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UNIVERSITI
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MARA

**INDUSTRIAL TRAINING REPORT
AT CELESTICA GBS MALAYSIA SDN BHD**



Celestica™

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BACHELOR OF BUSINESS ADMINISTRATION (Hons.)

HUMAN RESOURCE AND MANAGEMENT

EXECUTIVE SUMMARY

My enjoyable and exciting 6-months journey for industrial training started at Celestica GBS Malaysia Sdn Bhd. In this report, I shall elaborate and describe my experience undergo internship at this company, to point out the company's practice and approach, together with other relevant details relating to Human Resource and Management.

Human resource management and practice is different for every company, and it is my golden opportunity to analyse on how a multinational company coping with it as there are so many factors to be consider. In this report, I will elaborate my very best on the management of the company.

Moving forward, this report shall describe about the company's profile and my training reflection based on what I gained along the period I undergo my internship with the company. Other than that, it will also discuss on the company's SWOT and PESTEL analysis in which I can analyse from Human Resource practice. Last but not least is the recommendation for the company based on my overall observation and conclusion as the closure of the report.

PROJECT DECLARATION FORM



FACULTY OF BUSINESS AND MANAGEMENT ASSIGNMENT/ PROJECT DECLARATION FORM

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- iv. mentions explicitly all sources of information in the reference list; and
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I am aware that disciplinary action (which may include the deduction of marks in the assignment/ project) **will be taken against me if I am found to be an offender.**

24 JULY 2023

Date

Student's Signature

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COMPANY'S PROFILE

The company's name is Celestica, which is a Canadian multinational design, manufacturing, hardware platform and supply chain electronics services (EMS) company. This company focused on enabling the world's leading technology brands, to tailor customer-centric solutions for the market, and operating a global network of sites with specialised Centers of Excellence.

Celestica have more than 40 locations worldwide, which across America, Europe and Asia. As for the company I worked with, it is called Celestica GBS Malaysia Sdn. Bhd., where the GBS stands for Global Business Support. We operated as service centric organisation and act as one global integrated platform, and to enhance stakeholder experience through improved quality, speed and communication.

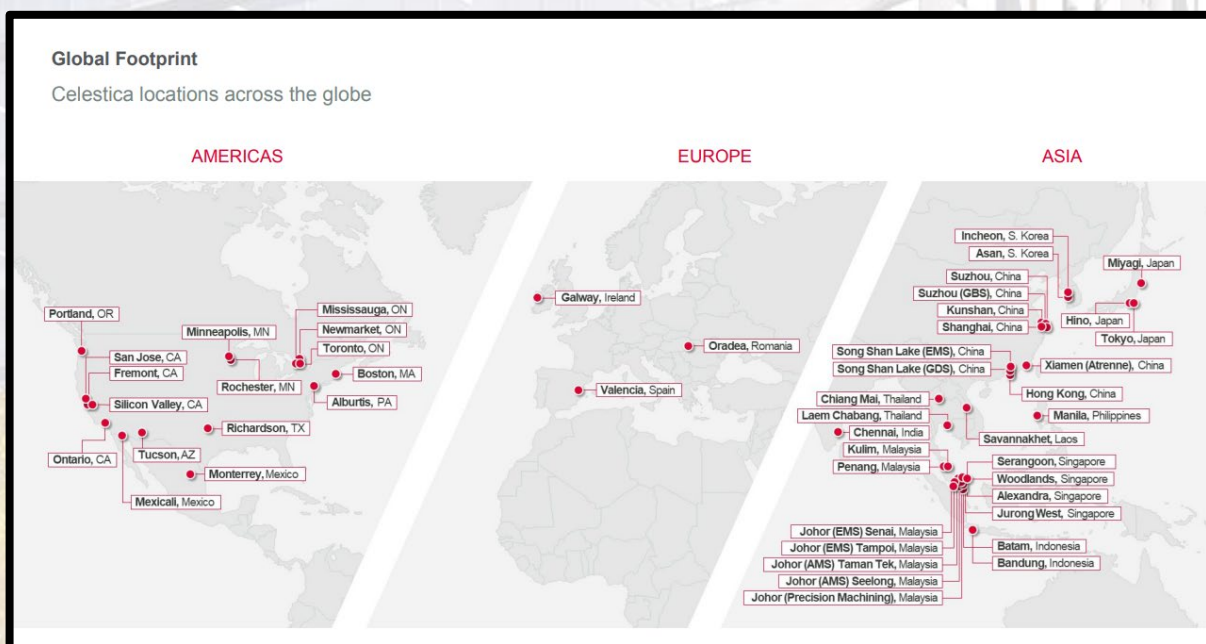


Figure 1: Celestica's Worldwide Outlet

COMPANY'S PRODUCT AND SERVICES

Celestica product and services are aim toward "Advanced Technology Solutions" and are divided into three different categories.

For the company main products or market sector, they are focusing on manufacture the product for aerospace and defence, smart energy, health technology (HealthTech) and others.

On the other hand, the company also offer design and engineering, after-market and supply chain services. There is numerous amount of service provided by the company, which is an absolute advantage for the company to acquire more potential customer.

And finally, the company also provide hardware platform solution such as storage, compute and networking.



MARKETS		SERVICES		HARDWARE PLATFORM SOLUTIONS
Markets Overview	Industrial and Smart Energy	Services Overview	Supply Chain Services	Overview
Enterprise	HealthTech	Design and Engineering	Product Licensing Services	Storage
Communications	Capital Equipment	Manufacturing Services	New Product Introduction	Compute
Aerospace and Defense		Logistics and Fulfillment	Testing and Quality	Networking
		After-Market Services	Rack Integration Services	
		Precision Machining		

Figure 2: Company List of Product and Services

VISION, MISSION AND PURPOSE

The **vision** of Celestica is to imagine, develop and deliver a better future with their customer. As Celestica is expanding their business and services in a larger scale, thus this organization is eager to give a good and valuable output for their users and customers.

As for vision for Celestica GBS, it is more specific and direct visions since it is specified in management area rather than manufacturing. The GBS visions are as follow:

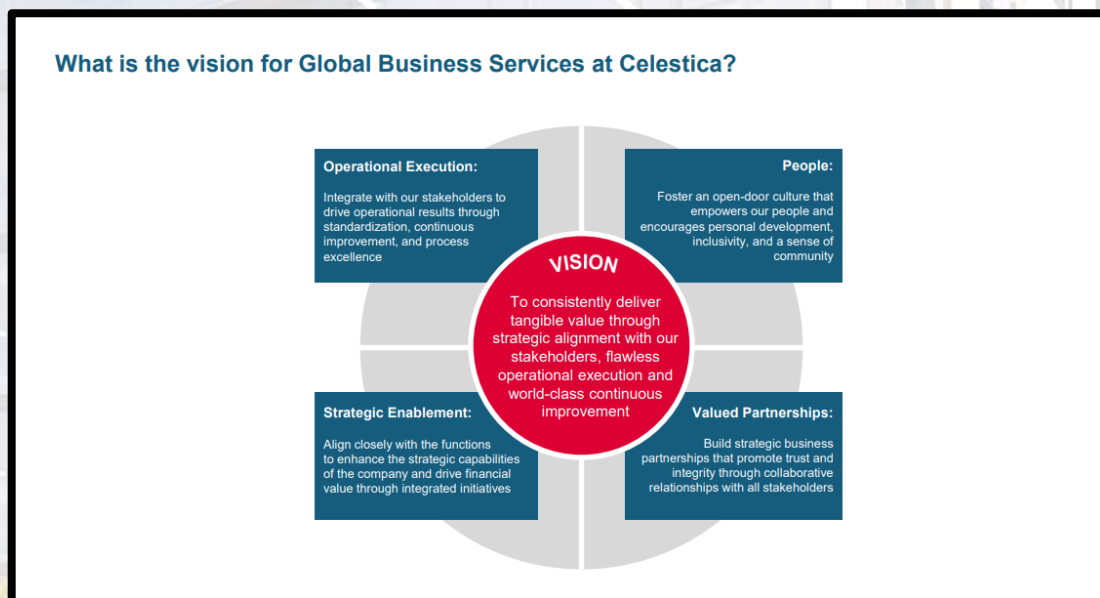


Figure 3: Celestica GBS's Vision

The **mission** of Celestica is firstly, to enable the world's best brands. Secondly is, to build trust relationship and to solve complex technology challenges to help their customers realise the greater value, potential and outcomes.

The **purpose** of Celestica that keep driving them towards their success is due to their strong desire to unlock the potential of the future.

ORGANIZATIONAL CHARTS

Since Celestica is a global company, the organizational charts are divided into few parts. It will be categorised into three parts, which are the Executive Team (General), the Global Business Support (GBS) and the Site Management (Penang).

- The Executive Team

A group of people that responsible to remain Celestica's reputation and growth, to strive for the company success and reputation are as follows. Start with the company's CEO, Rob Mionis, together with other executive team that will shape Celestica to be an outstanding company among other competitors.

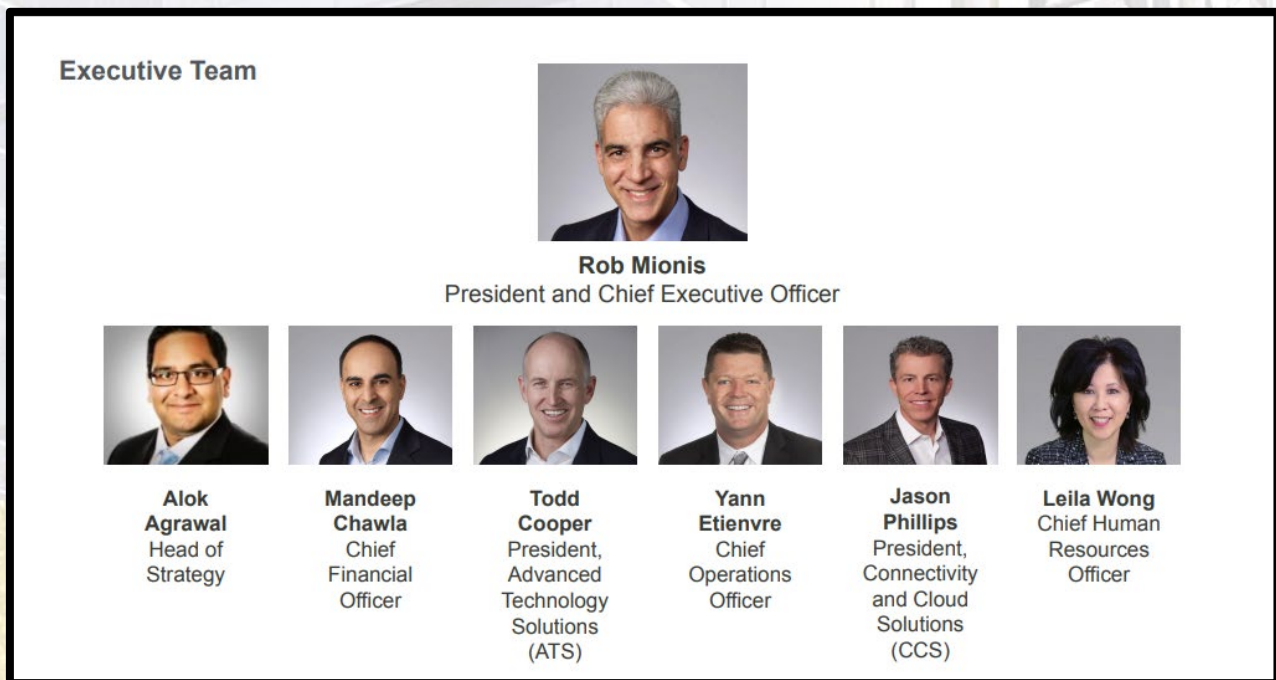


Figure 4: Celestica Executive Team

- Celestica Global Business Support (GBS)

Below is the chart for Celestica GBS. These are the person in charge in striving for Celestica GBS's visions, to meet the requirement of fellow customers and users from various angle.

Global Business Support is divided by few Celestica outlet, mainly in Malaysia and China. It is different compare to manufacturing site of Celestica, where the GBS will focus more in managing information, executing plans and to analyse data for the company.

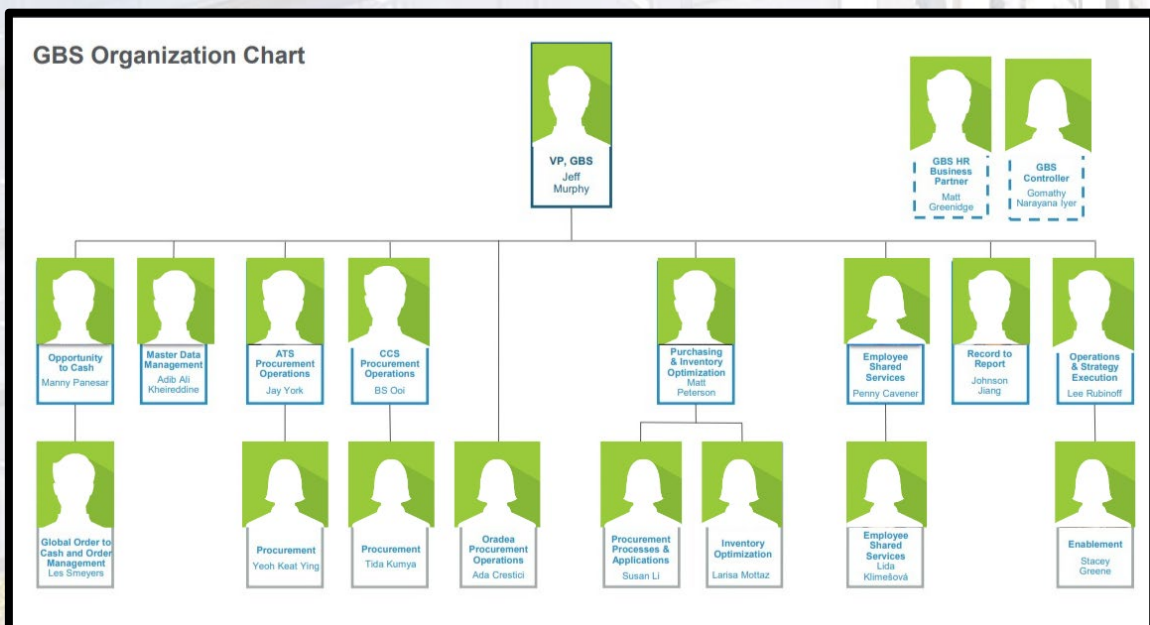


Figure 5: Celestica GBS Organizational Chart

- Site Management (Penang)

Below is the organizational chart of the Celestica GBS Malaysia Sdn Bhd, which located at Penang. Mr Adib Ali Kheireddine is the lead location.

Penang outlet consist of different streams and functions, such that:

- Employee Shared Service (ESS), to support employee need such that payroll, training and others.
- Master Data Management (MDM), record, analyse and managing data. Also relating to engineering compliance.
- Opportunity to Cash (O2C), to support customers deal and quotes.
- CCS Procurement, to support customers purchasing activity.
- Information Technology (IT), to give IT support.
- Source of Contract (S2C) and Commodity Management, where this function will give ultimate support in managing suppliers (product data management).

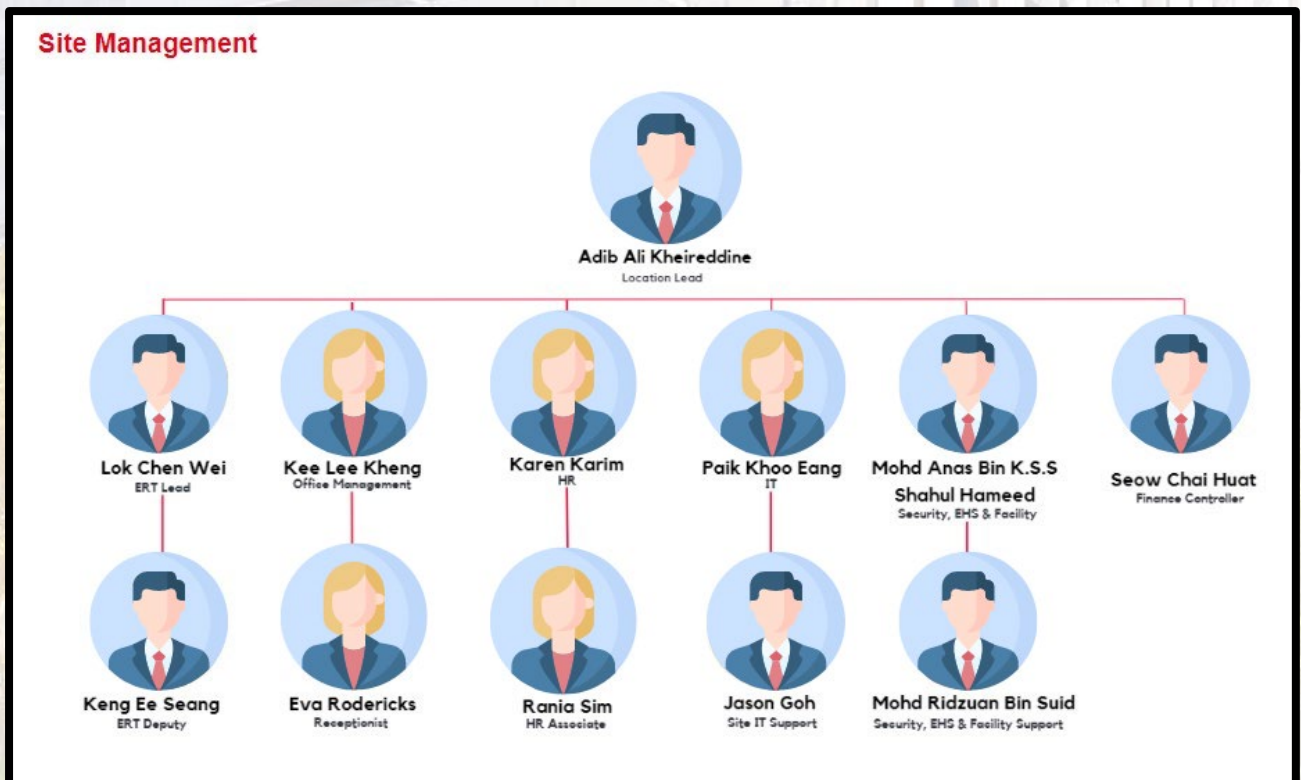


Figure 6: Celestica GBS Malaysia Sdn Bhd Organizational Chart

TRAINING'S REFLECTIONS

- Duration of Industrial Training

The duration I started to work with Celestica is 24 weeks equivalent to 6 months, starting from 27th March 2023 until 18th August 2023. The working day likewise Monday to Friday from 8am to 5:30pm. The working mode is hybrid, where it requires fellow employees to practice working from home (WFH) and coming to the office if there is necessary meetings or discussion.

- Department and Role

The department I got assigned to is Master Data Management (MDM) Department. The main role of this department is organise the customer and vendor requirements. As for the team role, we are responsible in collecting data, analyse and execute actions depends on the case assigned. Our action highly associates with Account Payable or monetary of the company as some cases need our approval to complete or receive payment from related parties.

Regardless the department I got assigned, I was able to use my Human Resource skills such that critical thinking, decision making and business management skills. This is due to all of these skills are highly associate on how to manage task in this department as well. In fact, Celestica GBS Malaysia Sdn Bhd is all about management of the company as whole, where major business actions are being organise here. On top of that, the HR management of the company is very transparent with the employee, which make it easier for me to analyse the company practice and approach.

- Salary, Experience, Knowledge and Skills Gained

The **salary** I gained monthly is RM1,500 (excluding EPF contribution by 11%). I considered it as salary since if it is an allowance, EPF contribution is not a need. Since I am working as an intern student, the compensation and reimbursement from the company is restricted to only employee with the contract at least of one year. The leave constructed for internship students are only Medical Leave (MC) for 14 days and Unpaid Leave.

Speaking from **experience**, I seized an opportunity to be a part of committee team for the company's dinner night that was held on 12th May 2023. From there, I am able to experience on how does it feels like to work with big diverse of people, since the event was planned by two outlet of Celestica, which are Penang and Kulim. My role for the event is to involve with the event planning, in charge of multimedia, video editor and as photographer.

What I definitely learn from working with big diverse of people is that, there are many different ways and ideas on how they want to manage their work. The positive work culture is also practiced in the company. They don't discriminate other people if they lack of experience in handling certain thing, but instead, they will encourage them to try. Formality or hierarchy in the company is not really practiced, which make all employee are approachable.

As for **knowledge and skills**, I am able to understand how Data Master Management Department works and their duty. It is interesting to know how in one stage, there are numerous of layers we need to consider in collecting data. For my daily task, I had to make a background check of the vendor's profile, completing half of the filing, run through company monetary system and to give remark of approval to my manager.

There was variety type of request, every day. The vendor request received is not restricted to only vendor in Malaysia, but it is actually worldwide. I am able to observe how wide Celestica connection is, just by monitoring daily entry of vendor case and request. From the smallest name to the famous brand, the company really have a good resource. Same goes to the employee. There are almost equivalent amount of employee coming from major races in Malaysia, which are Malay, Chinese and Indian. Some of the virtual training programme I attended are from overseas, which is a solid evidence on how big the connection of network in Celestica.

In addition, my work routine used a lot of Microsoft Excel skills, which I learned in my second and forth semester. It has been a good help in order for me to complete my daily task. Other than that, I also make use of my ability to work under minimal supervision since the company practising hybrid working mode.

SWOT ANALYSIS



Figure 7: SWOT Analysis Diagram

Strengths

- **Great flexibility**

Since pandemic, the company highly practice working from home (WFH) and now maintaining the hybrid mode. At first, the office only operated twice a week, so during the other remaining day, fellow employee will WFH. Moving toward recovering, the office is now operating daily. Regardless, it is up to employee whether they want to come to the office. Work flexibility in terms of location and work hours gives workers some sense of job controls and able to increase their job satisfaction, thereby improving their health and well-being (Ray & Pana-Cryan, 2021).

- **Technology adaptation**

Celestica is practising and rapidly catching up with technology usage, despite the speed of technology evolvement these days. This is implied with both manufacture and management part of Celestica. The company is highly depending on technology, internet, VPN and company's intranet to carry their daily task. It is undeniably very convenient since everyone has their way to access into the system if any problem occurred. Work-related use of technology is embedded with the opportunity to allocate resources in a way that fits their preferences and enhance their chances for resource gain (Khalid et al., 2021).

- **Prioritises employee well-being and skills**

Celestica’s HR department really try their best to meet the requirement and demand of their employee, and that include on how they want to be the best help to their employee when they are in need. For example, early this year, the company has offered a free medical check-up for all of their employee. Furthermore, since pandemic, Celestica have taken initiative to held a virtual coffee break session in order to remind employee to take a break in between their work. According to Yunus et al. (2023), working under a supportive superior can ameliorate the negative impact of work demands and pressure without compromising employee well-being.

Another session that the company have is Toastmaster Club speech session. The virtual session will be held once in 2 weeks. This initiative was taken to improve employee’s communication, speaking and leadership skills. This club is registered with Toastmaster International. Toastmaster International is actually a non-profit education organizational that based in the US.

The screenshot shows the Toastmaster International website interface. At the top, there is a navigation bar with links for 'About', 'Education Programs', 'Membership', 'Resources', 'Magazine', 'Events', and 'Shop'. Below this, the main content area features the club's name 'Celestica Malaysia Toastmasters Club' with a red location pin icon. To the right of the name is a 'Contact Club' button. Below the name, the club number '06736886, 51, Area N02' and charter date 'Oct. 22, 2017' are listed. A dark grey box labeled 'CONTACT INFORMATION:' contains the following details: Meeting Times: Thursday 12.00 pm - 1:00 pm; Phone: 0164638218; Location: Celestica GBS Malaysia Sdn. Bhd., 1B-1-01, One Precinct, Lengkok Mayang Pasir Penang, PEN 11950 Malaysia; Membership Restriction: This club may have professional and/or educational prerequisites for membership. Please contact the club for further information. Online Attendance is allowed. To the right of the text is a map showing the club's location in Penang, Malaysia, with a 'Get Directions' button below it.

Figure 8: Toastmaster International Registration

Weaknesses

- **Overload task for each employee**

Celestica GBS Malaysia is operating mainly on managing the company's data, records and information system. The process to manage one to few data required a lot of steps and it all need to be done by small team. It could be overwhelming at some point due to excessive amount task that need to tick out daily. According to the research (Jiandong et al., 2022), more workload has a negative impact on employees' health by increasing work demands and time pressure.

- **Late policy renewal**

The company is adapted with Covid-19 policy for so long that they just had to slowly lift it this year. While other company and business industry already lifting up the Covid-19 policy and operated as usual without much restriction, Celestica is still yet continuing the policy for another year, which indirectly impact the management process to monitor the employee progress and readiness to comply with new policy in the future.

- **Lack of engagement**

Relate to the first weakness, as the company still adapting the Covid-19 policy, the employees are continuing to WFH for so long, including new hire. Thus, there is lack of engagement or real human interaction at the office, which may lead to distance between each other. From Pass & Ridgway (2022), while remote working may allow for flexibility, it impacts virtual presentism during working hours. These interferences reiterate that employee engagement through presentism and participation is no longer an appropriate way to expect employees to signal their engagement.

Opportunities

- **Exposure to wide market**

As a multinational company (MNC), Celestica have been expose with great market potential as they used different market approach to reach their customers. Celestica's Joint Design and Manufacturing (JDM) offering enables companies to leverage leading-edge technologies to innovate and achieve success more quickly, with less investment, while protecting their valuable IP. This resulting to enable emerging companies to get their products out to the market quickly in the early stages, when time-to-market is critical (Celestica, 2023).

- **Great connectivity potential**

With wide business range and large scale of approaching the market, the company have great potential in developing connection or networking. This could give the company an upper hand in dominating the industry. With a constant Research & Development, the company will have a good chance in developing more profitable business and products.

- **Promote healthy lifestyle**

Ever since global pandemic, employee's mental and physical health was drastically declined. At Celestica, the company will try their best to reach out for their employee and promote healthy lifestyle. For example, HR will provide tips to stress management, to give awareness about mental health and other approach to reach out to the employee who might need it. Best believe as the desk workers are suffering from pandemic-related adverse effects, it is at best interest of employers to recognize and offer support to counteract these effects (Barone Gibbs et al., 2021).

Threats

- **Unexpected future issue**

It happened before, and there is no guarantee that it will not happen again, such that Covid-19 pandemic. It impacted the whole world in term of adaptation, struggle and to find initiative on how to cope with the new norm. This unpredictable external force will definitely be one of the biggest fear in business industry. It is vital for the international business managers to learn how to manage uncertainty in order to guide their firms through such unpredictable and undesirable situations (Alpers, 2019, as cited in Sharma et al., 2020).

- **Raised in competitors**

It is obvious that it is not only Celestica strive in manufacturing industry, in fact, it is such a huge industry and new competitors keep raising each day. The company have to comply with new strategy or approach in order to cater potential customer in order to boost up their business to another level and to remain outstanding among competitors.

- **Unstable global economy**

With the help of economist in predicting money value and currency, it could help the company to prepare what should be done when worst case scenario happened. But as the company really depending on the \$USD rate in their business, to have a strong and maintain value is important for the company to generate profit. Choosing an entry mode strategy for a new foreign economy is a crucial decision because the future strategic success or failure in that new economy and international expansion is tied to the chosen strategy (Schellenberg et al., 2018, as cited in Nazzal et al. (2023)).

SWOT ANALYSIS MATRIX

	<p>STRENGTHS</p> <ol style="list-style-type: none"> 1. Great flexibility 2. Technology adaptation 3. Priorities employee well-being and skills 	<p>WEAKNESSES</p> <ol style="list-style-type: none"> 1. Potential of overload task 2. Late policy renewal 3. Lack of engagement
<p>OPPORTUNITIES</p> <ol style="list-style-type: none"> 1. Exposure to wide market 2. Great connectivity potential 3. Promote healthy lifestyle 	<p>SO STRATEGY</p> <p>S2, O1: To use advance technology to gather interest of potential customer</p> <p>S1, O3: To emphasise on work-life balance</p>	<p>WO STRATEGY</p> <p>W1, O3: Restructure the work scope</p> <p>W3, O3: To create more company event for better engagement</p>
<p>THREATS</p> <ol style="list-style-type: none"> 1. Uncertainty future issue 2. Raised in competitors 3. Unstable global economy 	<p>ST STRATEGY</p> <p>S2, T2: To be ahead of technology usage</p> <p>S3, T2: To create better company/office environment</p>	<p>WT STRATEGY</p> <p>W2, T1: To adapt with current policy as quick as possible</p>

Table 1: SWOT Analysis Matrix

PESTEL ANALYSIS

Politic – Government Policy

As the company or business operating under the specific country, that respective country politic stability will play a huge role in order to keep the business operate smoothly. Celestica is a multinational company (MNC), where the HR need to match and align the company's policies with other country government policies as well. According to Ballor and Yildirim (2020), global political behaviour and business strategies are directly affect the distributional consequences of international trade. Thus, it is crucial for HR professionals to conduct a comprehensive review of the political environment and employment-related laws before beginning operations in a foreign country.

Economy – Global Economy

As Celestica operated worldwide, the economy pattern will have the most power to ensure the survival of the company operation and profits. For example, is when the Ukraine and Russia war happened, it brings a lot of impact to the world economy such that sudden spike of oil and gas prices, exportation issue and others. According to Mbah and Wasum (2022), the uncertainty brought about by this current crisis has caused stocks to swing sharply and financials to decrease in following the attack. Thus, Celestica and the HR need to review, find alternative and monitor all of their site in order to keep the company operating smoothly despite the issue. If it is out of the control, employee lay-offs might take place and decline in wage rate, which will cause difficulty for all the stakeholders.

Social - Practising Healthy Lifestyle

Celestica as a whole, has been practising work-life balance for ever since the pandemic outbreak. As they are adapting to good technology usage, most of work and meeting are mostly done virtually. This will lead to greater work flexibility, which can route to better output, productivity and job satisfaction, as the company being lenient with how their employee work. For example, some of Celestica meeting and training is held from overseas, such as from New York, Toronto, Thailand and others. Thus, work flexibility where the enable of video conferencing help each and every employee to save so much time and cost rather than need to travel around. HR shall keep practicing this work-life balance in a long term as it brings benefit to both employee and company. The possibility of having flexibility in their schedules can help workers to improve their time management and to better juggle work time with social and family necessities (Rodríguez-Sánchez et al., 2020).

Technology - Wider Market Potential

To explore the technology to another potential business sector. Rather than current sector they are operating right now such that aerospace and defence, the company could try to explore sector where they are capable to ace and there are only few competitors. When the company successfully invested in a new sector, automatically they will open to job opportunity to the world. From this point onward, the company most likely need more workforce to carry out the production and management. Here is where the HR are able to recruit more good and valuable talents across the world to be a part of the company. Globalization has been the main scope of HR managing MNCs company, which resulting to have a good work culture and diversity.

Environment – Environment Sustainability

Celestica is a manufacturing company where they are focusing in technology usage and development. Thus, the manufacturing process would cause a high energy usage, which will release heat and carbons. It is the company responsibility to sustain and keep the environment safe. HR is likely to play the role in the decision making for the company as they are involving directly with the company management. Celestica HR shall create or revise Green Initiatives in order for the company to contribute to the environmental sustainability. Organizations concern toward a green environment inclines employees to work in an environmentally friendly way making the workplace environmentally sustainable. (Harvey et al., 2013, as cited in Yasin et al., 2022).

Legal – Latest Law or Regulation Adaptation

The company should comply with the latest law regulation in the country, so that they will not involve in any unlawful act and keep their company image as clean as they are. For example, back to the time where the world faced Covid-19 outbreak, where all business sector need to shut down, except for essential needs. Thus, as the company's products does not associate with essential need, it was forced to shut down. This is HR role where they will need to obey, revise and execute the law immediately in order to avoid any unlawful act. HR will need to always be aware with the country's Law and Regulation, to align with the company's policy and execute them.

RECOMMENDATIONS

Plan for More Engagement Event in The Future

The first recommendation is the company should hold more engagement event for fellow employee. For fact, the dinner night that was held in May was actually their first company event after put any physical event on hold for three years. The social interaction between employee was very awkward and not natural, as they don't really interact with other people, other than their own circle. As per suggestion, the company should hold more engagement event in order to increase the interaction and bonding of employees with the company. According to Boccoli et al. (2022), employee engagement has a positive impact on organizational commitment and can reduce turnover and intention to quit.

Revise and Adapt to Latest Policy

Secondly, since Covid-19 really force us to make a drastic change, the lesson must write down in the history book. In my opinion, the company and the HR need to analyse potential variables that might bring direct impact to the company's activity and operation in the future. Take Covid-19 outbreak as an example, where the company should outline advance policy for this circumstance just in case something equivalent like this is bound to happen again in the future. In result, the company will have no problem in adapting to the changes later on since they have prepared the policy beforehand.

Create Better Office Environment for the Employee

Since the company has been adapting to hybrid working mode, but to some extent, the company will need the employee to be back to the office in order to enhance a better work experience for the employee. For example, if there is an urgent meeting which need big part of employee to attend, it is better for the employee to be at the office. Even though virtual meeting can be the other option, best believe it is better for the employee to attend physically, since there will be a better output as we can analyse their reactions, body languages and others. So, the company should create a welcoming and pleasant office environment in order to give value to the employee on why they need to come back to the office. Corresponding to the employee engagement, if more employee coming back to the office, it could increase their interactions as well. As mentioned by Adeel et al. (2022), workplace pleasure is a deeply felt personal experience and leads to high performance. Thus the company shall fulfill their goals.

CONCLUSION

To conclude, Celestica is indeed a very interesting company and have a good potential in dominating the market sector in the nearest future. As from the HR point of view, this company have a good practice and consistently try their very best to manage a great amount of employee at the same time. Celestica GBS Malaysia Sdn Bhd HR department need to monitor for both Penang and Kulim outlet. Despite that barrier, the company is still manageable without much issue, thanks to their amazing HR practice and transparency with the employee.

It was indeed a very blissful and a unique journey for me as well, as I am able to understand better about the concept of globalization, diversity, workplace satisfactions and others. It is interesting to experience this myself as I have always curious about it ever since we learned it in theory form in the previous semester. I also get to experience a positive work culture and I will always be grateful to be given this kind of opportunity.

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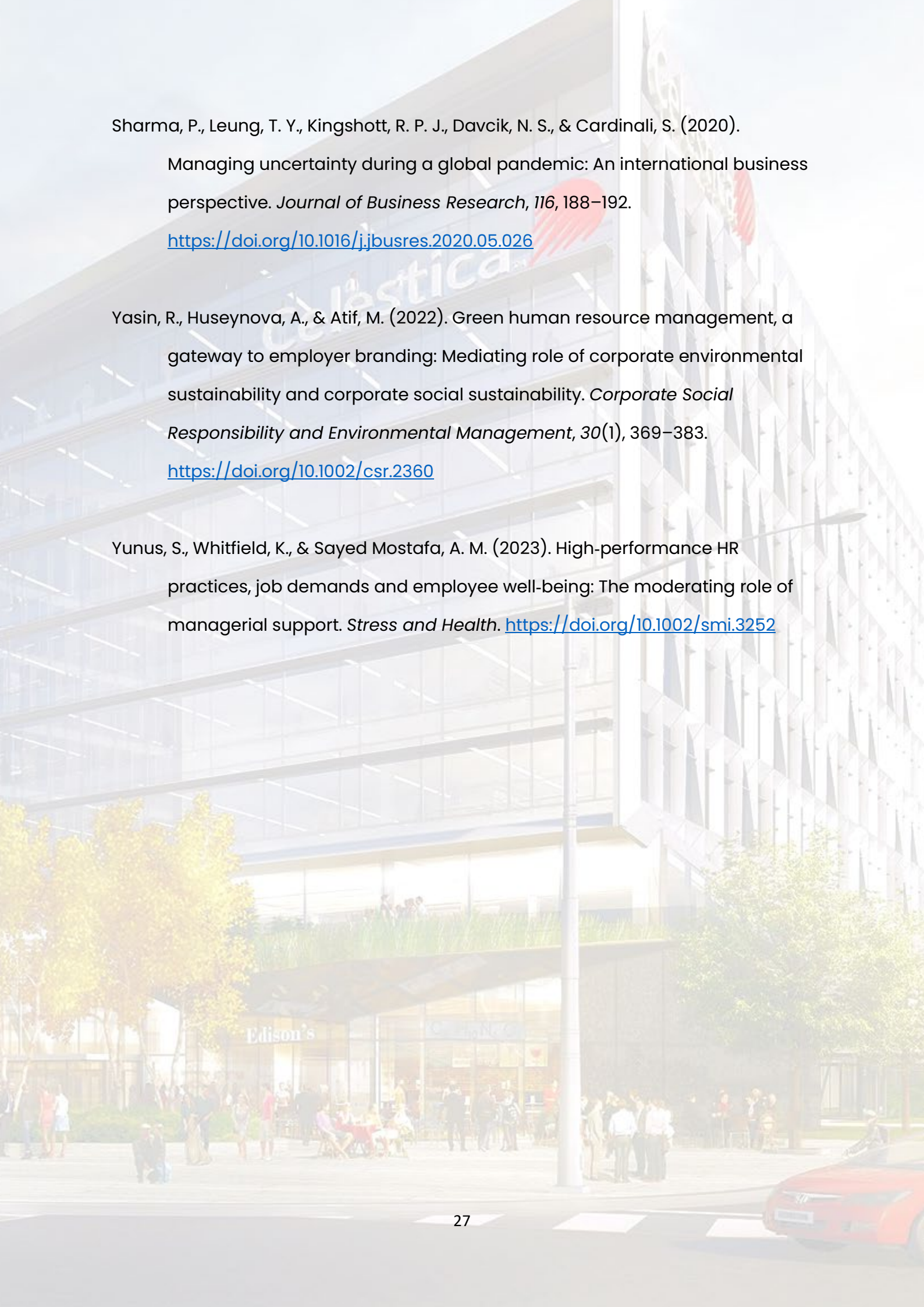
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APPENDICES

- With fellow employee during company dinner, CGM Glam & Glitz Nite 2023 and the VIPs.



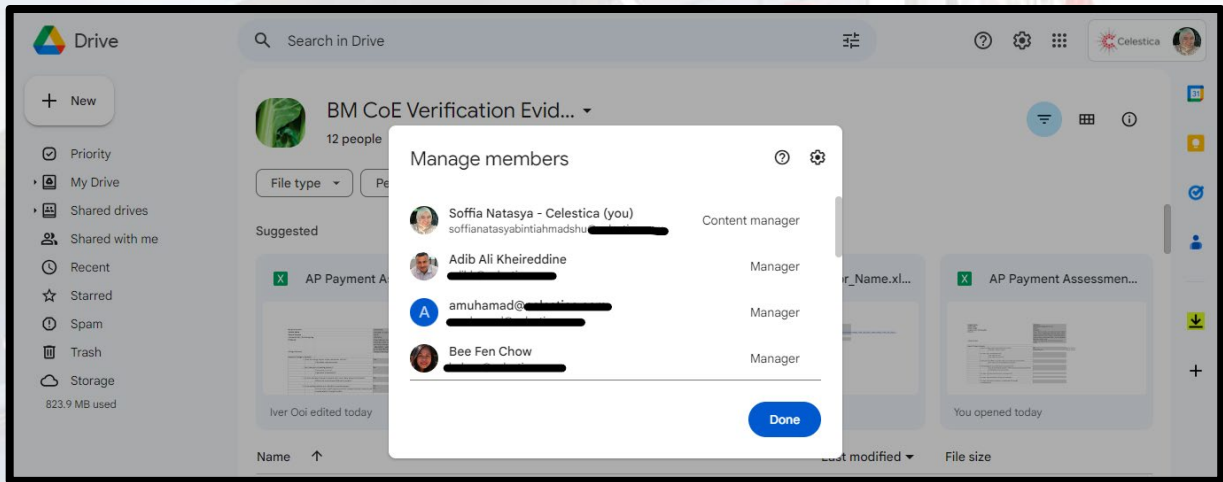
- Committee member for CGM Glam & Glitz Nite 2023, in charge with multimedia and photographer.

2023 CGM Team Engagement Event

1	Duration	Program (Details) (Who, How, What)	MC	Lead	Multimedia	Multimedia owner	Link to Multimedia
8	5 minutes	Multimedia 3 : Furniture Talking Games 1 Game: Pass the Ball					
9	20 Minutes	<p>1. There will be 8 balls passing around. make sure each team pass the ball to table besides you.</p> <p>2. When the music start playing: Start to pass the ball to each other around all the tables in the ballrooms. The teams should try to pass the ball quickly and avoid dropping it.</p> <p>3. When the music stops: The team holding the ball when the music stops must answer a question.</p> <p>4. To answer the question, the team that answer correctly will earn a point for their team.</p> <p>5. Start the Music again : Pass the ball again after the question is answered and have the teams will resume to passing the ball around the ballrooms.</p> <p>6. Repeat: Each time the music stops, the team holding the ball must answer a question.</p>	Azlin & Aida + Poh Poh & Sarah	Poh Poh	<p>Multimedia Game 4: Pass the Ball Event Title (Welcoming CGM team back to the office - Glam & Glitz Nite 2023) Songs Prepare a slide with question and answer (with photos) The ball will be passing around while music is play, once the music stop, the ball shall stop and answer a question (15 minutes stop once) In Total we have 30 question. 1. "Can't Stop the Feeling" by Justin Timberlake 2. "I Gotta Feeling" by Black Eyed Peas 3. "Dynamite" by BTS 4. "Uptown Funk" by Mark Ronson ft. Bruno Mars</p> <p>Slide decks Uploaded in drive https://drive.google.com/drive/folders/1oyV9rcJnA_oqWnvKGjvARUGXuEn_HcYd?usp=share_link</p>	Mei Lan- Song Done Soffia - Slide Check with Poh Poh if they need to display the game question on the screen	



- To create and update filing on evidence in Google Drive, role as temporary content manager.



- Small part of Celestica's page where almost all HR requirement is accessible.

Penang, Malaysia

WELCOME

Welcome to the Celestica Penang intranet Homepage. Here you will find resources, information and the latest updates for our Penang operations.

SITE UPDATES

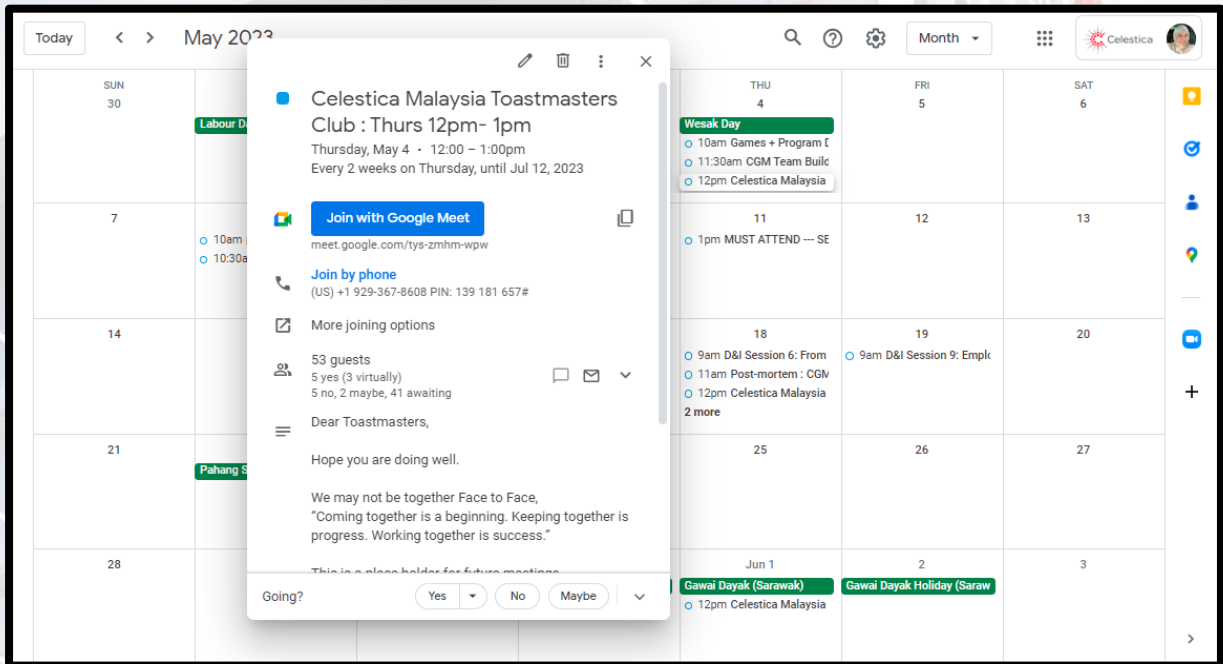
SITE TOOLS

- 2023 Business Calendar
- GBS Intranet
- Human Resources
 - A Manager's Guide (new)
 - Bravo Reward Program
 - Info-Guidelines on Medical
 - Learning & Development
 - MyCard Advantage (coming soon)
 - Time and Payroll Contact Number
 - The Wellness Page (new)
- Site Management

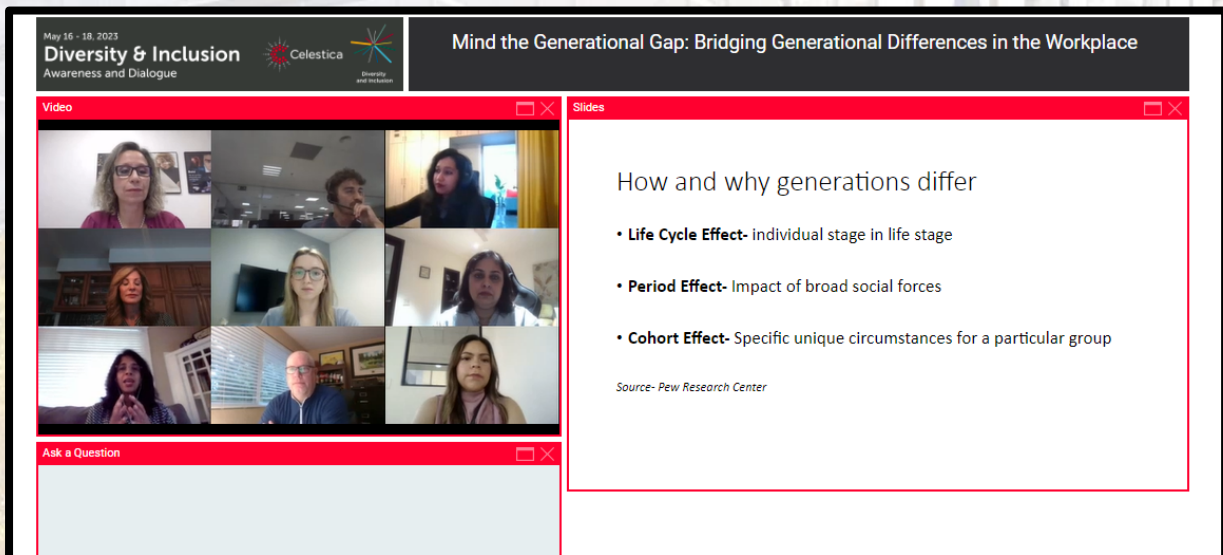
QUICK LINKS

- Leadership Imperatives Overview

- Joined Toastmasters Club speech session and became the speaker for the session.



- Forum on “Generation Gap at Workplace”. Several forum and training was done within the same week as well.





UNIVERSITI TEKNOLOGI MARA
ENDORSEMENT OF OUR ORIGINAL REPORT

Coordinator

Unit Jaminan Kualiti Akademik (UJKA)
Universiti Teknologi MARA Cawangan Perlis
02600 Arau
Perlis

Sir/Madam

**ENDORSEMENT OF OUR ORIGINAL REPORT FOR PROPOSAL/DISSERTATION/THESIS/PROJECT PAPER/
ASSIGNMENT**

With reference to the work of the candidate below:

Name : Soffia Natasya Binti Ahmad Shukri

Matric No. : 2021101307

Faculty : Business and Management

Programme : Bachelor of Business Administration (Hons.) Human Resource Management

Title : Industrial Training Report at Celestica GBS Malaysia Sdn Bhd

Percentage of Our Original Report : 10%

I am pleased that the proposal/thesis/dissertation/project paper/ assignment of the above candidate has fulfilled the Original percentage of the university's requirement.

Thank you.

1st advisor's signature and stamp
Name: Datin Noraliyati Binti Zakaria

3/8/2023










Date

** Please attach 1st page of our original report.

Document Information

Analyzed document	Industrial Training Report - Sofia Natasya.pdf (D172292840)
Submitted	7/22/2023 6:31:00 PM
Submitted by	SOFFIA NATASYA BINTI AHMAD SHUKRI
Submitter email	2021101307@student.uitm.edu.my
Similarity	10%
Analysis address	skmusairah.UiTM@analysis.ouriginal.com

Sources included in the report

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