INTERNSHIP SUMMARY (2023)

Introduction

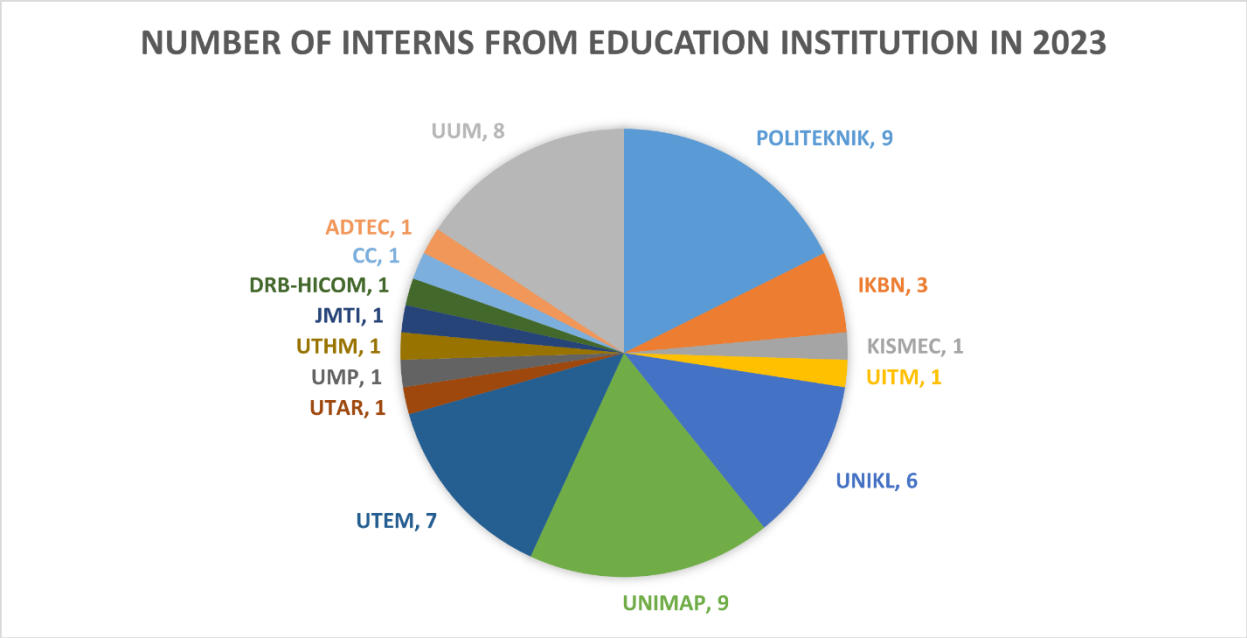
Marelli Automotive Lighting Malaysia Sdn. Bhd. (hereinafter shall be referred to as "MALM") is an automotive manufacturing multinational company with its registered address at Taman Perindustrian, PMT 723, Persiaran Cassia Selatan 1, Batu Kawan, 14100 Simpang Ampat, Penang. MALM's line of business includes manufacturing of vehicular lighting equipment. MALM has been producing head lamps and rear lamps for more than 20 years for its existing customers.

Internship program at MALM

MALM offers internship opportunities for students from SKM, diploma and bachelor's degree level. Each batch of interns will be put through a structured training program that lasts for at least 3-6 months. The internship program is divided into 2 intakes every calendar year wherein:

- First Intake: February - April
- Second Intake: August – October

MALM's highly sought internship program accepted 51 students from various educational institutions around Malaysia in 2023 alone. Following is a graphic illustrating the number of interns and educational institutions that joined MALM's internship program.



Courses that are highly demanded by industry supervisor:

1. Mechanical Engineering (8)
2. Automotive Engineering (8)
3. Electrical Engineering (8)
4. Manufacturing Engineering (6)
5. Electronic Engineering (6)
6. Logistics & Supply Chain (6)
7. Business Management (4)
8. Finance & Accounting (4)
9. Environmental, Safety & Health (2)

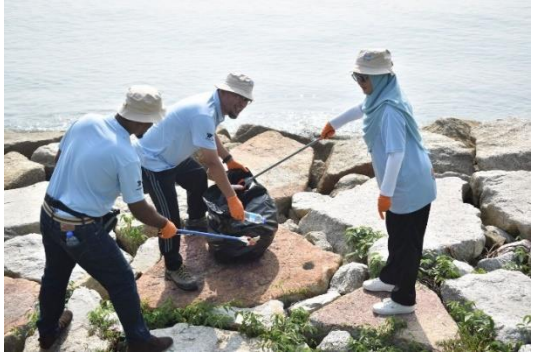
The interns are entitled to several fair benefits:

- Monthly Allowance: RM 1,200 (bachelor's degree level) & RM 800 (diploma level)
- Employment Opportunity
- Work From Home Entitlement (based on department arrangement)
- Annual Leave Entitlement (1 AL after completing 1 month)
- In-House Clinic Coverage

Employee Engagement Activity & CSR Project by Interns

At MALM, internship program is designed to provide interns with an opportunity to gain practical experience in which interns are not only to perform daily routine tasks but also to engage with the industry experts. Each intake proposes employee engagement activity and be the main committee from end-to-end. This initiative aims to help the students to network the industry experts as well as to alleviate the students' confidence and enrich interpersonal skills such as public speaking, communication and public relations.

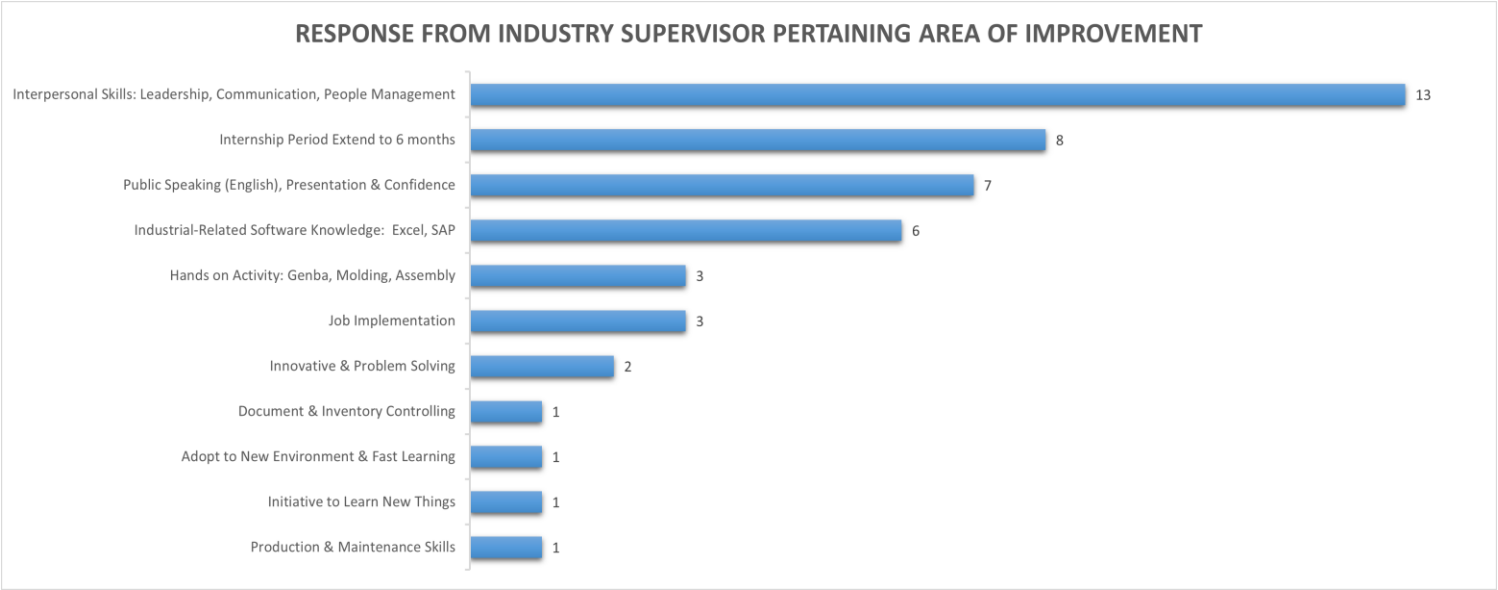
MALM's first batch interns organized Futsal & Badminton Tournament in March 2023, the first physical sport event post pandemic Covid-19. This event emphasizes MALM's commitment to promote healthy lifestyles and encouraging healthy activity among our members. The event brought us a wonderful time to play and engage together, with a good team spirit. Our athletes competed together with a cold head and a warm heart to contribute to the success of the tournament. Successfully, the committee managed to attract 100 active participants with 8 teams of futsal and 16 pairs of badminton to participate, supported by family members and friends.



In October 2023, the second batch of MALM's interns conducted a remarkable corporate social responsibility (CSR project) – focusing on beach cleaning and environmental preservation. The CSR project was held at Bayan Lepas whereas they gathered 110 enthusiastic participants. Their unwavering dedication to sustainability and community engagement seamlessly aligns with the essence of this event. This CSR project depicts that MALM has taken a move in to address its concern and this initiative stands as a testament to the company's commitment to safeguarding the environment.

Area of Improvement

Following is the response from industry supervisor pertaining to the area that the interns have to improve on:



1. Leadership, Communication & People Management: Interpersonal skills as mentioned above play a vital role in a working environment. While some of the interns are well equipped with interpersonal skills but some are still lacking in terms of communication and people management. The possible causes are nervousness and unfamiliarity with people of other departments. These causes can be overcome by encouraging the interns to participate in university/college events prior to joining internship program.

2. Duration of Internship Period: As such, the industry supervisors opine that the period should be extended to 6 months. MALM understands internship program is usually done during semester break, a shorter duration of internship program gives lesser impact on academic schedule. MALM still gave the opportunity for 8 students to experience 3 months of internship. As matter of fact, this shows that there is a high demand for the request internship period to be extended to 6 months to fulfil the industrial's needs. This implementation will give sufficient time for interns to adapt and learn with a fast-paced environment.

3. Public Speaking, Presentation & Confidence: As one of well-known multinational companies in the automotive industry, 80% of daily language is English. Therefore, there could be some language barrier if the interns do not have proficiency in English language. Further, the respective industry supervisor noticed that interns are lacking in presentation skills in which they commented that the interns must present their work with confidence.

4. Industrial – Related Software Knowledge: Interns excel in Microsoft Powerpoint and Microsoft Words but struggling to use Microsoft Excel when collecting and analyzing data. Another common software that is widely used is SAP. It is a centralized system for businesses that enables every department to access and share common data to create a better work environment for every employee in the company. MALM recommends education institutions to equip its students with knowledge of Microsoft Excel and SAP software.

Conclusion

MALM would like to extend its genuine appreciation for the unwavering support from all education institutions. MALM hopes that the students' experience at MALM is both enjoyable and enlightening, reflecting the high standards MALM aspire to uphold. MALM recognizes and highly values the commitment of time and effort to engage actively during the internship period. The feedback given by the intern and university coordinator/lecturer is of great importance to the company. As such, MALM appreciates if there are any insights or suggestions that the students, university coordinator and lecturer would like to propose. Such perspectives will undoubtedly aid MALM to refine and enhance future experiences. We reiterate our appreciation to everyone for gracing this collaboration with your student's presence. We eagerly anticipate the opportunity to welcome you to MALM's upcoming occasions.