

**DOCUMENTATION OF INDUSTRIAL TRAINING  
TINDAKON & MYVIN 5 ESTATES  
IOI PLANTATION SERVICES  
SANDAKAN REGIONAL OFFICE**

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**DIPLOMA IN PLANTING INDUSTRY MANAGEMENT  
FACULTY OF PLANTATION AND AGROTECHNOLOGY  
UNIVERSITI TEKNOLOGY MARA (UiTM SABAH)**

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Last but not least, I would like to thanks to all who help and gave me continuous support until the end of my industrial training.

## ACKNOWLEDGEMENT

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Special thanks to both my parents, my family for always there for me, support every steps I take. Not forgotten to all my lecturers, Mr Hamjah Rusli for providing a place for me to undergo my industrial training, Faculty Coordinator Dr Hendry Joseph, Mr Sabki Hj Suhaili, Mr Hazmi Awang Damit, Mdm Rozlianah Fitri Said, Mr Hafezan Sisa, Mdm Jacqueline Joseph, Miss Hilda Hussin for the guidance, knowledge that been given to me through the period of my Diploma in Plantation Industry Management (DPIM) at UiTM Sabah.

Thanks to General Manager of IOI Sandakan Regional Office, Mr NB, Sudhakaran for accepting my attachment from 25<sup>th</sup> of November 2013 to 28<sup>th</sup> of February 2014 on one of his estates that is Tindakon Estate at Pamol Group.

Other than that, my estate Manager, Murugan S/O Manickam (Senior Assistant Manager In-Charge) for being a great leader and teacher to me. Also a special thanks to both of my Assistant Manager, Mr Darren Lardizabal and Azril Putting for teaching me on the field and documentation. Their always been a strict, motivator and a good teacher for me.

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## INTRODUCTION

Diploma in Planting Industry Management known as DPIM is one and only course offered by Faculty of Plantation and Agrotechnology in UiTM Sabah. It is a course based on plantation industry in Malaysia. It is offered six semesters on a period of two and a half year. On the last semester that is the sixth, it is a must for a student to conduct an industrial relation for 14 weeks to finished his study and a way to applied all of the theory that been learned through the period of learning in campus.

Students are given choices to choose agencies where their wish to undergo their industrial relation. For me, I choose my attachment with IOI Plantation Services at Sandakan Regional Office (SRO) under the IOI Corporation Berhad that founded on 1969 by Tan Sri Lee Shin Cheng, now as Chairman. As for IOI Corporation Berhad, plantation sector was their biggest income generator. As at June 2009, 65 per cent of the conglomerate profits come from its oil palm plantation all over Malaysia and Indonesia.

IOI Plantation Services is also a co-founder of the Roundtable on Sustainable Palm Oil known as RSPO. They played an active role in shaping the scheme due to several of its estates in Malaysia certified as complying with the RSPO standard.

One of the reasons why I chose IOI Plantation Services for my attachment is because their well established company and one of the palm oil sectors pioneer in Malaysia. During the period of my attachment on Tindakon Estate at Pamol Group from 25<sup>th</sup> of November 2013 to 28<sup>th</sup> February 2014, I learned many things from plantation ways of life, social and work style. For on field work, I was grateful to conduct my industrial relation on Tindakon Estate. It is because most of the operation on palm oil is conducted there that is nursery, replanting, chemical weeding, pest & disease spray, buffalo grazing, RSPO preparation, etc.

I was given the opportunity to undergo all of the operation and work as labour, Executive Staff, even the work of an Assistant Manager on making decisions. Learned many things on controlling labours, machinery, and communicate with subordinates even superiors. Applying knowledge that has been given while on the period of classes at campus to plantation life was the most important aspect on this industrial training.

On the final week on this industrial training, Head of Department on my estate evaluate me on UiTM form of evaluation and IOI Plantation appraisal for their used to recruiting new generation of planter.

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## COMPANY & ESTATE BACKGROUND

IOI Corporation Berhad referred to as IOI, was incorporated on 31<sup>st</sup> October 1969 as Industrial Oxygen Incorporated Sdn Bhd. It ventured into oil palm plantation in 1985 as the third industry after industrial gas manufacturing and property development in 1969 and 1982 respectively. The group is currently headed by Tan Sri Lee Shin Cheng, the executive chairman.

Pamol Plantation Services is one of the industries of IOI Corporation Berhad. In Sabah, IOI Plantation Services owned two Regional Offices located at Sandakan and Lahad Datu. One of the Grouping of IOI's Estates is Pamol Group.

Tindakon Estate is one of the Estates in Pamol Group that located 52 miles from federal roads. Consist of six estates that is Meliau Estate, Nangoh Estate, Rungus Estate, Ulu Estate, Bayuk Estate and Tindakon Estate itself. Pamol Group has their own Mill that produced 23% of Oil Extraction Rate (OER) for February 2014 production of oil from all estates in Pamol Group.

