

SCHOTT



HRM 666

INDUSTRIAL TRAINING REPORT

SCHOTT GLASS MALAYSIA SDN.BHD

1ST MARCH 2023 - 31ST AUGUST 2023

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EXECUTIVE SUMMARY

This executive summary presents an overview of the industrial training program for SCHOTT Glass Malaysia Sdn. Bhd. which is multinational company based on Germany that manufacture glasses located in Perai, Pulau Pinang. The goal of this industrial training program was to equip students with hands-on experience and practical knowledge of the numerous elements of industry for which they are studying. Human Resource Management is my specialty. The program lasted six months, from 1st March to 31st August 2023, and covered a variety of topics such as Student's Profile, Company Profile, Training Reflection, SWOT Analysis, Discussion and Recommendation, and Conclusion.

Moreover, the students who participated in the industrial training program were provided with a significant learning experience and were equipped with the essential skills and knowledge to excel in the field of Human Resources Management. Students had a more in-depth understanding of Human Resources Management best practices as a result of the program's interactive and hands-on teaching methodology, which also encouraged them to apply what they had learned in real-world situations.

I would like to use this opportunity to convey my appreciation to SCHOTT Glass Malaysia for the chance to conduct this industrial training program. It was an honor to be able to make a contribution to the participant's professional growth and to assist them in making the transition into the workforce of the optical glass industry.

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2.0 COMPANY PROFILE

2.1 Company Background



Figure 2.0 Company Logo

SCHOTT AG which is a subsidiary of The Carl Zeiss Foundation is a multinational glass manufacturer based in Mainz, Germany that specializes in the production of glass and ceramics. It was found Otto Schott, Ernst Abbe and Carl and Roderich Zeiss. In 1884, the company was initially established in Jena, Germany, under the name Schott and Associates Glass Technology Laboratory. In 1889, Carl-Zeiss-Stiftung (Carl Zeiss Foundation) was found by Ernst Abbe which soon in 1891 made the glassworks in Jena to be solely owned by Carl Zeiss Foundation.

In 1952, Enrich Schott, the founder's son, reconstructed the Mainz foundation company and turned it into the company's headquarters and main production site of Schott Group. Schott group then started expanding their locations throughout the world. Their first production subsidiary out of Germany was in Brazil. Soon they established production plants and sales offices in Western and Southern Europe and opened a sales office in US had made Schott company to be an international group of companies. Later, the Schott Company decided to expand in Asia, opening their first sales office in Tokyo, Japan, and their first production unit in Penang, Malaysia. Overall, SCHOTT has expanded their business to 33 countries in the world including Malaysia.

In general, SCHOTT offers customized glass solutions that boost performance and create market opportunities by utilizing its exceptional material knowledge and technological competence. SCHOTT asserts that they have successfully broken into a large industry, which includes as many as 11 different markets around the world. Some of these areas include optical glass, automotive, health, consumer electronics, security and defense and others. In addition to that, they have created a grand total of 409 various products. It is safe to say that SCHOTT possesses every product relating to glass, both those that are visible and those that are not visible in our immediate environment.