



**INDUSTRIAL TRAINING REPORT  
PENANG STATE DEPARTMENT OF  
AGRICULTURE**

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**Nurul Umi Binti Abd Rahim  
| 2019544843 | Bachelor of  
Business Administration  
(Hons) Finance**



## **PART 1: Preliminary Materials**

### **1.0 Executive Summary**

This report was made while I was undergoing my industrial training in the agriculture department at Penang. The Penang Agriculture Department is a government organization that is located in CheroK Tok Kun, Bukit Mertajam, Penang. The purpose of its establishment is to increase the productivity of food production so that it is sufficient to be consumed by all people. Therefore, it plays important roles in all matters involving the agriculture of the country.

The method that I used to studies and analyze the effects of Covid-19 towards this organization by using SWOT analysis method. This method is easy and suitable to be used because I only need to identify the company strengths, weaknesses, opportunities and threats to enable me to come up with better recommendation for them to improved it. In addition, this method can help the organization in solving its problems especially with the current economic situation. For opportunity and threat, I used PESTEL analysis to identify external factors that will affecting the organization. As nowadays, many external factors can affect an organization and if the organization do not take any action, it will affect the development of their organization.

So, the organization need to consider to use this analysis to evaluate their organization because it can help them to make a better decision.

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## **PART 3: Company's Profile**

### **3.1 History of Agriculture Department**

The Department of Agriculture was established in 1905. The main task of this department at that time was to implement the agricultural policies that had been outlined by the government. Apart from that, in 1974, in the Federal Agreement of Malaysia stated that in line with the establishment of state governments, provisions had been made to enable the establishment of State Agriculture Departments in each state. The State of Agriculture Department has been tasked to implement the development programs to develop the smallholder sector.

In its early stages, the efforts of agriculture department are focused only on crop research, providing technical experts to farm operators, and providing development services to smallholders. Although Department of Agriculture is responsible for developing all potential economic crops. It also carries out important activities such as developing the rubber industry. However, aware of the increasing demand from the rubber industry, the government felt the need to place these rubber research activities under a separate roof. Thus, the Malayan Rubber-Research Institute (RRIM) was established in 1926.

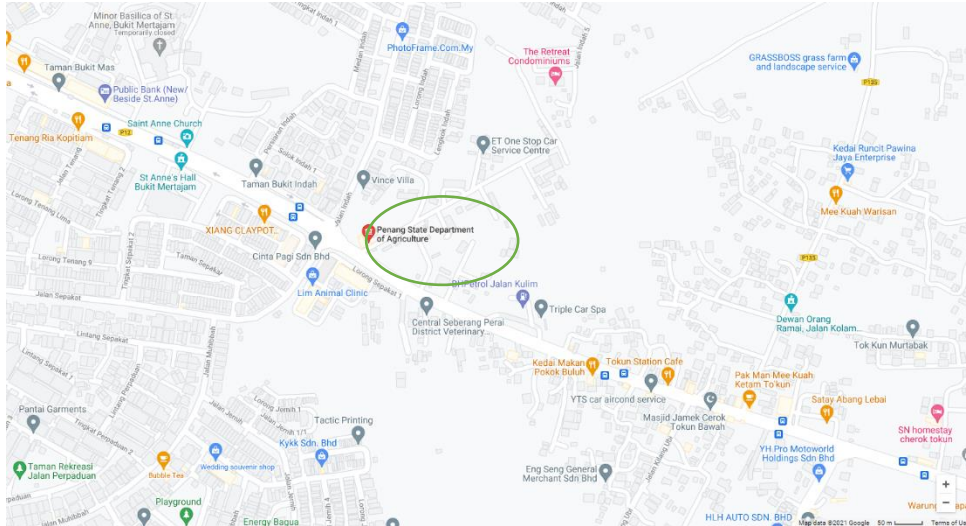
After the country achieved independence in 1957, the Department of Agriculture has grown rapidly and been strengthened. It was fully involved in research, providing development marketing services as well as the development of farmers' organizations. However, with the establishment of the Federal Agricultural Marketing Authority (FAMA) in 1965, Agricultural Research and Development Institute (MARDI) in 1970 and Farmers Organization Board (LPP) in 1973, the agriculture department was restructured and generally focused its role in providing development services especially to farmers.

### **3.2 Penang State Department of Agriculture**

#### **Location**

Based on figure 1, Penang State Department of Agriculture was located at Jalan Kulim Cherok Tok Kun, 14000 Bukit Mertajam, Penang. There are dormitory buildings, lecture buildings, several apprenticeships, farms and so on. In addition, the building of Central Seberang Perai district is also located in the area. Besides, there are several other of agriculture department districts such as North Seberang Perai district, Central Seberang Perai district, South Seberang Perai district, and

Southwest Penang Island district. Its help the State Agriculture Department in terms of advisory services, training courses and so on.



**FIGURE 1**

### **3.3 Logo and Operation Hour**

#### **Logo**

As shown in figure 2, the formation of the leaves which are organic in nature is an image that carries the meaning of the basic resources of the country's agricultural field. It aims to bring the meaning of balance and development and progress in the field of agriculture which is being actively planned by the government to be the largest contributor to the national economy.

Next, the image in the middle carries the meaning of a good seed. It symbolizes the dreams and aspirations of the Department of Agriculture and government to develop the country's agricultural output as well as improve the living standards of farmers towards a better and more successful level.

Besides, the green color means the basic color of agriculture. It symbolizes the increase in agricultural yields through the uses of high technology and modern farming methods as well as the determination of the staff of the agriculture department to achieve the goals, mission and vision of uplifting the country's agricultural industry.



**FIGURE 2**

**Operation hour**

| <b>Day</b>       | <b>Time</b>                             |
|------------------|---|
| Monday- Thursday | 8:00 am – 1:00 pm<br>2:00 pm – 5:00 pm  |
| Friday           | 8:00 am – 12:15 pm<br>2:45 pm – 5:00 pm |
| Saturday- Sunday | Holiday                                 |

**TABLE 1**

The agriculture department started its daily operations as shown in table 1 but its operating hours changed during the fasting month where staff could punch out their cards at 4:30 pm and the break times were shortened to 30 minutes earlier than usual. In addition, when there is a public holiday, the agriculture department will also be on leave from operating on that date.

**3.4 Vision, Mission, Objective, and Goal**

**Vision**

The vision of this organization is to create a competitive agricultural industry, the production of quality products, safe and environmentally friendly as well as export- oriented.

## **Mission**

Its mission is to provide quality and effective services to agricultural entrepreneurs through the practice of the latest technology and agricultural regulatory services to increase productivity and ensure the safety of the country's agricultural sector.

## **Objective**

There are a few objectives of agriculture department which is:

- a. Provide consulting services, technical support and professional advisory services in various fields of agriculture especially food crops and downstream industries through technology transfer based on Good Agricultural Practices to ensure adequate food production for needs, quality, and safe to eat.
- b. To guide and create progressive agricultural entrepreneurs to increase farm productivity and national agricultural production.
- c. To create a group of trained and skilled manpower for the needs of the agricultural industry.
- d. To protect industrial and food crops from the threat of pests and diseases through crop protection programs and plant biosecurity services.
- e. To determine the quality of production and safe food crops as well as preserving the environment.
- f. To control the country's crop materials and janaplasma material from being taken out of the country and threatened with extinction.

## **Goal**

The goal of agriculture department is:

- a. To create a progressive farming community so that they can actively participate in the development of the country, especially the agricultural sector.
- b. To assist in increasing the contribution of the agricultural sector in the national economy by promoting and developing viable crops.

### 3.5 Organizational structure



### 3.6 Product/ service offered

There are two core services focused by the agriculture department, the first service is to provide agriculture extension services in the production of adequate, quality, and safe materials. The second core service is law enforcement that safeguard the safety, quality and protect the country’s agricultural industry from the threat of external pests and diseases as well as facilitating international trade. Among other services are advisory services, development of products, regulatory, courses and training, soil inspection, consulting and investment, crop diagnostics, and crop technology such as fruits, vegetables, herbs and paddy.



## **PART 4: Training's Reflection**

### **4.1 Duration: specific date, working day and time**

To complete my studies, I need to find a company to undergo my industrial training as to meet the course requirement from UiTM. In addition, freedom has been given to each student to choose a company either from the government sector or the private sector. I choose to do my industrial training at government sector which is Penang Agriculture Department where the training is for 24 weeks from 1 March 2021 until 13 August 2021. For my working day and time, it is based on Table 1 where I need to work for five (5) days per week which from Monday to Friday while its working hours are 8 hours per day from 8:00 am to 5:00 pm. Moreover, the agriculture department also provides leave for two days in a month for every student who does their industrial training there.

### **4.2 Specific department/s you have been assigned to**

On the first day of industrial training, I was placed in the training section to assist in carry out daily office administration work before being placed in the Agro-Based Industry (IAT) the next day. Further information, Agro-Based Industry (IAT) was created to develop entrepreneurs in the field of food processing that emphasizes the development of product quality to the global market through the use of modern processing technology and innovative packaging. In addition, emphasis is also given through high value- added activities in where it can generate additional income to them. In the IAT division, it consists of two (2) divisions namely development division and marketing division. These two are led by Mrs. Zaidah and assisted by Mr. Zamri, Mr. Ferdaus, and Mr. Azrul. Therefore, I was assigned to assist Mrs. Zaidah in terms of product development and help Mr. Zamri to do marketing of IAT entrepreneurs' product.

### **4.3 Roles, responsibilities, task, and assignment given to you**

#### **2.3.1 Create my own business by selling IAT entrepreneur products**

When I was transferred to the IAT division, I was assigned by Mr. Haji Abdul Hamid to start a business by selling the products of Agro- Based Industrial entrepreneurs. The reason why Mr. Haji told me to sell this entrepreneur's product is because he wants to give me exposure to the money in and out in the business by recording all the transactions so that the financial planning can be done more effectively. Mr. Haji gave me a choice whether I want to be a middleman by

connecting entrepreneurs with customers or deal directly with customers. At first, I chose to deal directly with customer because it was more convenient but due to the further tightened motion control order (PKP), I chose to be a middleman because I did not have to meet with the entrepreneur to pick up the product. Every transaction that has been made will be recorded. So, I can find out on how much profit or loss occurs from my business and come up with a better plan with more details to increase the profits.

#### **4.3.2 Make daily marketing to entrepreneurs and their products on social media like Facebook, Instagram dan WhatsApp**

Before Covid-19, the Department of Agriculture traditionally promoted their entrepreneur products by holding a carnivals and programs throughout the state. Entrepreneurs only need to register and bring their products to be promoted at the booth on the day of the event. While all the expenses will be borne by the agriculture department. Due to the Covid-19, many programs and events organized by the agriculture department had been postponed or canceled. Therefore, I was assigned to do online marketing of IAT products and entrepreneurs through social media and website. By doing this, it can help to widely increase awareness of the product to the community and at the same time it can help in increasing the profit. as we know, nowadays, the movement of entrepreneurs is increasingly limited especially for entrepreneurs who are just starting a business. So, they have some difficulty to market their product traditionally and there are some entrepreneurs who do not have any knowledge to use social media as a medium to promote their product.

#### **4.3.3 Required to participate in all activities such as participating in every course held, follow officers to make monitoring visits and technical evaluation visits for HIP or CUP matching grants**

When an event is held, Mrs. Zaidah obliged me to attend it whether the course is held online or face to face. By attending the course, I can get a new knowledge from other fields which I never learned when studying. Among the courses I attended during my industrial training were pastry and biscuit courses, centipede shrimp muruku making courses which fall under category of snack food, and soap making courses using local herbs and tomatoes. Apart from that, I also often follow Mrs. Zaidah to the entrepreneur's business areas for monitoring visits and technical

evaluation of HIP or CUP matching grants. HIP or CUP matching grants will be made when entrepreneurs or communities apply for loan assistance, but the loan will be made in the form of equipment or machines. The purpose of HIP (High Impact Product) and CUP (Change Upgrade Product) matching grant is to increase the production and product sales of entrepreneurs. If entrepreneur make a loan for HIP grant, he can receive RM20,000 and the payment is 50 percent, and the rest is borne by the government. While for CUP grant, the maximum government assistance rate is RM60,000 and repayment is 30 percent and other 70 percent is borne by the government. As a result, I was able to find out more information about the grant and how the grant approval system was made.

#### **4.3.4 Edit pictures of entrepreneurs and products**

In addition, I was also assigned to do editing picture of entrepreneurs as well as their products to be promoted. The picture was taken when I visited the entrepreneur's premises to ask some questions about their business from the beginning of the establishment until now. Previously, I only took pictures that were already captured by the communication division, but it is not allowed by Mr. Zamri because he wanted me to go and meet face to face with the entrepreneurs and ask all the questions that had been prepared directly to them. For him, each division requires different inputs, and we need to show that we are committed about helping them to promote their products through online platform especially during covid-19 outbreak. Next, for every picture that has been edited will be posted in social media, put in catalog and website along with entrepreneurial information that has been obtained while visiting them.

### **4.4 Benefits that you received and gained**

#### **4.4.1 Commission**

The agriculture department does not provide any allowance to practical students who come for industrial training at there but for students majoring in business, they will be given the task of promoting and selling the products of IAT entrepreneurs and harvested crops. To perform this task, Mr. Haji has given a capital of RM100 to me, and it does not have to be repaid to him. In fact, all the profits earned will be given in full to me upon completion of industrial training. The reason the capital is given is because the agriculture department does not provide allowances to students

and this task is a project given by them. So, the allocation must be given to them to accomplish this task. In addition, for students who work on the farm in the morning, they will be given a dormitory room to rest and clean themselves before entering the office in the evening. As such, they will feel more motivated to work because their energy has been replenished.

#### **4.4.2 Learn to create a website**

Before this, I had learned to create a website only once during my diploma, yet it was just a group assignment. When I do my practical here, I was able to learn on how to make a website as a medium of marketing to promote the entrepreneur's product because IAT division does not have any website because they only do their marketing through traditional method such as organizing an event. I use two (2) methods to make it namely wixsite and coding. In the beginning, I only used wixsite because it is easy to use but the design was limited. So, I looked for another alternative which is by using a coding process. For this coding, I used a template that I had obtained from my cousin and each step was taught by her. I just need to download the adobe dreamweaver application to do some editing at the template. Plus, when there is a part that I do not understand, I'll directly ask Mr. Farhan to guide me. From here, I was able to learn a new knowledge that I had never thought to learn.

#### **4.4.3 Able to learn and recognize plants and herbs**

By doing industry training in agriculture department, I get to know various types of crops dan herbs that are cultivated here as well as learn on how to take a good care of them. This is because the agriculture department is an agricultural institution that responsible for developing all economic crops that have the potential to increase production and income as well as to ensure adequate and safe food production. In addition, I also learned on how to make organic chulinci fertilizer. The method of making it is very easy and it only requires banana, brown sugar and water. These bananas need to be cut down in the morning because at that time it has a lot of rubber and the bacteria in it cannot be exposed to the sun. This manufacture takes 21 days and after that date and the fertilizer still does not become, it needs to be discarded compared to plant booster fertilizer where the process of seeing it to happen takes months.

#### **4.4.4 Able to improve my communication skill**

In addition, I can also improve my communication skills because I always interact with people such as entrepreneurs, employees of the agricultural department for the state and district, workers on farms and people who come to visit the Agro- Based Industry office. This is because, I often visit the agricultural office for each district and every course held will be attended by them as well. Besides, I was also given a task that involved teamwork. For further information, there are 11 practical students who undergoing their industrial training at there. Therefore, we were divided into two (2) groups to carry out the project. Each group has to grow vegetables and sell them as well as keep records of every activity and transaction that had been made.

## **PART 5: Swot Analysis**

For this study, I choose swot analysis as one of the methods to gather all the information in my workplace because it is easy to use yet effective. In addition, the purpose of this analysis is to study on how agricultural department operates during Covid-19 and the effects of Covid-19 on them.

|  |   |
|--|---|
| <p style="text-align: center;"><b><u>Strengths</u></b></p> <ol style="list-style-type: none"><li>1. For every allocation that are given to them for an event or programs is used as best as possible.</li><li>2. Maintain a good relationship among employees and society.</li></ol> | <p style="text-align: center;"><b><u>Weaknesses</u></b></p> <ol style="list-style-type: none"><li>1. Lack of workers.</li><li>2. Lack of marketing and mostly the marketing made are only using traditional methods.</li></ol>        |
| <p style="text-align: center;"><b><u>Opportunities</u></b></p> <ol style="list-style-type: none"><li>1. Agriculture sector is a priority of the government.</li><li>2. Advance in technology- encourage the use of technology in every aspect.</li></ol>                             | <p style="text-align: center;"><b><u>Threats</u></b></p> <ol style="list-style-type: none"><li>1. Many programs and events were delayed due to Covid-19.</li><li>2. Young people are less interested in agriculture sector.</li></ol> |

**TABLE 2: swot analysis**

## **PART 6: Discussion and Recommendation**

Based on Penang State Department of Agriculture's swot analysis that I made, I was able to further explain the swots and identify a few recommendations for agriculture department. This organization can consider these recommendations to improve its business in terms of the efficiency.

### **6.1 Strengths**

#### **6.1.1 For every allocation that are given to them for an event or programs is used as best as possible.**

Each year, the Penang agriculture department will receive provision from the federal agriculture department to operate throughout the year and the allocation given to them is used as best as possible without leaving a single penny to be saved. As we know, creating, monitoring and managing budgets for any activities is the key to business success. Regardless of what type of event that is involved, having an accurate budget is very important. Strict budgeting will help to reduce unnecessary expenses, increase revenue streams, eliminate employee's redundancy, and improve management practices. I was able to identify this point when I was making spending expenditure plans in Agro- Based Industry (IAT) office. The expenditure planning must be made first before holding an event, and the allocation provided must be fully utilized. After that, it must be sent to the operations division, Ms. Wahida for approval and if there are any problems with it, it must be corrected again before being approved. By using it well, they can foster economic activities and ensure the social well-being especially during Covid-19. It is because, covid-19 has given tremendous impacts on society.

For my recommendation, the organization need to sustain with their process when making expenditure planning because this process is the best process to estimate their spending for each allocation provided and also be able to manage their money effectively so that the money is not more or less than it should be. As a proof, the US President also used the same method to prepare the budget for their government. Based on Michelle P.Scott, all the details about their spending allocations for the entire government budget will set up by president and then submits it to Congress to make a review and passage by both Houses. If there are a large number of senators object to the budget, they may filibuster a bill but if it is majority yet fewer than 60 senators, they will use "reconciliation" process that allows for a majority vote (Thomas, 2020). It means, the process of making an

expenditure plan is done through a bottom- up hierarchy to be approved. Therefore, without a planning budget, it will lead to uncontrollable costs and profits.

### **6.1.2 Maintain a good relationship among employees and society.**

For the agriculture department, maintaining a good relationship between employees and the community is a very important. This is because, the employees are the most important asset in an organization in order to allow the organization to run smoothly. Without good relationships, harmony in the workplace cannot be created and employees will be less happy and have no motivation to do their jobs and it can lead to decrease in productivity. It can be proven when the agriculture department provides Zumba activities to its employees and they also open it to everyone who wants to join on every Friday where, these activities are conducted by trainers hired by them. In addition, good relations with society are also not neglected. This is because, the society will help in ensuring the increase of adequate food production. Previously, I used to follow the Agro- Based Industry employees to evaluate the grant to the applicants and each application was approved if they did not have any problems with loan repayment. But for some individuals who apply to recover their money that they have been used to buy the machine, their application will not be approved until they get permission from their superiors. After holding a discussion among all Agro- Based Industry employees regarding these issues, they will agree to approve the application but not completely.

For recommendation, the agriculture department needs to sustain their relations with employees and society. This is because, when employees enjoy working with them, it can retain them from leaving the organization. Based on Sujata Priyambada Dash, the employees must be compensated with adequate motivational forces so it can produce the highest capacity with high productivity. With this, the profits of the organization will be increased and the retention of the employees toward the organization will be high (Dash & Roy, 2020).

## **6.2 Weaknesses**

### **6.2.1 Lack of workers**

When an organization is faced with a shortage of employees, it will result existing employees to bear a burden with an increasing workload on a daily basis especially organizations that are often faced with the communities. With increasing workload, they will feel stressed and not motivated to continue their work. Therefore, they will complete



the work assigned by their superiors at last minute. As for the shortage of workers, it can be seen when the agriculture department receives incoming calls from community and he or she wants to ask about urban agriculture in the urban agriculture section, but the call is not answered because employees from the section are not in her place while the other employees who at there do not have any information on the matter. This is because, the agriculture department of each section has only three to four employees and they have to handle a lot of work on a daily basis and each of the work assigned by their superiors is done last minute as they do other unrelated work. This act should not happen in an organization because it will affect their social relationship with the community because the community depends on them in some matters, especially matters related to agriculture.

For recommendation, the agriculture department needs to hire more employees to reduce the workload of existing workers. Therefore, the productivity of them can be increased. Train existing employees is also important to make them more skill to handle their daily job, but when the employees do not feel happy and often stressed with their job, they will choose to quit because they feel the organization does not appreciate them.

### **6.2.2 Lack of online marketing and mostly the marketing made are only using traditional methods.**

Marketing is a very important tools that a person can use to sell or market his products. This is because, with the existence of marketing, it can further expand the market for the product as well as an interesting marketing will attract more people to see their products. Indirectly, it is able to increase sales as well as provide profits to them. Mostly, the Agro-Based Industry only uses traditional methods to promote the products of their entrepreneurs by holding entrepreneurship programs in each state for every year. Nowadays, the world was faced with pandemic covid-19 making the marketing through it are unworkable due to the existence of a movement control order (MCO) from the government. Therefore, for entrepreneurs who are new to running a business as well as entrepreneurs who are old and not good in using the Internet to do online marketing, they will fell anxious and less motivated to run their business because they feel that they will suffer a loss if they are unable to make any profit form their sales.

For my recommendation, the agriculture department needs to further encourage the use of online marketing as nowadays it is more widespread in nature. It is because, the buying habits of Malaysian nowadays have changed as many people prefer to buy goods or services online by using the web browser or a mobile application. Based on Rambabu Lavuri, during

covid19, more than doubling of sales and revenue can be achieved during this period as people nowadays tend to buy through online platform because it can save their time, more convenience and they do not have to go outside to buy for their groceries (Lavuri, 2021). Thus, the increase of pleasure and excitement or the consumer's feeling of having control over his life could increase sales even during this pandemic. Double in sales and profits also due to the highly massive rise in Internet usage, mobile phones and other Internet-enabled technologies.

### **6.3 Opportunities**

#### **6.3.1 Agriculture sector is a priority of the government.**

The Department of Agriculture is the most important government sector, and it will always exist to assist the community in various matters especially a matter that involving agriculture as well as to assist in ensuring the production of adequate, quality and safe to eat by creating progressive agricultural entrepreneurs to increase farm productivity and country agricultural production. It can be proven when the public regularly visits the agriculture department to take the free fertilizer that are given to the community, seek advice as well as apply for a loan to get a machine to increase the production activities of their crops or products. Therefore, this organization will continue to grow and be active in the economy because this sector is the most important in a country.

Recently, the whole of Malaysia was shocked by the covid-19 attack where many people lost their job due to the country's deteriorating economy and some companies had to close their business because they could not afford to operate. For the tourism sector, it plays an important role in booting economic growth yet the number of tourists visting Malaysia continuously decreases and it will force tourism industry to shut down due to unbearable losses and unable to pay workers' salaries. Therefore, many companies have to lay off their employees to reduce its cost. It can be proven when the unemployment rate in Malaysia is high where in 2019, the unemployment rate is 3.3% which means there are 508,200 individuals unemployed. While in 2020, the unemployment rate is 3.2% but there is a continuous increase in the unemployment rate until May 2020 and it reaches 5.3%. this is not a good phenomenon for every country because there is a negative trend in the labour demand.

The decreasing in economic growth has resulted in the government providing a very large allocation to the agricultural sector through Budget 2021 where this budget inflated

because this sector is the most important sector in the country to ensure the food chain supply is always sufficient to benefit the community. Based on a statement from the Malaysian Ministry of Agriculture and Food Industry, Budget 2021 is the highest in the country's history with an allocation of RM322.5 billion. The aim is to revitalize the economic sector that affected by the pandemic covid 19 as well as to ensure the viability of business, especially Small and Medium Enterprise (SMEs) (KEMENTERIAN PERTANIAN DAN INDUSTRI MAKANAN, 2021). Therefore, the agriculture department must take this opportunity to help the community, especially farmers, ranchers, fishermen and agri- entrepreneurs so that their welfare and well-being as well as the country will be preserved. By taking this opportunity, the agriculture department will be successful in achieving its goal which is increasing the contribution of the agricultural sector in the national economy by promoting and developing viable crops.

### **6.3.2 Advance in technology- encourage the use of technology in every aspect.**

Along with the development of technology that increasing from time to time, individual or business should take advantage of its use because it can help them in their daily lives. One of the greatest advances in technology was the invention of computers and the internet. Computers are the most versatile machines that can help in learning, communication, and so on. Everything can be done with the use of the internet. If you want to find something that doesn't make sense, you can use the internet as it is the most useful learning tool. Internet is an ultimate database, and according to Srinivasan's article, it opens doors for those unfamiliar with the technology. It doesn't matter what type of person you are, if you can't read, there are many visuals and videos that internet provides with just one click.

Although technology is growing like a mushroom after rain, but the use of the technology for the agriculture department as a whole is still at a satisfactory level where it does not use existing technology to run their organization. This can be seen when promotions done for agri- entrepreneurs are traditionally made. Only during this pandemic, employees of the agriculture department were given an exposure to the use of the internet, but the knowledge and the use of this technology was still in its infancy. This is because, they felt before pandemic, online promotion was less important, and emphasis was only given through traditional methods. From here, we can assume that by using traditional methods, the awareness on the promotion of entrepreneurs is very limited but with the use of internet today, the awareness of it is becoming more widespread because the internet is used by many people around the world.

With the development of technology, it's changes the world of business or organization and make it more efficient as well as it also helps to make the advertise of a new product become simple. Therefore, the agriculture department should encourage the use of technology in every aspect as it will be detrimental to the organization if it is not used. This is because, more people are used to adapt very quickly to the technology in their life and sometimes they will feel unsatisfied with the organization if it cannot fulfill their wants in term of speed, quality and services provided to them.

## **6.4 Threats**

### **6.4.1 Many programs and events were delayed due to Covid-19.**

Organizing an event is a familiar thing that related with an organization. In fact, for every year, organization will organize an event whether the event involves only their employees or the community. By organizing an event among employees, it may be effective in motivating them and helping them to regain strength or fight with their stress caused by daily work routines. For example, organizing recreational activities such as paintball championships or gastronomy workshops where employees will have the opportunity to bond and get to know each other personally, not just as co-workers. While event with community can strength its relationship community and build trust among them. By holding an event especially for an organization, it shows that the organization are the real deal, and these benefits are often overlooked.

During covid 19 pandemic, the promotion section of Agro- Based Industry entrepreneurs will be affected as many program or course arrangements have to be canceled or delayed until the cases of infection are reduced. This is because, the Malaysian government prohibits any activities or program involving the public is organized. Therefore, the promotion of entrepreneurs and their product can not be carried out because of the movement control order in each state, and it is a threat to an organization and agri-entrepreneurs. When entrepreneurs cannot move freely to promote or sell their products and they also do not know how to use social media as a platform to promote their product, this will further affect their business financially. They will lose their source of income because they cannot make any profit from their sales especially for entrepreneurs who are just starting their business. Therefore, the agriculture department needs to overcome this threat by using up to date technology to help entrepreneurs to promote their products as well as the exposure to these products can be increased as every people uses technology to obtain every information.

#### **6.4.2 Young people are less interested in agriculture sector.**

Along with economic development from all fields, the number of young farmers was declining but the number of aging farmers was increasing. It is because they are usually not interested in this field of work due to their perception of farming being antiquated and unprofitable. Based on article from sun daily, the involvement of youth in agriculture in the country is still low, at only 240,000 people or 15% of the total farmers in Malaysia. Datuk Seri Ahmad Hamzah, the Deputy Ministry of Agriculture and Food Industries said that to change this misconception, they are organizing the Youth Agropreneur Tour, including in Pahang to provide information including assistance to those who are serious about venturing into the sector and a total of RM1.49 million has been allocated to help 77 eligible young entrepreneurs.

This can be seen when, most of the people who come to seek for advice from the agriculture department are the elderly while the young people are a few. Besides, climate change has raised a serious concern for developing countries to face extraordinary social, environmental and economic impacts(Fawole & Ozkan, 2019). It because, climate change can reduce crop yields and vulnerable areas drought can be marginal for planting, the rise in water temperatures and air will decrease plant efficiency and power output, resulting in major economic costs. From the threat of such situation prompts the younger generation to rethink, decide, and work at agriculture al sector as the result for climate change is high uncertainty and risk in farming.

Agriculture department needs to overcome these threats by encourage and provide many incentives to young people to attract them to work at agriculture sector especially during covid 19 with the increasing in population as the demands for food keep increasing. Population in Malaysia is estimated at 32.75 million in the first quarter of 2021 which increase 0.4% from the previous first quarter in 2020 that is amounted to 32.62 million population of Malaysians. It shows the population keeps increasing year by year which make the demand for food is high. To meet the food needs, the agricultural sector plays a very important role because the increase in agricultural production and productivity is a key factor in the success of a country in providing food for its population. This is where the role of the next generation of farmers is very essential.

## **PART 7: Conclusion**

In conclusion, the department of agriculture plays an important role especially during covid 19 as they are government organizations whose job to help the society in need of their services and to ensure the continuity of adequate food supply, quality and safe to eat. Therefore, they need to be more competitive and more knowledgeable in various matters especially a matter involving the use of technology as it is one of the most important factors. This is because, due to the development of the technology, they are able to increase the income and production of farmers, agri-entrepreneurs and so on.

Next, when I do this SWOT analysis, I can identify the reasons why this organization still exists nowadays as many people are depending more on them to survive especially during pandemic. Besides, agriculture department also need to overcome their weaknesses and use the opportunity that they have to improve the performance and productivity of their employees and organization. By doing this, they can provide a good service to society.

Last but not least, do my internship at agriculture department is a big opportunity for me to get a new knowledges and skills. From here, I can learn more new things and I also enjoying doing my internship at there as they provided a good service and always guide me when I make a mistake or when I am still new in that field especially if it related with crops or herbs.

## **PART 8: References**

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## PART 9: Appendices

### 9.1 Attend courses





**JABATAN PERTANIAN**

**Kaedah Membuat Sabun Menggunakan Herba Tempatan & Buah Tomato**

LIVE STREAMING

**f LIVE**

**23 JUN 2021 (RABU) 11.00 PAGI**

KNOWLEDGE SHARING

OLEH: BAHAGIAN PENGEMBANGAN PERTANIAN JABATAN PERTANIAN MALAYSIA

@mydoaHQ @myDOA\_HQ @mydoa\_hq @tvpertanian

**KURSUS PEMBANGUNAN PRODUK MAKANAN RINGAN (MARUKU UDANG LIPAN)**

Anjuran : **Jabatan Pertanian Negeri Kedah**

**06 MEI 2021 ( KHAMIS ) - 10.00 PAGI**

**Bahagian Industri Asas Tani Jab Pertanian Kedah**

**facebook LIVE Streaming**



## 9.2 Monitoring Visits for HIP or CUP Matching Grants



### 9.3 A Monitoring Visit to Pulau Aman



## 9.4 Farming Activities





## 9.5 Updated Fb Page

**BAHAGIAN PEMBANGUNAN INDUSTRI ASAS TANI**

**Bahagian Industri Asas Tani Penang**  
Organisasi kerajaan

Halaman Utama Perihal Gambar Lagi

Disukai

**Perihal** Lihat Semua

Jalan Kulim, Cherok Tok Kun  
14000 Bukit Mertajam,  
Penang

Khidmat Pengembangan  
Promosi dan Jualan Terus produk iat  
Agropelancongan  
Latihan/ kursus

343 orang suka ini termasuk 1 daripada

Cipta Siaran

Foto/Video Daftar masuk Tag Rakan

Bahagian Industri Asas Tani Penang  
10 Julai jam 11:08 PTG

## 9.6 Other Activities







## 9.7 Editing



# ROZAIDAH BINTI MOHD KASIM

PRODUK: PES DAN DODOL  
FnC Kola Enterprise

Usahawan bimbingan Jabatan Pertanian Pulau Pinang

Menyertai kursus pada tahun 2007 dan memperoleh mesin membuat dodol daripada Jabatan Pertanian



Perniagaannya bertapak di No 6 Gerai Perda, Taman Nelayan Kuala Sungai Pinang, 11010 Balik Pulau, Penang



Penghasilan dodol mengambil masa selama 12 jam. Antara dodol yang dihasilkan adalah dodol classic, dodol durian dan dodol pandan. Pes yang dihasilkan adalah pes rendang hitam, pes rendang pedas, pes rendang tok dan kuah kacang segera



Sebarang pertanyaan/ pembelian boleh hubungi:  
FB (Dodol Penang by FnC Kola)  
IG (dodol\_penang)  
Shopee (FnC Kola Food Resources)  
WhatsApp / Call (013-4020072)

# ZAITON BINTI SAMAT @ AHMAD

NONA MANIS BAKERY

Usahawan bimbingan Jabatan Pertanian Pulau Pinang

.1



## ROTI GORENG SEGERA

Memulakan penjualan roti goreng segera sudah 3 tahun disebabkan faktor usia dan sering tidak sihat. Sebelum ini, Zaiton membuat bun dan menjualnya di sekolah- sekolah dan kawasan setempat

Pengeluaran sehari adalah sebanyak 10 kg tetapi sekarang pengeluarannya bergantung kepada permintaan. daripada pelanggan



Sebarang pertanyaan/ pembelian boleh hubungi:  
FB (Nona Manis Bakery)  
IG (nonamanisbakery)  
WhatsApp / Call (018-9493005)