



UNIVERSITI  
TEKNOLOGI  
MARA

Cawangan Melaka

# MGT 666 INDUSTRIAL TRAINING REPORT

# allnex

*The Coating Resins Company*

**ALLNEX SDN. BHD.**

## PREPARED BY:

AIN NURHASNIFA BINTI SUFFIAN  
2022798337  
BA232

## PREPARED FOR:

MADAM NOORZALYLA  
BINTI MOKHTAR

12 August 2024 – 24 Januari 2025



## SURAT KEBENARAN

Tarikh : 5 / 2 / 2025

Kepada :

**Penyelaras Latihan Praktikal**  
Fakulti Pengurusan Perniagaan  
UiTM Kampus Bandaraya Melaka  
110 Off Jalan Hang Tuah  
75300 Melaka

No Tel : 06-285 7119 / 7190 / 7196  
Email : praktikalfppmelaka@uitm.edu.my

Tuan/Puan

Maklumbalas (/)



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Yang Benar

Nama Pegawai : ZAIHARINA MOHD NOOR HAZIM  
Jawatan : HR ASSISTANT  
No. Tel. :  
No. Faks :

Cop jabatan/organisasi:

PT 12701, Tuanku Jaafar Industrial Park,  
71450 Seremban, Negeri Sembilan D.K., Malaysia  
Tel GL: +606-676 3333 Fax: +606-675 1137/1125

## **EXECUTIVE SUMMARY**

My 6-month industrial training at Allnex Malaysia Sdn. Bhd. was a great opportunity for me to gain practical experience in the Human Resources department. I was able to learn a lot and gain important knowledge about the company's operations throughout this period. Allnex Malaysia, a subsidiary of the leading global company. Since its founding in 2013, Allnex has become known as a significant player in the Malaysian market. Specializing in resins and additives for industries such as coatings, paints, inks, adhesives, and plastics, Allnex Malaysia focuses on sustainability, customer satisfaction, and innovative solutions. In addition to offering excellent products and outstanding customer service, the company is dedicated to reducing its environmental effect through eco-friendly procedures. Throughout my training, I learned to use the "iFlexi System" to manage attendance data and became familiar with HR processes within a global organization. The staff at Allnex was friendly and collaborative, and they were always willing to share their expertise and provide advice. In this report, I conduct a SWOT analysis of Allnex Malaysia, highlighting strengths such as its strong global support and market leadership in the coatings industry. I also discuss challenges like intense competition and pricing pressures from local customers. Opportunities for growth include expanding into emerging markets and utilizing new technologies, while threats include potential regulatory changes. My recommendations focus on establishing a centralized filing system, increasing training opportunities via online classes, and enhancing GBS services through feedback from staff. Allnex also should hire more HR staff, invest in automation for efficiency and safety, focus R&D for sustainable coatings, and stay updated on local regulations to remain competitive, especially in the electric vehicle industry. Overall, this internship has been an incredibly enriching experience that expanded my professional skills and provided me with a comprehensive understanding of the HR function and the company's broader strategic goals.

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## ACKNOWLEDGEMENT

### بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Alhamdulillah. In the name of Allah SWT, the Most Gracious and the Most Merciful, all praise Allah SWT for His Blessing in completing this report, which specifies and elaborate more regarding my industrial training journey at Allnex Malaysia Sdn. Bhd, Seremban for the subject of MGT 666 - Internship. I would like to use this opportunity to sincerely thank everyone who helped and supported me in order to finish my report.

With all of my respect, I would like to express my gratitude to my internship supervisor, Mrs. Zaiharina Mohd Noor Hazimi, for helping me complete this industrial training program and for her helpful advice during this time. She has taught me a lot on this internship and gave a clear guideline on how to carry out this practical training until the last. It was a great privilege and honour to work under her guidance.

I am also indebted to my academic institution and advisor, Puan NoorZalyla binti Mokhtar of UiTM Bandaraya Melaka, who equipped me with the necessary knowledge and skills to excel in my internship. Her continues support and guidance have been instrumental in my professional development.

Not-to-forget, without the cooperation and support from all staff of Allnex Seremban, I would not have been able to complete this internship programme. Thank you for all the sharing knowledge sessions, discussions on many general topics, and giving tons of ideas to complete this internship programme. Thank you so much for the support and presence whenever needed. Thanks for being great and supporting teamwork and giving the best until the end of this programme.

Lastly, to my dearest family members and friends, thank you so much for giving me motivation to stay focused to complete this internship training programme. Their support and encouragement are meaningful for me. I'm hoping that my efforts will be worthwhile in order to receive an excellent grade in this internship training program. I believe that I have done my best to complete this internship. Thank you.

## 1.0 STUDENT'S PROFILE



**AIN NURHASNIFA BINTI SUFFIAN**  
SEREMBAN, NEGERI SEMBILAN

### Personal Summary

Currently completing an internship under Human Resource department which will end on January 24, 2025. Experienced office administration and HR industry as administrative clerk and HR intern. To have a dynamic, challenging environment that promotes teamwork to achieve the company's objective. Strong communication and interpersonal skills. Committed to ongoing learning and eager to take on new challenges in business. Always willing to relocate for the right opportunity.

### Education

- **Universiti Teknologi Mara (UiTM) Bandaraya Melaka (2022 - Present)**  
Bachelor of Office Systems Management  
CGPA: 3.18
- **Kolej Poly-Tech Mara, Bangi (2018 - 2021)**  
Diploma in Business Management  
CGPA: 3.46

### Working Experience

#### **Intern, Allnex Malaysia Sdn. Bhd. Seremban Branch, (Aug 2024 - Jan 2024)**

- Managed and verified the accuracy of staff attendance records in the iFlexi system, ensuring discrepancies were identified and corrected promptly.
- Processed claim submissions efficiently, ensuring timely and accurate handling of employee claims.
- Maintained and updated staff training records, leveraging Excel for data management and reporting.
- Assisted in various HR tasks to support departmental operations and enhance employee engagement.
- Organized and maintained accurate records of employee training sessions, certifications, and progress tracking.

#### **Admin Clerk, Pusat Khidmat DUN Paroi (Oct 2021 - Oct 2022)**

- Provides support to staff and does clerical works.
- Answering and making phone calls, typing documents, compiling, filing records, and scheduling appointments.
- Handling correspondence and assisting with general office tasks.
- Responsible for data entry and maintaining database.
- Actively participated and got involved in various program activities.

#### **Part-time Cashier**

##### ***Temptation Giant Senawang, Seremban (2017 - 2018)***

- Handle transactions and provide excellent customer service.
- Operating the cash register, scanning, and bagging items.
- Processing payments and providing accurate change.
- Assist customer with inquiry and resolve any issues or complaint.

### **ACTIVITY PARTICIPATION AND VOLUNTEERISM**

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#### ***Melaka International Intellectual Exposition 2024 (MIIEX '24)***

- Won "GOLD" Award as participated in the competition.
- The idea of Innovation is IFrost Smart Refrigerator is designed specifically to meet the needs of disabled individuals.

#### ***Turtle Tots Program (Logistic and Security Bureau) | Pusat***

##### ***Konservasi dan Penerangan Penyu Melaka***

- Responsible for managing transportation and ensuring security measures .

#### ***Induction Birth of Renaissance (Vice Secretary of Bachelor in Office Systems Society (BOSS)***

- Assists the Secretary in preparing the program final report.

#### ***Lawatan Mahabbah Ohana (Volunteer) | Rumah Kebajikan Anak Yatim Miskin Paya Rumput***

- Help decorate their mini library and clean the orphanage's house area.

#### ***Kejohanan Bola Sepak Piala YB Adun Paroi & Mini Karnival (Secretariat)***

- Handle administrative tasks such as coordinating team schedules, organizing matches, and managing player registrations.

#### ***Participating in the parade on Independence Day 2022 | Seremban***

- Participate in the Independence Day parade 2022 representing Pusat Pembangunan Belia Harapan Negeri Sembilan (TABAH).

#### ***Kembara Belia Harapan (Secretariat) | Berhulu Camp, Negeri Sembilan***

- Handle administrative tasks such as coordinating camp schedules, organizing activities, and managing participant registrations.

### **AWARDS AND RECOGNIZATION**

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- Winner of MIIEX 24'
- Dean's list for semester 5 (Degree)
- Dean's list for semester 4 (Diploma)

#### **LANGUAGES**

- Malay (Native or Bilingual Proficiency)
- English (Professional Working Proficiency)
- Muet Band 4

#### **SKILLS**

- Excellent in Microsoft Office tools and Canva
- Excellent in iFlexi System
- Social skills
- Team building

### **REFERENCES**

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Puan Zaiharina  
Allnex Malaysia Sdn. Bhd, HR Assistant



## 2.0. COMPANY'S PROFILE

### 2.1 Company's Name, Location, and Background



Figure 1: Company's Logo

Allnex Malaysia Sdn. Bhd. is a top global manufacturer of coating resins and additives for architectural, industrial, protective, automotive, and special purpose coatings and inks. It was formerly Cytec Industries' Coating Resins business, which Advent acquired in 2013. Offering a wide range of products, including cutting-edge liquid resins and additives, radiation-cured and powder-coated resins and additives, and cross linkers for use on wood, metal, plastic, and other surfaces, Allnex is acknowledged as a pioneer in the specialty chemicals industry.

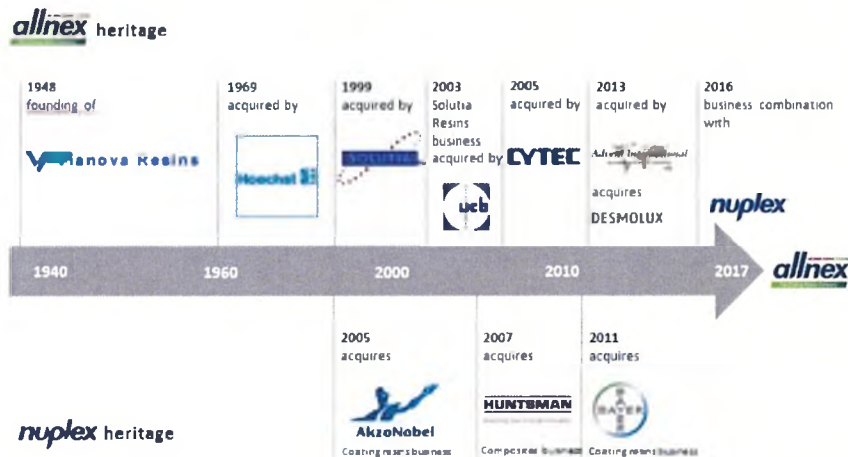


Figure 2: Company's Heritage

Allnex and Nuplex Industries, a global resin manufacturer, brought together in September 2016 to form one company with its headquarters located in Frankfurt am Main, Germany. Currently, Allnex stands as the global top manufacturer of industrial coating resins. With the complementary



skills and strengths of both businesses combined in a strategic collaboration, Allnex is now better equipped to serve its customers by providing a wider range of cutting-edge solutions, improved technical support, and an expanded global presence.

Allnex operates three locations in Malaysia which are Tanjung Kling in Melaka, Petaling Jaya in Selangor, and Seremban in Negeri Sembilan. Whereas the Seremban branch concentrates on producing powder resins, the Melaka branch specialises in producing liquid resins. The main name for these two branches is Allnex Malaysia Sdn. Bhd. As its service centre for Asia, the Petaling Jaya location is run by Allnex Asia GBS Sdn. Bhd.

As a leader in the coatings industry, Allnex is committed to expanding on its long history by promoting sustainability, innovation, and customer satisfaction. The company's standing as a reliable leader in the sector is reinforced by its dedication to quality, technological proficiency, and strong partnerships.

## **2.2 Vision, Mission, and Core Values**

### **Vision**

- To be recognized as the global leader in industrial coating resins.

### **Mission**

- To listen to our customers and exceed their expectations.
- To lead in innovation, quality and reliability.
- To create value in all that we do.

### **Core Values**

- **SAFETY**
  - Protecting our employees, communities and environment from harm is the foundation for all of our activities.
- **DIVERSITY**
  - We celebrate diversity and are committed to an environment where all colleagues contribute for the benefit of our employees, our products, and our communities.
- **INTEGRITY**
  - Be honest, transparent and respectful. We adhere to a code of conduct which enables us to navigate challenging situations.

- **COMPLIANCE**

- We comply with all relevant regulations in each of the countries where we operate, including rules relating to safety, health and the environment.

- **VALUE CREATION**

- We strive to provide quality products to our customers and returns for our investors, as well as giving back to the communities in which we operate.

- **TEAMING & COLLABORATION**

- Teaming and collaboration are important for engaging with upstream and downstream partners to create mutually beneficial solutions.

## 2.3 Organizational Structure



Figure 3: Allnex Team Management



Figure 4: Allnex's Malaysia Human Resources Department Team

## 2.4 Products or Services

### Liquid Resins & Additives

Allnex Malaysia Sdn. Bhd. provides a wide range of resin systems to meet the needs of the automotive, plastics, general metal applications, protective coatings, and architecture. Their portfolio includes waterborne resin systems that help customers meet strict environmental regulations, while maintaining the high level of performance required in these industries.

Additionally, the company is a key player in the development of advanced resin technologies, focusing on high-solids, solvent-based solutions. These eco-friendly formulations are designed for use in the production of durable, high-quality coatings with a reduced environmental footprint.

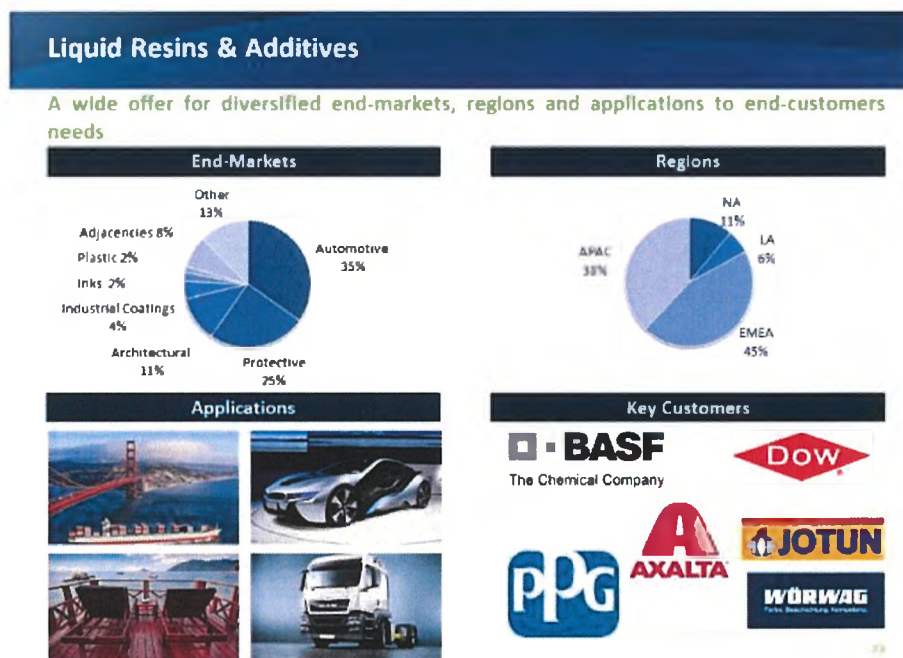


Figure 5: Allnex's Product (Liquid Resins & Additives)

## Crosslinkers

Allnex Malaysia Sdn. Bhd. offer a broad range of resin solutions for use in many industrial finishes including high solid solvent-based and waterborne coatings for use on can coatings, packaging, printing inks, rubber application and anti-corrosion paints.

XLR business consists primarily of Amino and Phenolic Crosslinkers:

Aminos= Melamine or Urea + Formaldehyde + alcohol

Phenolics= Creosol + Formaldehyde + Butanol

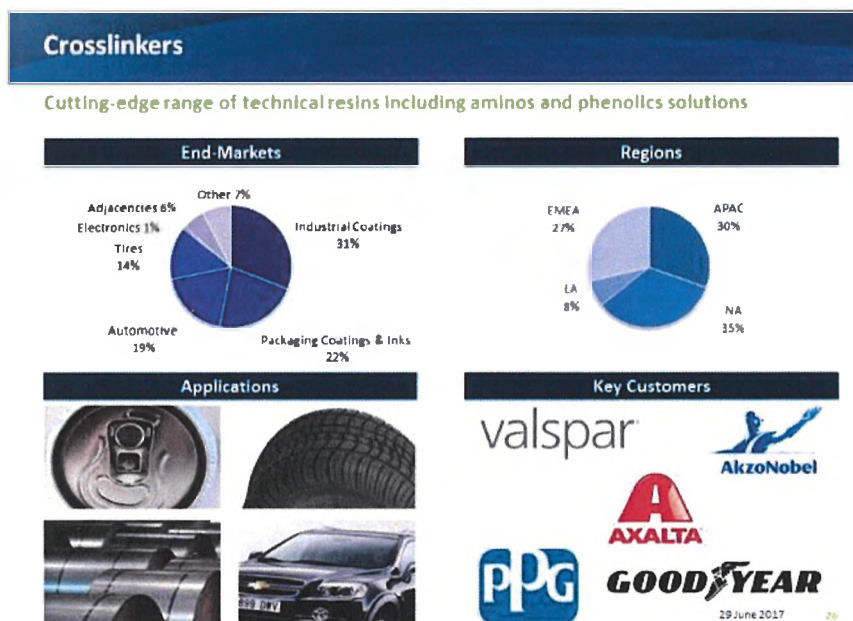


Figure 6: Allnex's Product (Crosslinkers)



**Powders**

As powder coatings don't require solvents, they produce minimal volatile organic compounds (VOCs), making them highly sustainable and virtually pollution-free. Additionally, any over sprayed powder can be easily recovered, reducing waste. Modern technological developments, such the creation of lower-temperature curing processes, have expanded the potential applications for heat-sensitive materials like plastics and wood, further reducing carbon footprint.

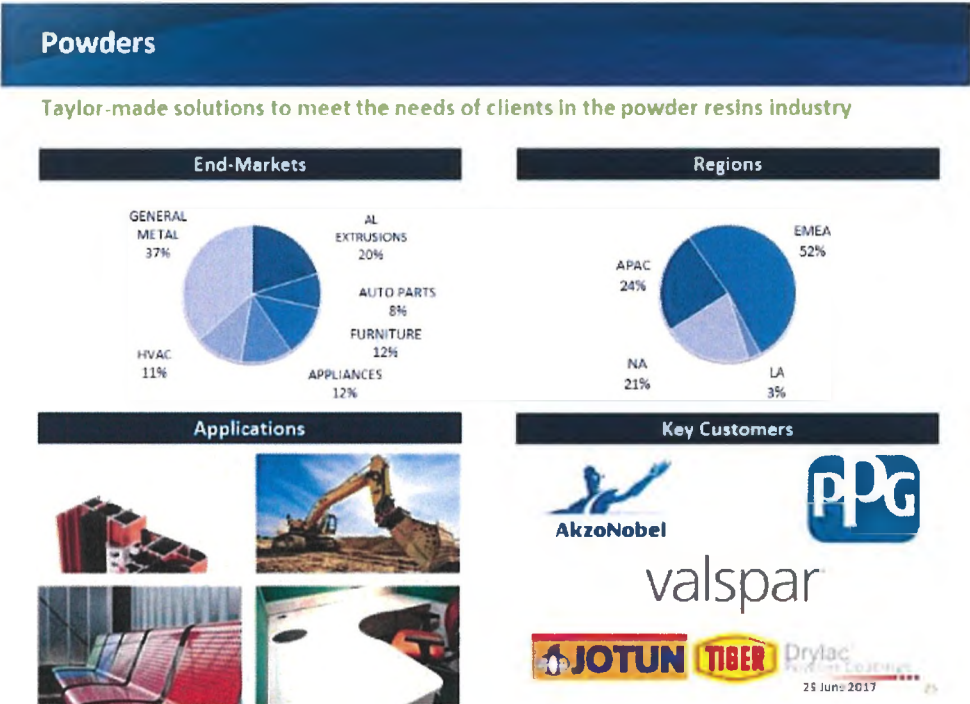


Figure 7: Allnex's Product (Powders)

## Radcure

Allnex is among the global leaders in the development of UV resin technologies and applications. By offering comprehensive solutions for the ink, industrial wood, plastics, electronics, composites, field application, and glass lamination markets, we drive market growth and end-user acceptance.

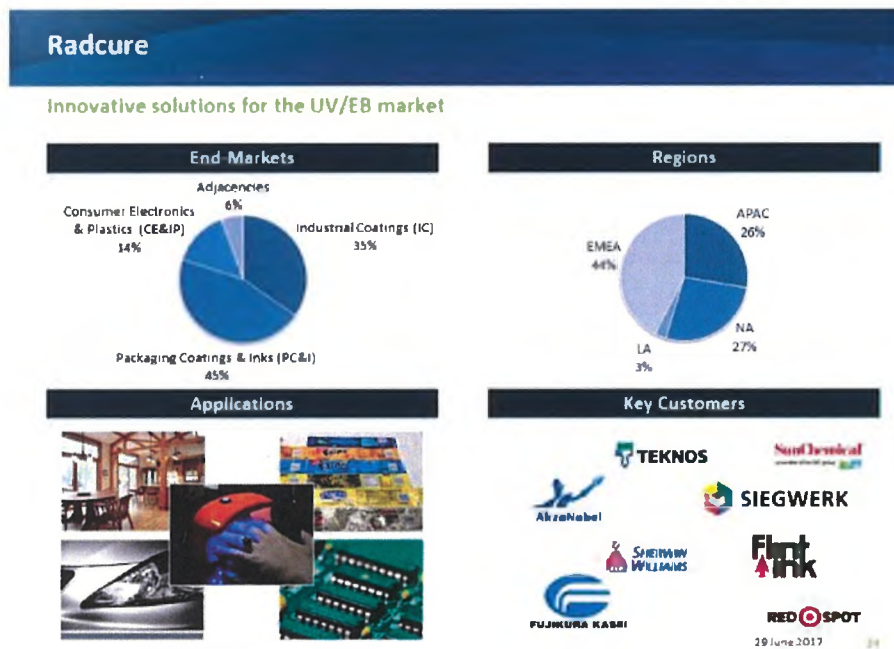


Figure 8: Allnex's Product (Radcure)



## Composites & Construction Products

Allnex Composites is the market leader in the Pacific Islands, Australia, and New Zealand for the manufacturing and distribution of composite materials. In Australia and New Zealand, Allnex's Construction Products area manufactures and distributes resin-based in situ flooring systems to the commercial and industrial sector. Products from Allnex include chemical-resistant flooring, elastomeric waterproof flooring for the interior and outside, hygienic non-slip flooring, ornamental floor coatings, concrete floor sealers, and seamless terrazzo flooring.

### Allnex supply materials to the construction, industrial and manufacturing markets



Figure 9: Allnex's Product (Composites & Construction Products)

### **3.0 TRAINING'S REFLECTION**

#### **3.1 Duration**

I am required to complete a 24-week internship at this company, starting from 12 August 2024 until 24 January 2025. I have been assigned to work every Monday to Friday (excluding public holidays) from 8.30 a.m. to 5.45 p.m., much like other companies. This company's dress code is smart casual.

#### **3.2 Department Assigned To**

During my internship period, I've been assigned under the HR department. HR Department is responsible for managing the people in a company. They handle hiring new employees, making sure workers are treated fairly, and ensuring that the company follows labor laws. HR also takes care of employee benefits, like health insurance and vacation time, and helps solve problems or conflicts at work. They work to create a positive environment where employees feel supported, motivated, and able to do their best work. In addition, during my internship, my supervisor has briefed me on the job scope or tasks that I will be responsible throughout this internship, handling employee attendance records using the iFlexi system, maintaining staff training records, screening resumes, processing medical claims, and managing other HR-related functions.

#### **3.3 Roles, Responsibilities, Task, and Assignment Given**

During the internship period, HR trainees were assigned a variety of job tasks, which are listed below:

- 1) Responsible for managing staff attendance records. Every Friday, attendance data is entered into Excel based on the iFlexi system. If an employee fails to clock in, their clock-in or clock-out times are manually updated based on the security logbook.
- 2) Update the iFlexi system with staff details such as Sick Leave (MC), Annual Leave (AL), Replacement Leave (RL), comp days, or training attendance. Then, download the attendance data from iFlexi and transfer it to the respective department files.

- 3) On the 10th of each month, update medical claims data, including staff or dependent details, costs, visitation dates, receipt numbers, and receipt submission status. Also, file and organize medical leave records by date.
- 4) Update staff training records in Excel based on attendance forms whenever staff attend training sessions. Also, file the training records accordingly.
- 5) Screening resumes for internship candidates in the finance, manufacturing, SHE, and procurement departments using SuccessFactors and FutureJob, as most internship applicants apply through these platforms. Additionally, conduct pre-interviews with the students.
- 6) Handle the HR project by uploading staff personal documents, such as resumes, PDPA forms, nomination forms, NRIC, and other related documents, to their personal files in SharePoint. The files in SharePoint are organized by specific numbers, and documents are transferred according to these numbers to help staff easily locate their files.
- 7) Handle the clinic panel by conducting research to determine if the clinics are located near staff members' homes, to assist the manager in deciding which clinic panels to terminate based on staff usage. Contact all panel clinics to inquire about their operating hours and whether they have an OHD doctor available.
- 8) Perform 5S tasks, including shredding old documents and managing other activities related to the 5S methodology.

### **3.4 Benefits I Have Received and Gained**

During my internship, I received an allowance of RM1000 per month and had the opportunity to claim medical expenses. I gained valuable hands-on experience, particularly in using the iFlexi system, which was initially difficult to master but became easier with guidance from my supervisor and continuous practice. Additionally, much of my work involved using Excel for data entry, which allowed me to improve my skills.

Throughout my time in this position, I gained significant both personal and professional skills. I became proficient at multitasking, which made it easier for me to handle a variety of duties. Additionally, I discovered how important it was to do tasks on time, following my supervisor's instructions, and making sure that deadlines were always met. I also became more confident, especially when it comes to negotiating and taking risks when needed. This experience has improved my ability to adapt in a fast-paced environment and communicate effectively with my team, which has helped me grow both professionally and personally.

## 4.0 SWOT ANALYSIS



## 4.1 STRENGTHS

### i) Global Support via GBS (Global Business Services)



Figure 10: Allnex's Global Meeting

The objective of GBS is to centralize corporate services and operations across markets and countries. By providing businesses with access to worldwide knowledge and skills, global business services (GBS) offer the companies to increase their resource base and improve operational effectiveness (Wirtz et al., 2024). It involves simplifying non-core operations for Allnex, including procurement, IT support, finance, and human resources. While focusing on core business operations in local markets like Malaysia, a global company like Allnex can maintain a reliable and effective back-office function through the implementation of GBS.

Allnex's Global Business Services (GBS), which promotes international cooperation and offers various kinds of jobs in countries like China, New Zealand, India, and more, can be very advantageous to local Malaysian workers. Many Malaysian employees have the opportunity to engage with coworkers from China, New Zealand, India, and other countries, expanding their professional networks and encouraging the growth of skills in cross-cultural communication. For instance, to improve financial operations and improve their career opportunities, a Malaysian finance employee may collaborate with entities in China and New Zealand. This would expose them to global financial practices. This helps them gain valuable international experience, learn new skills, and advance their careers within a large multinational company like Allnex.

To improve GBS in Allnex Malaysia, Allnex can use surveys and feedback forms to get input from employees about how well GBS services are working. Also, creating simple metrics to measure customer satisfaction will help show how well GBS is doing and make sure it is helping the business. It is important to focus on customer satisfaction by treating other departments as partners, not just users (Daub et al., 2017). This means working together to understand their needs. This feedback fosters a sense of engagement, as employees see their input leading to positive changes. By measuring customer satisfaction using basic metrics, Allnex can monitor performance and make adjustments to improve service quality, teamwork, and overall business efficiency. Employee surveys serve several purposes, such as improving communication between management and staff, giving employees a chance to share their opinions, reducing the gap between management and employees, and supporting organizational development or change (Huebner & Zacher, 2021).



ii) **Adequate Training and Development Program**



*Figure 11: Allnex's Health, Safety and Environment Training*

In order to ensure that employees understand and follow the safety procedures, handle hazardous products appropriately, and are prepared for emergencies, Allnex Seremban regularly conducts training for their staff. The types of training consists of seminar, internal and external training, in-house training, and internal communication. Usually, it is related to finance, energy, environment, production, safety, health and environment, and quality. For example, every month, there may be training sessions focused on safety procedures, emergency preparedness, and handling hazardous materials. Additionally, training could cover areas such as energy efficiency, environmental protection, production processes, and quality control.

These training courses help Allnex's employees stay up-to-date with industry standards, improving their skills, and encouraging a safe and efficient workplace. Additionally, it ensures a secure work environment by reducing the risk of accidents and ensuring compliance to environmental and safety standards. To maintain and improve its strong training, Allnex Seremban can expand the types of training, like adding online courses, interactive lessons, and virtual workshops, will meet different learning styles and give employees more flexibility. During the online training session, employees gained a lot of valuable professional knowledge. The quality of their learning experience played a key role in how well they were able to apply what they learned (Zhang et al., 2023). It would be a great way to meet the diverse learning preferences of employees and provide them with greater flexibility in how they access training. Online courses would allow employees to complete training at their own pace, whether during work hours or



outside of them, making it easier for staff with varying schedules to participate. Many companies now realize that online training and knowledge-sharing help employees improve their skills, which directly boosts their job performance, satisfaction, and career growth (Noe, R. A., 2020). This is particularly beneficial for Allnex Seremban employees, as many of them frequently travel for business or work from home. By offering online training, Allnex can ensure that these employees, who may not always be in the office, still have the opportunity to complete their training at their convenience, without being limited by location or traditional office hours.

## 4.2 WEAKNESSES

### i) No Filing Room for Documents



*Figure 12: Allnex's Unstructured File Storage*

Allnex Seremban does not have a specific filing room for storing documents. Rather, documents are kept on shelves all over the office or even under the employees' desks. The lack of a centralized storage area could lead to disorganization and inefficient retrieval of important documents. For instance, employees may need to find the training record files but are unable to find them. This happens frequently because the potential that other staff members have misplaced or stored the documents in multiple locations might make the search procedure more difficult. This lack of a proper filing system not only wastes time but also creates confusion and the risk of misplacing important records. In addition, the safety and security of sensitive documents becomes a concern in lack of a well-organized and secure filing room. As the company grows, this lack of structure in document storage may hinder overall productivity and affect the smooth operation of daily tasks.

Allnex Seremban can establish a dedicated storage area or centralized filing room to handle these problems. An organized filing system is essential to help the officer perform their tasks efficiently (Hidayatul Maula, 2021). Employees would be able to locate the files they need more easily if all

documents were maintained in an organized way. The organization should provide a filing room with appropriate drawers to store and organize files, ensuring they are easy to retrieve when needed (Najihah et al., 2020). Creating a well-organized file system, with different labeled sections for different document types, would make it easier to locate and retrieve the documents. This helps prevent the loss of documents and ensures that all files are securely kept, protecting them from unauthorized access. For instance, HR documents, project files, and training records. Confidential physical records would be better protected, workflows would be more effectively streamlined, and document access would be improved.

## ii) Insufficient Number of Employees

| Name                      | Depart.                                       |
|---------------------------|---|
| Chin She Ying             | Allnex Malaysia Sdn. Bhd. - FINANCE REGIONAL  |
| Zaharina Mohd Noor Hazimi | Allnex Malaysia Sdn. Bhd. - HR REGIONAL       |
| Chow Pooi Lee             | Allnex Malaysia Sdn. Bhd. - SC Mgt Regional   |
| Low Ngan Lee, Annel       | Allnex Malaysia Sdn. Bhd. - Logistics         |
| Ng Siow Hui               | Allnex Malaysia Sdn. Bhd. - Logistics         |
| Lee Hooi Lean             | Allnex Malaysia Sdn. Bhd. - Logistics         |
| TAN NIAN YIE              | Allnex Malaysia Sdn. Bhd. - PLANNING REGIONAL |
| Lee Chin Yin              | Allnex Malaysia Sdn. Bhd. - PROCUREMENT       |

*Figure 13: Attendance Record That Shows Employee's Position*

There are only two employees in the HR department of Allnex Seremban which are the HR Manager and the HR Assistant. The HR Manager works mostly in the Melaka branch, while the HR Assistant works in the Seremban branch. Because of this, the HR assistant must handle a lot of responsibilities by themselves, which can be stressful. The HR assistant is in charge of handling payroll, employee relations, onboarding, training documentation, attendance monitoring, recruitment support, and more. In addition to her own tasks, the HR Assistant in Seremban sometimes has to manage HR-related work for both the Melaka and Petaling Jaya branches. This could involve handling documents, maintaining records, and supporting other HR activities for these locations. With such a small number of HR teams, the HR Assistant has to manage many tasks at once, which can lead to challenges in maintaining efficiency and ensuring that all tasks

are completed properly and on time. The lack of sufficient HR staff makes it difficult for the department to fully manage and support all the HR functions, putting extra pressure on the HR Assistant to perform a variety of tasks without much support. This short staffing situation can result in delays and increased workload, affecting the overall effectiveness of the HR department.

To address this issue, HR teams have to find ways to encourage the company to hire more staff members under the HR department. Hiring more staff is crucial for every successful organization in order to increase and improve organizational effectiveness (Ali, A., 2023). By hiring another HR Assistant or even an HR Coordinator, the workload could be shared more evenly, allowing tasks like payroll, staff attendance tracking, training records management, and recruitment to be handled more efficiently. Having insufficient employees in an organization can impact the organization both positively and negatively (Engetou, 2017). By hiring more staff, it would help to reduce burnout and ensure the HR department can meet its responsibilities without compromising on quality or deadlines.

## 4.3 OPPORTUNITIES

### i) Expansion into Emerging Markets

As we know, Allnex is a global leader in the production and supply of advanced coatings, resins, and specialty materials, serving industries such as automotive, construction, electronics, and industrial manufacturing. They supply products that help make things more durable, sustainable, and innovative. In Malaysia, there is a great chance for Allnex to grow even further, especially by focusing on new areas like electric vehicles (EVs). The demand for electric vehicles is growing rapidly as Malaysia moves toward more environmentally friendly solutions. Allnex could take advantage on this by creating special coatings and resins for EV batteries, car components, and charging stations. These materials are important because they help make EVs more durable and perform better. Allnex could move into an industry with significant growth and innovation potential by entering into the market for electric vehicles.

The expansion could benefit Allnex by raising revenue and awareness of the brand in Malaysia, among other things. Expanding a company globally offers significant opportunities to enter new markets, increase revenue sources, and achieve long-term success (Gupta et al., 2024). These factors give Allnex an opportunity to expand and grow its business, particularly in the electric vehicle (EV) industry. As Malaysia moves forward to green technology and sustainable energy, there will be an increasing demand for electric vehicles. This aligns well with Allnex's focus on innovation and sustainability. There is an increasing demand for specialty coatings and resins for car parts, batteries, and charging infrastructure as Malaysia's EV industry grows. As we know, Allnex specializes in these products. Any company with a business strategy that has an exposure limit, restricting its potential growth, will naturally consider expansion to increase its reach and opportunities (Wang et al., 2023). Allnex can improve its market share and brand recognition in this rapidly growing industry by using its current expertise to strengthen its position in the growing EV market.

## **ii) Technological Advancements for Development**

Implementing automation and robotics could improve production processes and increase worker safety at Allnex Seremban. Exposure to dangerous chemicals and the possibility for spills or accidents are unavoidable risks in the chemical production industry, particularly when working with chemicals like resins, solvents, or curing agents. Allnex Seremban can reduce the possibility of human errors and direct exposure to dangerous chemicals by reducing regular and dangerous tasks through the use of robotics in the handling and packaging processes. For example, robots can take over the job of handling and packaging hazardous chemicals. This would reduce the chance that employees could get into contact with dangerous chemicals. The company's operational efficiency and safety standards are significantly enhanced by these technologies, which also help to increase production efficiency and reduce the risk of manufacturing accidents.

The advantages of using these technologies at Allnex Seremban are significant. Robots can perform tasks continuously and are less likely to make errors, which results in higher-quality and more consistent output, which speeds up the production process. The manufacturing and processing industries are changing and being transformed by industrial robots. As they become more intelligent, quicker, and affordable, they are taking on an increasing number of tasks, including product picking and packaging, as well as testing and inspecting products (Matthew, 2018). Knowing that robots do dangerous tasks and keep employees away from potentially harmful materials improves safety. Robotic systems are among the most flexible solutions for automating sample preparation processes (Vargas A., 2023). Allnex Seremban should make sure to maintain the machines regularly and train employees to use them correctly. It's also important to keep upgrading the systems so that the company stays ahead of new developments. By doing this, Allnex Seremban can stay efficient, safe, and competitive in the long run.

## **4.4 THREATS**

### **I) Intense Competition**

In the coatings and resins industry, Allnex Seremban faces with significant competition from both local and international companies competing for market share. Local companies in Malaysia including Sime Darby Industrial, Hap Seng, and Southern Lion are strong competitors in many different types of coatings, chemical, and resin-related industries. These companies have a long-outstanding operations and extensive distribution networks, which have helped them develop a strong presence in the local market. For instance, Hap Seng, which is involved in the distribution of various industrial products, has a significant foothold in the chemical sector, while Southern Lion is known for its consumer products, including coatings and cleaning products. Additionally, Sime Darby Industrial has a wide reach in the automotive and industrial sectors, which also use coatings and resins in their production processes. These local competitors frequently compete on the basis of cost effectiveness, product variety, and quickness in fulfilling Malaysian customer demands.

Allnex Seremban should concentrate on several strategies to improve and maintain its position in the competitive Malaysian market. One of these strategies is to keep investing research and development (R&D) to produce products that meet the increasing demand for eco-friendly and sustainable coatings, as Malaysian industries are growing more environmentally conscious. One of the key components of economic growth and national development is the innovative use of new knowledge created through research and development (R&D) activities (Ali, R., 2017). This will allow Allnex to differentiate itself from local competitors like Sime Darby Industrial and Hap Seng, who may not be as focused on sustainability. R&D spending and advancements in technology help firms reduce production costs, increase productivity, and increase their export levels (Leili Soltanisehat et al., 2019). By focusing on this, Allnex Seremban can stay ahead of local competitors and continue to grow its presence in the Malaysian market.



## **ii) Regulatory Changes**

Allnex Seremban's operations may be significantly impacted by regulatory changes in Malaysia since they frequently introduce new compliance requirements that can increase costs or require changes to current manufacturing procedures. The chemicals industry in Malaysia is governed and supervised by various government agencies through specific laws and regulations (Mokhtar et al., 2018). Also, the government regularly updates regulations related to safety, environmental protection, and chemical manufacturing standards. For example, Allnex Seremban might have to make invest in new technologies or change its current production procedures to comply with new environmental standards if Malaysia tightens them, such as putting stricter limitations on chemical emissions or waste disposal. Additionally, if the government imposes more stringent regulations on handling hazardous chemicals, Allnex Seremban might need to implement additional safety protocols, invest in new storage systems, or train its staff to comply with these changes. In order to keep the company in compliance and continue to reach its production targets, these regulatory updates may result in increased costs and require cautious adjustment.

Allnex Seremban should prioritize proactively monitoring and keeping up with any updates to local regulations in order to properly handle any challenges brought on by regulatory changes in Malaysia. This is important for regulations related to environmental standards, chemical handling, and safety requirements. The growing number of chemical industries in Malaysia has raised the need for stronger chemical management to avoid incidents that could put the environment, health, and safety at risk (Khair et al., 2020). Malaysia's regulatory landscape can shift frequently, with new laws and regulations introduced by agencies such as the Department of Environment (DOE) and the Department of Occupational Safety and Health (DOSH). Through careful monitoring of these regulatory developments, Allnex is able to predict changes ahead of time and take the necessary steps to ensure compliance. By taking a proactive approach, the company would be able to change its operations in advance, such as by investing in new technologies, upgrading equipment, or updating safety procedures to comply with environmental standards. Furthermore, Maintaining compliance with these regulations not only helps Allnex keep away from trouble and avoid fines, but it also establishes the company as a pioneer in workplace safety and environmental responsibility in the Malaysian market.

## **5.0 CONCLUSION**

In conclusion, my internship at Allnex Seremban Sdn Bhd, has been an incredible and memorable experience. Throughout my 6 months here, I had the chance to understand the core functions of HR, including recruitment, employee relations, performance management, and organizational development. Through this experience, I was able to improve my communication, problem-solving, and organizational skills while developing a strong foundation in HR practices. By assisting with various HR tasks and participating in team initiatives, I gained a deeper understanding of how HR contributes to the overall success of the organization and the importance of developing a positive workplace culture. I also had the opportunity to engage with employees at different levels, which further enhanced my interpersonal and teamwork skills. Looking ahead, I see myself developing in the HR industry, taking on more complex tasks, and making a significant contribution to projects that advance both organizational performance and employee well-being. Over the next five years, I intend to advance in the HR profession by always learning and developing while pursuing leadership roles where I can contribute to positive change and the company's future. My time at Allnex has provided me with invaluable insights and experiences that I am eager to build upon as I continue my career journey.

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## 7.0 APPENDICES



*Allnex's Durian Fiesta*



*Allnex's Annual Dinner*





*Allnex's Annual Dinner*



*Allnex's CSR Activity at Rumah Anak Yatim Darul Aminan (PAYDA)*



*Allnex's Townhall*



*Plant's Visitation Day*