



الجامعة  
UNIVERSITI  
TEKNOLOGI  
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Pengurusan  
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# INDUSTRIAL TRAINING REPORT

**UWC HOLDINGS SDN BHD**

5 April 2021 – 18 September 2021



**YOUR ONE STOP**  
SOLUTION CENTER

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ADVISOR 2021

DR. NORHISAM BULOT

EXAMINER 2021

## EXECUTIVE SUMMARY

This report is a presentation of the internship completed at UWC Holdings Sdn Bhd to satisfy a prerequisite for the award of a Bachelor of Business Management (Hons) Finance degree by the University Teknologi Mara Arau, Perlis. The report is split into several parts, which are addressed in more detail below.

The first topics of this report will depict the introduction of the company and the backdrop of the field attachment, the goals of the field attachment, and the relevance of the field attachment to me as a student. The nature, purpose, and vision of the company are all described in detail. The organisational culture, the organisational structure, and the primary functions carried out by the company are all examined.

In addition to that, next I will describe the practical experience the student acquired while on an internship. It comprises a detailed explanation of the tasks and responsibilities that the intern was assigned during the internship, as well as the information and skills that the student acquired because of the experience. It also highlights the difficulties the intern encountered as well as the lessons she learned.

More specifically, I also will describe the SWOT analysis of the consumer product or services companies that are related to the place that I am doing my internship and between the research that I had need to do in order to complete these reports.

The findings and suggestions in research parts are included in this internship report that are related to my research topics, and as well as advice to both the organisation and the university on how to improve the internship programmes.



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### TECHNICAL SKILLS

Microsoft Office ★★★★★  
Stata ★★★★★

### LANGUAGE SKILLS

MALAY ★★★★★  
ENGLISH ★★★★★

### ACHIEVEMENTS

ANUGERAH DEKAN, 4<sup>th</sup> Semester (GPA: 3.64), 5<sup>th</sup> SEMESTER (GPA: 3.71) | 2019, 2020

ANUGERAH DEKAN, 2<sup>nd</sup> SEMESTER (GPA: 3.52) | 2017

ANUGERAH PELAJAR CEMERLANG SPM | 2015

ANUGERAH KOKURIKULUM | 2015

ANUGERAH PELAJAR CEMERLANG PMR | 2013

### INVOLVEMENTS

PARTICIPATED IN "SISS, 2021" (UiTM Arau)

PARTICIPATED IN "WEBINAR 2020" (UiTM Arau)

PARTICIPATED IN "GO GREEN at SEKOLAH TENGGU BUDRIAH ARAU PERLIS, 2019" (UiTM Arau)

PARTICIPATED IN "BASCA BAFINS, 2019" (UiTM Arau)

PARTICIPATED IN "iREC 2018" (UiTM Merbok)

PARTICIPATED IN "PEMBANGUNAN MASYARAKAT, 2018" (UiTM Merbok)

PARTICIPATED IN "SUKAN ANTARA FAKULTI (SAF), 2018" (UiTM Merbok)

PARTICIPATED IN "SPIKE 2018" (UiTM Merbok)

PARTICIPATED IN "LEADERSHIP PROGRAM, 2017" (JPM)

### REFERENCES

**DR NURUL LABANIHUDA ABDULL RAHMAN**

Penyelaras Latihan Praktik (Kewangan, BA242)

No Office: 04 – 9882797

Email: labanihuda@uitm.edu.my

UiTM Cawangan Perlis.

## COMPANY'S PROFILE



### UWC HOLDINGS BERHAD

PMT 744-745, Jalan Cassia Selatan 5/1 Taman Perindustrian, Bandar Cassia, Kampung Batu Kawan, 14110, Pulau Pinang.

Monday to Friday (8.00 am – 6.00 pm)

Saturday (8.00 am – 1.00 pm)

#### MISSION

- ✚ To provide comprehensive solutions for High-Tech Strategic Partners
- ✚ To delight the customers
- ✚ To develop supplier partnerships
- ✚ To be the workplace of choice

#### VISION

- ✚ To be the preferred integrated OEM partner providing complete solutions with leading edge technology

#### CORE VALUES



U – UNITY

W – WILLPOWER

C – COMMITMENT

#### OBJECTIVES

- ✚ A monthly client acceptance rate of less than 1500 dppm is to be achieved.
- ✚ To reduce the entire organization's quality performance to less than 1000 dppm, which is considered acceptable.
- ✚ To deliver products to consumers on schedule in 98 percent of cases.
- ✚ In order to attain 85 percent customer happiness, a customer satisfaction survey will be conducted.
- ✚ Employees are expected to complete an average of 20 hours of training each year.
- ✚ 100 percent compliance with the needs of the client as well as any relevant legislative and regulatory requirements



# BACKGROUND OF ESTABLISHMENT

**1990**

Dato' Ng Chai Eng and Lau Chee Kheong established UWC Holdings as Unique Wire Cut Sdn Bhd.

**1992**

Began offering metal casting operations while expanding into mould-making industry.

**1994**

Bought a CNC turret punching machine and began offering metal cutting services.

**1997**

We established the first manufacturing factory in Bukit Minyak, Penang.

**2000**

Incorporated UWC Automation was formed, and activity in the manufacture of precision machined components

**2014**

Entered the heavy equipment business and received the first order from Bromma (Malaysia) Sdn Bhd.

**2010**

Accomplished their first order for the supply of full-assembly services to a semiconductor MNC.

**2007**

Established their second production factory in Bukit

**2006**

Moved into to the areas of life medicine and scientific technologies.

**2005**

Incorporated UWC Industrial was established aim of providing metal fabrication and value-added assembly services to the semiconductor

**2017**

Establish a UWC Scholarship Program.

**2018**

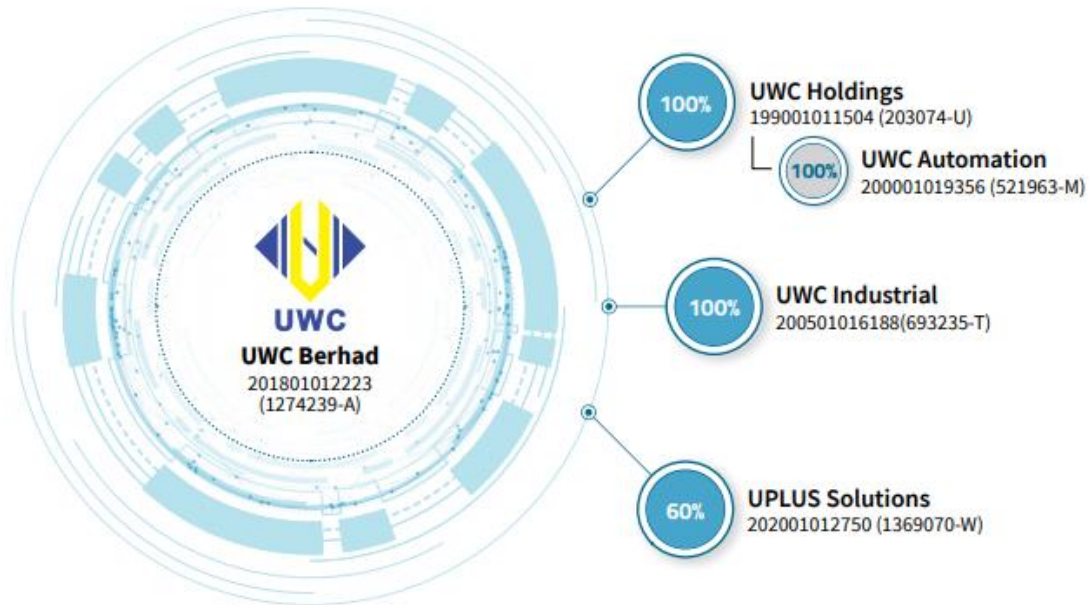
Both of the activities have been relocated to the new industrial factory in Batu Kawan, Penang (12 acre plant).

**2019**

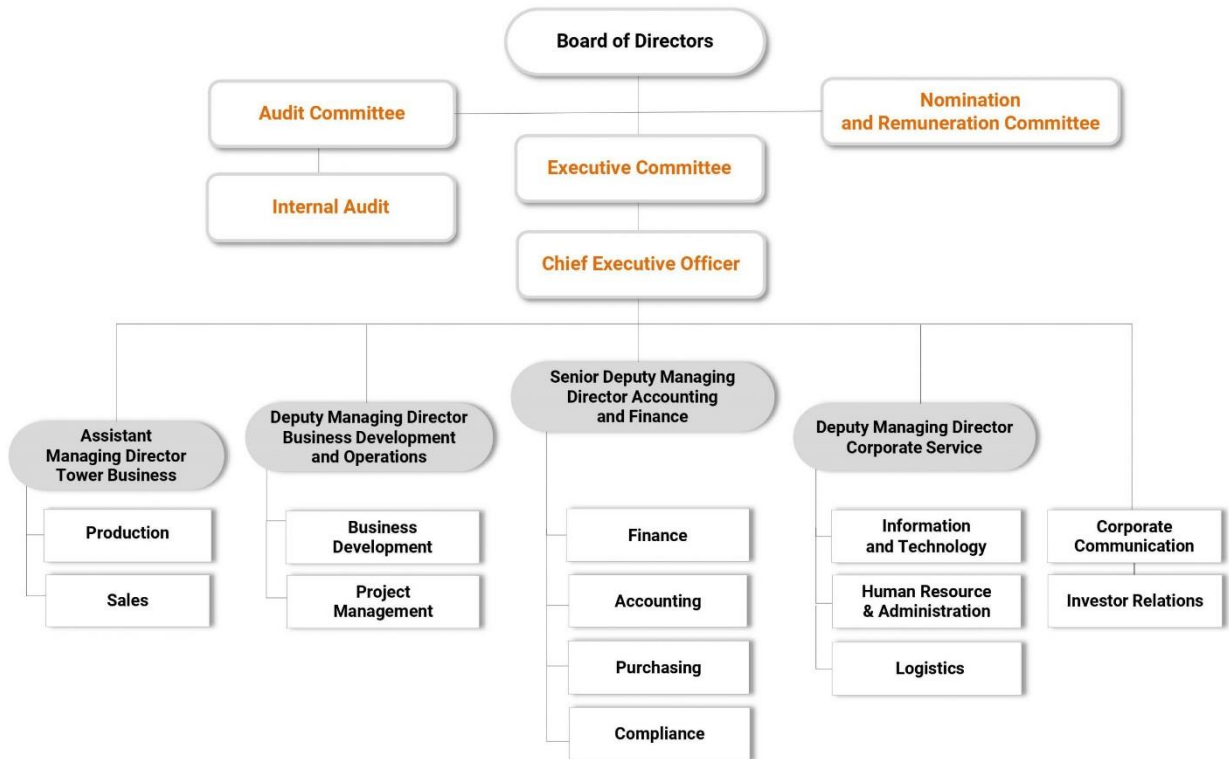
Have been listed on the Malaysian Stock Exchange's main market, Bursa Malaysia (Malaysia Stock Exchange)

Establishment of a UWC Edu Center at Seberang Perai

# CORPORATE STRUCTURE



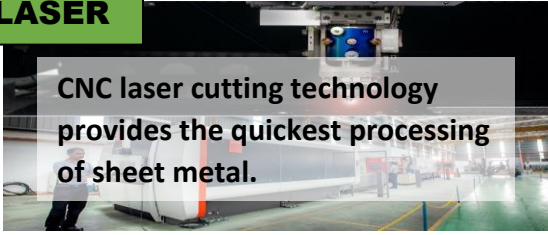
# ORGANISATIONAL STRUCTURE



## SERVICES

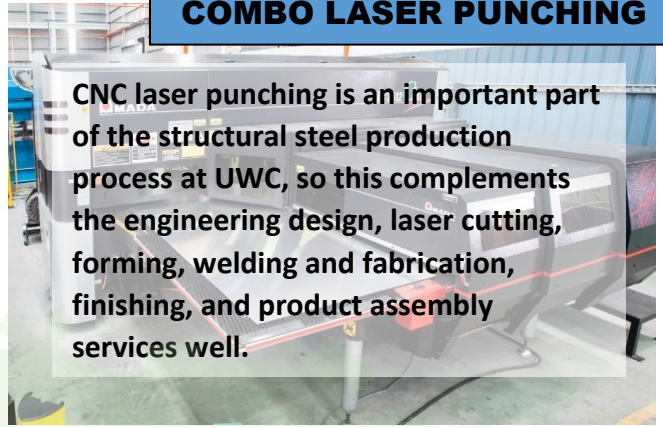
### LASER

CNC laser cutting technology provides the quickest processing of sheet metal.



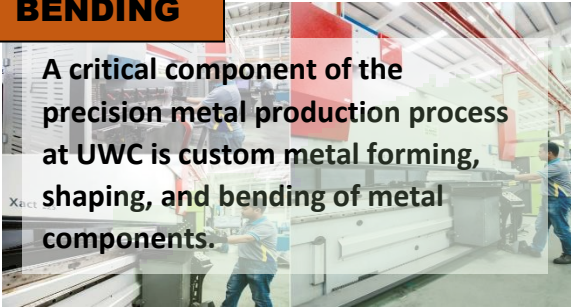
### COMBO LASER PUNCHING

CNC laser punching is an important part of the structural steel production process at UWC, so this complements the engineering design, laser cutting, forming, welding and fabrication, finishing, and product assembly services well.



### BENDING

A critical component of the precision metal production process at UWC is custom metal forming, shaping, and bending of metal components.





## TRAINING'S REFLECTION

**DURATIONS:**



Monday to Friday  
8.00am to 5.00pm  
During MCO: 7.00am to 2.00pm



### Financial Department

#### Voucher Payments

Matching sale invoices with delivery orders

Filing sale invoices and payment vouchers

Stock takes

Scanning and photostat documents

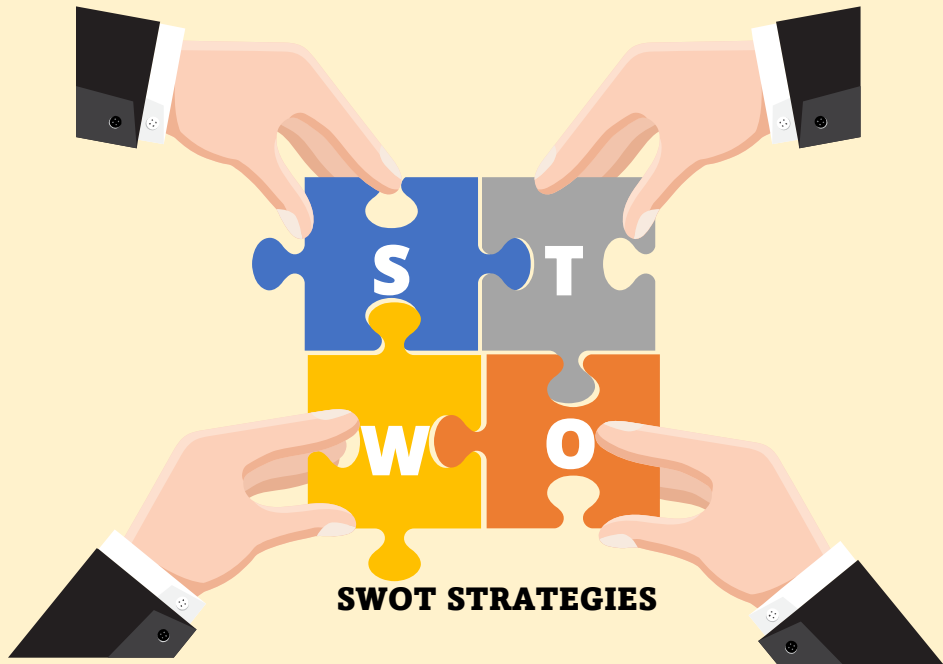
# SWOT ANALYSIS

- ✚ PRODUCTIVITY
- ✚ EFFICIENCY
- ✚ INNOVATIVE
- ✚ FINANCE

## STRATEGIES

- ✚ COMPETITIONS
- ✚ MARKET ENTRY
- ✚ DISASTERS

## THREATS



## SWOT STRATEGIES

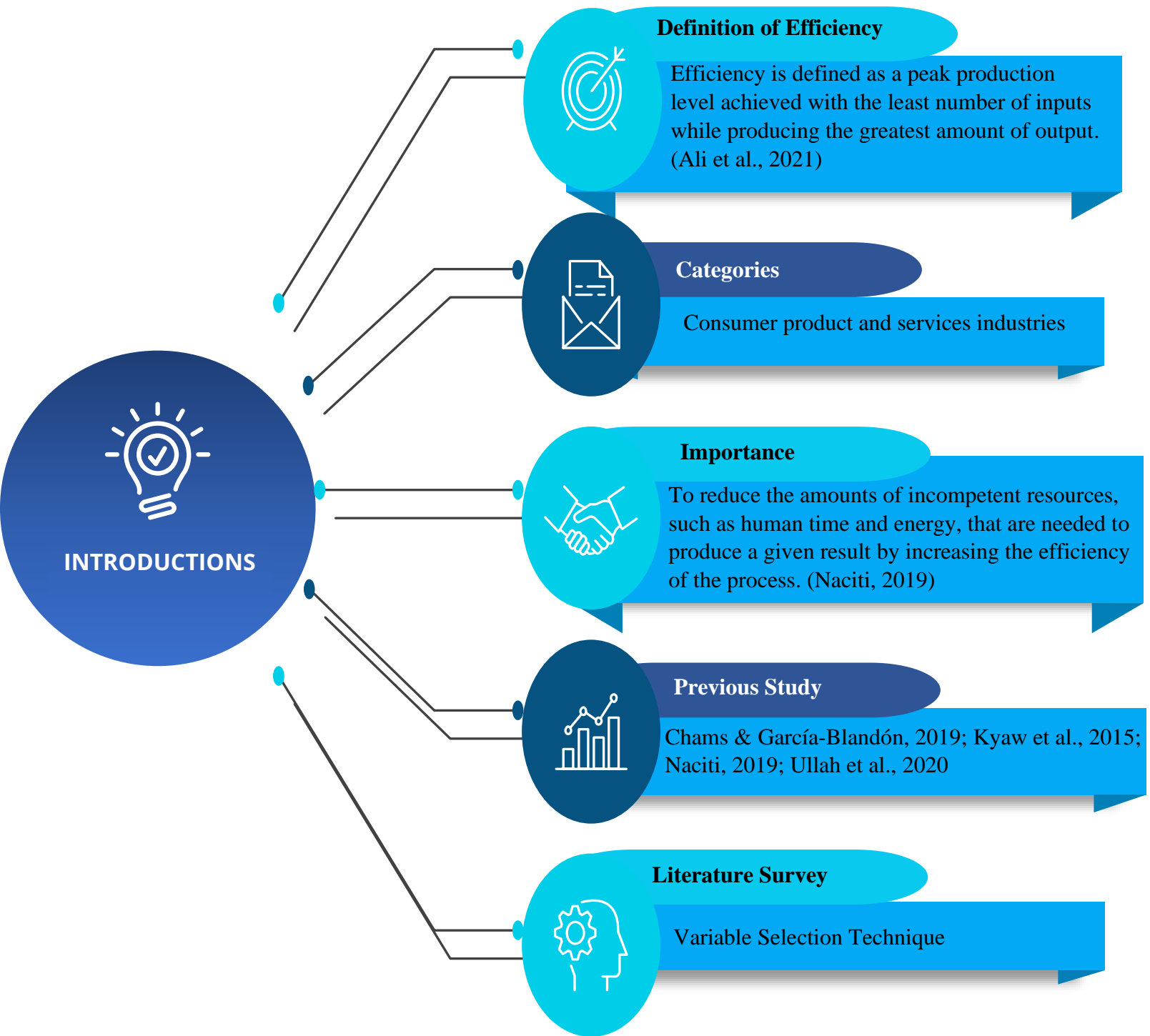
## WEAKNESSES

- ✚ COMPETITIONS
- ✚ MARKET ENTRY
- ✚ DISASTERS

## OPPORTUNITY

- ✚ CUSTOMER NEEDS
- ✚ DEMOGRAPHICS
- ✚ PRICING
- ✚ TALENT

# RESEARCH: DETERMINANTS OF EFFICIENCY





## LITERATURE REVIEW



### COUNTRY/SECTOR OF INTEREST

- ✚ Spain , Nigeria (Isola et al., 2020)
- ✚ Jordan (Makhlouf et al., 2017)
- ✚ China (Ullah et al., 2019)
- ✚ Finance and economics (Ullah et al., 2019)
- ✚ Technological and economic development of the economy (Saona et al., 2019).



### TECHNIQUE ANALYSE THE DATA

- ✚ Refinitiv Eikon



### VARIABLES THAT ARE DEPENDENT AND INDEPENDENT

- ✚ Turnover Of Fixed Assets
- ✚ Equity Return on Investment
- ✚ Board Specifications
- ✚ Independence of The Board

## POPULATION & SAMPLE

- ❖ The consumer products and services sector are represented on the Malaysian stock exchange, Bursa Malaysia.
- ❖ Data respectively from 2015 until 2020
- ❖ Initial Sample: 129 companies
- ❖ Final sample: 30 companies

## VARIABLE

- ❖ Dependent Variable:
  - Fixed Asset Turnover
  - Quick Ratio
  - Return on Investment
- ❖ Independent Variable:
  - Board Directors
  - Independent Board of Directors

## METHODOLOGY

## DATA ANALYSIS STEP

Panel Data

Optimal Model

Appropriate panel data estimator

Static  
vselest

Dynamic  
vselest

Panel Specification Tests

DGMM

SGMM

F-test

BP-LM

Hausman

POLS @ FE @ RE

Diagnostic Tests

Strategy to Rectify the Problem(s)

Present and discuss the regression results

## MODEL

FIXED ASSET TURNOVER = -2.3704 +  
16.2739 BOARD INDEPENDENT + 6.5840  
ROE + it



# FINDINGS

## RESEARCH

Table 1: Descriptive Statistics

Variables	N	Mean	SD	Median	Min	Max
Fixed asset turnover	180	5.501778	12.21981		0.22	83.83
Board independence	180	0.4288333	0.1750611		0.08	0.83
Board size	180	8.866667	3.640861		5	20
Net margin	180	0.0719556	0.0817965		-0.14	0.45
Return on equity	180	0.1350556	0.2824955		-0.16	1.78
Quick ratio	180	1.709389	1.826746		-0.16	14.26
Current ratio	180	2.730444	2.67914		0.72	23.14
Debt equity	180	0.3785556	0.801192		-4.3	6.8

## VARIABLE SELECTION

Table 2: Variable Selection

Models	Variable Selection					#	Optimal model
	R2ADJ	C	AIC	AICC	BIC		
	0.0341947	3.014642	1404.02	1915.183	1414.031	3	Net Margin and Board independence
	1	3	3	3	1		

## PANEL SPECIFICATION TEST

Table 3: Panel Specification tests

Models	p-values of the tests			
	F-test	BP-LM	Hausman	Technique
Model 1	0.0000	0.0000	0.6506	Random Effect

## Regression Results

Table 4: Diagnostic Tests for Static Models

Models	p-values of the tests			Strategy
	VIF	H	SC	
Model 1	1.27	0.0000	0.0000	Random effect GLS regression (within) cluster option.

## Regression Results

Determinants of efficiency

	$\hat{\alpha}_{\text{Random}}$
Board Independence	20.5202 (0.99)
Net Margin	-10.3462 (-0.90)
Constant	-5.9326 (-0.64)
N	180.0000
r <sub>2_o</sub>	0.0642
p	0.0000
chi <sub>2</sub>	59.4785

❖ The researchers in this study predicted that the return on investment (ROI) and efficiency would have a statistically significant positive connection. It reveals findings that are comparable to our own study, and the results are similar when the return on investment (ROI) has a strong efficiency connection.

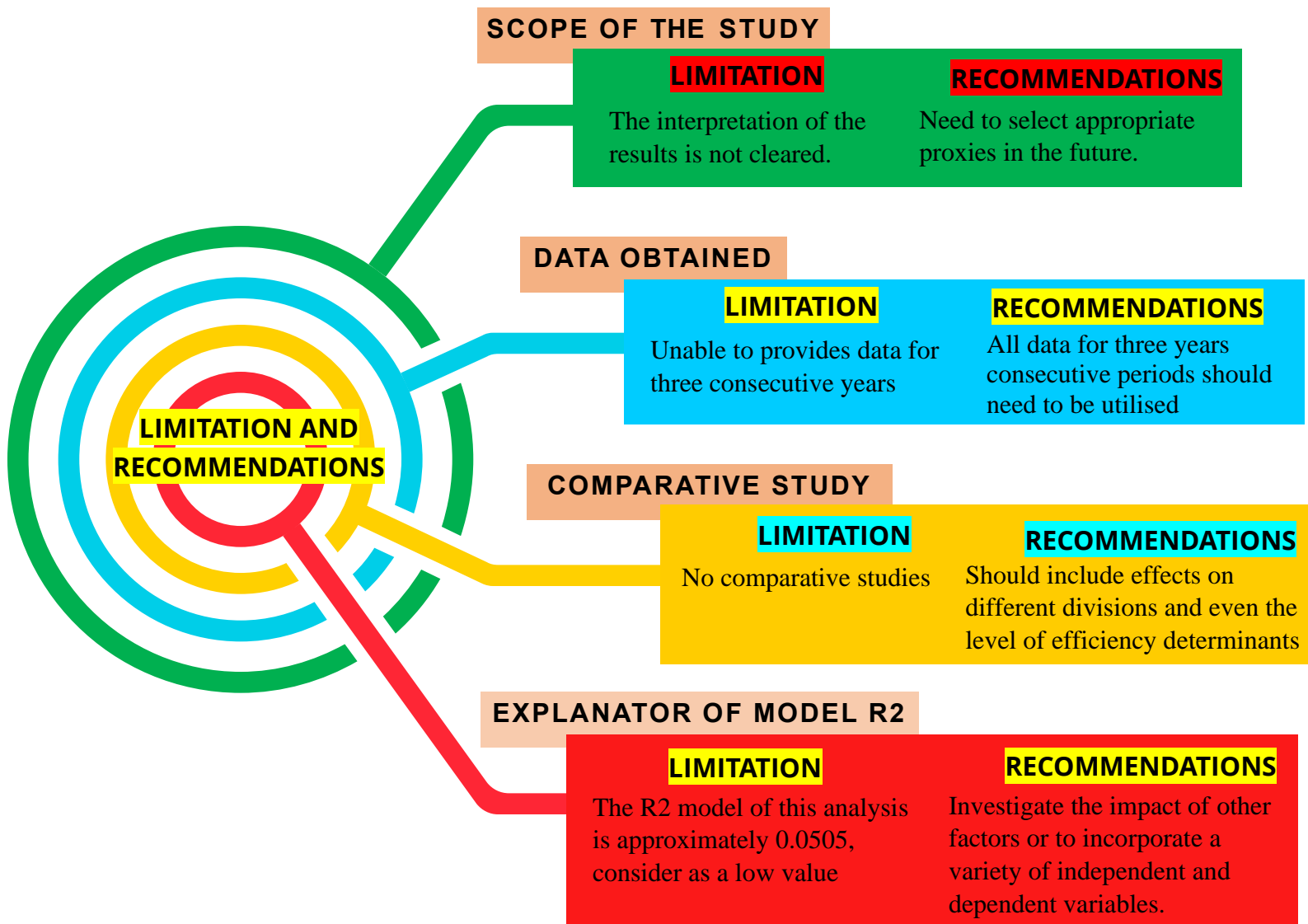
❖ A decreasing return on equity, on the other hand, may indicate that management is making poor choices about reinvesting money in underperforming assets (Isola et al., 2020). According to the findings, an independent board of directors is not essential in determining the overall efficiency of a business, which is measured by fixed asset turnover.



DISCUSSION

❖ The percentage of independent directors to control for the impact of various degrees of board supervision on the company's performance (Makhlouf et al., 2017). Additionally, the business is prohibited from using the majority of its fixed assets to create sales for the company

❖ The relatively poor average explanatory power (R2) in this thesis, examples, the cumulative R2 is 0.0505, it is possible that there are incomplete representations of explanations in the use of proxies or that there are other variables influencing the performance determinants of all companies.



## DISCUSSION AND RECOMMENDATION

During my six months industrial training term at UWC Holdings Sdn. Bhd., I got the chance to study and acquire important experience in many areas. Every day of my training session has provided me with a wealth of fresh information and expertise in the areas of finance, which I was new to my job. Aside from that, this training session teaches me how to be accountable for my actions and how to be self-sufficient in my pursuit of new knowledge and it has helped me to become more self-sufficient.

As for the SWOT analysis I will discuss in a few things in strategies point only. Where the strategies are need for the companies to fight up with the competencies and to recover their weaknesses.

### ❖ Productivity

The industry wants to know how much of their products/services can be produced in an hour's worth of labour. An example: A brilliant software engineer who generates more code than a staff of 12 employees on a regular basis.

### ❖ Innovation

The capacity to do more than just imitate the competition by developing new business models, techniques, and goods that are non-obvious and useful is a great asset.

### ❖ A financial position

Such as that of a technological firm that produces significant quantities of cash flows from activities, is an example of finance. This may be utilised for a variety of purposes, such as eliminating competition in a certain sector by buying all the potential companies.



The last discussion is that I would like to emphasize the university to take proactive steps in addressing the issue of industrial training so that students can avoid suffering from stress and eventually depression. This is because universities should take steps to filter every industry in Malaysia so that students are not oppressed by industries that like to take advantage of students just because they want to save the cost of their company. This is a very good move because the university can not only produce a generation that has good experience and equivalent to what they learn, but students can also undergo their industrial training calmly and well if the screening of industrial training processing is done.





## CONCLUSION

This internship has been a positive and a good learning opportunity that not all can get. I can safely say that my job at UWC Holdings Sdn Bhd has provided me with a great deal of knowledge and experience. It goes without saying that the technical elements of the work that I have done are not perfect and might be improved with more time to time. As someone who had no previous experience with a real industrial situation, I feel that the time I invested in doing and learning about the task given was well worth it and that also helped me to the discovery of an appropriate solution for getting my self-boosters more and more. The significance of time management skills and self-motivation are two of the most significant lessons I have learnt the most.

For the research parts, I feel that I learnt many things about how to make it a something hard into a simple's things within the guiding from my advisors as well as with the examiner. I would consider doing again in a better research in the future.



## REFERENCES

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# APPENDICES

