



SIME DARBY BERHAD

Training and Development

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INTRODUCTION

Sime Darby consists of 3 big wave of diversification of structural development which is plantation industry, global expansion (trading sector) and diversified business strategies such as oil and gas and motor vehicle.

TRAINING AND DEVELOPMENT OBJECTIVE

- 1.To improve organization efficiency (productivity)
- 2.Improve the quality and quantity (employee turnover)
- 3.Ensuring that the various levels of the workforce have the right human rights skills
- 4.Resolving the labor shortage by continuing efforts to hire skilled and readily available local applicants from the traditional job market

ANALYSIS

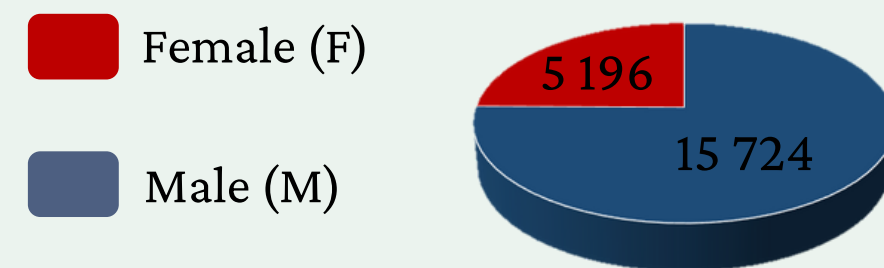
Sime Darby has 20,920 employees worldwide. The Analysis Diagram shows the overview of Sime Darby's Employee based on

1. Total Employee by Country

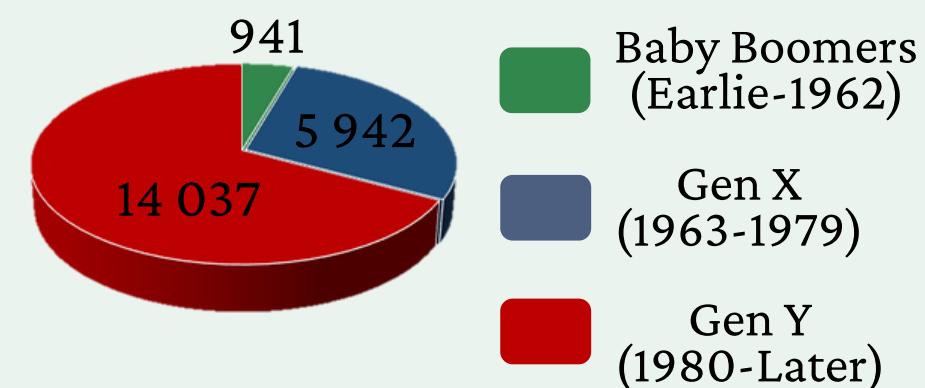
COUNTRY	EMPLOYEE
Malaysia	5 696
China	6 131
Australia	3 494
Hong Kong	1 191
New Zealand	1 089
Thailand	677
Others	813

ANALYSIS

2. Total Employees by Gender



3. Total Employees by Generation Group



4. Distribution of Employee by Position and Gender

POSITION	F	M
Top Management	2	29
Senior Management	19	62
Middle Management	132	449
Junior Management	1 104	2 375
Non-Executive	3 861	9 839
Workers	78	2 790

“Our people are at the heart of our business. We are committed to promoting fair employment practices and investing in the development of our people.” Sime Darby, 2020.

DISCUSSION

Sime Darby is determined to continue in engaging with all its employee in a positive and equitable way, acknowledging their potentials by investing in adequate training and development programmes. They have developed few Caterpillar accredited training campuses throughout the region by providing general, mechanical and technical training in maintenance as well as repairs and operation of heavy machinery.



1. Hasting Deering Institute of Training, Australia



2. Sime Darby Industrial Academy, Malaysia



3. China Engineers Limited Training Department, Singapore



4. Tractors Singapore Limited Training Department, Singapore

EXAMPLE

There are several programmes and modules conducted by Sime Darby under training & development as follow:



1. Core Executive Programme (CEP)



2. Targeted Leadership Programmes



3. Technical Training Programmes



4. World-Class Management Training in Easily Accessible On-Demand Modules

CONCLUSION

The program "Introduction to Technology" and "Advanced Technology and Diagnostics" was created to suit the future workforce. Sime Darby has launched on-demand learning and performance support resources, in collaboration with Harvard Business School Publishing which is a wholly-owned subsidiary of Harvard University

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