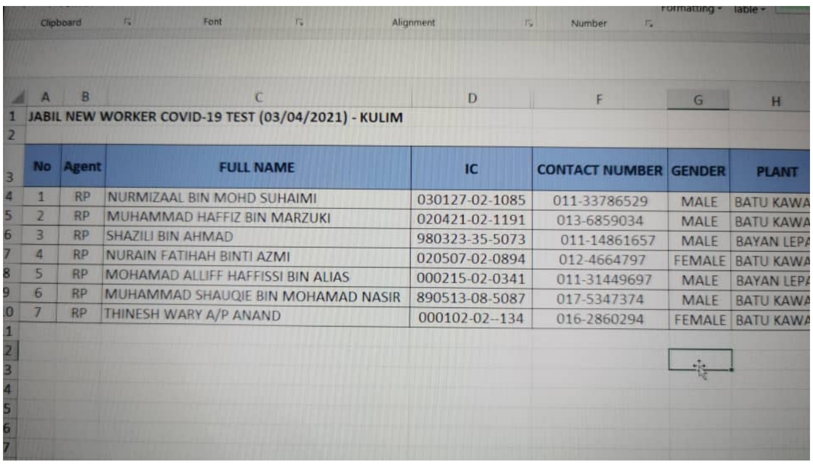
APPENDICES


RP
RIGHT PRISTINE MANPRO SDN BHD


MADE IN TOKYO
PRINTED CIRCUIT BOARDS DAN HLA ASSEMBLY
JABIL
Water cooled products
Backplanes
RF products
Conformal coatings

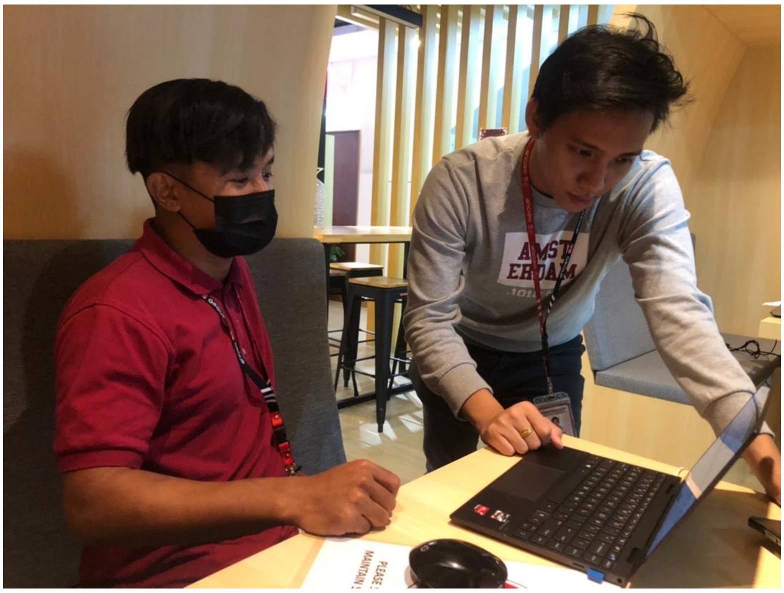






JABIL NEW WORKER COVID-19 TEST (03/04/2021) - KULIM

No	Agent	FULL NAME	IC	CONTACT NUMBER	GENDER	PLANT
1	RP	NURMIZAAL BIN MOHD SUHAIMI	030127-02-1085	011-33786529	MALE	BATU KAWA
2	RP	MUHAMMAD HAFFIZ BIN MARZUKI	020421-02-1191	013-6859034	MALE	BATU KAWA
3	RP	SHAZILI BIN AHMAD	980323-35-5073	011-14861657	MALE	BAYAN LEPA
4	RP	NURAIN FATIHAH BINTI AZMI	020507-02-0894	012-4664797	FEMALE	BATU KAWA
5	RP	MOHAMAD ALLIFF HAFFISSI BIN ALIAS	000215-02-0341	011-31449697	MALE	BAYAN LEPA
6	RP	MUHAMMAD SHAUQIE BIN MOHAMAD NASIR	890513-08-5087	017-5347374	MALE	BATU KAWA
7	RP	THINESH WARY A/P ANAND	000102-02--134	016-2860294	FEMALE	BATU KAWA

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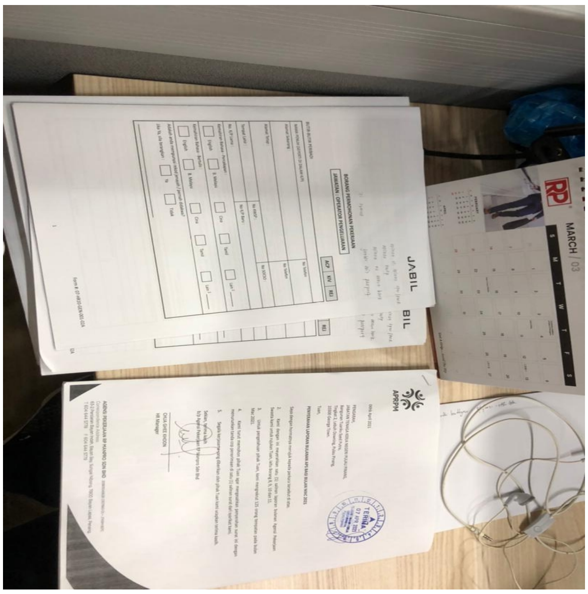

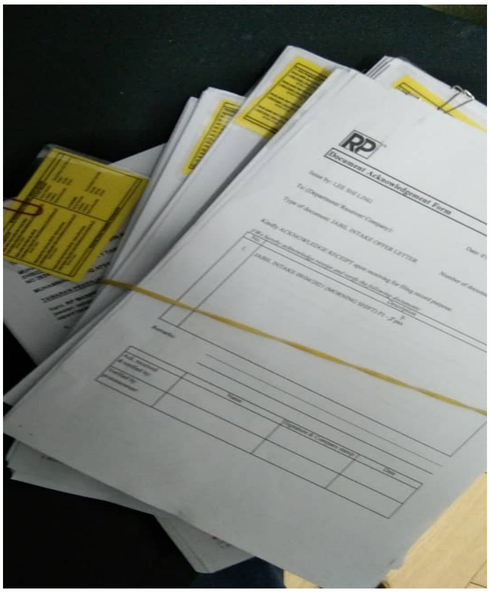
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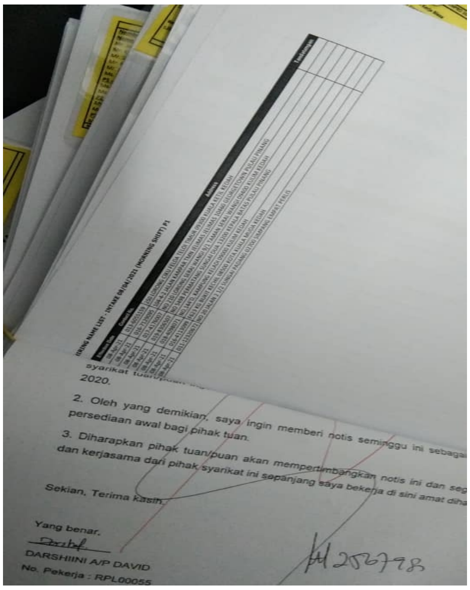
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