



**THE FACTOR EFFECTIVENESS OF ACD IMPLEMENTATION  
FOR SKG 19: PROJECT MANAGEMENT  
PETRONAS CARIGALI SDN. BHD.**

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MELAKA**

**December 2014**

**DECLARATION OF ORIGINAL WORK**



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**“DECLARATION OF ORIGINAL WORK”**

I, MUHAMMAD SHAAZRAI BIN KAMIN, (I/C Number: 921128-10-5685)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotations marks and sources of my information have been specifically acknowledged.

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

## LETTER OF SUBMISSION

DECEMBER 2014

Program Coordinator  
Bachelor of Business Administration (Hons.) International Business  
Faculty of Business Management  
Universiti Teknologi Mara Melaka Kampus Bandaraya

Dear Sir/Madam

### **SUBMISSION OF PROJECT PAPER (IBM 663)**

Enclosed here is the project paper entitled “**The Factor Effectiveness of ACD Implementation for SKG 19: Project Management, Petronas Carigali Sdn. Bhd.**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara. I hope this report will achieve the objectives of this study.

Thank you.

Yours sincerely,

.....

**Muhammad Shaazrai Bin Kamin**

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**BBA (Hons.) INTERNATIONAL BUSINESS**

## **Abstract**

Petroleum Nasional Berhad (PETRONAS) is one of the nation's pride. With a twin skyscraper in the middle of the city, it monitors and handles the whole business regardless of the business from upstream or downstream. It is the centre where decisions are made. As the business goes global, competition is an external factor that cannot be avoided. Wherever the business operates, there would be rivals coming in the competition. Thus, strategists have to work more on the way forward to overcome the matter. Another challenge faced by the oil and gas industry this year is the drop in price of the oil. The price becomes cheaper according to the world price and it resulted in the lower margin of the revenue.

Thus, many aspects need to be improved including in an aspect of staffs' capability on doing work. To ensure the competencies of Petronas' engineers, Accelerated Capability Development (ACD) program was introduced in 2008. This is purposely to create a systematic process of job and salary grade whereby the engineers will go through one by one stage according to the level of expertise. What is more strategic on this process is that the engineers would be tested by the assessment in order to increase their job and salary grade. Coaching and training also provided as the essential programs in the ACD program.

The research is focusing on Accelerated Capability Development (ACD) process at PETRONAS Carigali Sdn. Bhd., in Surface Engineering and Project Management department which specifically in a skill group 19: Project Management. The theoretical framework of this study consists of dependent variable and independent variables. The sample size of this study was 60. Data was obtained using primary and secondary data. Respondents were required to answer the questionnaires that included the statements of each variable. Once the necessary data was collected, the data was analyzed and summarized in a readable and easily interpret form. The Statistical Package for the Social Science (SPSS) version 20.0 was used to summarize the data.

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