



UNIVERSITI  
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Universiti Teknologi  
Kampus Arau

# **INDUSTRIAL TRAINING REPORT AT CCP MARINE AND HEAVY ENGINEERING SDN.BHD**



MARINE AND HEAVY  
ENGINEERING

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## **EXECUTIVE SUMMARY**

During my last semester, I undertook the HRM666 course, an industrial training program essential for completing my Bachelor of Business Administration (Hons.) in Human Resource Management degree. This program required a six-month, 24-week internship at a company. I had the privilege of completing my internship at CCP Marine and Heavy Engineering, a prominent company in the oil and gas sector, where I served as a Manpower Coordinator.

CCP Marine & Heavy Engineering Sdn Bhd is a leading Malaysian company specializing in engineering services for the oil, gas, and construction sectors. Established in 2011, the company offers a range of services including Electrical & Instrumentation Services, Manpower Supply, Marine Transport (EPCC), and Maintenance Services for Industrial Oil & Gas and Petrochemical sectors.

The intern's experience at CCP Marine & Heavy Engineering provided insights into various HR functions, including manpower coordination, talent acquisition, payroll management, and internal communication. The company demonstrated strengths in team collaboration and client-centric approaches, which contributed to successful project execution and client satisfaction.

However, the internship also revealed areas for improvement, particularly in staff welfare and leadership skills. The lack of comprehensive employee benefits and instances of poor task management were identified as weaknesses that could potentially impact employee morale and productivity.

The company has opportunities for growth through strategic partnerships and global market expansion, particularly given its collaboration with major players like PETRONAS and Aramco. However, it also faces threats from competitive pressure affecting the oil and gas industry and workforce challenges such as attracting and retaining skilled professionals.

Recommendations for improvement include focusing on employee development and cultivating a stronger company culture. These steps could address current weaknesses and better position the company to capitalize on future opportunities while mitigating potential threats.

## 1.0 COMPANY BACKGROUND



**Figure 1: Logo Of the Company**

CCP Marine & Heavy Engineering Sdn Bhd is a leading Malaysian company specializing in engineering services for the oil and gas and construction sectors. Established on November 1, 2011, the company takes pride in its Bumiputera ownership and commitment to promoting diversity and inclusiveness, aligning with Malaysia's broader socio-economic goals.

Officially registered with the Ministry of Finance (MOF) and Companies Commission of Malaysia (SSM) under the Companies Act 1965, CCP Marine & Heavy Engineering upholds the highest legal standards and regulatory requirements. The company's registration with the Construction Industry Development Board (CIDB) further solidifies its position in the construction sector, ensuring adherence to industry best practices.

With over a decade of experience since its inception, CCP Marine & Heavy Engineering has gained recognition within Malaysia's oil and gas community as a reputable organization capable of providing diverse services to clients in this dynamic sector. The company's expertise in the oil and gas industry is a testament to its commitment to excellence.