



PEMBANGUNAN SUMBER MANUSIA BERHAD (545143-D)
KEMENTERIAN SUMBER MANUSIA

ANNUAL REPORT

LAPORAN TAHUNAN

2008



CERTIFIED TO ISO 9001:2000
CERT. NO. SAR 1483

www.hrdf.com.my

Contents

Kandungan

Annual Report • Laporan Tahunan • 2008

3	Notice of the Eighth Annual General Meeting Notis Mesyuarat Agung Tahunan Kelapan	
4	Message from the Honourable Minister of Human Resources Perutusan Y.B. Menteri Sumber Manusia	
6	Statement from the Chairman Kenyataan Pengerusi	
10	Board of Directors Ahli Lembaga Pengarah	
18	Key Performance Indicators Petunjuk Prestasi Utama	
19	Corporate Calendar Kalendar Korporat	
27	Corporate Profile Maklumat Korporat	
	Continuously Retrain and Upgrade the Skills of Workers Latihan Semula dan Peningkatan Kemahiran Pekerja Secara Berterusan	29
	Increase the Supply of Skilled Workers and Software Development Specialists Meningkatkan Penawaran Tenaga Kerja Mahir dan Pakar Pembangunan Perisian	54
	Equip Workers with the Latest Knowledge and Skills Related to Information and Communications Technology Melengkapkan Pekerja dengan Pengetahuan dan Kemahiran Terkini dalam Bidang Teknologi Maklumat dan Komunikasi	56
	New Training Programmes Required by the Industries to Produce Skilled Workforce Program Latihan Baru untuk Melahirkan Tenaga Kerja Mahir yang Diperlukan oleh Industri	56
	SMEs Development Pembangunan PKS	58
	Delivery System (Indicators & Achievements) Sistem Penyampaian (Indikator & Pencapaian)	62
	Financial Statements Penyata Kewangan	65

Notice of the Eighth Annual General Meeting

Notis Mesyuarat Agung Tahunan Kelapan

NOTICE IS HEREBY GIVEN THAT THE EIGHTH ANNUAL GENERAL MEETING OF PEMBANGUNAN SUMBER MANUSIA BERHAD WILL BE HELD AT PEMBANGUNAN SUMBER MANUSIA BERHAD, LEVEL 1, WISMA PSMB, JALAN BERINGIN, DAMANSARA HEIGHTS, 50490 KUALA LUMPUR ON 12 MAY 2009 AT 11.00 A.M. FOR THE FOLLOWING PURPOSES:

Agenda

1. To receive and adopt the Financial Statements for the year ended 31 December 2008 and the Reports of the Directors and Auditors thereon. (Resolution 1)
2. To reappoint Messrs. KPMG as Auditors and to authorise the Directors to fix their remuneration. (Resolution 2)
3. To transact any other ordinary business.

BY ORDER OF THE BOARD

AMIRNUDDIN BIN MAZLAN

Secretary
Kuala Lumpur

28 April 2009

Note: 1. Under the Articles of Association of the Company, attendance at Annual General Meetings shall be in person.

DENGAN INI DIMAKLUMKAN BAHAWA MESYUARAT AGUNG TAHUNAN PEMBANGUNAN SUMBER MANUSIA BERHAD KELAPAN AKAN DIADAKAN DI PEMBANGUNAN SUMBER MANUSIA BERHAD, ARAS 1, WISMA PSMB, JALAN BERINGIN, DAMANSARA HEIGHTS, 50490 KUALA LUMPUR PADA 12 MEI 2009 JAM 11:00 PAGI UNTUK URUSAN-URUSAN BERIKUT:

Agenda

1. Menerima dan meluluskan Penyata Kewangan yang diaudit bagi tahun berakhir 31 Disember 2008 dan Laporan Para Pengarah dan Juruaudit. (Resolusi 1)
2. Melantik semula Tetuan KPMG sebagai Juruaudit Syarikat dan memberi kuasa kepada Para Pengarah untuk menetapkan bayaran khidmat mereka. (Resolusi 2)
3. Mengurus sebarang urusan biasa lain.

DENGAN PERINTAH LEMBAGA PENGARAH

AMIRNUDDIN BIN MAZLAN

Setiausaha
Kuala Lumpur

28 April 2009

Nota: 1. Di bawah Artikel Persatuan Syarikat, Ahli tidak dibenarkan menghantar proksi untuk menghadiri Mesyuarat Agung Tahunan.

Message from the Honourable Minister of Human Resources
Perutusan Y.B. Menteri Sumber Manusia



Y.B. Datuk Dr. S. Subramaniam
Minister of Human Resources/
Menteri Sumber Manusia

Message from the Honourable Minister of Human Resources

Perutusan Y.B. Menteri Sumber Manusia

An old adage, "knowledge begins a gentleman but it is knowledge that completes him", aptly signifies the value of training and development in this information and technological era. With the right skills and knowledge acquisition, human capital holds the key to organisational success. Pembangunan Sumber Manusia Berhad (PSMB) endeavours to be the driving force in human capital development in Malaysia. Towards this end, I commend PSMB for undertaking proactive actions in upgrading the skills and knowledge of the workforce through the introduction of new schemes, upgrading current schemes and expanding its existing roles.

This continuous improvement in PSMB's service delivery is a big step forward in line with the Ministry of Human Resources' mission to develop a workforce that is productive, informative, disciplined, caring and responsive to the changing labour environment towards increasing the economic growth, and hence, creating more job opportunities.

Recognising the importance of Small and Medium Enterprises (SMEs) to the Malaysian economy, PSMB has enhanced its role by providing advisory and consultancy services to SMEs in the area of training and skills upgrading.

Although 2008 has been largely affected by the world economic slowdown, I am proud that PSMB's performance has shown improvement in key areas; namely, the number of training places approved, the amount of training grant disbursed and the internal process improvements that had taken place.

I am confident that PSMB will maintain its positive performance in 2009 through various improvements and innovative ways in skills training and knowledge acquisition, and further collaboration with other departments under the Ministry of Human Resources for far more opportunities in addressing greater issues of the country's unemployment and retrenchment. I wish PSMB all the best.



Y.B. Datuk Dr. S. Subramaniam
Minister of Human Resources /
Menteri Sumber Manusia

Pepatah lama menyebut, "knowledge begins a gentleman but it is knowledge that completes him", menggambarkan nilai latihan dan pembangunan dalam era maklumat dan teknologi. Dengan kemahiran dan perolehan pengetahuan yang betul, modal insan merupakan kunci kepada kejayaan organisasi. Pembangunan Sumber Manusia Berhad (PSMB) berusaha untuk menjadi daya penggerak dalam pembangunan sumber manusia di Malaysia. Ke arah itu, saya memuji PSMB kerana mengambil langkah proaktif dalam meningkatkan kemahiran dan pengetahuan tenaga kerja dengan pelaksanaan skim-skim baru, menambahbaik skim-skim sedia ada dan memperluaskan peranannya.

Peningkatan berterusan dalam sistem penyampaian PSMB adalah merupakan langkah ke hadapan selaras dengan misi Kementerian Sumber Manusia untuk membangunkan tenaga kerja yang produktif, informatif, berdisiplin, prihatin dan responsif kepada persekitaran perburuhan yang sentiasa berubah ke arah peningkatan dalam pertumbuhan ekonomi, dan seterusnya mewujudkan lebih banyak peluang pekerjaan.

Menyedari kepentingan Perusahaan Kecil dan Sederhana (PKS) kepada ekonomi Malaysia, PSMB telah meningkatkan peranannya dengan menyediakan perkhidmatan khidmat nasihat dan perundingan kepada PKS dalam bidang latihan dan peningkatan kemahiran.

Walaupun 2008 terjejas dengan kelembapan ekonomi dunia, saya bangga dengan pencapaian PSMB yang menunjukkan peningkatan dalam bidang utama; terutamanya, bilangan tempat latihan diluluskan, jumlah geran latihan yang dibayar dan penambahbaikan proses dalaman yang telah diambil.

Saya amat yakin PSMB akan mengekalkan prestasi positifnya dalam tahun 2009 menerusi pelbagai penambahbaikan dan langkah inovatif dalam latihan kemahiran dan perolehan pengetahuan, dengan kerjasama jabatan lain di bawah Kementerian Sumber Manusia untuk menangani isu negara yang lebih penting iaitu pemberhentian kerja dan pengangguran. Saya mengucapkan selamat maju jaya kepada PSMB.

Statement from the Chairman

Kenyataan Pengerusi

Y. BHG. DATO' IR. TEO CHIANG KOK

Chairman of the Board of Directors

Pengerusi Lembaga Pengarah

Pembangunan Sumber Manusia Berhad



The year 2008 started off relatively promising but began to experience the impact of inflation due to unprecedented hikes in the prices of petroleum and commodities. Coupled with the financial debacle in the USA, the second half of the year began to feel the slowing down of the economy and ended the year on a challenging mood.

While measures of reducing costs on doing business have taken priority amid slowing economy, employers should continue to improve and sustain companies' competitive position through training and development of employees. This is one organisational competency that is value creating and enduring during this period of uncertainty.

PSMB is committed to ensure all liable employers covered under the Pembangunan Sumber Manusia Berhad Act 2001, are registered in line with the government's effort to increase the intensity of training and retraining of the nation's workforce. In 2008, a total of 1,504 new employers had registered with PSMB, compared to 1,001 employers in 2007, bringing the total number of employers registered with PSMB to 11,793.

Tahun 2008 bermula agak menyakinkan tetapi impak inflasi mula dirasakan apabila harga minyak petroleum dan komoditi naik melambung ke paras yang tidak dijangka. Ditambah dengan kemelut kewangan di Amerika Syarikat, kemelesetan ekonomi mula dirasakan pada penggal kedua dan diakhiri sebagai tahun yang penuh cabaran.

Meskipun langkah mengurangkan kos perniagaan diutamakan semasa kegawatan ekonomi, majikan perlu berusaha meningkat dan mengekalkan daya saing melalui latihan dan pembangunan pekerja. Ini merupakan kompetensi organisasi yang memberi peningkatan nilai dan lebih berkekalan di dalam suasana tidak menentu ini.

PSMB adalah komited untuk memastikan majikan yang bertanggung di bawah Akta Pembangunan Sumber Manusia Berhad 2001, berdaftar dengannya selaras dengan usaha kerajaan meningkatkan aktiviti latihan dan latihan semula tenaga kerja negara. Dalam tahun 2008, seramai 1,504 majikan baru telah berdaftar dengan PSMB, berbanding 1,001 pada 2007, menjadikan keseluruhan majikan berdaftar kepada 11,793.

Such increase has led to an overall improvement in levy collection and disbursement of training grants. The total amount of levy collected had increased from RM311.86 million (2007) to RM323.39 million (2008), which represents an increase of RM11.53 million (3.69%). In terms of disbursement of training grants, there was an increase of RM28.05 million (10.79%) from RM259.99 million (in 2007) to RM288.04 million (in 2008). The improved performance is due to an increase in total approved training places of 45,535 (6.59%) from 690,875 (in 2007) to 736,410 (in 2008). The total financial assistance approved in 2008 has also increased by RM40.72 million (12.29%) from RM331.15 million (in 2007) to RM371.87 million (in 2008).

To increase the supply of skilled workers and software development specialists, six Apprenticeship Schemes were conducted with a total of 844 apprentices trained, while 121 trainees attended the software development training programmes.

In equipping workers with the latest knowledge and skills related to Information and Communication Technology (ICT), a total of 50,061 training places were approved in 2008 for employees to attend training and retraining on ICT applications with RM35 million of financial assistance approved.

In meeting industrial needs, 35 new training programmes required by different sectors were identified through various training committees formed by PSMB.

SMEs continue to be the major contributor to employment and economic growth in Malaysia. PSMB is committed to support the government's goal in developing a competitive SME sector through its continuous efforts in inculcating training culture and facilitating accessibility to relevant training. With this, PSMB has established the SME Advisory and Consultancy Unit to assist SME employers to undertake training needs analysis. To encourage workplace training amongst SMEs, in-house On-The-Job (OJT) Training Scheme was also introduced to give more options to employers in retraining and skills upgrading of their employees.

Pertambahan ini telah menghasilkan kenaikan dalam kutipan levi dan bayaran geran latihan. Jumlah kutipan levi meningkat dari RM311.86 juta (2007) kepada RM323.39 juta (2008), iaitu peningkatan sebanyak RM11.53 juta (3.69%). Dari segi bayaran geran latihan, terdapat peningkatan sebanyak RM28.05 juta (10.79%) dari RM259.99 juta (2007) kepada RM288.04 juta (2008). Prestasi yang memberangsangkan ini adalah disebabkan oleh pertambahan jumlah tempat latihan yang diluluskan sebanyak 45,535 (6.59%) dari 690,875 (2007) kepada 736,410 (2008). Jumlah bantuan kewangan diluluskan dalam tahun 2008 juga telah meningkat sebanyak RM40.72 juta (12.29%) dari RM331.15 juta (2007) kepada RM371.87 juta (2008).

Untuk meningkatkan penawaran pekerja mahir dan pakar pembangunan perisian, enam Skim Perantisan telah dijalankan melibatkan 844 perantis dilatih, manakala 121 pelatih mengikuti program latihan pembangunan perisian.

Demi melengkapkan pekerja dengan pengetahuan dan kemahiran terkini berkaitan Teknologi Maklumat dan Komunikasi (ICT), sebanyak 50,061 tempat latihan telah diluluskan untuk pekerja mengikuti latihan dan latihan semula dalam bidang aplikasi ICT melibatkan bantuan kewangan diluluskan berjumlah RM35 juta.

Dalam memenuhi keperluan industri, 35 program latihan baru yang diperlukan oleh pelbagai sektor telah dikenalpasti melalui jawatankuasa latihan yang ditubuhkan oleh PSMB.

PKS masih merupakan penyumbang utama kepada pekerjaan dan pertumbuhan ekonomi Malaysia. PSMB adalah komited membantu kerajaan membangunkan sektor PKS yang kompetitif melalui usaha memupuk budaya latihan dan memudahkan akses kepada latihan yang relevan. Untuk itu, PSMB telah mewujudkan Unit Khidmat Nasihat dan Perundingan PKS bagi membantu majikan PKS menjalankan analisis keperluan latihan. Untuk menggalakkan latihan di tempat kerja, Skim Latihan On-The-Job (OJT) secara dalaman juga diperkenalkan untuk memberi lebih pilihan kepada majikan dalam latihan semula dan peningkatan kemahiran pekerja mereka.

The above achievements were attained from PSMB's commitment to ensure maximum efficiency to our customers through the improvements made in its service delivery system. All applications for the registration of new employers were processed with an average processing time of 1.1 days. For training grant approvals, an average processing time of 1.22 days was achieved for manual applications and 1 day for online applications. As for training grant reimbursements, all claims were processed with an average processing time of 7.04 days.

In addition, PSMB had developed a new online system known as E-Updates with the objective to enable employers to update their information online by leveraging on the existing Employers Information System (EIS), which was launched in 2007. To further support the EIS, another online system known as Joint Training Scheme (SLB) Online was also launched in 2008. This enhancement enables employers to jointly submit applications for training grants under the SLB Scheme online. Similar to SBL Online and SBL Khas Online, application for training grant under the SLB Online will also be processed within 24 hours.

The year 2008 has been dominated by global fuel, food and financial market turmoil. It is expected that these economic issues will persist in 2009 and is reflected in the lower 2009 GDP as forecasted by the Ministry of Finance. The Malaysian Institute of Economic Research (MIER), on the other hand, has reviewed its GDP forecast from 3.4% to 1.3%. The risk for recession is high.

The government has introduced stimulus packages aimed at saving jobs and reducing the cost of doing business. Following the deteriorating global economic and financial conditions, income for 2008 is comparatively the same as 2007 but excluding the RM46 million from the disposal of some units in unit trust funds.

Pencapaian di atas diperolehi hasil komitmen PSMB dalam memastikan tahap kecekapan maksimum kepada pelanggan kami melalui penambahbaikan dalam sistem penyampaian perkhidmatannya. Semua permohonan pendaftaran majikan baru diproses dalam purata masa 1.1 hari. Bagi kelulusan geran latihan, purata masa proses 1.22 hari dicapai untuk permohonan manual dan 1 hari untuk online. Bagi bayaran balik geran latihan, semua tuntutan diproses dalam purata masa 7.04 hari.

Sebagai tambahan, PSMB telah membangunkan sistem online baru dikenali E-Updates yang bertujuan membolehkan majikan mengemaskini maklumat secara online dengan menggunakan Sistem Maklumat Majikan (EIS) yang dilancarkan pada 2007. Untuk menyokong EIS seterusnya, satu lagi sistem online dikenali Skim Latihan Bersama (SLB) Online juga telah dilancarkan pada 2008. Penambahbaikan ini membolehkan majikan menghantar permohonan geran latihan secara bersama di bawah Skim SLB Online. Sama seperti Skim SBL Online dan SBL Khas Online, permohonan geran latihan di bawah Skim SLB Online juga diproses dalam tempoh 24 jam.

Tahun 2008 didominasi ketidakpastian pasaran minyak, makanan dan pasaran kewangan global. Adalah dijangkakan isu-isu ekonomi ini akan berterusan dalam 2009 bersesuaian dengan penurunan KDNK 2009 seperti yang diunjurkan oleh Kementerian Kewangan. Institut Penyelidikan Ekonomi Malaysia (MIER) pula telah mengkaji semula unjuran KDNK dari 3.4% ke 1.3%. Risiko berlakunya kemelesetan adalah tinggi.

Pihak kerajaan telah melancarkan pakej rangsangan bertujuan mengekalkan pekerjaan dan mengurangkan kos menjalankan perniagaan. Ekoran keadaan ekonomi dan kewangan global yang menurun, pendapatan 2008 jika dibandingkan dengan 2007 adalah lebih kurang sama tetapi tidak termasuk RM46 juta dari penebusan sebahagian unit amanah.

Towards this end, the level of global and national growth and macroeconomic stability will largely influence PSMB's performance for 2009. Nonetheless, PSMB will continue to drive training and development of the workforce through identification of a number of initiatives consistent with the government's strategic response for years to come.



Y. BHG. DATO' IR. TEO CHIANG KOK
Chairman of the Board of Directors /
Pengerusi Lembaga Pengarah
Pembangunan Sumber Manusia Berhad

Berlandaskan ini, tahap pertumbuhan global dan negara serta kestabilan makroekonomi akan mempengaruhi prestasi PSMB dalam 2009. Namun begitu, PSMB akan terus memacu latihan dan pembangunan tenaga kerja melalui inisiatif yang dikenalpasti selaras dengan tindakan strategik kerajaan pada tahun-tahun akan datang.

Board of Directors (16 May 2007 - 15 May 2009)



1



2



3



4



5



6



7



8

CHAIRMAN / PENERUSI

- 1 Y. BHG. DATO' IR. TEO CHIANG KOK**
The Chinese Chamber of Commerce & Industry of Kuala Lumpur & Selangor (KLSCCCI)

DEPUTY CHAIRMAN / TIMBALAN PENERUSI

- 2 HAJI MOHD SHARIFF BIN HUSSIN**
Ministry of Human Resources

BOARD MEMBERS / AHLI LEMBAGA PENGARAH

- 3 Y. BHG. DATUK WONG KHEN THAU**
Federation of Sabah Manufacturers (FSM)
- 4 Y. BHG. PROF. DATO' DR. ABDUL HAKIM BIN JURI**
University of Kuala Lumpur
- 5 Y. BHG. DATO' HAJI YUSOFF BIN HARUN**
Ministry of Education
- 6 Y.M. RAJA DATO' ABD. AZIZ BIN RAJA MUDA MUSA**
Federation of Malaysian Manufacturers (FMM)
- 7 Y. BHG. DATO' EI KIM HOCK**
Independent Member
- 8 MR. LIM KOK BOON**
Malaysian Plastics Manufacturers Association (MPMA)

Ahli Lembaga Pengarah (16 Mei 2007 - 15 Mei 2009)

MR. OR TAN TENG 9

Malaysian Rubber Products
Manufacturers' Association (MRPMA)



MR. CHUA THIAM WEE 10

Small and Medium Industries
Association of Malaysia



**MR. SEOW MEE CHEONG @
SEOW HON CHEONG** 11

Malaysian Textile Manufacturers
Association (MTMA)



MR. SEOW POON SHING 12

Association of the Computer and
Multimedia Industry of Malaysia (PIKOM)



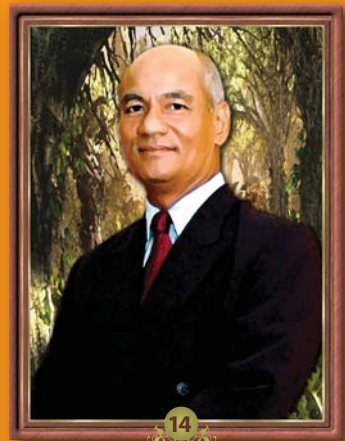
MR. ABDUL WAHAB BIN ABU BAKAR 13

Malaysian Employers Federation (MEF)



HAJI HASAN NUDIN BIN YEOP 14

Majlis Amanah Rakyat (MARA)



MS. NOR YAHATI BINTI AWANG 15

Ministry of Finance

**HAJI MOHAMED YUSOP @
MOHAMED SHAFI** 16

Independent Member



MR. TIEW HAI SAN 17

Pembangunan Sumber Manusia Berhad



ALTERNATE MEMBERS*AHLI SILIH GANTI*

Mr. Mohd. Basari bin Abdul Gafar
Mr. Ahmad Zahir bin Mokhtar
Mr. Ahmad Tajudin bin Jab
Ms. Noraini binti Soltan
Mr. Chin Hon Meng
Mr. Teh Kee Sin
Mr. Lee Kok Kuan
Mr. Cheah Kok Hoong
Mr. Jeyaverasingam a/l Nadarajah
Mr. Abd. Rahim bin Hashim

COMPANY SECRETARY*SETIAUSAHA SYARIKAT*

Mr. Amirnuddin bin Mazlan

AUDIT COMMITTEE*JAWATANKUASA AUDIT*

Mr. Lim Kok Boon
(Chairman / *Pengerusi*)
Mr. Seow Hon Cheong
Haji Hasan Nudin bin Yeop
(until / *sehingga* 23 February 2009)
Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa
(from / *dari* 24 February 2009)

ESTABLISHMENT & BENEFITS COMMITTEE*JAWATANKUASA PERJAWATAN & FAEDAH*

Mr. Abdul Wahab bin Abu Bakar
(Chairman / *Pengerusi*)
Y. Bhg. Dato' Haji Yusoff bin Harun
Mr. Or Tan Teng

TENDER COMMITTEE A**(for acquisitions valued at RM20 million or more)***JAWATANKUASA TENDER A (bagi perolehan yang bernilai RM20 juta ke atas)*

Y. Bhg. Dato' Ir. Teo Chiang Kok
(Chairman / *Pengerusi*)
Y. Bhg. Prof. Dato' Dr. Abdul Hakim bin Juri
Ms. Nor Yahati binti Awang

TENDER COMMITTEE B**(for acquisitions valued less than RM20 million)***JAWATANKUASA TENDER B (bagi perolehan yang bernilai kurang daripada RM20 juta)*

Haji Mohd. Shariff bin Hussin
(Chairman / *Pengerusi*)
Y. Bhg. Datuk Wong Khen Thau
Haji Mohamed Yusop @ Mohamed Shafi

APPROVED TRAINING PROGRAMME COMMITTEE
*JAWATANKUASA PEMBERIAN TARAF PROGRAM
YANG DILULUSKAN*

Mr. Shahril bin Hassan
(Chairman / *Pengerusi*)
(until / *sehingga* 10 September 2008)
Mej. (R) Van Weng Hong
(Chairman / *Pengerusi*)
(from / *dari* 1 October 2008)
Mr. Mohd. Azmin Yusoff
Haji Syed Hamdan bin Syed Sulaiman
Haji Ahmad Fadzil bin Mahmud
Ms. Chan Siew Mei
Mr. Ong Kian Yew
Ms. Koo Su-Yin

INVESTMENT PANEL
PANEL PELABURAN

Y. Bhg. Dato' Ir. Teo Chiang Kok
(Chairman / *Pengerusi*)
Y. Bhg. Dato' Ei Kim Hock
Y. Bhg. Dato' Dr. Lim Chee Shin
Mr. Lee Wei Kiat
Mr. Abu Hassan Alshari bin Yahaya
Ms. Kuppammal a/p Ramasamy
Haji Mohamed Yusop @ Mohamed Shafi
Mr. Tiew Hai San

**Members of the Panel of Domestic Inquiry, Disciplinary Committee and
Disciplinary Appeal Committee for Deputy Chief Executive and Grade SM3**
*Ahli Panel Siasatan Dalaman, Jawatankuasa Tatatertib dan Jawatankuasa
Rayuan Tatatertib untuk Timbalan Ketua Eksekutif dan Gred SM3*

PANEL OF DOMESTIC INQUIRY <i>PANEL SIASATAN DALAMAN</i>	Y. Bhg. Dato' Ir. Teo Chiang Kok (Chairman / Pengerusi) Mr. Lim Kok Boon Haji Hasan Nudin bin Yeop
DISCIPLINARY COMMITTEE <i>JAWATANKUASA TATATERTIB</i>	Mr. Abdul Wahab bin Abu Bakar (Chairman / Pengerusi) Y. Bhg. Dato' Haji Yusoff bin Harun Mr. Or Tan Teng
DISCIPLINARY APPEAL COMMITTEE <i>JAWATANKUASA RAYUAN TATATERTIB</i>	Y. Bhg. Prof. Dato' Dr. Abdul Hakim bin Juri (Chairman / Pengerusi) Y. Bhg. Datuk Wong Khen Thau Mr. Chua Tiam Wee Haji Mohamed Yusop @ Mohamed Shafi

**Members of the Panel of Domestic Inquiry, Disciplinary Committee and
Disciplinary Appeal Committee for Grades M1, M2 and M3**
*Ahli Panel Siasatan Dalaman, Jawatankuasa Tatatertib dan Jawatankuasa
Rayuan Tatatertib untuk Gred M1, M2 dan M3*

PANEL OF DOMESTIC INQUIRY <i>PANEL SIASATAN DALAMAN</i>	Three General Managers of PSMB, with one being appointed as Chairman
DISCIPLINARY COMMITTEE <i>JAWATANKUASA TATATERTIB</i>	Mr. Abdul Wahab bin Abu Bakar (Chairman / Pengerusi) Y. Bhg. Dato' Haji Yusoff bin Harun Mr. Or Tan Teng
DISCIPLINARY APPEAL COMMITTEE <i>JAWATANKUASA RAYUAN TATATERTIB</i>	Haji Mohd. Shariff bin Hussin (Chairman / Pengerusi) Mr. Seow Poon Shing Ms. Nor Yahati binti Awang

**Members of the Panel of Domestic Inquiry, Disciplinary Committee and
Disciplinary Appeal Committee for Grades S1, S2, C1, C2, C3, C4 and C5**
*Ahli Panel Siasatan Dalam, Jawatankuasa Tata tertib dan Jawatankuasa
Rayuan Tata tertib untuk Gred S1, S2, C1, C2, C3, C4 dan C5*

PANEL OF DOMESTIC INQUIRY
PANEL SIASATAN DALAMAN

Three staff of PSMB holding posts higher than the accused staff, with one being appointed as Chairman

Tiga ahli yang terdiri daripada kakitangan PSMB yang memegang jawatan yang lebih tinggi daripada tertuduh, di mana salah seorang dilantik sebagai Pengerusi

DISCIPLINARY COMMITTEE
JAWATANKUASA TATATERTIB

Chief Executive / Ketua Eksekutif
(Chairman / Pengerusi)

Deputy Chief Executive /

Timbalan Ketua Eksekutif

General Manager of Corporate Affairs and Human Resources Division /

Pengurus Besar Bahagian Hal Ehwal Korporat dan Sumber Manusia

DISCIPLINARY APPEAL COMMITTEE
JAWATANKUASA RAYUAN TATATERTIB

Mr. Abdul Wahab bin Abu Bakar
(Chairman / Pengerusi)

Y. Bhg. Dato' Haji Yusoff bin Harun

Mr. Or Tan Teng

REGISTERED OFFICE
PEJABAT BERDAFTAR

Pembangunan Sumber Manusia Berhad

7th Floor, Wisma PSMB

Jalan Beringin, Damansara Heights

50490 Kuala Lumpur

Tel : 03-2096 4800

Fax: 03-2096 4999

BRANCH OFFICES
PEJABAT CAWANGAN

Northern Branch / Cawangan Utara

Tingkat 2, Wisma PERKESO

Lebuh Tenggiri 2

13700, Seberang Jaya

Pulau Pinang

Tel : 04-3970779

Fax: 04-3987350

Branch Manager / Pengurus Cawangan :

Mr. Jais bin Abu Hasan

Johor Branch / Cawangan Johor

No. 50 & 50-01
Jalan Setia 3/7
Taman Setia Indah
81100 Johor Bharu,
Johor

Tel : 07-3538121

Fax: 07-3538217

Branch Manager / Pengurus Cawangan :

Ms. Zamrulida bt. Zanziba

Sarawak Branch / Cawangan Sarawak

No. 6, Lot 2338, Tingkat 1
Bromill Estate Commercial Centre
Jalan Tun Ahmad Zaidi Adruse
93150 Kuching,
Sarawak

Tel : 082-254721

Fax: 082-254795

Branch Manager / Pengurus Cawangan :

Ms. Tuty bt. Bujang

Sabah Branch / Cawangan Sabah

Lot B5, Tingkat 5
Bangunan KWSP
88598 Kota Kinabalu,
Sabah

Tel : 088-260114

Fax: 088-252114

Branch Manager / Pengurus Cawangan :

Mr. Rony A. Gobilee

PULAU PINANG

Northern Branch
Cawangan Utara

KUALA LUMPUR

Head Office
Ibu Pejabat

JOHOR

Johor Branch
Cawangan Johor

SARAWAK

Sarawak Branch
Cawangan Sarawak

SABAH

Sabah Branch
Cawangan Sabah

Malaysia



Management Team

Pihak Pengurusan



Haji Rusnan Bin Samat

Deputy Chief Executive
(retired on 30 September 2008)
Timbalan Ketua Eksekutif
(bersara pada 30 September 2008)



Mr. Amirnuddin Bin Mazlan

Deputy Chief Executive (Management)
(appointed on 1 October 2008)
General Manager, Finance Division
Timbalan Ketua Eksekutif (Pengurusan)
(dilantik pada 1 Oktober 2008)
Pengurus Besar, Bahagian Kewangan



Mej. (R) Van Weng Hong

Deputy Chief Executive (Operations)
General Manager, Training Resources Development Division
(appointed on 1 October 2008)
Timbalan Ketua Eksekutif (Operasi)
Pengurus Besar, Bahagian Pembangunan Sumber Latihan
(dilantik pada 1 Oktober 2008)



MR. TIEW HAI SAN

Chief Executive
Ketua Eksekutif



Ms. Morni Binti Bujang

General Manager,
Corporate Affairs &
Human Resources Division
Pengurus Besar,
Bahagian Hal Ehwal Korporat &
Sumber Manusia



Haji Shahril Bin Hassan

General Manager,
Training Resources Development Division
(retired on 10 September 2008)
Pengurus Besar
Bahagian Pembangunan Sumber Latihan
(bersara pada 10 September 2008)



**Ms. Wan Yon Shahima
Binti Wan Othman**

General Manager,
Information Technology &
Multimedia Division
Pengurus Besar
Bahagian Teknologi Maklumat &
Multimedia



Mr. Lim Kah Cheng

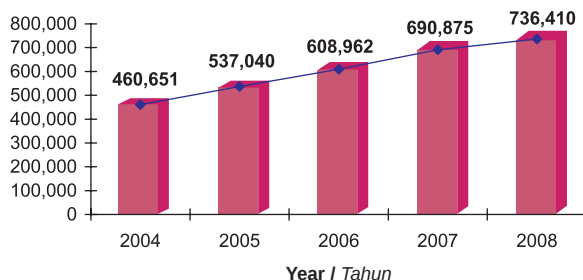
General Manager,
Small & Medium Enterprises Division
Pengurus Besar
Bahagian Perusahaan
Kecil & Sederhana

Key Performance Indicators

Petunjuk Prestasi Utama

APPROVED TRAINING PLACES
TEMPAT LATIHAN DILULUSKAN

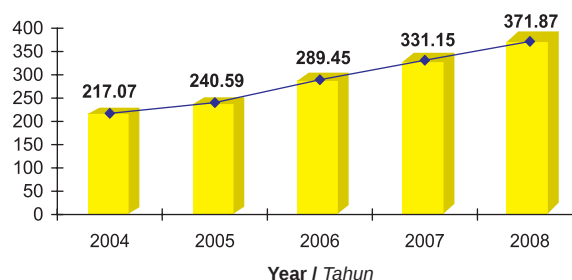
Number / Bil.



Training Places / Tempat Latihan

APPROVED FINANCIAL ASSISTANCE
BANTUAN KEWANGAN DILULUSKAN

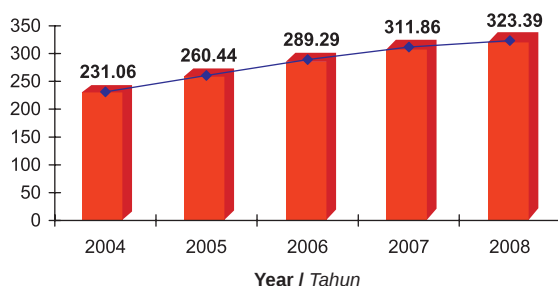
RM (Million / Juta)



Financial Assistance / Bantuan Kewangan

**COLLECTION OF THE HUMAN RESOURCES
DEVELOPMENT LEVY**
KUTIPAN LEVI PEMBANGUNAN SUMBER MANUSIA

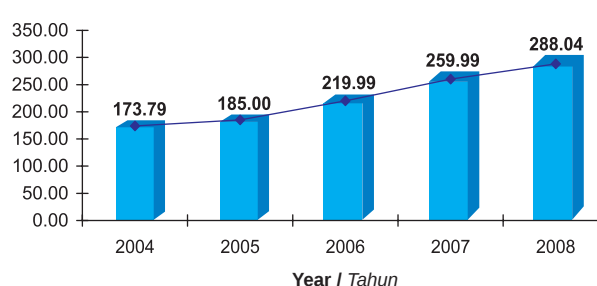
RM (Million / Juta)



Levy Collection / Kutipan Levi

DISBURSEMENT OF TRAINING GRANT
BAYARAN GERAN LATIHAN

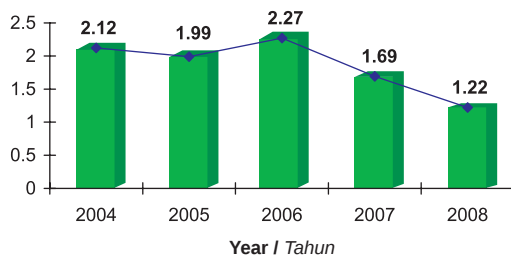
RM (Million / Juta)



Disbursement / Bayaran Geran

**AVERAGE PROCESSING TIME FOR TRAINING
GRANT APPLICATIONS**
TEMPOH PURATA MEMPROSES PERMOHONAN
GERAN LATIHAN

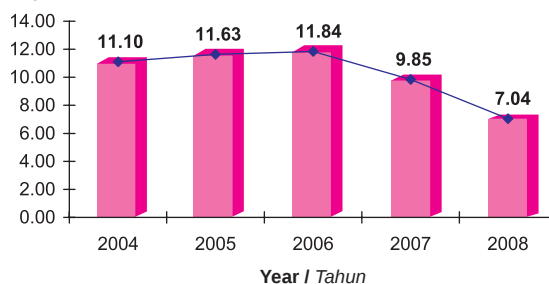
Days / Hari



Number of Days / Bilangan Hari

**AVERAGE PROCESSING TIME FOR DISBURSEMENT
OF TRAINING GRANTS**
TEMPOH PURATA MEMPROSES TUNTUTAN
GERAN LATIHAN

Days / Hari



Number of Days / Bilangan Hari

Corporate Calendar

Kalendar Korporat



08 January 2008
Briefing session to the new Chief Executive of PSMB, Mr. Tiew Hai San held at PSMB Boardroom, Wisma PSMB, Kuala Lumpur



08 Januari 2008
Sesi taklimat kepada Ketua Eksekutif baru PSMB, En. Tiew Hai San di Bilik Lembaga Pengarah, Wisma PSMB, Kuala Lumpur



24 January 2008
Dinner in conjunction with Y. Bhg. Datuk Yau's retirement held at the Eastin Hotel, Petaling Jaya, Selangor



24 Januari 2008
Makan Malam bersempena dengan persaraan Y. Bhg. Datuk Yau diadakan di Hotel Eastin, Petaling Jaya, Selangor



25-26 January 2008
PSMB's 2008 Brainstorming session was held at the Awana Genting Highlands Golf & Country Resort, Genting Highlands, Pahang



25-26 Januari 2008
Sesi Percambahan Fikiran PSMB 2008 telah diadakan di Awana Genting Highlands Golf & Country Resort, Genting Highlands, Pahang

Corporate Calendar

Kalendar Korporat



22 February 2008
Launching of Wisma PSMB and Ability Garden by the Honourable Datuk Seri Dr. Fong Chan Onn, Minister of Human Resources at Wisma PSMB, Kuala Lumpur

22 Februari 2008
Perasmian Wisma PSMB dan Ability Garden oleh YB. Datuk Seri Dr. Fong Chan Onn, Menteri Sumber Manusia di Wisma PSMB, Kuala Lumpur



27 February 2008
Briefing on the Human Resources Development Award to registered employers, held at Wisma PSMB, Kuala Lumpur

27 Februari 2008
Taklimat Anugerah Pembangunan Sumber Manusia kepada majikan berdaftar diadakan di Wisma PSMB, Kuala Lumpur



06 March 2008
SMEs Training Fair launched by Y. Bhg. Datuk Thomas George, the Secretary General of the Ministry of Human Resources at the MITC, Malacca

06 Mac 2008
Pameran Latihan telah dilancarkan oleh Y. Bhg. Datuk Thomas George, Ketua Setiausaha, Kementerian Sumber Manusia di MITC, Melaka



Corporate Calendar

Kalendar Korporat



31 March 2008

Working visit by the Honourable Minister of Human Resources, Datuk Dr. S. Subramaniam and the Honourable Deputy Minister of Human Resources, Dato' Noraini Ahmad to PSMB

31 Mac 2008

Lawatan Kerja Datuk Dr. S. Subramaniam, Menteri Sumber Manusia dan YB. Dato' Noraini Ahmad, Timbalan Menteri Sumber Manusia ke PSMB



08 April 2008

CEO-HRD Talk Series, held at Wisma PSMB, Kuala Lumpur

08 April 2008

CEO-HRD Talk Series diadakan di Wisma PSMB, Kuala Lumpur



09 - 11 April 2008

PASTI Programme organised under the SMETAP Scheme, held at Wisma PSMB, Kuala Lumpur

09 - 11 April 2008

Program PASTI dijalankan di bawah Skim SMETAP di Wisma PSMB, Kuala Lumpur



Corporate Calendar

Kalendar Korporat



16 April 2008
Briefing on HRD Portal to registered employers,
held at Wisma PSMB, Kuala Lumpur

16 April 2008
Taklimat HRD Portal kepada majikan berdaftar
di Wisma PSMB, Kuala Lumpur



22 May 2008
SME TNA Consultancy Scheme briefing,
held at Katerina Hotel, Batu Pahat, Johor

22 Mei 2008
Taklimat Skim Khidmat Juruperunding Analisis Keperluan
Latihan diadakan di Hotel Katerina, Batu Pahat, Johor



23 - 24 May 2008
PSMB participated in an exhibition in conjunction with
SMIDEX 2008 at KLCC Convention Centre, Kuala Lumpur

23 - 24 Mei 2008
PSMB menyertai sesi pameran sempena SMIDEX 2008 di
KLCC Convention Centre, Kuala Lumpur



Corporate Calendar

Kalendar Korporat



24 June 2008
Seventh Annual General Meeting of PSMB
held at Wisma PSMB, Kuala Lumpur

24 Jun 2008
Mesyuarat Agung Tahunan PSMB yang ketujuh telah diadakan di Wisma PSMB, Kuala Lumpur



30 June 2008
Forum for SMEs, held at Katerina Hotel, Batu Pahat, Johor

30 Jun 2008
Forum untuk PKS diadakan di Hotel Katerina, Batu Pahat, Johor



03 July 2008
Briefing by Mej. (R) Van Weng Hong, General Manager, Training Grant Division to delegation from Indonesia, held at PSMB Boardroom, Wisma PSMB, Kuala Lumpur

03 Julai 2008
Taklimat oleh Mej. (B) Van Weng Hong, Pengurus Besar Bahagian Geran Latihan kepada delegasi Indonesia yang diadakan di Bilik Lembaga Pengarah, Wisma PSMB, Kuala Lumpur



Corporate Calendar

Kalendar Korporat



07 July 2008
Training Preview for Security Industry, held at
Wisma PSMB, Kuala Lumpur

07 Julai 2008
"Training Preview" untuk Industri Kawalan Keselamatan
diadakan di Wisma PSMB, Kuala Lumpur



17 July 2008
CEO-HRD Talk Series held at the Royale Bintang Hotel,
Seremban, Negeri Sembilan

17 Julai 2008
CEO-HRD Talk Series diadakan di Hotel Royale Bintang,
Seremban, Negeri Sembilan



06 August 2008
7 QC Tools programme organised for PSMB staff, held at
Wisma PSMB, Kuala Lumpur

06 Ogos 2008
Program "7 QC Tools" diadakan untuk kakitangan PSMB di
Wisma PSMB, Kuala Lumpur



Corporate Calendar

Kalendar Korporat



26 - 27 August 2008

PSMB participated in an exhibition in conjunction with COSH 2008 at PWTC, Kuala Lumpur

26 - 27 Ogos 2008
PSMB telah menyertai sesi pameran bersempena dengan COSH 2008 di PWTC, Kuala Lumpur



04 September 2008

Briefing and booth balloting to all exhibitors who participated in PSMB 2008 Conference, held at Wisma PSMB, Kuala Lumpur

04 September 2008
Sesi taklimat dan undian petak pameran sempena PSMB 2008 Conference diadakan di Wisma PSMB, Kuala Lumpur



21 & 22 October 2008

PSMB 2008 Conference with the theme "Re-Engineering of Human Capital to Achieve Competitive Advantage" was held at the Genting International Convention Centre, Genting Highlands, Pahang

21 & 22 Oktober 2008
Persidangan PSMB 2008 yang bertemakan "Re-Engineering of Human Capital to Achieve Competitive Advantage" telah diadakan di Genting International Convention Centre, Genting Highlands, Pahang



Corporate Calendar

Kalendar Korporat



31 October - 01 November 2008
Brainstorming Session on PSMB Strategic Plan was held at the Royale Bintang Hotel, Seremban, Negeri Sembilan



31 Oktober - 01 November 2008
Sesi Percambahan Fikiran Pelan Strategik PSMB telah diadakan di Hotel Royale Bintang, Seremban, Negeri Sembilan



18 November 2008
SMEs Training Fair was launched by the Honourable Datuk Dr. S. Subramaniam, Minister of Human Resources at the Concorde Hotel, Shah Alam, Selangor



18 November 2008
Pameran Latihan PKS telah dilancarkan oleh YB. Datuk Dr. S. Subramaniam, Menteri Sumber Manusia di Hotel Concorde, Shah Alam, Selangor



12 December 2008
PSMB Fifth Annual Dinner held at the One World Hotel, Petaling Jaya, Selangor



12 Disember 2008
Makan Malam PSMB kali kelima telah diadakan di Hotel One World, Petaling Jaya, Selangor

VISION

To be the driving force in training and development of the workforce.

MISSION

To enhance the knowledge and skills of the workforce through effective management of the Human Resources Development Fund (HRDF).

OBJECTIVE

To encourage employers covered under the Pembangunan Sumber Manusia Berhad Act, 2001 to retrain and upgrade the skills of their employees, apprentices and trainees in line with their business needs and the development strategy of the country.

FUNCTIONS OF PSMB

The functions of PSMB, as stipulated in the Pembangunan Sumber Manusia Berhad Act 2001, are as follows:

- To assess and determine the types and extent of employees' training and retraining in keeping pace with the human resource needs of industries;
- To promote and stimulate manpower training; and
- To determine the terms and conditions under which any financial assistance or other benefits are to be given.

QUALITY POLICY

PSMB is committed to work closely with employers and training providers to enhance its services in accordance to stipulated work processes and the requirements of the Client Charter in fulfilling the needs and satisfaction of employers and training providers. The management is also committed to continuously improve the effectiveness of its delivery system.

VISI

Sebagai daya penggerak latihan dan pembangunan tenaga kerja.

MISI

Untuk meningkatkan pengetahuan dan kemahiran pekerja melalui pengurusan Kumpulan Wang Pembangunan Sumber Manusia (KWPSM) yang efektif.

OBJEKTIF

Untuk menggalakkan majikan yang diliputi di bawah Akta Pembangunan Sumber Manusia Berhad, 2001 supaya melatih semula dan meningkatkan kemahiran pekerja, perantis dan pelatih bagi memenuhi keperluan pelan perniagaan selaras dengan strategi pembangunan negara.

FUNGSI PSMB

Fungsi PSMB seperti yang dinyatakan di bawah Akta Pembangunan Sumber Manusia Berhad 2001, adalah seperti berikut:

- Untuk menilai dan menentukan jenis dan takat latihan dan latihan semula pekerja selaras dengan keperluan sumber manusia bagi industri;
- Untuk menggalak dan merangsangkan latihan tenaga manusia; dan
- Untuk menentukan terma dan syarat di mana apa-apa bantuan kewangan atau faedah lain yang hendak diberikan.

DASAR KUALITI

PSMB adalah komited untuk bekerja rapat dengan majikan dan penyedia latihan bagi meningkatkan perkhidmatannya berdasarkan proses kerja yang ditetapkan dan kehendak Piagam Pelanggan dalam memenuhi keperluan dan kepuasan majikan dan penyedia latihan. Pihak pengurusan juga adalah komited untuk meningkatkan keberkesanan sistem penyampaian secara berterusan.

TRAINING POLICY

PSMB is committed to enhance the knowledge, skills and competencies at all levels, of its staff through continuous training and retraining of at least 32 training hours per staff per year to improve their deliverables.

SAFETY POLICY

It has been PSMB's policy, where possible, to provide a safe and healthy work environment to the staff and to the public. The implementation of the Safety and Health Policy will assist towards achieving PSMB's goals and objectives.

PSMB is truly committed to implement its policies as follows:

- To provide and maintain a safe workplace for PSMB's staff and the public.
- To ensure that all PSMB's staff are directed and supervised on the safety of the workplace, eliminating any risks to their health.
- To adhere to all rules and regulations related to individual and organisational safety.
- To update the policy from time to time.

To ensure that this policy is enforced, the Safety Officer will monitor and ensure that top priority is given to safety at the workplace.

POLISI LATIHAN

PSMB adalah komited untuk meningkatkan pengetahuan, kemahiran dan kompetensi pada semua tahap, bagi pekerjaannya melalui latihan dan latihan semula yang berterusan sekurang-kurangnya 32 jam latihan setiap pekerja setahun untuk meningkatkan prestasi mereka.

POLISI KESELAMATAN

Adalah menjadi polisi PSMB, untuk menyediakan seboleh mungkin, persekitaran kerja yang selamat dan sihat kepada semua pekerja dan orang ramai. Pelaksanaan Polisi Keselamatan dan Kesihatan Pekerjaan ini akan membantu ke arah pencapaian matlamat dan objektif PSMB.

PSMB adalah komited sepenuhnya untuk melaksanakan polisinya seperti berikut:-

- Menyedia dan menyelenggara tempat kerja yang selamat untuk pekerja PSMB dan orang ramai.
- Memastikan semua pekerja PSMB diarah dan diselia mengenai keselamatan di tempat kerja, menghindari sebarang risiko ke atas kesihatan mereka.
- Mematuhi semua kaedah dan peraturan berhubung keselamatan diri dan organisasi.
- Mengemaskini polisi dari semasa ke semasa.

Bagi memastikan polisi ini dikuat kuasakan, Pegawai Keselamatan akan memantau dan memastikan keselamatan di tempat kerja sentiasa diberi keutamaan.

Continuously Retrain and Upgrade the Skills of Workers

Latihan Semula dan Peningkatan Kemahiran Pekerja Secara Berterusan

Registration of Employers

A total of 1,504 new employers had registered with PSMB in 2008, compared to 1,001 employers in 2007, registering an increase of 50.25%. The total number of employers registered until 31 December 2008 was 11,793, comprising 6,510 employers (55.2%) from the manufacturing sector and 5,283 employers (44.8%) from the services sector. Overall, the total number of employers registered had increased by 9.4%, compared to 10,780 employers in 2007. The number of employers deregistered in 2008 was 474.

Registration of Employers by State

In 2008, Selangor recorded the highest number of new employers registered with a total of 357 employers, followed by Kuala Lumpur with 229 employers and Johor with 197 employers.

For the manufacturing sector, Selangor also recorded the highest number of new employers registered with 103 employers (23.46%), followed by Johor with 89 employers (20.27%) and Penang with 50 (11.39%) as shown in **Table 1**.

Pendaftaran Majikan

Sejumlah 1,504 majikan baru telah berdaftar dengan PSMB dalam tahun 2008, berbanding 1,001 majikan dalam tahun 2007, merekodkan peningkatan sebanyak 50.25%. Jumlah majikan berdaftar sehingga 31 Disember 2008 adalah sebanyak 11,793, meliputi 6,510 majikan (55.2%) dari sektor pembuatan dan 5,283 majikan (44.8%) dari sektor perkhidmatan. Pada keseluruhannya, jumlah majikan berdaftar telah meningkat sebanyak 9.4%, berbanding 10,780 dalam tahun 2007. Bilangan majikan yang dibatalkan pendaftarannya adalah sebanyak 474.

Pendaftaran Majikan Mengikut Negeri

Dalam tahun 2008, Selangor mencatatkan jumlah pendaftaran majikan yang tertinggi iaitu 357 majikan, diikuti Kuala Lumpur dengan 229 majikan dan Johor dengan 197 majikan.

Bagi sektor pembuatan, Selangor juga mencatatkan pendaftaran majikan baru tertinggi dengan 103 majikan (23.46%), diikuti Johor dengan 89 majikan (20.27%) dan Pulau Pinang dengan 50 majikan (11.39%) seperti di **Jadual 1**.

TABLE 1 / JADUAL 1
REGISTRATION OF NEW EMPLOYERS BY STATE FOR THE
MANUFACTURING SECTOR IN 2008
BILANGAN MAJIKAN BARU BERDAFTAR MENGIKUT NEGERI BAGI
SEKTOR PEMBUATAN BAGI TAHUN 2008

State / Negeri	Manufacturing / Pembuatan	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Selangor	103	23.46
Johor	89	20.27
Penang	50	11.39
Perak	31	7.06
Kedah	31	7.06
Sarawak	25	5.69
Kuala Lumpur	24	5.47
Sabah	21	4.78
Malacca	18	4.10
Negeri Sembilan	14	3.19

TABLE 1 / JADUAL 1
REGISTRATION OF NEW EMPLOYERS BY STATE FOR THE
MANUFACTURING SECTOR IN 2008
BILANGAN MAJIKAN BARU BERDAFTAR MENGIKUT NEGERI BAGI
SEKTOR PEMBUATAN BAGI TAHUN 2008

State / Negeri	Manufacturing / Pembuatan	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Pahang	12	2.73
Terengganu	11	2.51
Kelantan	8	1.82
Labuan	2	0.46
Perlis	0	0.00
Total / Jumlah	439	100

As for the services sector, Selangor again recorded the highest number of registered employers with 254 employers (23.85%), followed by Kuala Lumpur with 205 employers (19.25%) and Johor with 108 employers (10.14%) as shown in Table 2.

Bagi sektor perkhidmatan pula, Selangor sekali lagi mencatatkan pendaftaran majikan tertinggi dengan 254 majikan (23.85%), diikuti Kuala Lumpur dengan 205 majikan (19.25%) dan Johor dengan 108 majikan (10.14%) seperti di **Jadual 2**.

TABLE 2 / JADUAL 2
REGISTRATION OF NEW EMPLOYERS BY STATE FOR THE
SERVICES SECTOR IN 2008
BILANGAN MAJIKAN BARU BERDAFTAR MENGIKUT NEGERI BAGI
SEKTOR PERKHIDMATAN BAGI TAHUN 2008

State / Negeri	Services / Perkhidmatan	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Selangor	254	23.85
Kuala Lumpur	205	19.25
Johor	108	10.14
Sarawak	95	8.92
Penang	87	8.17
Sabah	69	6.48
Perak	61	5.73
Negeri Sembilan	36	3.38
Terengganu	35	3.29
Pahang	34	3.19
Kedah	30	2.82
Malacca	26	2.44
Kelantan	12	1.13
Perlis	7	0.66
Labuan	6	0.56
Total / Jumlah	1,065	100

Registration of Employers by Industry

Manufacturing Sector

A total of 439 new employers from the manufacturing sector had registered with PSMB in 2008. Employers from Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies industries accounted for the highest number of registration with 39 new employers (8.88%), followed by Plastics Products industries with 37 employers (8.43%) and Food Manufacturing industries with 37 employers (8.43%) as shown in **Table 3**.

Pendaftaran Majikan Mengikut Industri

Sektor Pembuatan

Sejumlah 439 majikan baru dari sektor pembuatan telah berdaftar dengan PSMB pada tahun 2008. Majikan dari industri Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan merupakan majikan terbanyak berdaftar dengan 39 majikan (8.88%), diikuti industri Produk Plastik dengan 37 majikan (8.43%) dan industri Keluaran Makanan dengan 37 majikan (8.43%) seperti di **Jadual 3**.

TABLE 3 / JADUAL 3
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING
SECTOR BY INDUSTRY IN 2008
BILANGAN MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN
MENGIKUT INDUSTRI PADA TAHUN 2008

Industry / Industri	Registered Employers in 2008 / Majikan Berdaftar dalam Tahun 2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Manufacturers of Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies / <i>Keluaran Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan</i>	39	8.88
Manufacturers of Plastics Products / <i>Keluaran Produk Plastik</i>	37	8.43
Food Manufacturing / <i>Keluaran Makanan</i>	37	8.43
Manufacturers of Wood & Wood Products and Cork, except Furniture / <i>Keluaran Kayu, Produk Kayu dan Gabus kecuali Perabot</i>	35	7.97
Manufacturers of Non-Metallic Mineral Products / <i>Keluaran Produk Galian bukan Logam</i>	34	7.74
Manufacturers of Machinery except Electrical / <i>Keluaran Jentera kecuali Alat Elektrik</i>	33	7.52
Manufacturers of Fabricated Metal Products, except Machinery and Equipment / <i>Produk Logam yang direka kecuali Jentera dan Peralatan</i>	29	6.61
Manufacturers of Transport Equipment / <i>Keluaran Kelengkapan Pengangkutan</i>	21	4.78
Printing, Publishing and Allied Industries / <i>Percetakan, Penerbitan dan Industri yang berkaitan</i>	20	4.56
Iron and Steel Basic Industries / <i>Industri Asas Besi dan Keluli</i>	18	4.10

TABLE 3 / JADUAL 3
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING
SECTOR BY INDUSTRY IN 2008
BILANGAN MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN
MENGIKUT INDUSTRI PADA TAHUN 2008

Industry / Industri	Registered Employers in 2008 / Majikan Berdaftar dalam Tahun 2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Manufacturers of Furniture and Fixtures, except Primarily of Metal / Keluaran Kayu dan Perkakas Rumah kecuali Buatan Besi	17	3.87
Manufacturers of Other Chemical Products / Lain-Lain Keluaran Produk Kimia	15	3.42
Manufacturers of Paper and Paper Products / Keluaran Kertas dan Produk Kertas	14	3.19
Manufacturers of Industrial Chemicals / Keluaran Industri Kimia	14	3.19
Manufacturers of Rubber Products / Keluaran Produk Getah	13	2.96
Other Food Manufacturing / Keluaran Makanan Lain	12	2.73
Manufacturers of Wearing Apparel except Footwear / Keluaran Pakaian kecuali Kasut	10	2.28
Manufacturers of Textiles / Keluaran Tekstil	9	2.05
Non-Ferrous Metal Basic Industries / Industri Asas Logam bukan Ferum	6	1.37
Beverage Industries / Industri Minuman	6	1.37
Manufacturers of Glass and Glass Products / Keluaran Kaca dan Produk Kaca	5	1.14
Manufacturers of Optical Instruments and Photographic Equipment / Keluaran Barangan berkaitan Penglihatan dan Senifoto	3	0.68
Petroleum Refineries / Penapisan Minyak Mentah	3	0.68
Manufacturers of Footwear, except Vulcanised or Moulded Rubber or Plastic Footwear / Keluaran Kasut kecuali Penuang dan Campuran Belerang dengan Getah atau Kasut Plastik	2	0.46
Manufacturers of Leather and Products of Leather, Leather Substitutes and Fur, except Footwear and Wearing Apparel / Keluaran Kulit, Pengganti Kulit, Bulu Binatang kecuali Kasut dan Pakaian	0	0

TABLE 3 / JADUAL 3
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING
SECTOR BY INDUSTRY IN 2008
BILANGAN MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN
MENGIKUT INDUSTRI PADA TAHUN 2008

Industry / Industri	Registered Employers in 2008 / Majikan Berdaftar dalam Tahun 2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Manufacturers of Pottery, China and Earthenware / Keluaran Tembikar dan Barangan Dapur diperbuat daripada Tanah	0	0
Manufacturers of Miscellaneous Products of Petroleum and Coal / Keluaran Pelbagai Produk Petroleum dan Arang Batu	0	0
Tobacco Manufacturers / Keluaran Tembakau	0	0
Others Manufacturing Industries / Lain-lain Industri Pengeluaran	7	1.59
Total / Jumlah	439	100

From 1992 to 2008, the total number of employers registered from the manufacturing sector was 6,510, an increase of 2.57%, compared to 6,347 employers at the end of 2007. Manufacturers of Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies recorded the highest number with 912 employers (14.01%), followed by employers from Manufacturers of Fabricated Metal Products, except Machinery and Equipment with 716 employers (11.00%) and Manufacturers of Plastics Products Industry with 644 employers (9.89%) as shown in **Table 4**.

Dari 1992 sehingga 2008, jumlah keseluruhan majikan berdaftar dari sektor pembuatan adalah sebanyak 6,510, peningkatan sebanyak 2.57% berbanding 6,347 majikan sehingga akhir tahun 2007. Pengeluar Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan adalah majikan yang terbanyak mendaftar dengan 912 majikan (14.01%) diikuti majikan dari pengeluar Produk Logam Yang Direka, kecuali Jentera dan Peralatan dengan 716 majikan (11.00%) dan pengeluar Produk Plastik dengan 644 majikan (9.89%) seperti di **Jadual 4**.

TABLE 4 / JADUAL 4
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING
SECTOR BY INDUSTRY FROM 1992 TO 2008
BILANGAN MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN
MENGIKUT INDUSTRI DARI TAHUN 1992 HINGGA 2008

Industry / Industri	Registered Employers from 1992-2008 / Majikan Berdaftar dari Tahun 1992-2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Manufacturers of Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies / Keluaran Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan	912	14.01
Manufacturers of Fabricated Metal Products, except Machinery and Equipment / Produk Logam yang direka kecuali Jentera dan Peralatan	716	11.00
Manufacturers of Plastics Products / Keluaran Produk Plastik	644	9.89

TABLE 4 / JADUAL 4
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING
SECTOR BY INDUSTRY FROM 1992 TO 2008
BILANGAN MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN
MENGIKUT INDUSTRI PADA TAHUN 1992 HINGGA 2008

Industry / Industri	Registered Employers from 1992-2008 / Majikan Berdaftar dari Tahun 1992-2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Food Manufacturing / <i>Keluaran Makanan</i>	487	7.48
Manufacturers of Wood & Wood Products and Cork, except Furniture / <i>Keluaran Kayu, Produk Kayu dan Gabus kecuali Perabot</i>	429	6.59
Manufacturers of Non-Metallic Mineral Products / <i>Keluaran Produk Galian bukan Logam</i>	318	4.88
Manufacturers of Rubber Products / <i>Keluaran Produk Getah</i>	312	4.79
Manufacturers of Other Chemical Products / <i>Lain-Lain Keluaran Produk Kimia</i>	295	4.53
Manufacturers of Transport Equipment / <i>Keluaran Kelengkapan Pengangkutan</i>	278	4.27
Manufacturers of Furniture and Fixtures, except Primarily of Metal / <i>Keluaran Kayu dan Perkakas Rumah kecuali Binaan Besi</i>	244	3.75
Manufacturers of Machinery except Electrical / <i>Keluaran Jentera kecuali Alat Elektrik</i>	235	3.61
Printing, Publishing and Allied Industries / <i>Percetakan, Penerbitan dan Industri yang berkaitan</i>	228	3.50
Manufacturers of Paper and Paper Products / <i>Keluaran Kertas dan Produk Kertas</i>	221	3.39
Iron and Steel Basic Industries / <i>Industri Asas Besi dan Keluli</i>	204	3.13
Manufacturers of Textiles / <i>Keluaran Tekstil</i>	175	2.69
Manufacturers of Wearing Apparel except Footwear / <i>Keluaran Pakaian kecuali Kasut</i>	151	2.32
Manufacturers of Industrial Chemicals / <i>Keluaran Industri Kimia</i>	146	2.24
Other Food Manufacturing / <i>Keluaran Makanan Lain</i>	133	2.04
Non-Ferrous Metal Basic Industries / <i>Industri Asas Logam bukan Ferum</i>	66	1.01
Beverage Industries / <i>Industri Minuman</i>	48	0.74
Manufacturers of Optical Instruments and Photographic Equipment / <i>Keluaran Barangan berkaitan Penglihatan dan Senifoto</i>	45	0.69

TABLE 4 / JADUAL 4
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING
SECTOR BY INDUSTRY FROM 1992 TO 2008
BILANGAN MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN
MENGIKUT INDUSTRI DARI TAHUN 1992 HINGGA 2008

Industry / Industri	Registered Employers from 1992-2008 / Majikan Berdaftar dari Tahun 1992-2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Petroleum Refineries / Penapisan Minyak Mentah	38	0.58
Manufacturers of Glass and Glass Products / Keluaran Kaca dan Produk Kaca	38	0.58
Manufacturers of Leather and Products of Leather, Leather Substitutes and Fur, except Footwear and Wearing Apparel / Keluaran Kulit, Pengganti Kulit, Bulu Binatang kecuali Kasut dan Pakaian	22	0.34
Manufacturers of Pottery, China and Earthenware / Keluaran Tembikar dan Barangan Dapur diperbuat daripada Tanah	17	0.26
Manufacturers of Footwear, except Vulcanised or Moulded Rubber or Plastic Footwear / Keluaran Kasut kecuali Penuang dan Campuran Belerang dengan Getah atau Kasut Plastik	14	0.22
Manufacturers of Miscellaneous Products of Petroleum and Coal / Keluaran Pelbagai Produk Petroleum dan Arang Batu	11	0.17
Tobacco Manufacturers / Keluaran Tembakau	9	0.14
Other Manufacturing Industries / Lain-lain Industri Pengeluaran	74	1.14
Total / Jumlah	6,510	100

Services Sector

In terms of employers registered from the services sector, a total of 1,065 new employers had registered in 2008. Employers in Commercial Land Transport industry recorded the highest number of new employers registered with 336 employers (31.55%), followed by Computer industry with 150 employers (14.08%) and Engineering Support & Maintenance industry with 112 employers (10.52%) as shown in **Table 5**.

Sektor Perkhidmatan

Dari segi pendaftaran majikan dari sektor perkhidmatan, sejumlah 1,065 majikan baru telah berdaftar. Majikan industri Kenderaan Perdagangan Darat merekodkan pendaftaran majikan baru tertinggi dengan 336 majikan (31.55%), diikuti industri Komputer dengan 150 majikan (14.08%) dan industri Sokongan dan Penyelenggaraan Kejuruteraan dengan 112 majikan (10.52%) seperti di **Jadual 5**.

TABLE 5 / JADUAL 5
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE SERVICES
SECTOR BY INDUSTRY IN 2008
BILANGAN MAJIKAN BERDAFTAR DARI SEKTOR PERKHIDMATAN
MENGIKUT INDUSTRI PADA TAHUN 2008

Industry / Industri	Registered Employers in 2008 / Majikan Berdaftar dalam Tahun 2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Commercial Land Transport / Kenderaan Perdagangan Darat	336	31.55
Computer / Komputer	150	14.08
Engineering Support & Maintenance / Sokongan dan Penyelenggaraan Kejuruteraan	112	10.52
Hotel Industry / Industri Perhotelan	102	9.58
Security Services / Perkhidmatan Keselamatan	55	5.16
Supermarket & Hypermarket / Departmental Store / Pasaraya & Pasaraya Besar / Gedung Serbaneka	45	4.23
Travel Agency / Agensi Pengembaraan	41	3.85
Freight Forwarding / Penghantaran Fret	37	3.47
Shipping / Perkapalan	31	2.91
Training / Latihan	29	2.72
Telecommunication / Telekomunikasi	24	2.25
Private Institutions of Higher Education / Institusi Pendidikan Tinggi Swasta	19	1.78
Private Hospital / Hospital Swasta	19	1.78
Advertising / Pengiklanan	18	1.69
Bonded Warehouse / Penggudangan	11	1.03
Direct Selling / Jualan Langsung	10	0.94
Research & Development / Penyelidikan & Pembangunan	7	0.66
Postal and Courier Services / Pos dan Perkhidmatan Kurier	7	0.66
Energy / Tenaga	6	0.56
Air Transport / Pengangkutan Udara	4	0.38
Port Services / Perkhidmatan Pelabuhan	2	0.19
Total / Jumlah	1,065	100

On a cumulative basis since 1995, a total of 5,283 employers from the services sector had registered with PSMB, an increase of 19.17%, compared to 4,433 employers registered at the end of 2007. The Hotel industry recorded the highest number of registered employers with 861 employers (16.3%), followed by Computer industry with 780 employers (14.76%) and Freight Forwarding industry with 655 employers (12.4%) as shown in **Table 6**.

Sejak 1995, secara kumulatifnya, seramai 5,283 majikan dari sektor perkhidmatan telah berdaftar dengan PSMB, peningkatan sebanyak 19.17%, berbanding 4,433 majikan berdaftar pada akhir tahun 2007. Industri Perhotelan merekodkan bilangan majikan tertinggi dengan 861 (16.3%), diikuti industri Komputer dengan 780 majikan (14.76%) dan industri Penghantaran Fret dengan 655 majikan (12.4%) seperti di **Jadual 6**.

TABLE 6 / JADUAL 6
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE SERVICES
SECTOR BY INDUSTRY FROM 1995 TO 2008
BILANGAN MAJIKAN BERDAFTAR DARI SEKTOR PERKHIDMATAN
MENGIKUT INDUSTRI DARI TAHUN 1995 HINGGA 2008

Industry / Industri	Registered Employers from 1995 - 2008 / Majikan Berdaftar dari Tahun 1995 - 2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Hotel Industry / Industri Perhotelan	861	16.30
Computer / Komputer	780	14.76
Freight Forwarding / Penghantaran Fret	655	12.40
Commercial Land Transport / Kenderaan Perdagangan Darat	585	11.07
Security Services / Perkhidmatan Keselamatan	327	6.19
Engineering Support & Maintenance / Sokongan dan Penyelenggaraan Kejuruteraan	280	5.30
Private Institutions of Higher Education / Institusi Pendidikan Tinggi Swasta	268	5.07
Training / Latihan	214	4.05
Supermarket & Hypermarket / Departmental Store / Pasaraya & Pasaraya Besar / Gedung Serbaneka	196	3.71
Advertising / Pengiklanan	194	3.67
Direct Selling / Jualan Langsung	151	2.86
Shipping / Perkapalan	147	2.78
Private Hospital / Hospital Swasta	139	2.63
Travel Agency / Agen Pengembaraan	133	2.52
Telecommunication / Telekomunikasi	118	2.23

TABLE 6 / JADUAL 6
TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE SERVICES
SECTOR BY INDUSTRY FROM 1995 TO 2008
BILANGAN MAJIKAN BERDAFTAR DARI SEKTOR PERKHIDMATAN
MENGIKUT INDUSTRI DARI TAHUN 1995 HINGGA 2008

Industry / Industri	Registered Employers from 1995 - 2008 / Majikan Berdaftar dari Tahun 1995 - 2008	
	No. of Employers/ Bil. Majikan	Percentage/ Peratusan (%)
Research & Development / Penyelidikan & Pembangunan	57	1.08
Postal and Courier Services / Pos dan Perkhidmatan Kurier	56	1.06
Energy / Tenaga	38	0.72
Bonded Warehouse / Penggudangan	36	0.68
Port Services / Perkhidmatan Pelabuhan	25	0.47
Air Transport / Pengangkutan Udara	23	0.44
Total / Jumlah	5,283	100

Training Places

The number of training places is an indicator of the frequency of training and retraining activities conducted by employers for their employees. In 2008, the total number of training places approved was 736,410, registering an increase of 6.59%, compared to 690,875 approved in 2007. Details of training places approved by the sectors in 2008 (**Chart 1**) and for the past 5 years are as shown in **Chart 2**.

Tempat Latihan

Jumlah tempat latihan merupakan indikator kekerapan aktiviti latihan dan latihan semula yang dijalankan oleh majikan kepada pekerja mereka. Dalam tahun 2008, sebanyak 736,410 tempat latihan telah diluluskan, peningkatan sebanyak 6.59%, berbanding 690,875 tempat latihan yang diluluskan dalam tahun 2007. Maklumat terperinci mengenai tempat latihan yang diluluskan dalam tahun 2008 mengikut sektor (**Carta 1**) dan untuk 5 tahun kebelakang adalah seperti di **Carta 2**.

CHART 1 / CARTA 1
APPROVED TRAINING PLACES BY SECTOR IN 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT SEKTOR DALAM TAHUN 2008

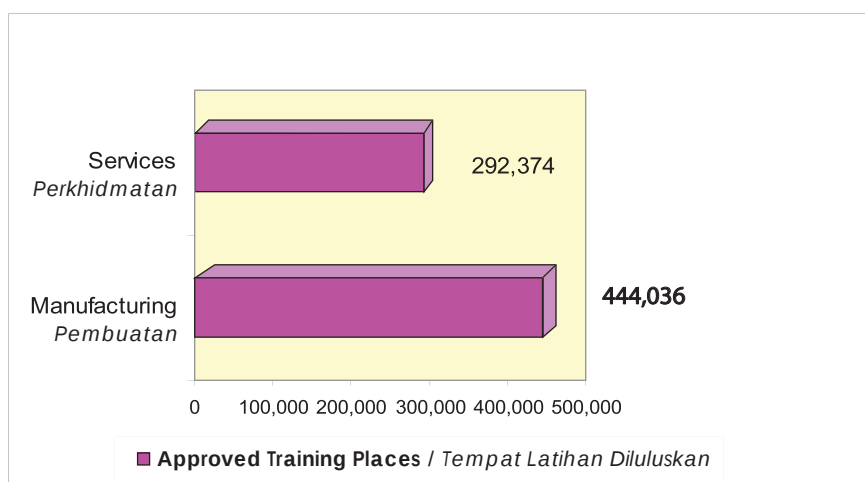
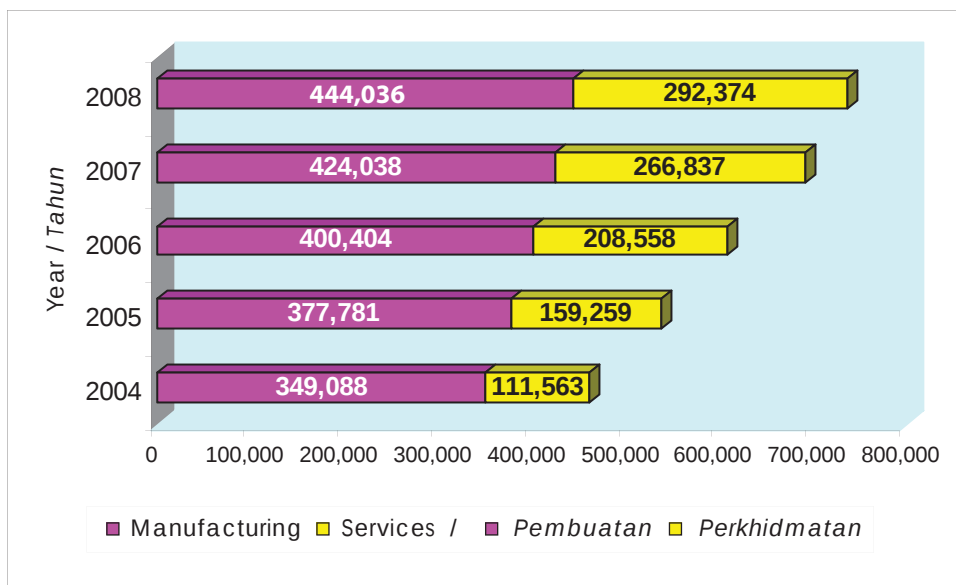


CHART 2 / CARTA 2
APPROVED TRAINING PLACES BY SECTOR FROM 2004 TO 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT SEKTOR DARI 2004 SEHINGGA 2008



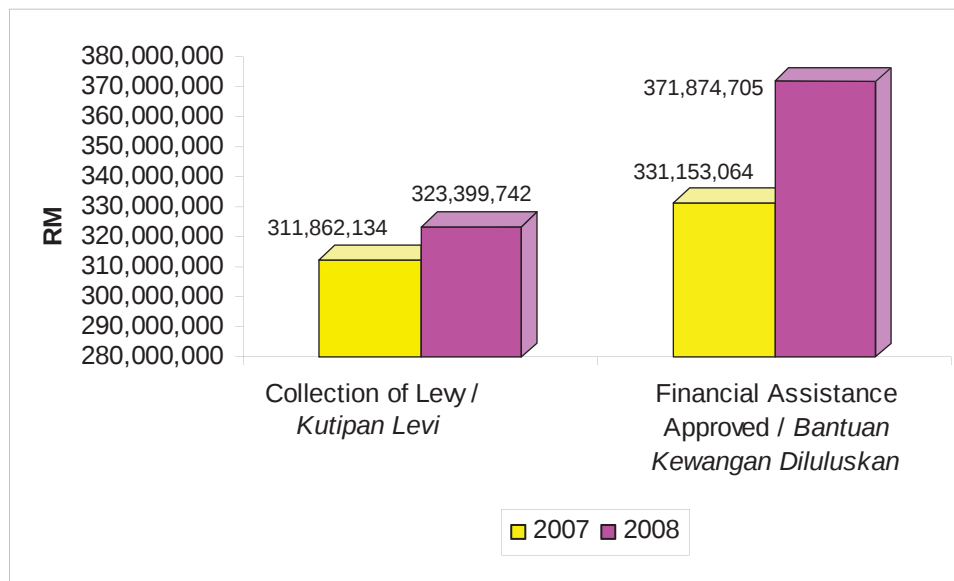
Financial Assistance Approved

With an increase in the number of training places, the amount of financial assistance approved had also increased in 2008. The total amount of financial assistance approved was RM371.87 million, registering an increase of 12.3%, compared to RM331.15 million approved in 2007. The amount approved in 2008 was 14.99% higher than the total amount of levy collected, which amounted to RM323.39 million. Details are as shown in **Chart 3**.

Bantuan Kewangan Diluluskan

Peningkatan bilangan tempat latihan diluluskan dalam tahun 2008 telah membawa kepada peningkatan jumlah bantuan kewangan diluluskan. Jumlah bantuan kewangan diluluskan ialah RM371.87 juta, meningkat 12.3%, berbanding RM331.15 juta diluluskan dalam tahun 2007. Bantuan kewangan diluluskan dalam tahun 2008 adalah 14.99% lebih tinggi daripada jumlah levi yang dikutip iaitu RM323.39 juta seperti di **Carta 3**.

CHART 3 / CARTA 3
COMPARISON BETWEEN FINANCIAL ASSISTANCE APPROVED AND
LEVY COLLECTION FOR 2007 AND 2008
PERBANDINGAN ANTARA BANTUAN KEWANGAN DILULUSKAN DAN
KUTIPAN LEVI BAGI 2007 DAN 2008



Training Places Approved by Industry

Employers from Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies industries were the most active in retraining and upgrading the skills of their employees in 2008. The total number of training places approved for this industry was 147,785, representing 20.09% of the overall training places approved. The second most active industry was Supermarkets/ Hypermarkets with 51,072 training places or 7.03%. Details on the number of training places approved by industry are shown in **Table 7**.

Tempat Latihan yang Diluluskan Mengikut Industri

Majikan industri Komponen Elektronik, Jentera Elektrik, Alat Perkakas dan Kelengkapan adalah paling aktif melatih semula dan meningkatkan kemahiran pekerja dalam tahun 2008. Jumlah tempat latihan diluluskan untuk industri ini ialah 147,785, iaitu 20.09% daripada jumlah keseluruhan tempat latihan yang diluluskan. Industri kedua paling aktif ialah Pasaraya/Pasaraya Besar dengan 51,072 tempat latihan atau 7.03%. Maklumat terperinci mengenai tempat latihan diluluskan mengikut industri adalah seperti di **Jadual 7**.

TABLE 7 / JADUAL 7
APPROVED TRAINING PLACES BY INDUSTRY FOR 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT INDUSTRI BAGI 2008

CODE/ KOD	SECTOR / SEKTOR	TRAINING PLACES / TEMPAT LATIHAN	PERCENTAGE/ PERATUSAN (%)
383	Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies / <i>Komponen Elektronik, Jentera Elektrik, Alat Perkakas dan Kelengkapan</i>	147,785	20.09
52112	Supermarkets / Hypermarkets / <i>Pasaraya / Pasaraya Besar</i>	51,702	7.03
63200	Hotel Industry / <i>Industri Perhotelan</i>	38,360	5.21
41010	Electrical Light and Power / <i>Cahaya dan Tenaga Elektrik</i>	31,460	4.28
311	Manufacturers of Food / <i>Pengeluaran Makanan</i>	31,372	4.26
384	Transportation Equipment / <i>Kelengkapan Pengangkutan</i>	31,126	4.23
356	Plastics Products / <i>Keluaran Plastik</i>	30,266	4.11
381	Fabricated Metal Products except Machinery / <i>Produk Logam yang direka kecuali Jentera</i>	28,382	3.86
85100	Private Hospital / <i>Hospital Swasta</i>	25,433	3.46
83230	Computer Industries / <i>Industri Komputer</i>	23,836	3.24
72009	Telecommunication / <i>Telekomunikasi</i>	21,545	2.93
352	Other Chemical Products / <i>Lain-lain Keluaran Kimia</i>	21,034	2.86
355	Rubber Products / <i>Keluaran Getah</i>	20,508	2.79
93100	Education Services / <i>Perkhidmatan Pendidikan</i>	17,419	2.37
72001	Postal & Courier Service / <i>Perkhidmatan Pos & Kurier</i>	17,315	2.35
382	Machinery except Electric Equipment / <i>Jentera kecuali Alat Elektrik</i>	15,239	2.07
369	Non-Metal Mineral Products / <i>Produk Galian bukan Logam</i>	14,622	1.99
71161	Freight Forwarder / <i>Penghantaran Fret</i>	13,791	1.87
342	Printing & Publishing / <i>Percetakan & Penerbitan</i>	13,645	1.85
371	Iron and Steel Basic Industries / <i>Industri Asas Besi dan Keluli</i>	13,026	1.77
341	Manufacturers of Paper and Paper Product / <i>Keluaran Kertas dan Produk Kertas</i>	10,648	1.45

TABLE 7 / JADUAL 7
APPROVED TRAINING PLACES BY INDUSTRY FOR 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT INDUSTRI BAGI 2008

CODE/ KOD	SECTOR / SEKTOR	TRAINING PLACES / TEMPAT LATIHAN	PERCENTAGE/ PERATUSAN (%)
353	Manufacturers of Crude Oil / <i>Pengeluaran Minyak Mentah</i>	10,042	1.37
331	Manufacturers of Wood, Wood Products and Cork, except Furniture / <i>Pengeluaran Kayu, Produk Kayu dan Gabus kecuali Perabot</i>	9,485	1.29
75220	Security Services / <i>Perkhidmatan Keselamatan</i>	9,355	1.27
321	Textile / <i>Tekstil</i>	7,306	0.99
74219	Engineering Support and Maintenance / <i>Perkhidmatan Sokongan dan Penyelenggaraan Kejuruteraan</i>	6,797	0.92
351	Chemical Industry / <i>Industri Kimia</i>	6,593	0.90
362	Glass Products / <i>Keluaran Kaca</i>	6,323	0.86
63035	Port Services / <i>Perkhidmatan Pelabuhan</i>	4,807	0.65
312	Manufacturers of Food / <i>Pengeluaran Makanan</i>	4,792	0.65
52512	Direct Selling / <i>Jualan Langsung</i>	4,606	0.63
93101	Training Services / <i>Perkhidmatan Latihan</i>	4,508	0.61
322	Clothing / <i>Pakaian</i>	4,470	0.61
332	Furniture / <i>Perabot</i>	4,324	0.59
83250	Advertising / <i>Pengiklanan</i>	4,108	0.56
71210	Shipping / <i>Perkapalan</i>	3,999	0.54
73100	Research and Development / <i>Penyelidikan dan Pembangunan</i>	3,727	0.51
71310	Air Transport / <i>Pengangkutan Udara</i>	2,952	0.40
313	Beverage Industry / <i>Industri Minuman</i>	2,943	0.40
60214	Suburban Railway Passenger Transport / <i>Pengangkutan Keretapi Penumpang Luarbandar</i>	2,187	0.30
314	Tobacco Manufacturers / <i>Pengeluaran Tembakau</i>	1,727	0.23
385	Manufacturers of Professional and Scientific and Measuring and Controlling Equipment / <i>Pengeluaran Alat Profesional dan Saintifik serta Ukuran & Kawalan</i>	1,685	0.23

TABLE 7 / JADUAL 7
APPROVED TRAINING PLACES BY INDUSTRY FOR 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT INDUSTRI BAGI 2008

CODE/ KOD	SECTOR / SEKTOR	TRAINING PLACES / TEMPAT LATIHAN	PERCENTAGE/ PERATUSAN (%)
372	Non-Ferrous Metal Basic Industries / <i>Industri Asas Logam bukan Ferum</i>	1,593	0.22
52192	Departmental Store / <i>Gedung Serbaneka</i>	1,552	0.21
60230	Freight Transport by Road / <i>Pengangkutan Fret melalui Jalanraya</i>	1,308	0.18
323	Manufacturers of Leather / <i>Pengeluaran Kulit</i>	1,037	0.14
71919	Travel Agency / <i>Agensi Pengembaraan</i>	1,026	0.14
63020	Bonded Warehouse / <i>Penggudangan</i>	482	0.07
361	Pottery and Pottery Products / <i>Tembikar dan Keluaran Tembikar</i>	481	0.07
354	Petroleum and Coal Products / <i>Produk Petroleum & Arang Batu</i>	454	0.06
324	Manufacturers of Footwear / <i>Pengeluaran Kasut</i>	430	0.06
60211	Bus Services / <i>Perkhidmatan Bas</i>	96	0.01
60221	Taxi Car for Hire / <i>Perkhidmatan Kereta Sewa</i>	1	0.00
60229	Other Non-scheduled Passenger Transport / <i>Lain-lain Pengangkutan Penumpang tidak Berjadual</i>	2	0.00
390	Other Production Industries / <i>Lain-lain Industri Pengeluaran</i>	1,960	0.27
Total / Jumlah		735,672	100

Note : SBL,SBL-KHAS, PROLUS and PERLA Scheme except Apprenticeship Scheme, SLPD, SLG and ITS
Nota : Skim SBL, SBL-KHAS, PROLUS dan PERLA kecuali Skim Perantisan, SLPD, SLG dan ITS

Financial Assistance Approved by Industry

For the financial assistance approved by industry, the highest amount was for employers from Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies industries, which amounted to RM69.23 million (18.68%). Computer industries recorded the second highest with RM25.08 million or 6.77%. Details on financial assistance approved by industry are shown in **Table 8**.

Bantuan Kewangan yang Diluluskan Mengikut Industri

Dari segi bantuan kewangan diluluskan, bantuan kewangan tertinggi adalah dari majikan Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan berjumlah RM69.23 juta (18.68%). Industri Komputer merupakan industri kedua tertinggi dengan RM25.08 juta atau 6.77%. Maklumat terperinci mengenai bantuan kewangan diluluskan mengikut industri adalah seperti di **Jadual 8**.

TABLE 8 / JADUAL 8
APPROVED FINANCIAL ASSISTANCE BY INDUSTRY FOR 2008
BANTUAN KEWANGAN DILULUSKAN MENGIKUT INDUSTRI BAGI 2008

CODE/ KOD	SECTOR / SEKTOR	FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	PERCENTAGE/ PERATUSAN (%)
383	Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies / <i>Komponen Elektronik, Jentera Elektrik, Alat Perkakas dan Kelengkapan</i>	69,226,495	18.68
83230	Computer Industries / <i>Industri Komputer</i>	25,080,785	6.77
41010	Electrical Light and Power / <i>Cahaya dan Tenaga Elektrik</i>	22,369,850	6.04
72009	Telecommunication / <i>Telekomunikasi</i>	14,521,433	3.92
311	Manufacturers of Food / <i>Pengeluaran Makanan</i>	14,163,125	3.82
63200	Hotel Industries / <i>Industri Perhotelan</i>	13,848,135	3.74
384	Transportation Equipment / <i>Kelengkapan Pengangkutan</i>	13,692,960	3.69
381	Fabricated Metal Products except Machinery / <i>Produk Logam yang direka kecuali Jentera</i>	13,253,394	3.58
356	Plastics Products / <i>Keluaran Plastik</i>	12,028,075	3.25
52112	Supermarkets & Hypermarkets / <i>Pasaraya & Pasaraya Besar</i>	11,234,223	3.03
71310	Air Transport / <i>Pengangkutan Udara</i>	10,776,058	2.91
352	Other Chemical Products / <i>Lain-lain Keluaran Kimia</i>	10,336,055	2.79
93100	Education Services / <i>Perkhidmatan Pendidikan</i>	8,623,716	2.33
353	Manufacturer of Crude Oil / <i>Pengeluaran Minyak Mentah</i>	8,322,619	2.25
71161	Freight Forwarder / <i>Pengangkutan Fret</i>	8,330,390	2.25
85100	Private Hospital / <i>Hospital Swasta</i>	8,313,231	2.24
355	Rubber Products / <i>Keluaran Getah</i>	7,899,514	2.13
382	Machinery except Electric Equipment / <i>Jentera kecuali Alat Elektrik</i>	7,569,523	2.04
72001	Postal & Courier Service / <i>Perkhidmatan Pos & Kurier</i>	7,511,993	2.03
342	Printing and Publishing / <i>Percetakan dan Penerbitan</i>	7,309,520	1.97
369	Non-Metal Mineral Products / <i>Produk Galian bukan Logam</i>	6,977,245	1.88
371	Iron and Steel Basic Industries / <i>Industri Asas Besi dan Keluli</i>	6,341,958	1.71
74219	Engineering Support and Maintenance / <i>Sokongan dan Penyelenggaraan Kejuruteraan</i>	5,163,086	1.39

TABLE 8 / JADUAL 8
APPROVED FINANCIAL ASSISTANCE BY INDUSTRY FOR 2008
BANTUAN KEWANGAN DILULUSKAN MENGIKUT INDUSTRI BAGI 2008

CODE/ KOD	SECTOR / SEKTOR	FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	PERCENTAGE/ PERATUSAN (%)
331	Manufacturers of Wood, Wood Products and Cork, except Furniture / <i>Pengeluaran Kayu, Produk Kayu dan Gabus kecuali Perabot</i>	4,412,678	1.19
351	Chemical Industry / <i>Industri Kimia</i>	4,292,991	1.16
63035	Port Services / <i>Perkhidmatan Pelabuhan</i>	4,018,204	1.08
341	Manufacturers of Paper and Paper Product / <i>Pengeluaran Kertas dan Produk Kertas</i>	3,986,591	1.08
71210	Shipping / <i>Perkapalan</i>	3,698,305	1.00
321	Textile / <i>Tekstil</i>	3,681,909	0.99
75220	Security Services / <i>Perkhidmatan Keselamatan</i>	3,570,948	0.96
83250	Advertising / <i>Pengiklanan</i>	3,459,089	0.93
93101	Training Services / <i>Perkhidmatan Latihan</i>	3,000,049	0.81
362	Glass Products / <i>Keluaran Kaca</i>	2,670,274	0.72
332	Furniture / <i>Perabot</i>	2,514,116	0.68
52512	Direct Selling / <i>Jualan Langsung</i>	2,513,398	0.68
312	Manufacturers of Food / <i>Pengeluaran Makanan</i>	2,223,270	0.60
73100	Research and Development / <i>Penyelidikan dan Pembangunan</i>	2,222,105	0.60
322	Clothing / <i>Pakaian</i>	2,027,949	0.55
313	Beverage Industry / <i>Industri Minuman</i>	1,252,337	0.34
314	Tobacco Manufacturers / <i>Pengeluaran Tembakau</i>	1,214,977	0.33
71919	Travel Agency / <i>Agensi Pengembaraan</i>	1,032,900	0.28
60214	Suburban Railway Passenger Transport / <i>Pengangkutan Keretapi Penumpang Luarbandar</i>	1,011,231	0.27
372	Non-Ferrous Metal Basic Industries / <i>Industri Asas Logam bukan Ferum</i>	853,014	0.23
385	Manufacturers of Professional and Scientific and Measuring and Controlling Equipment / <i>Pengeluaran Alat Profesional dan Saintifik serta Ukuran & Kawalan</i>	759,568	0.20

TABLE 8 / JADUAL 8
APPROVED FINANCIAL ASSISTANCE BY INDUSTRY FOR 2008
BANTUAN KEWANGAN DILULUSKAN MENGIKUT INDUSTRI BAGI 2008

CODE/ KOD	SECTOR / SEKTOR	FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	PERCENTAGE/ PERATUSAN (%)
323	Manufacturers of Leather / <i>Pengeluaran Kulit</i>	531,537	0.14
63020	Bonded Warehouse / <i>Penggudangan</i>	322,915	0.09
60230	Freight Transport By Road / <i>Pengangkutan Fret melalui Jalanraya</i>	293,475	0.08
52192	Departmental Store / <i>Gedung Serbaneka</i>	276,332	0.07
324	Manufacturers of Footwear / <i>Pengeluaran Kasut</i>	266,187	0.07
354	Petroleum and Coal Products / <i>Keluaran Petroleum dan Arang batu</i>	259,796	0.07
361	Pottery and Pottery Products / <i>Tembikar dan Keluaran Tembikar</i>	253,659	0.07
60211	Bus Services / <i>Perkhidmatan Bas</i>	53,161	0.01
60229	Other Non-scheduled Passenger Transport / <i>Lain-lain Pengangkutan Penumpang tidak Berjadual</i>	4,218	0.00
60221	Taxi Car For Hire / <i>Perkhidmatan Kereta Sewa</i>	40	0.00
390	Other Production Industries / <i>Lain-lain Industri Pengeluaran</i>	1,012,764	0.27
Total / Jumlah		370,583,370	100

Note : SBL, SBL-KHAS, PROLUS, PERLA, Training Equipment, IT and CBT Scheme except Apprenticeship Scheme, SLPD, SLG and ITS
Nota : Skim SBL, SBL-Khas, PROLUS, PERLA, Peralatan Latihan, IT dan CBT kecuali Skim Perantisan, SLPD, SLG dan ITS

Training Places Approved by Skill Area

Skills training related to Quality and Productivity was the most sought after skill area by employers in retraining and skills upgrading of their employees. This is in line with the current needs to enhance quality of products/services and productivity to enable employers to stay competitive in the global market. In 2008, a total of 174,398 training places or 23.71% was approved for this skill area.

The second most sought after skill area was Occupational Safety and Health with 107,833 training places, constituting 14.66% of the total training places approved in 2008 followed by Technical with 72,424 (9.84%) training places. More details are shown in **Table 9**.

Tempat Latihan yang Diluluskan Mengikut Bidang Kemahiran

Kemahiran berkaitan Kualiti dan Produktiviti adalah pilihan utama majikan dalam melatih semula dan meningkatkan kemahiran pekerja. Ini adalah selaras dengan keperluan semasa untuk meningkatkan produk/perkhidmatan dan produktiviti agar majikan terus berdaya saing di pasaran global. Dalam tahun 2008, sebanyak 174,398 tempat latihan atau 23.71% diluluskan dalam bidang kemahiran ini.

Bidang kemahiran kedua tertinggi pilihan majikan adalah Keselamatan dan Kesihatan Pekerjaan dengan 107,833 tempat latihan, iaitu 14.66% daripada jumlah tempat latihan diluluskan dalam tahun 2008 diikuti bidang Teknikal dengan 72,424 (9.84%) tempat latihan. Maklumat terperinci adalah seperti di **Jadual 9**.

TABLE 9 / JADUAL 9
APPROVED TRAINING PLACES BY SKILL AREA FOR 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI 2008

CODE/ KOD	SKILL AREAS / BIDANG KEMAHIRAN	TRAINING PLACES / TEMPAT LATIHAN	PERCENTAGE/ PERATUSAN (%)
004	Quality & Productivity / <i>Kualiti & Produktiviti</i>	174,398	23.71
L09	Occupational Safety and Health / <i>Keselamatan dan Kesihatan Pekerjaan</i>	107,833	14.66
001	Technical / <i>Teknikal</i>	72,424	9.84
L10	Motivation & Teambuilding / <i>Motivasi & Bina Semangat</i>	60,668	8.25
L01	Management / <i>Pengurusan</i>	57,413	7.80
003	Computer / Information Technology / <i>Komputer / Teknologi Maklumat</i>	50,061	6.80
L04	Communications and Public Relations / <i>Komunikasi dan Perhubungan Awam</i>	40,160	5.46
005	Supervisory / <i>Penyeliaan</i>	38,123	5.18
L17	Operation Management / <i>Pengurusan Operasi</i>	33,313	4.53
L06	Human Resources Management / <i>Pengurusan Sumber Manusia</i>	13,858	1.88
L07	Financial & Accounting / <i>Kewangan & Perakaunan</i>	12,848	1.75
L05	Language / <i>Bahasa</i>	10,007	1.36
L13	Sales & Marketing / <i>Jualan & Pemasaran</i>	8,613	1.17
S/SL	Local Seminar / <i>Seminar Dalam Negeri</i>	6,759	0.92
L02	Administration / <i>Pentadbiran</i>	5,934	0.81
L12	Executive Development Programme / <i>Program Pembangunan Eksekutif</i>	5,929	0.81
L08	Law / <i>Undang-undang</i>	4,958	0.67
L16	Purchasing, Store & Warehousing / <i>Pembelian, Stor & Penggudangan</i>	4,600	0.63
L11	Clerical Development Programme / <i>Program Pembangunan Perkeranian</i>	4,175	0.57

TABLE 9 / JADUAL 9
APPROVED TRAINING PLACES BY SKILL AREA FOR 2008
TEMPAT LATIHAN DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI 2008

CODE/ KOD	SKILL AREAS / BIDANG KEMAHIRAN	TRAINING PLACES / TEMPAT LATIHAN	PERCENTAGE/ PERATUSAN (%)
011	Teaching / Mengajar	4,091	0.56
L26	Strategic Management / Pengurusan Strategik	3,843	0.52
L20	High Technology / Teknologi Tinggi	3,681	0.50
008	Medical / Perubatan	2,418	0.33
006	Overseas Training / Latihan Luar Negeri	1,976	0.27
L15	Industrial Relations / Perhubungan Perusahaan	1,966	0.27
L03	Clerical / Perkeranian	955	0.13
LL/SLL	Overseas Seminar / Seminar Luar Negeri	771	0.10
L24	Engineering / Kejuruteraan	690	0.09
L21	New Technology / Teknologi Baru	685	0.09
L23	Research and Development / Penyelidikan dan Pembangunan	608	0.08
099	Special Programme / Program Khas	467	0.06
096	PSMB Special Programme / Program Khas PSMB	393	0.05
D04	Quality & Public Relation Diplomas / Diploma Bidang Kualiti & Perhubungan Awam	279	0.04
L14	Mathematics (Numeric) / Matematik	214	0.03
010	Computer for Academy / Komputer untuk Akademi	188	0.03
L22	New Products / Produk Baru	123	0.02
D06	Other Diploma Programmes / Program Diploma Lain-lain Bidang	27	0.00
D01	Technical Diploma / Diploma Bidang Teknikal	16	0.00
L19	Masters Programme / Program Sarjana	9	0.00
L18	Ph.D Programme / Program Doktor Falsafah (Ph.D)	3	0.00
007	Others / Lain-lain	195	0.03
Total / Jumlah		735,672	100

Note : SBL,SBL-KHAS, PROLUS and PERLA Scheme only except Apprenticeship Scheme, SLPD, SLG and ITS
Nota : Skim SBL, SBL-Khas, PROLUS dan PERLA sahaja kecuali Skim Perantisan, SLPD, SLG dan ITS

Financial Assistance Approved by Skill Area

Skill training related to Technical received the highest financial assistance approved in retraining and skills upgrading of the workforce. In 2008, a total of RM63.04 million of financial assistance, representing 17.33% of the total financial assistance approved. This is followed by skill area in Quality and Productivity with a financial assistance of RM62.39 million (17.16%). More details are shown in **Table 10**.

Bantuan Kewangan Diluluskan Mengikut Bidang Kemahiran

Latihan kemahiran berkaitan Teknikal menerima kelulusan bantuan kewangan tertinggi dalam latihan semula dan peningkatan kemahiran pekerja. Dalam tahun 2008, sebanyak RM63.04 juta bantuan kewangan, iaitu 17.33% daripada jumlah keseluruhan bantuan kewangan diluluskan. Ini diikuti Kualiti dan Produktiviti dengan bantuan kewangan sebanyak RM62.39 juta (17.16%). Maklumat terperinci adalah seperti di **Jadual 10**.

TABLE 10 / JADUAL 10
APPROVED FINANCIAL ASSISTANCE BY SKILL AREA FOR 2008
BANTUAN KEWANGAN DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI 2008

CODE/ KOD	SKILL AREAS / BIDANG KEMAHIRAN	FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	PERCENTAGE/ PERATUSAN (%)
001	Technical / Teknikal	63,035,345	17.33
004	Quality & Productivity / Kualiti & Produktiviti	62,397,913	17.16
003	Computer / Information Technology / Komputer / Teknologi Maklumat	35,027,450	9.63
L09	Occupational Safety and Health / Keselamatan dan Kesihatan Pekerjaan	30,781,663	8.46
L10	Motivation & Teambuilding / Motivasi & Bina Semangat	28,849,263	7.93
L01	Management / Pengurusan	28,684,068	7.89
L04	Supervisory / Penyeliaan	17,466,216	4.80
005	Communication and Public Relations / Komunikasi dan Perhubungan Awam	16,360,945	4.50
L17	Overseas Training / Latihan Luar Negeri	10,002,060	2.75
L06	Financial & Accounting / Kewangan & Perakaunan	9,425,265	2.59
L07	Operation Management / Pengurusan Operasi	9,371,746	2.58
L05	Human Resources Management / Pengurusan Sumber Manusia	7,898,371	2.17
L13	Sales & Marketing / Jualan & Pemasaran	5,486,364	1.51
S/SL	Local Seminar / Seminar Dalam Negeri	5,316,395	1.46
L02	Language / Bahasa	5,064,261	1.39

TABLE 10 / JADUAL 10
APPROVED FINANCIAL ASSISTANCE BY SKILL AREA FOR 2008
BANTUAN KEWANGAN DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI 2008

CODE/ KOD	SKILL AREAS / BIDANG KEMAHIRAN	FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	PERCENTAGE/ PERATUSAN (%)
L12	Executive Development Programme / Program Pembangunan Eksekutif	3,487,271	0.96
L08	Overseas Seminar / Seminar Luar Negeri	3,368,276	0.93
L16	Administration / Pentadbiran	2,884,098	0.79
L11	Law / Undang-undang	2,745,833	0.75
011	Purchasing, Store & Warehousing / Pembelian, Stor & Penggudangan	2,610,376	0.72
L26	Strategic Management / Pengurusan Strategik	2,560,676	0.70
L20	Advanced Technology / Teknologi Tinggi	2,507,548	0.69
008	Teaching / Mengajar	1,322,486	0.36
006	Clerical Development Programme / Program Pembangunan Perkeranian	1,264,759	0.35
L15	Industrial Relations / Perhubungan Perusahaan	808,761	0.22
L03	Medical / Perubatan	782,327	0.22
LL/SLL	Engineering / Kejuruteraan	690,737	0.19
L24	Research and Development / Penyelidikan dan Pembangunan	596,569	0.16
L21	Clerical / Perkeranian	562,889	0.15
L23	New Technology / Teknologi Baru	490,225	0.13
099	Masters Programme / Program Sarjana	297,938	0.08
D04	Ph.D Programme / Program Doktor Falsafah (Ph.D)	261,295	0.07
L14	PSMB Special Programme / Program Khas PSMB	248,705	0.07
007	Quality & Public Relations Diplomas / Diploma Bidang Kualiti & Perhubungan Awam	190,631	0.05
010	Computer For Academy / Komputer Untuk Akademi	152,912	0.04
L22	Other Diploma Programmes / Program Diploma Lain-lain Bidang	126,180	0.03
D01	New Products / Produk Baru	103,190	0.03

TABLE 10 / JADUAL 10
APPROVED FINANCIAL ASSISTANCE BY SKILL AREA FOR 2008
BANTUAN KEWANGAN DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI 2008

CODE/ KOD	SKILL AREAS / BIDANG KEMAHIRAN	FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	PERCENTAGE/ PERATUSAN (%)
D06	Mathematics (Numeric) / Matematik	101,036	0.03
L19	Special Programme / Program Khas	85,263	0.02
L18	Technical Diploma / Diploma Teknikal	28,218	0.01
096	Others / Lain-lain	272,807	0.08
Total /Jumlah		363,718,331	100

Note : SBL, SBL-KHAS, PERLA and PROLUS Scheme only except for Apprenticeship Scheme, SLPD, SLG, Training Equipment, IT, CBT and ITS
Nota : Skim SBL, SBL-Khas, PERLA dan PROLUS sahaja kecuali Skim Perantisan, SLPD, SLG, Pembelian Peralatan, IT, CBT dan ITS

Duration of Training and Category of Employees Trained (SBL Scheme)

On average, the total training hours approved per employee in 2008 was 15.79 hours. The highest average training hours accumulated was for the Engineer category with 20.41 hours, followed by Skilled Employees with 18.05 hours and Lecturers with 18.93 hours. The highest number of employees trained by category was the Executive group with 177,655 training places, followed by Other Staff with 176,700 training places and Supervisors with 61,162 training places. Details are shown in **Table 11**.

Tempoh Latihan dan Kategori Pekerja Dilatih (Skim SBL)

Secara purata, jumlah jam latihan diluluskan bagi setiap pekerja dalam tahun 2008 adalah 15.79 jam. Purata jam tertinggi dikumpul adalah dari kategori Jurutera dengan 20.41 jam, diikuti Pekerja Mahir dengan 18.05 jam dan Pensyarah dengan 18.93 jam. Jumlah pekerja tertinggi dilatih adalah dari kumpulan Eksekutif dengan 177,655 tempat latihan, diikuti Lain-lain Kakitangan dengan 176,700 tempat latihan dan Penyelia dengan 61,162 tempat latihan. Maklumat terperinci adalah seperti di **Jadual 11**.

TABLE 11 / JADUAL 11
TOTAL TRAINING HOURS BY CATEGORY OF EMPLOYEES UNDER SBL
SCHEME FOR 2008
PURATA JAM LATIHAN MENGIKUT KATEGORI PEKERJA DI BAWAH SKIM SBL
TAHUN 2008

CATEGORY OF EMPLOYEES / KATEGORI PEKERJA	TOTAL TRAINING HOURS/ JUMLAH JAM LATIHAN	AVERAGE TRAINING HOURS / PURATA JAM LATIHAN	TRAINING PLACES / TEMPAT LATIHAN	PERCENTAGE/ PERATUSAN (%)
Engineers / Jurutera	788,972	20.41	38,650	5.65
Skilled Employees / Pekerja Mahir	398,858	18.05	22,097	3.23
Lecturers / Pensyarah	144,714	18.93	7,643	1.12
Technicians / Juruteknik	889,280	18.22	48,819	7.14
Administrative & Support Staff / Kakitangan Pentadbiran & Sokongan	536,966	16.02	33,513	4.90
Production Employees / Pekerja Pengeluaran	544,829	15.76	34,573	5.05
Executives / Eksekutif	2,763,403	15.55	177,655	25.97
General Workers / Pekerja Am	650,767	14.50	44,886	6.56
Supervisors / Penyelia	852,571	13.94	61,162	8.94
Professionals / Ikhtisas	258,555	13.29	19,459	2.84
Sales/Marketing / Services Staff / Kakitangan Jualan / Pemasaran / Perkhidmatan	242,921	12.81	18,963	2.77
Others / Lain-lain	2,727,898	15.44	176,700	25.83
Total / Jumlah	10,799,734	15.79	684,120	100

On a cumulative basis since 2006, a total of 1,123,513 training places was approved for the retraining and skills upgrading of employees in the Non-Executive group and 734,895 training places for the Executive group. In the same period, financial assistance approved for the Non-Executive group was RM572.15 million and RM310.25 million for the Executive group. The figures showed that training for the Non-Executive group was given greater emphasis than the Executive group. Details are shown in **Table 12**.

Sejak 2006, secara kumulatifnya, sebanyak 1,123,513 tempat latihan diluluskan untuk kumpulan Bukan Eksekutif dan 734,895 tempat latihan untuk kumpulan Eksekutif. Dalam tempoh sama, jumlah bantuan kewangan diluluskan untuk kumpulan Bukan Eksekutif adalah sebanyak RM572.15 juta dan RM310.25 juta untuk kumpulan Eksekutif. Angka tersebut menunjukkan latihan untuk kumpulan Bukan Eksekutif lebih ditekankan berbanding kumpulan Eksekutif. Maklumat terperinci adalah seperti di **Jadual 12**.

TABLE 12 / JADUAL 12
TOTAL OF TRAINING PLACES AND FINANCIAL ASSISTANCE APPROVED BY CATEGORY
OF EMPLOYEES UNDER SBL SCHEME FOR 2006 - 2008
TEMPAT LATIHAN DAN BANTUAN KEWANGAN DILULUSKAN
MENGIKUT KATEGORI PEKERJA DI BAWAH SKIM SBL BAGI 2006 - 2008

YEAR / TAHUN	TRAINING PLACES / TEMPAT LATIHAN		FINANCIAL ASSISTANCE / BANTUAN KEWANGAN (RM)	
	EXECUTIVE / EKSEKUTIF	NON-EXECUTIVE / BUKAN EKSEKUTIF	EXECUTIVE / EKSEKUTIF	NON-EXECUTIVE / BUKAN EKSEKUTIF
2006	239,095 (44.14%)	302,519 (55.86%)	107,414,492.30 (38.28%)	173,167,212.70 (61.72%)
2007	252,393 (39.90%)	380,281 (60.10%)	108,219,894.62 (38.57%)	172,361,810.38 (61.43%)
2008	243,407 (35.58%)	440,713 (64.42%)	94,614,840.61 (29.45%)	226,619,466.39 (70.55%)
Total / Jumlah	734,895 (39.54%)	1,123,513 (60.46%)	310,249,227.50 (35.16%)	572,148,489.47 (64.84%)

Retrenched Workers Training Scheme

In 2008, a total of 579 workers were approved to attend retraining under the Retrenched Workers Training Scheme with financial assistance approved of RM1.77 million. Out of this, 455 (78.6%) were Bumiputras, 38 (6.6%) Chinese and 86 (14.8%) Indians. In terms of gender, 147 (25.4%) were males and 432 (74.6%) were females.

Industrial Training Scheme

On 28 May 2008, in line with the new amendment of PSMB Act, 2001 to encourage training and retraining amongst existing employees and to instill continuous self-development towards life long learning, PSMB had implemented the Industrial Training Scheme which allows all registered employers to train undergraduates via on-the-job training or industrial training at the employers' premises. As of 31 December 2008, a total number of 746 training places with a financial assistance of RM1.30 million were approved to the participating employers.

Skim Latihan Pekerja Yang Dihentikan Kerja

Dalam tahun 2008, seramai 579 pekerja telah diluluskan untuk mengikuti latihan semula di bawah Skim Latihan Pekerja Yang Dihentikan Kerja dengan bantuan kewangan diluluskan sebanyak RM1.77 juta. Daripada jumlah tersebut, 455 (78.6%) adalah Bumiputra, 38 (6.6%) Cina, dan 86 (14.8%) India. Dari segi jantina, 147 (25.4%) adalah lelaki dan 432 (74.6%) perempuan.

Skim Latihan Industri

Pada 28 Mei 2008, selaras dengan pindaan terbaru Akta PSMB, 2001 untuk menggalakkan latihan dan latihan semula pekerja sedia ada serta memupuk pembangunan diri secara berterusan ke arah pembelajaran sepanjang hayat, PSMB telah melaksanakan Skim Latihan Industri yang membenarkan majikan melatih siswazah melalui latihan di tempat kerja atau latihan industri di premis majikan. Setakat 31 Disember 2008, sebanyak 746 tempat latihan dengan bantuan kewangan RM1.30 juta telah diluluskan kepada majikan yang mengambil bahagian.

INCREASE THE SUPPLY OF SKILLED WORKERS AND SOFTWARE DEVELOPMENT SPECIALISTS

In 2008, PSMB continued to support the initiative of the government to train school leavers and unemployed Information and Communications Technology (ICT) graduates with the implementation of the following training schemes:

- a) **PSMB Apprenticeship Schemes** to train school leavers to be skilled workers in specific industries; and
- b) **Software Development Specialist Training Programme** to train unemployed IT graduates to be software development specialists in Open Source and Client Server technologies.

PSMB Apprenticeship Scheme

Six apprenticeship schemes were actively conducted with a total of 844 apprentices trained. Since 1996 to 2008, a total of 9,812 apprentices had been trained as shown in **Table 13**.

MENINGKATKAN PENAWARAN TENAGA KERJA MAHIR DAN PAKAR PEMBANGUNAN PERISIAN

Dalam tahun 2008, PSMB terus menyokong inisiatif kerajaan untuk melatih lepasan sekolah dan graduan menganggur dalam bidang Teknologi Maklumat dan Komunikasi dengan melaksanakan skim-skim latihan berikut:

- a) **Skim-skim Perantisan PSMB** untuk melatih lepasan sekolah dengan kemahiran dalam industri spesifik; dan
- b) **Program Latihan Pakar Pembangunan Perisian** untuk melatih graduan IT yang menganggur untuk menjadi pakar pembangunan perisian dalam teknologi "Open Source" dan "Client Server".

Skim Perantisan PSMB

Enam skim perantisan dijalankan secara aktif dengan seramai 844 perantis dilatih. Dari 1996 hingga 2008, 9,812 perantis telah dilatih seperti di dalam **Jadual 13**.

TABLE 13 / JADUAL 13
NUMBER OF APPRENTICES TRAINED BY SKILL AREA UNDER APPRENTICESHIP SCHEMES
BILANGAN PERANTIS DILATIH MENGIKUT BIDANG KEMAHIRAN DI BAWAH SKIM PERANTISAN

Item	Skill Areas / Bidang Kemahiran	1996 - 2008	2008
1	Mechatronics / Mekatronik	1,777	138
2	Hotel Industry / Industri Perhotelan	5,513	359
3	Tool and Die Machining / Pemesinan Alat dan Acuan	24	-
4	Industrial Machining / Pemesinan Industri	123	-
5	Information Technology (Preparatory) / Teknologi Maklumat (Persediaan)	151	-
6	Information Technology (Programming) / Teknologi Maklumat (Pengaturcaraan)	541	-
7	Wood Based Industry / Industri Berasaskan Kayu	74	10
8	Plastics Injection Moulding / Acuan Suntikan Plastik	967	153
9	Tool and Die Maker (Mould) / Pembuatan Perkakasan (Acuan)	582	144
10	Industrial Sewing Machine Technician / Juruteknik Industri Mesin Jahit	60	-
11	Tool and Die (Press Tool) / Pembuatan Perkakasan (Alat Tekan)	-	40
Total / Jumlah		9,812	844

Software Development Specialist Training Programme

The Software Development Specialist Training Programme was first implemented in August 2004 to train unemployed ICT graduates, especially those from non-programming discipline to become software development specialists. The objective of this programme is to increase the supply of software development specialists required by ICT industry. There are two types of specialisation offered, namely, Open Source and Client Server technologies with a training duration of 8.7 months and 8.4 months respectively including 3 months of practical training.

A total of 121 trainees attended this training in 2008, out of which, 85 trainees registered for Open Source programme and another 36 trainees for Client Server programme. As of 31 December 2008, 1,238 trainees had successfully completed the programmes.

A tracer study revealed that 1,236 trainees (99.84%) had secured jobs upon completion of training. This demonstrated a high achievement of employability as shown in **Table 14**.

Program Latihan Pakar Pembangunan Perisian

Program Latihan Pakar Pembangunan Perisian mula dilaksanakan pada Ogos 2004 bagi melatih graduan ICT menganggur, terutamanya dari jurusan bukan pengaturcaraan untuk melahirkan pakar pembangunan perisian. Objektif program ini ialah untuk meningkatkan pakar pembangunan perisian yang diperlukan oleh industri ICT. Terdapat dua pengkhususan ditawarkan, iaitu teknologi "Open Source" dan "Client Server", masing-masing mengambil masa 8.7 bulan dan 8.4 bulan termasuk latihan praktikal selama 3 bulan.

Seramai 121 pelatih telah mengikuti latihan ini, dan dari bilangan tersebut, 85 pelatih berdaftar untuk program "Open Source" dan 36 pelatih untuk program "Client Server". Sehingga 31 Disember 2008, seramai 1,238 pelatih telah berjaya menamatkan latihan.

Kajian pengesanan menunjukkan seramai 1,236 pelatih (99.84%) mendapat pekerjaan. Ini menunjukkan kebolehpekerjaan adalah tinggi selepas menamatkan latihan seperti di dalam **Jadual 14**

TABLE 14 / JADUAL 14
NUMBER OF SOFTWARE DEVELOPMENT SPECIALIST TRAINEES BY SPECIALISATION
BILANGAN PELATIH PAKAR PEMBANGUNAN PERISIAN MENGIKUT PENGKHUSUSAN

Year / Tahun	No. Of Trainees / Bil. Pelatih	No. Of Trainees Trained By Specialisation / Jumlah Pelatih Dilatih Mengikut Pengkhususan	Financial Assistance Approved / Bantuan Kewangan Diluluskan (RM)	No. Of Trainees Completed Training / Bil. Pelatih Tamat Latihan	No. Of Trainees Secured Employment / Bil. Pelatih Mendapat Pekerjaan
2004	118	Open Source: 59 Client Server: 59	1,023,650 973,500	59 59	59 (100%) 59 (100%)
2005	450	Open Source: 237 Client Server: 213	4,348,950 3,727,500	232 212	232 (100%) 212 (100%)
2006	354	Open Source: 190 Client Server: 164	3,486,500 2,870,000	187 160	187 (100%) 160 (100%)
2007	306	Open Source: 143 Client Server: 163	2,624,050 2,852,500	136 152	136 (100%) 152 (100%)
2008	121	Open Source: 85 Client Server: 36	1,559,750 630,000	41 0	39 (95.12%) 0 (0%)
Total/ Jumlah	1,349	Open Source: 714 Client Server: 635	24,096,400	1,238	1,236 (99.84%)

EQUIP WORKERS WITH THE LATEST KNOWLEDGE AND SKILLS RELATED TO INFORMATION AND COMMUNICATIONS TECHNOLOGY

Employers were encouraged to train their workforce in various short courses on ICT applications. To promote ICT training programmes to be conducted in-house, PSMB implemented the Computer-Based Training Scheme and Information Technology and Computer Aided Training Scheme.

In 2008, 50,061 training places were approved for employees to attend training in ICT applications with financial assistance of RM35 million.

Under Information Technology and Computer Aided Training Scheme, the amount of financial assistance approved was RM1.76 million, registering an increase of 85.26%, compared to RM0.95 million in 2007. The revision in the terms and conditions of the scheme have contributed to the increase in the financial assistance approved.

NEW TRAINING PROGRAMMES REQUIRED BY THE INDUSTRIES TO PRODUCE SKILLED WORKFORCE

A total of 35 training programmes were developed either by Training Committees or Brainstorming Sessions that were formed or organised for specific industries. The developed programmes are offered under the SBL-KHAS/PROLUS/PERLA/SMETAP Schemes to employers especially SMEs.

Of the 35 training programmes developed, 21 had been outsourced to training providers and 14 were developed in-house. The list of training programmes is shown in **Table 15**.

MELENGKAPKAN PEKERJA DENGAN PENGETAHUAN DAN KEMAHIRAN TERKINI DALAM BIDANG TEKNOLOGI MAKLUMAT DAN KOMUNIKASI

Majikan digalakkan melatih pekerja mereka dalam pelbagai kursus aplikasi ICT jangka pendek. Untuk menggalakkan latihan ICT dijalankan secara dalaman, PSMB melaksanakan Skim Latihan Berasaskan Komputer dan Teknologi Maklumat dan Skim Latihan Berbantu Komputer.

Dalam tahun 2008, sebanyak 50,061 tempat latihan diluluskan untuk pekerja menghadiri latihan aplikasi ICT dengan bantuan kewangan sebanyak RM35 juta.

Di bawah Skim Teknologi Maklumat dan Latihan Berbantu Komputer, RM1.76 juta bantuan kewangan diluluskan, peningkatan 85.26%, berbanding RM0.95 juta pada 2007. Kelonggaran pada terma dan syarat skim ini telah menyumbang kepada peningkatan bantuan kewangan.

PROGRAM LATIHAN BARU UNTUK MELAHIRKAN TENAGA KERJA MAHIR YANG DIPERLUKAN OLEH INDUSTRI

Sebanyak 35 program latihan dibangunkan menerusi Jawatankuasa Latihan atau Sesi Percambahan Fikiran yang ditubuhkan atau dianjurkan untuk industri spesifik. Program yang dibangunkan ditawarkan di bawah skim SBL-KHAS/PROLUS/PERLA/SMETAP kepada majikan terutamanya PKS.

Daripada 35 program latihan dibangunkan, 21 dibangunkan menerusi penyumberan luar dan 14 secara dalaman. Senarai program latihan adalah seperti **Jadual 15**.

TABLE 15 / JADUAL 15
TRAINING PROGRAMMES OUTSOURCED / DEVELOPED
PROGRAM LATIHAN SECARA PENYUMBERAN LUARAN / DIBANGUNKAN

Item	Training Programmes Outsourced / Program Latihan Secara Penyumberan Luaran	Industry / Industri
1	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Barang-Barang Lesen Kelas D	Commercial Land Transport
2	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Barang-Barang Lesen Kelas E (Bersendi)	Commercial Land Transport
3	Program latihan Ulangan dan Ujian Pemandu Kenderaan Barang-Barang Lesen Kelas E (Kejur)	Commercial Land Transport
4	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Barang-Barang Lesen Kelas E 1 (Bersendi)	Commercial Land Transport
5	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Barang-Barang Lesen E1 (Kejur)	Commercial Land Transport
6	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Barang-Barang Lesen Kelas E 2 (Kejur)	Commercial Land Transport
7	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Perkhidmatan Awam Lesen Kelas D	Commercial Land Transport
8	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Perkhidmatan Awam Lesen Kelas E	Commercial Land Transport
9	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Perkhidmatan Awam Lesen Kelas E1	Commercial Land Transport
10	Program Latihan Ulangan dan Ujian Pemandu Kenderaan Perkhidmatan Awam Lesen Kelas E 2	Commercial Land Transport
11	Defensive Driving Programme for Light Vehicles / Rigid	Commercial Land Transport
12	Kursus Menembak	Security Services
13	Quality and Productivity Tools and Techniques for Lecturers at Private Institutions of Higher Education	Private Colleges / Institutions of Higher Learning
14	Change Management for Educators At Private Institutions of Higher Education	Private Colleges / Institutions of Higher Learning
15	English Professional Development For Educators	Private Colleges / Institutions of Higher Learning
16	Research Methodology	Private Colleges / Institutions of Higher Learning
17	English Professional Development For Educators	Private Colleges / Institutions of Higher Learning
18	Material Handling Equipment (MHE) Operation – Truck Operation	Distributions & Logistics
19	Material Handling Equipment (MHE) Operation – Reach Truck	Distributions & Logistics
20	Material Handling Equipment (MHE) Operation – Crane	Distributions & Logistics
21	Material Handling Equipment (MHE) Operation – Forklift	Distributions & Logistics
22	Material Handling Equipment (MHE) Operation – Stacker	Distributions & Logistics
23	Material Handling Equipment (MHE) Operation – Forklift (Internal Compulsion)	Distributions & Logistic
24	Material Handling Equipment (MHE) Operation – Forklift (Batory)	Distributions & Logistic

TABLE 15 / JADUAL 15
TRAINING PROGRAMMES OUTSOURCED / DEVELOPED
PROGRAM LATIHAN SECARA PENYUMBERAN LUARAN / DIBANGUNKAN

Item	Training Programmes Outsourced / Program Latihan Secara Penyumberan Luaran	Industry / Industri
25	Halal and Haram in Islam	Food Manufacturing
26	Muamalat in Islam	Food Manufacturing
27	Food Science and Technology in Halal Food Production	Food Manufacturing
28	Halal Legislation and Administrative Controls	Food Manufacturing
29	Consumer Rights on Halal Products	Food Manufacturing
30	Financial Modelling and Analysis	All Sectors
31	Data Analysis Tool Packs	All Sectors
32	Web Designing	All Sectors
33	Business Finance For SME Entrepreneurs and Managers	All Sectors
34	Turnaround Strategies	All Sectors
35	Early Warning Analysis	All Sectors

SMEs DEVELOPMENT

The Government has recognised that having a productive and dynamic SMEs sector in Malaysia is an integral component towards achieving sustainable economic development. The SMEs are important suppliers and service providers to leading industries as well as producers of finished goods and services. Collectively, SMEs contribute to the growth of the manufacturing and services sectors in terms of output, employment and export.

The total number of SME employers registered with PSMB was 8,186 or 69.4% of the 11,793 total employers registered as at 31 December 2008. PSMB undertook several measures to assist SMEs in retraining to ensure that they have a highly trained and competent workforce to remain competitive. Overall, the rate of utilisation of the HRDF levy amongst the SMEs has increased from 34% in 1999 to 67% in 2008.

PEMBANGUNAN PKS

Kerajaan mengiktiraf sektor PKS di Malaysia yang produktif dan dinamik merupakan komponen penting ke arah pembangunan ekonomi yang berkekalan. PKS adalah pembekal dan penyedia perkhidmatan kepada industri utama termasuk pengeluar barangan siap dan perkhidmatan. Secara kolektifnya, PKS menyumbang kepada pertumbuhan sektor pembuatan dan perkhidmatan dari segi output, pekerjaan dan eksport.

Jumlah majikan PKS yang berdaftar dengan PSMB ialah 8,186 atau 69.4% daripada 11,793 setakat 31 Disember 2008. PSMB telah mengambil langkah membantu majikan PKS dalam latihan semula supaya mereka mempunyai tenaga pekerja terlatih dan kompeten untuk kekal berdaya saing. Pada keseluruhannya, kadar penggunaan levi KWPSM majikan PKS meningkat dari 34% pada 1999 kepada 67% pada 2008.

PSMB continues to play its role in assisting SMEs in their efforts to retrain and upgrade the skills of their workers. The measures undertaken to assist SMEs are as follows:

a) Inculcating A Proactive Training Culture Amongst SMEs

Through the many engagements with SMEs, one of the prevalent issues amongst SMEs is low awareness of the benefits of retraining. PSMB continuously undertakes efforts to convince SME top management that retraining and skills upgrading is crucial in achieving quality human capital to ensure company success. CEO-HRD Talk Series were conducted to enlighten SME employers on the importance of training and retraining to assist them in improving bottom line. Speakers from companies that had benefited from continuous training and retraining were invited to showcase their success stories. During these talks, best practices were shared and the importance of continuous training to improve companies' competitiveness in the globalised trading environment was stressed.

In 2008, a total of 10 talk series were organised. Visits to provide advisory services were also made to the premises of employers who were inactive in the retraining of their employees. The visits provided employers with an opportunity to highlight any difficulties faced when submitting training grants applications and claims. One-day workshops were also conducted where training grants applications and claims procedures were explained to employers. These outreach initiatives educated 804 participants in 2008.

b) Facilitating SMEs Accessibility To Relevant Training

Due to limited human resource personnel in the SMEs, one main concern of SMEs is how to source and plan for relevant training programmes. In this aspect, PSMB has implemented several initiatives to facilitate SMEs in gaining access to relevant training.

PSMB terus memainkan peranan membantu majikan PKS dalam latihan semula dan peningkatan kemahiran pekerja. Langkah yang diambil untuk membantu PKS adalah seperti berikut:

a) Memupuk Budaya Latihan Yang Proaktif di Kalangan PKS

Melalui pertemuan dengan PKS, isu yang sering dibangkitkan ialah kurangnya kesedaran tentang manfaat latihan semula. PSMB sentiasa meneruskan usaha menyakinkan pengurusan atasan PKS akan pentingnya latihan semula dan peningkatan kemahiran dalam mencapai modal insan yang berkualiti untuk memastikan kejayaan syarikat. "CEO-HRD Talk Series" dijalankan untuk memberi kesedaran kepada majikan PKS tentang kepentingan latihan dan latihan semula di dalam meningkatkan keuntungan. Penceramah dari syarikat yang mendapat manfaat daripada latihan dan latihan semula secara berterusan dijemput untuk berkongsi kejayaan mereka. Dalam ceramah ini, amalan terbaik dikongsi bersama dan kepentingan latihan secara berterusan ditekankan untuk meningkatkan daya saing dalam persekitaran perdagangan global.

Dalam 2008, sebanyak 10 siri ceramah dilaksanakan. Lawatan khidmat nasihat juga dijalankan ke premis majikan yang tidak aktif melatih semula pekerja. Lawatan itu memberi peluang kepada majikan mengemukakan sebarang masalah dihadapi berkaitan permohonan geran latihan dan tuntutan. Bengkel sehari menerangkan prosedur permohonan geran latihan dan tuntutan kepada majikan juga diadakan. Inisiatif ini telah mendidik seramai 804 peserta sepanjang 2008.

b) Memudahkan Akses PKS Kepada Latihan Bersesuaian

Disebabkan kakitangan sumber manusia yang terhad, PKS menghadapi masalah untuk mencari dan merancang program latihan yang relevan. Dalam aspek ini, PSMB telah melaksanakan beberapa inisiatif untuk memudahkan PKS mendapatkan akses kepada latihan yang relevan.

PSMB had conducted “SMEs Training Fairs” with an objective to provide a platform for the SMEs to identify and source training programmes relevant to their needs. During the event, training providers exhibited and explained their products and services to SMEs. This event also provided suitable platform for all SMEs and training providers to interact and explore the training programmes that may be required by employers. Four Training Fairs were organised with 734 participants. PSMB also hosted a Training Previews where SME employers were invited to presentation sessions on training programmes offered by training providers. This enables face-to-face interaction between SMEs and training providers, leading to greater understanding by training providers to employers’ needs pertaining to training programmes. Ten Training Preview sessions were organised and attended by 181 participants.

Forums were conducted to establish close linkages with employers, associations and training providers to ensure the relevancy of training programmes offered by training providers. This is important because employers know best the issues faced and these can be articulated to training providers who were then able to design and offer training programmes as measures to assist SMEs. In 2008, a total of four forums were organised with a total of 230 participants.

Under the SME Training Partners (SMETAP) Scheme, relevant training programmes were organised for SMEs employers. A total of 2,984 participants had attended 23 types of training programmes offered under this scheme.

The SME Training Needs Analysis (TNA) Consultancy Scheme was introduced with the objectives to assist SMEs in identifying training needs on a systematic basis and enabling them to prepare an annual training plans. Eligible SMEs can apply for the scheme where the consultancy fee is financed by PSMB. PSMB had approved a total of 17 applications from SMEs to undertake TNA consultancy.

PSMB telah menjalankan “SMEs Training Fairs” dengan objektif menyediakan ruang kepada PKS untuk mengenalpasti dan mencari program latihan yang sesuai dengan keperluan mereka. Semasa acara ini, penyedia latihan mempamer dan menerangkan produk dan perkhidmatan mereka kepada PKS. Acara ini memberi peluang kepada semua PKS dan penyedia latihan berinteraksi dan berbincang program latihan yang mungkin diperlukan oleh majikan. Sebanyak empat “Training Fair” telah diadakan dengan penyertaan seramai 734 peserta. PSMB juga menganjurkan “Training Preview” di mana PKS dijemput ke sesi pembentangan program latihan oleh penyedia latihan. Ia membolehkan interaksi secara bersemuka antara PKS dan penyedia latihan yang memberi pemahaman lebih baik kepada penyedia latihan akan keperluan majikan mengenai program latihan. Sebanyak 10 sesi “Training Preview” telah dijalankan dengan kehadiran seramai 181 peserta.

Forum telah diadakan untuk menjalin hubungan rapat dengan majikan, persatuan dan penyedia latihan dalam memastikan kesesuaian program latihan yang ditawarkan oleh penyedia latihan. Ini sangat penting kerana majikan lebih mengetahui isu yang mereka hadapi dan ini boleh disampaikan kepada penyedia latihan yang kemudiannya akan membangun dan menawarkan program latihan berkenaan kepada PKS. Dalam 2008, sebanyak empat forum telah dilaksanakan dengan kehadiran 230 peserta.

Di bawah Skim “SME Training Partners” (SMETAP), program latihan yang relevan telah dianjurkan untuk majikan PKS. Seramai 2,984 peserta telah menghadiri 23 jenis program latihan yang ditawarkan di bawah skim ini.

Skim Juruperunding Analisis Keperluan Latihan (TNA) PKS diwujudkan dengan objektif untuk membantu PKS mengenalpasti keperluan latihan secara sistematik dan membolehkan mereka menyediakan pelan latihan tahunan. PKS yang layak boleh memohon skim ini di mana yuran perundingan dibiayai oleh PSMB. PSMB telah meluluskan sebanyak 17 permohonan PKS untuk menjalankan perundingan TNA.

c) Facilitating Government Ministries and Agencies that Offer Training and Development Programmes for SMEs

PSMB continued to carry out activities according to the mandate given by the National SME Development Council as the coordinating body to oversee and coordinate all training and human resource development of SMEs in Malaysia. To ensure the quality of training provided by Ministries/Agencies, PSMB has organised Train-The-Trainer (TTT) programmes for trainers concerned. In 2008, a total of 28 workshops were conducted and attended by 452 trainers and training coordinators from Government Ministries and Agencies. To assist Ministries/Agencies to evaluate the effectiveness of those training provided by them, PSMB has organised the Evaluation of Effectiveness of Training Workshops (EET). In 2008, a total of 20 workshops were conducted and attended by 295 trainers and training coordinators from Government Ministries and Agencies.

Information on training programmes conducted by Ministries/Agencies for SMEs were also gathered and disseminated through the then PSMB's HRD Portal (<http://www.hrdportal.com.my/freesearch.php>) which acts as an information hub and can be used by SME employers to search for training programmes relevant to their needs.

Training Places and Financial Assistance Approved for SME Employers

A total of RM71.78 million financial assistance was approved for SME employers, constituting about 19.3% of RM371.87 million approved for all employers in 2008. The training places approved for SME employers was 122,142 or 16.58% out of 736,410 training places approved for all employers. This is very encouraging considering the number of workers in SMEs is only about 342,897 or 16.99% out of 2,018,076 total workers whose employers are registered with PSMB. It is heartening to note that the SME employers are active in training, retraining and upgrading the skills of their workforce.

c) Memudahkan Kementerian dan Agensi Kerajaan yang Menawar Program Latihan dan Pembangunan kepada PKS

PSMB terus melaksanakan aktiviti berdasarkan mandat yang diberi oleh Majlis Pembangunan PKS Kebangsaan sebagai badan penyelarar yang memantau dan menyelaras semua latihan dan pembangunan sumber manusia PKS di Malaysia. Untuk memasti kualiti latihan yang disediakan oleh Kementerian/Agensi, PSMB menjalankan program "Train-The-Trainer" (TTT) untuk tenaga pengajar berkenaan. Dalam tahun 2008, sejumlah 28 bengkel diadakan dan dihadiri oleh 452 pengajar dan penyelarar latihan dari Kementerian dan Agensi Kerajaan. Untuk membantu Kementerian/Agensi menilai keberkesanan latihan yang disediakan oleh mereka, bengkel "Evaluation of Effectiveness of Training Workshops" (EET) dianjurkan oleh PSMB. Sebanyak 20 bengkel dilaksana dan dihadiri oleh 295 pengajar dan penyelarar latihan dari Kementerian dan Agensi Kerajaan.

Maklumat program latihan yang dijalankan oleh Kementerian dan Agensi untuk PKS juga dikumpul dan disebarkan dalam yang dahulunya dikenali sebagai HRD Portal PSMB (<http://www.hrdportal.com.my/freesearch.php>) yang bertindak sebagai hub maklumat dan boleh diguna oleh majikan PKS untuk mencari program latihan yang bersesuaian dengan keperluan mereka.

Tempat Latihan dan Bantuan Kewangan Diluluskan untuk Majikan PKS

Sebanyak RM71.78 juta bantuan kewangan diluluskan untuk majikan PKS, meliputi 19.3% daripada RM371.87 juta yang diluluskan untuk semua majikan pada 2008. Tempat latihan diluluskan untuk majikan PKS adalah 122,142 atau 16.58% daripada 736,410 tempat latihan diluluskan untuk semua majikan. Ini adalah sangat menggalakkan memandangkan jumlah pekerja PKS hanyalah seramai 342,897 orang atau 16.99% daripada keseluruhan 2,018,076 pekerja yang majikannya berdaftar dengan PSMB. Ini menunjukkan majikan PKS adalah aktif di dalam latihan, latihan semula dan peningkatan kemahiran pekerja mereka.

DELIVERY SYSTEM (INDICATORS & ACHIEVEMENTS)

All applications for the registration of new employers were processed with an average processing time of 1.1 days. For training grant approvals, an average processing time of 1.22 days has been achieved for manual applications whilst 1 day for online applications. As for training grant reimbursements, all claims were processed with an average processing time of 7.04 days as shown in **Table 16**.

SISTEM PENYAMPAIAN (INDIKATOR & PENCAPAIAN)

Semua permohonan bagi pendaftaran majikan baru diproses dengan purata masa prosesan 1.1 hari. Bagi kelulusan geran latihan, purata masa prosesan 1.22 hari dicapai untuk permohonan secara manual, manakala 1 hari bagi permohonan secara online. Bagi pembayaran geran latihan, semua tuntutan diproses dengan purata masa prosesan 7.04 hari seperti ditunjukkan di **Jadual 16**.

TABLE 16 / JADUAL 16
DELIVERY SYSTEM – INDICATORS & ACHIEVEMENTS
SISTEM PENYAMPAIAN – INDIKATOR & PENCAPAIAN

Strategic Aim / Sasaran Strategik**To build capability in key value-added processes**

Untuk membina kebolehan dalam proses nilai tambah utama

No	Objectives / Objektif	Measures / Ukuran	2008 Achievements / Pencapaian 2008
1	To ensure speedy registration of employers <i>Untuk mempercepatkan pendaftaran majikan</i>	Number of days (within 2 days) / <i>Bil. Hari (dalam tempoh 2 hari)</i>	100% (Average / Purata : 1.1 days / hari)
2	To ensure speedy approval of training grants / <i>Untuk mempercepatkan kelulusan geran latihan</i>	a) Number of days applications processed - manually (within 4 days); and <i>Bil. hari permohonan diproses - secara manual (dalam tempoh 4 hari); dan</i> b) Number of days applications processed - online (within 1 day) <i>Bil. permohonan diproses - secara online (dalam tempoh 1 hari)</i>	99.97% (Average / Purata : 1.22 days/hari) 99.59% (Average / Purata : 1.00 days/hari)
3	To ensure speedy disbursement of claims / <i>Untuk mempercepatkan pembayaran tuntutan</i>	Number of claim processed (within 14 days) / <i>Bil. tuntutan yang diproses (dalam tempoh 14 hari)</i>	99.22% (Average / Purata : 7.04 days/hari)

ICT INITIATIVES UNDERTAKEN TO IMPROVE DELIVERY SYSTEM OF PSMB IN 2008

E-Updates

To further improve its delivery system, PSMB had launched a new online system known as E-Updates in August 2008. The objective of the system is to enable employers to update their information online by leveraging on the existing EIS.

The system comprises of 4 parts:

- Change of Address
- Change of Name
- Change of Contact Person
- Change of E-mail Address

INISIATIF BERTERASKAN ICT YANG DIAMBIL UNTUK MENINGKATKAN SISTEM PENYAMPAIAN PSMB PADA 2008

E-Updates

Untuk menambahbaik sistem penyampaian, PSMB telah melancarkan satu sistem online yang baru dikenali sebagai 'E-Updates' pada Ogos 2008. Objektif sistem ini ialah untuk membolehkan majikan mengemaskini maklumat secara online dengan menggunakan EIS sedia ada.

Sistem ini terbahagi kepada 4 bahagian:

- Pertukaran Alamat
- Pertukaran Nama
- Pertukaran Nama Pegawai untuk Dihubungi
- Pertukaran Alamat Emel

E-Updates Option Screen / Skrin Pilihan E-Updates

E-Updates	Change Of Company's Address Change Of Company's Name Change Of Company's Contact Person Change Of Company's Email Address
-----------	--

Change Of Company's Address Screen / Skrin Bagi Menukar Alamat Syarikat

Please Enter ROC No.	:	
<u>Change Address To</u>		
Address	:	
	:	
	:	
	Town :	
Postcode :		State :
P.O. Box :		
Telephone No.	:	- Fax No. : -
Changes made by		
Name Of Officer Incharged	:	
Telephone No. / HP No.	:	
Email Address	:	

To use E-Updates, employers must login to the EIS and select the E-Updates menu. The Registration Unit will process the applications. E-Updates assists employers to update changes in a more cost effective manner.

Joint Training Scheme (SLB Online)

In December 2008, PSMB launched another online system to support the existing EIS known as SLB Online System. The system can be accessed through the online grant application menu. This enhancement enables employers to submit application for training grant under SLB Scheme online. Employers are encouraged to maximize the usage of this online system to assist them in the submission of training grant application more effectively.

Similar to the SBL Online and SBL Khas Online, application of training grant under the SLB Scheme Online will also be processed within 24 hours.

Untuk mengguna E-Updates, majikan perlu login ke EIS dan pilih menu E-Updates. Unit Pendaftaran Majikan akan memproses permohonan tersebut. E-Updates membantu majikan mengemaskini perubahan dengan lebih kos efektif.

Skim Latihan Bersama (SLB Online)

Pada Disember 2008, PSMB melancarkan satu lagi sistem online untuk menyokong EIS sedia ada yang dikenali, Sistem SLB Online. Sistem ini boleh diakses melalui menu permohonan geran latihan online. Penambahbaikan ini memudahkan majikan membuat permohonan secara online di bawah Skim SLB. Majikan digalakkan menggunakan sepenuhnya sistem online ini bagi membantu mereka dalam mengemukakan permohonan geran latihan dengan lebih efektif.

Sama seperti SBL dan SBL Khas Online, permohonan geran latihan di bawah Skim SLB Online akan diproses dalam tempoh 24 jam juga.

SLB Online Screen / Skrin SLB Online

SLB Online

LevyBalance (Finance) : RM

EmployerID:

Note: Please select button New for the new application.

New

Form ID	Form Type	Date RE / Submit	Date AP/RJ	Status
Form Title		RM Requested	RM Approved	Button

Legend :

RJ - Rejected

AP- Approved

Main menu

PEMBANGUNAN SUMBER MANUSIA BERHAD
(Company No. 545143-D)
(Incorporated in Malaysia)

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2008**

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

Directors' report for the year ended 31 December 2008

The Directors hereby submit their report and the audited financial statements of the Company for the year ended 31 December 2008.

Principal activities

The principal activities of the Company are to collect human resources development levy from registered employers and to disburse financial assistance to these employers through training grants.

There has been no significant change in the nature of these activities during the financial year.

Results

	2008 RM	2007 RM
Net surplus for the year before provision for diminution in value of quoted investments	23,951,477	73,740,078
Provision for diminution in value of quoted investments	(90,792,619)	(3,488,525)
Net (deficit)/surplus for the year after provision for diminution in value of quoted investments	(66,841,142)	70,251,553

Provision for diminution in value of quoted investments is based on the net asset value (NAV) of the investments as at 31 December of the respective year. The NAV is consistent with the published information available.

Reserves and provisions

There were no material transfers to or from reserves and provisions during the financial year under review.

Dividends

No dividend was paid during the year and the Directors do not recommend any dividend to be paid for the year under review.

Directors of the Company

Directors who served since the date of the last report are:

Y. Bhg. Dato' Ir. Teo Chiang Kok – Chairman
Mohd. Shariff bin Hussin – Deputy Chairman
Tiew Hai San – Chief Executive
Y. Bhg. Prof. Dato' Dr. Abdul Hakim bin Juri
Ahmad Zahir bin Mokhtar (alternate to Y. Bhg. Prof. Dato' Dr. Abdul Hakim bin Juri)
Y. Bhg. Datuk Wong Khen Thau @ Wong Thau Fatt
Mohd. Basari bin Abdul Gapar (alternate to Y. Bhg. Datuk Wong Khen Thau @ Wong Thau Fatt)
Y.M. Raja Dato' Abd. Aziz bin Raja Musa
Davies Danavaindram a/l Arputhasamy (alternate to Y.M. Raja Dato' Abd. Aziz bin Raja Musa)
Y. Bhg. Dato' Yusoff bin Harun
Ahmad Tajudin bin Jab (alternate to Y. Bhg. Dato' Yusoff bin Harun)
Y. Bhg. Dato' Ei Kim Hock
Lim Kok Boon
Noraini binti Soltan (alternate to Lim Kok Boon)
Abdul Wahab bin Abu Bakar
Jeyaverasingam a/l Nadarajah (alternate to Abdul Wahab bin Abu Bakar)
Or Tan Teng
Chin Hon Meng (alternate to Or Tan Teng)
Chua Tiam Wee
Teh Kee Sin (alternate to Chua Tiam Wee)
Seow Mee Cheong @ Seow Hon Cheong
Lee Kok Kuan (alternate to Seow Mee Cheong @ Seow Hon Cheong)
Seow Poon Shing
Cheah Kok Hoong (alternate to Seow Poon Shing)
Hasan Nudin bin Yeop
Abd. Rahim bin Hashim (alternate to Hasan Nudin bin Yeop)
Nor Yahati binti Awang
Mohamed Yusop @ Mohamed Shafi

Directors' benefits

Since the end of the previous financial year, no Director of the Company has received nor become entitled to receive any benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by Directors as shown in the financial statements) by reason of a contract made by the Company or a related corporation with the Director or with a firm of which the Director is a member, or with a company in which the Director has a substantial financial interest.

There were no arrangements during and at the end of the financial year which had the object of enabling Directors of the Company to acquire benefits by means of the acquisition of shares in or debentures of the Company or any other body corporate.

Other statutory information

Before the financial statements of the Company were made out, the Directors took reasonable steps to ascertain that:

- (i) there are no bad debts to be written off and no provision made for doubtful debts, and
- (ii) all current assets have been stated at the lower of cost and net realisable value.

At the date of this report, the Directors are not aware of any circumstances:

- (i) that would render it necessary to write off any bad debts or provide for any doubtful debts, or
- (ii) that would render the value attributed to current assets in the Company financial statements misleading, or
- (iii) which have arisen which render adherence to the existing method of valuation of assets or liabilities of the Company misleading or inappropriate, or
- (iv) not otherwise dealt with in this report or the financial statements, that would render any amount stated in the financial statements of the Company misleading.

At the date of this report, there does not exist:

- (i) any charge on the assets of the Company that has arisen since the end of the financial year and which secures the liabilities of any other person, or
- (ii) any contingent liability in respect of the Company that has arisen since the end of the financial year.

No contingent liability or other liability of the Company has become enforceable, or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the Directors, will or may substantially affect the ability of the Company to meet its obligations as and when they fall due.

In the opinion of the Directors, the results of the operations of the Company for the financial year ended 31 December 2008 have not been substantially affected by any item, transaction or event of a material and unusual nature nor has any such item, transaction or event occurred in the interval between the end of that financial year and the date of this report.

Auditors

The auditors, Messrs KPMG, have indicated their willingness to accept re-appointment.

Signed in accordance with a resolution of the Directors:

DATO' IR. TEO CHIANG KOK
Chairman

TIEW HAI SAN
Director

Kuala Lumpur,
13 April 2009

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

Balance Sheet as at 31 December 2008

	Note	2008 RM	2007 RM
Property, plant and equipment	2	34,643,619	33,157,290
Current assets			
Other receivables	3	9,415,078	10,658,163
Staff loans	4	4,822,062	3,741,625
Investments	5	240,718,856	261,459,894
Fixed deposits	6	614,595,806	599,568,600
Cash and bank balances		33,110,102	34,783,335
Tax recoverable		96,108	60,053
		902,758,012	910,271,670
Current liabilities			
Other payables		1,438,522	2,868,506
Accrued expenditure		1,402,135	845,682
		2,840,657	3,714,188
Net current assets		899,917,355	906,557,482
		934,560,974	939,714,772
Financed by:			
Grants	7	12,047,630	12,009,634
Retained profits	8	156,877,486	223,718,628
Employers' fund	9	675,747,022	615,960,151
Trust funds	10	87,098,571	85,437,581
		931,770,709	937,125,994
Long term liability			
Retirement benefits	11	2,790,265	2,588,778
		934,560,974	939,714,772

The notes on pages 75 to 92 are an integral part of these financial statements.

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

Income statement for the year ended 31 December 2008

	Note	2008 RM	2007 RM
Income			
Dividend on unit trust		14,529,821	18,605,572
Fees		1,636,474	1,592,284
Gain on disposal of plant and equipment		61,830	37,625
Gain on disposal of investment		-	46,012,845
Interest		23,180,518	22,863,786
Penalty on late payment of levy		3,296,026	2,726,101
Receipts for services		22,500	8,450
Rental		850	-
Reversal on diminution in value of unit trust		-	1,756,172
Sale of goods		40,840	18,799
		<u>42,768,859</u>	<u>93,621,634</u>
Expenses			
Advertising and printing		(1,368,152)	(1,690,215)
Auditors' remuneration		(22,274)	(26,015)
Bonuses		(861,753)	(1,243,715)
Development		-	(197,000)
Directors' fees		(165,606)	(143,389)
Directors' remuneration		(325,363)	(330,072)
EPF contributions		(1,199,499)	(1,101,239)
Legal and professional fees		(374,426)	(294,552)
Medical fees		(221,556)	(395,384)
Minor repairs		(85,298)	(62,980)
Office supplies		(343,527)	(255,998)
Other expenses		(1,382,797)	(983,533)
Overtime allowances		(120,507)	(195,463)
Rental		(235,567)	(963,731)
Repairs and maintenance		(1,646,970)	(1,444,177)
Salaries and allowances		(5,501,545)	(5,152,601)
SOCSSO contributions		(73,857)	(57,157)
Staff training		(165,297)	(153,668)
Stamps and postage		(244,298)	(254,353)
Transportation and packaging		(261,477)	(236,228)
Travelling and accommodation		(592,515)	(659,033)
Utilities		(791,867)	(711,623)
Total expenses		<u>(15,984,151)</u>	<u>(16,552,126)</u>
Surplus before Provision		26,784,708	77,069,508
Depreciation		(2,385,641)	(2,913,723)
Provision for diminution in value of quoted investments		(90,792,619)	(3,488,525)
Provision for retirement benefits		(503,930)	(456,174)
(Deficit)/surplus before taxation		(66,897,482)	70,211,086
Taxation	13	56,340	40,467
Net (deficit)/surplus for the year		<u>(66,841,142)</u>	<u>70,251,553</u>

The notes on pages 75 to 92 are an integral part of these financial statements.

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

**Statement of recognised gains and losses for the year ended
31 December 2008**

The Company has no recognised gains and losses other than net loss for the year.

The notes on pages 75 to 92 are an integral part of these financial statements.

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

Cash flow statement for the year ended 31 December 2008

	2008 RM	2007 RM
CASH FLOW FROM OPERATING ACTIVITIES		
CASH GENERATED FROM OPERATIONS		
Cash received from clients	5,758,373	7,556,002
Cash payment to vendors and administration	(17,155,366)	(18,017,223)
CASH FLOW CHANGES FROM OPERATING ACTIVITIES	(11,396,993)	(10,461,221)
CASH FROM EMPLOYERS' FUND		
Payments to employers	(288,581,308)	(260,470,666)
Receipts from employers	340,534,962	311,853,712
CASH FLOW CHANGES AFTER EMPLOYERS' FUND	40,556,661	40,921,825
CASH FROM TRUST FUNDS		
Payment to registered training providers	(8,092,999)	(6,658,380)
Payment for SME activities	(2,028,640)	(1,320,470)
Payment for HRD Conference	(94,551)	-
Receipts from government allocation	15,500,000	12,000,000
Receipts from registered employers	2,626,115	2,025,250
Receipts from HRD Conference	1,092,866	-
CASH FLOW CHANGES AFTER TRUST FUNDS	49,559,452	46,968,225
Interest received	24,155,280	21,594,234
NET CASH GENERATED FROM OPERATING ACTIVITIES	73,714,732	68,562,459
CASH FLOW FROM INVESTING ACTIVITIES		
Acquisition of property	(1,138,365)	(6,954,494)
Acquisition of plant and equipment	(2,740,370)	(1,430,934)
Acquisition of investments	(70,000,000)	(160,000,000)
Dividend received	14,529,821	18,605,572
Loan to staffs	(1,080,437)	(579,313)
Proceeds from disposal of investments	-	166,012,845
Proceeds from disposal of plant and equipment	68,592	41,945
NET CASH (USED IN)/GENERATED FROM INVESTING ACTIVITIES	(60,360,759)	15,695,621
NET INCREASE IN CASH AND CASH EQUIVALENTS	13,353,973	84,258,080
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	634,351,935	550,093,855
CASH AND CASH EQUIVALENTS AT END OF YEAR	647,705,908	634,351,935

Cash flow statement for the year ended 31 December 2008 (continued)

(i) Cash and cash equivalents

Cash and cash equivalents included in the cash flow statements comprise of the following balance sheet amounts:

	2008 RM	2007 RM
Cash and bank balances	33,110,102	34,783,335
Fixed deposits	614,595,806	599,568,600
Balance as at 31 December	<u>647,705,908</u>	<u>634,351,935</u>

The notes on pages 75 to 92 are an integral part of these financial statements.

Pembangunan Sumber Manusia Berhad (Incorporated in Malaysia)

Notes to the financial statements

Pembangunan Sumber Manusia Berhad is a company limited by guarantee, incorporated and domiciled in Malaysia. The address of the principal place of business and registered office of the Company is as follows:

Registered office and principal place of business

7th floor, Wisma PSMB
Jalan Beringin
Damansara Heights
50490 Kuala Lumpur

The principal activities of the Company are to collect human resources development levy from registered employers and to disburse financial assistance to these employers through training grants.

The financial statements were approved by the Board of Directors on 13 April 2009.

1. Significant accounting policies

The following accounting policies are adopted by the Company and are consistent with those adopted in previous years.

(a) Basis of Accounting

The financial statements of the Company are prepared on the historical cost basis except as disclosed in the notes to the financial statements and in accordance with Private Entity Reporting Standards, accounting principles generally accepted and the Companies Act, 1965 in Malaysia.

(b) Property, plant and equipment

Freehold land is stated at cost. Plant and equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

Plant and equipment retired from active use and held for disposal are stated at the carrying amount at the date when the asset is retired from active use, less impairment losses, if any.

Depreciation

The straight-line method is used to write off the cost of the assets over the term of their estimated useful lives at the following principal annual rates:

	%
Building	5
Motor vehicles	10
Renovation	20
Furniture and office fittings	20
Office equipment	20
Electric and electronic equipment	20

(c) Investments

Investments are stated at cost. An allowance is made when the Directors are of the view that there is a diminution in their value which is other than temporary. Current quoted investments are stated at the lower of cost and market value on a portfolio basis.

(d) Receivables

Other receivables and staff loans are stated at cost less allowance for doubtful debts.

Loans to staff are for computer, motor vehicle and housing loans charged at an interest rate of 4% annually and the interest receivable will be credited to Trust Funds – Housing Loan Fund.

(e) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand, balances and deposits with banks and highly liquid investments which have an insignificant risk of changes in value.

(f) Payables

Other payables and accrued expenditure are stated at cost.

(g) Taxation

Taxation comprises current and deferred tax. Taxation is recognised in the income statement except to the extent that it relates to items recognised directly in equity, in which case it is recognised in equity.

Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted or substantially enacted at the balance sheet date, and any adjustment to tax payable in respect of previous years.

Deferred tax is provided, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Temporary differences are not recognised for the

initial recognition of assets or liabilities that at the time of the transaction affects neither accounting nor taxable profit. The amount of deferred tax provided is based on the expected manner of realisation or settlement of the carrying amount of assets and liabilities, using tax rates enacted or substantially enacted at the balance sheet date.

Deferred tax liability is recognised for all taxable differences.

A deferred tax asset is recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilised.

(h) **Impairment**

The carrying amount of the Company's assets, other than financial assets, are reviewed at each balance sheet date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset or the cash-generating unit to which it belongs exceeds its recoverable amount. Impairment losses are recognised in the income statement.

The recoverable amount is the greater of the asset's net selling price and its value in use. In assessing value in use, estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the assets. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount and it is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss has been recognised. The reversal is recognised in the income statement.

(i) **Grants**

Grants received are credited into the Grants account on a cash receipt basis. Grants received are held in trust by the Company under the *Pembangunan Sumber Manusia Berhad Act, 2001*.

(j) **Employers' fund**

(i) ***Human resources development levy***

Payments of human resources development levy by employers are credited into the Employers' Fund on a cash receipt basis.

(ii) ***Deregistration and re-registration of employers under Section 16(2) *Pembangunan Sumber Manusia Berhad Act, 2001****

Employers' Fund amounts related to deregistered employers under Section 16(2) *Pembangunan Sumber Manusia Berhad Act, 2001* will be transferred

from the Employers' Fund account to General Reserves II. These funds will be transferred back to the Employers' Fund account if the employer is re-registered within a period of two years from the date of deregistration. The employer shall continue to be eligible to receive any financial assistance or other benefits to which the employer was entitled prior to the deregistration.

(k) **Trust funds**

These comprise funds which have been created to fund under the following programmes.

(i) ***Motor Vehicles Loan Fund, Computer Loan Fund, Housing Loan Fund and Educational Sponsorship Fund***

Motor vehicles loan, computer loan, housing loan and educational sponsorship are benefits provided to employees of the company. Employees are charged interest rate of 4% for motor vehicles, computer and housing loans. As for educational sponsorship, employees are only required to pay 20% of the tuition fees.

(ii) ***Retrenched Workers Training Fund***

The fund is to finance course fees charged by training providers for conducting training for workers who have been retrenched from employers registered with the Company or industries covered under Pembangunan Sumber Manusia Berhad Act, 2001.

(iii) ***Apprenticeship Fund***

The fund is to finance course fees charged by training providers for conducting off-the-job training for apprentices who undergo apprenticeship training.

(iv) ***Training and Consultancy Fund***

Training and Consultancy Fund was established as a revolving fund to collect fees from participants and defray training expenses under SMETAP training programmes and to finance the Company's employees who undergo overseas training and conferences.

(v) ***General Reserves I***

This fund relates to employers' levy for employers who have been deregistered due to cessation of business (relocation to other countries, insolvency, winding-up, receivership, non transfer of assets and liabilities for companies that underwent change of ownership, companies that are placed under writ, seizure and sale, auction etc.) and forfeiture of levy for employers who do not conduct training for their workers for a period of five years. The employers ceased to be eligible to receive any financial assistance or other benefits once they have been deregistered.

(vi) ***Small and Medium Enterprises Training Coordinating Fund***

The company was appointed as the coordinating body to coordinate the overall training and human resource development of SME's across all sectors of economy in Malaysia by the National SME Development Council on 2 December 2005. The fund is to finance activities as laid down in the SME Training blueprint.

(vii) ***SME TNA Consultancy Fund***

The fund is to finance consultancy fees charged by consultants for conducting Training Needs Analysis and preparation of Annual Training Plans for SME employers.

(viii) ***National HRD Conference***

The National HRD Conference Fund was established as a revolving fund to self-finance in organising PSMB's annual conference. The main function of the fund is to collect the payment of conference fees from the participants, payment of exhibition booths from the exhibitors and the payment for all expenses incurred for the conference mainly for the rental of conference hall and the seminar package.

(l) **Income**

(i) ***Interest income***

Interest income is recognised in the income statement as it accrues, taking into account the effective yield on the asset.

(ii) ***Income on fees, sale of goods and services***

Income from fees and sale of goods is measured at the fair value of the consideration receivable and is recognised in the income statement when the significant risks and rewards of the ownership have been transferred to the buyer.

Income from services is recognised based on invoiced value to customer in the current year.

(iii) ***Dividend income***

Dividend income is recognised when the right to receive payment is established.

(m) **Employee benefits**

(i) ***Short term employee benefits***

Wages, salaries and bonuses are recognised as expenses in the year in which the associated services are rendered by employees of the Company. Short term accumulating compensated absences such as paid annual leave

are recognised when services are rendered by employees that increase their entitlement to future compensated absences, and short term non-accumulating compensated absences such as sick leave are recognised when absences occur.

(ii) ***Defined contribution plan***

Obligations for contributions to defined contribution plans are recognised as an expense in the income statement as incurred.

(iii) ***Defined benefit plan***

The Company's net obligation is calculated by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine the present value. The discount rate is the market yield at the balance sheet date on high quality corporate bonds. The calculation is performed by an actuary using the projected unit credit method.

When the benefits of the scheme are improved, the portion of the increased benefit relating to past service by employees is recognised as an expense in the income statement on a straight-line basis over the average period until the benefits become vested. To the extent that the benefits vest immediately, the expense is recognised immediately in the income statement.

2. Property, plant and equipment

Property, plant and equipment comprise of the following:

	Note	2008 RM	2007 RM
Property	(a)	30,242,760	30,472,250
Plant and equipment	(b)	4,400,859	2,685,040
		<u>34,643,619</u>	<u>33,157,290</u>

(a) Property

	Freehold land RM	Building RM	Total RM
Cost:			
At 1 January 2008	1,591,200	30,339,400	31,930,600
Additions	-	1,138,365	1,138,365
At 31 December 2008	<u>1,591,200</u>	<u>31,477,765</u>	<u>33,068,965</u>
Accumulated depreciation:			
At 1 January 2008	-	1,458,350	1,458,350
Charge for the year	-	1,367,855	1,367,855
At 31 December 2008	<u>-</u>	<u>2,826,205</u>	<u>2,826,205</u>
Net Book Value:			
At 31 December 2008	<u>1,591,200</u>	<u>28,651,560</u>	<u>30,242,760</u>
At 31 December 2007	<u>1,591,200</u>	<u>28,881,050</u>	<u>30,472,250</u>
Depreciation charges for the year ended 31 December 2007	-	1,263,505	1,263,505

Land title is in the process of transfer to Pembangunan Sumber Manusia Berhad.

(b) Plant and equipment

	Motor vehicles	Renovation	Furniture and office fittings	Office equipment	Electric and electronic equipment	Total
	RM	RM	RM	RM	RM	RM
Cost:						
At 1 January 2008	700,556	450,589	1,547,362	507,364	10,654,963	13,860,834
Adjustment On Prior Year	2	(2)	35,950	(28,345)	(8,525)	(920)
As restated	700,558	450,587	1,583,312	479,019	10,646,438	13,859,914
Additions	322,728	164,512	269,511	209,518	1,774,101	2,740,370
Disposals	(307,854)	-	(75,561)	(180)	(42,189)	(425,784)
At 31 December 2008	<u>715,432</u>	<u>615,099</u>	<u>1,777,262</u>	<u>688,357</u>	<u>12,378,350</u>	<u>16,174,500</u>
Accumulated depreciation:						
At 1 January 2008	456,140	386,214	690,740	366,678	9,276,022	11,175,794
Adjustment On Prior Year	41,382	-	7,488	(8,949)	(40,838)	(917)
As restated	497,522	386,214	698,228	357,729	9,235,184	11,174,877
Charge for the year	78,824	31,802	226,831	80,184	600,145	1,017,786
Disposals	(304,800)	-	(75,500)	(179)	(38,543)	(419,022)
At 31 December 2008	<u>271,546</u>	<u>418,016</u>	<u>849,559</u>	<u>437,734</u>	<u>9,796,786</u>	<u>11,773,641</u>
Net Book Value:						
At 31 December 2008	<u>443,886</u>	<u>197,083</u>	<u>927,703</u>	<u>250,623</u>	<u>2,581,564</u>	<u>4,400,859</u>
At 31 December 2007	<u>244,416</u>	<u>64,375</u>	<u>856,622</u>	<u>140,686</u>	<u>1,378,941</u>	<u>2,685,040</u>
Depreciation charges for the year ended 31 December 2007	<u>78,332</u>	<u>27,908</u>	<u>51,275</u>	<u>49,227</u>	<u>1,443,476</u>	<u>1,650,218</u>

3. Other receivables

Deposits and Prepayments

	2008 RM	2007 RM
Advances on branch office rental	54,479	205,840
Advances on franking machines	27,966	16,972
Deposit on medical benefits	33,500	33,500
Deposit on office telephones	253	253
Deposit on parking rental	1,547	3,547
Deposit on safe deposit box	200	200
Deposit on store rental	10,180	10,180
Deposit on water and electricity (store)	18,590	73,400
Prepayments on maintenance and services	1,007,913	1,150,929

Other receivables

Accrued interest on fixed deposits	7,414,241	8,389,003
Accrued interest (penalty on late payment of levy)	846,209	774,339
	<u>9,415,078</u>	<u>10,658,163</u>

4. Staff loans

	2008 RM	2007 RM
Motor vehicle loans	249,309	295,607
Computer loans	63,182	88,792
Housing loans	4,509,571	3,357,226
	<u>4,822,062</u>	<u>3,741,625</u>

5. Investments

Quoted investments

	2008 RM	2007 RM
At cost	335,000,000	263,065,289
Write back of impairment in prior year	-	1,883,130
Provision for diminution in value	(94,281,144)	(3,488,525)
	<u>240,718,856</u>	<u>261,459,894</u>
At market value	<u>240,718,856</u>	<u>287,085,018</u>

6. Fixed deposits

	2008 RM	2007 RM
Fixed deposits at licensed banks	292,648,112	296,413,390
Fixed deposits at other licensed financial institutions	<u>321,947,694</u>	<u>303,155,210</u>
	<u>614,595,806</u>	<u>599,568,600</u>

The weighted average fixed deposit rates at licensed banks and other financial institutions are as follows:

	2008 %	2007 %
Licensed banks	3.73	3.69
Other financial institutions	5.00	5.00

7. Grants

	2008 RM	2007 RM
A. MATCHING GRANT FROM THE FEDERAL GOVERNMENT		
Balance as at 31 December	12,009,634	12,009,634
B. SPECIFIC GRANT SMALL ENTERPRISES TRAINING INCENTIVE GRANT		
Balance as at 1 January	-	-
Add : Government allocation	9,000,000	3,500,000
	9,000,000	3,500,000
Less : Transferred to Employers' Fund (Note 9)	(8,962,004)	(3,500,000)
Balance as at 31 December	37,996	-
Total	12,047,630	12,009,634

8. Retained profits

	2008 RM	2007 RM
Balance as at 1 January	223,718,628	153,467,075
Add : Net (deficit)/surplus for the year	(66,841,142)	70,251,553
Balance as at 31 December	156,877,486	223,718,628

9. Employers' fund

	2008 RM	2007 RM
Balance as at 1 January	615,960,151	579,952,012
Add : Levy collected	340,534,962	311,853,712
Small Enterprises Training Incentive Grant (Note 7)	8,962,004	3,500,000
Credited Back From General Reserve I (Note 18)	92,916	-
	965,550,033	895,305,724
Less : Training grant disbursed	(288,048,236)	(259,999,996)
Transferred to General Reserves I (Note 18)	(1,221,703)	(18,874,907)
Levy refunded	(533,072)	(455,583)
Levy refunded to employers who were not liable to register under the HRDF	-	(15,087)
Balance as at 31 December	675,747,022	615,960,151

10. Trust funds

	Note	2008 RM	2007 RM
(a) Motor Vehicles Loan Fund		800,000	800,000
(b) Computer Loan Fund		300,000	300,000
(c) Educational Sponsorship Fund		500,000	500,000
(d) Retrenched Workers Training Fund	14	4,682,710	6,179,947
(e) Apprenticeship Fund	15	6,051,767	5,037,915
(f) Training and Consultancy Fund	16	4,631,738	4,115,237
(g) Housing Loan Fund	17	13,436,319	12,906,907
(h) General Reserves I	18	41,827,468	50,698,681
(i) General Reserves II	19	721,271	721,271
(j) Small and Medium Enterprises Training Coordinating Fund	20	3,148,983	4,177,623
(k) SME TNA Consultancy Fund	21	10,000,000	-
(l) National HRD Conference Fund	22	998,315	-
Total		<u>87,098,571</u>	<u>85,437,581</u>

11. Retirement benefits

	2008 RM	2007 RM
Present value of unfunded obligations	<u>2,790,265</u>	<u>2,588,778</u>
Recognised liability for defined benefit obligations	<u>2,790,265</u>	<u>2,588,778</u>
Analysed as:		
Current portion	-	-
Non-current portion	<u>2,790,265</u>	<u>2,588,778</u>
	<u>2,790,265</u>	<u>2,588,778</u>

Liability for defined benefit obligations

The Company operates a defined benefit scheme that provides pension benefits for employees upon retirement. Under the scheme, eligible employees are entitled to retirement benefits of one and half month of the last drawn salary for each completed year of service upon the retirement age of 55 if the number of years of service is less than 10 years and two months if the number of years of service is more than 10 years. Employees are also given the optional to retire at the age of 50 and 45 for male and female respectively.

Movements in the net liability recognised in the balance sheet

	2008 RM	2007 RM
Net liability at 1 January	2,588,778	2,199,797
Expense recognised in the income statement	503,930	456,174
Benefits paid	(302,443)	(67,193)
Net liability at 31 December	<u>2,790,265</u>	<u>2,588,778</u>

Expenses recognised in the income statements

	2008 RM	2007 RM
Defined benefit scheme		
Current service cost	379,065	435,705
Interest on obligation	124,865	20,469
	<u>503,930</u>	<u>456,174</u>

Liability for defined benefit obligations

Principal actuarial assumptions used at the balance sheet date (expressed as weighted averages):

	2008 RM	2007 RM
Discount rate	7.0%	7.0%
Average salary income	5.0%	5.0%

12. Employee information

	2008 RM	2007 RM
Other staff costs	6,437,155	6,453,473
Employees Provident Fund	1,199,499	1,101,239
	<u>7,636,654</u>	<u>7,554,712</u>

The number of employees of the Company (including Directors) at the end of the year was 167 (2007 – 149 employees).

13. Taxation

	2008 RM	2007 RM
- Current year	<u>56,340</u>	<u>40,467</u>

Pembangunan Sumber Manusia Berhad was exempted from the payment of income tax in respect of statutory income in relation to all of its sources of income except dividend income for 10 years from the year of assessment 2008 until the year of assessment 2017. The exemption was made vide the Ministry of Finance letter ref. (8.09)248/40/7-1458(7) dated 14 April 2008.

14. Retrenched Workers Training Fund

	2008 RM	2007 RM
Balance as at 1 January	6,179,947	2,497,409
Add : Transferred from General Reserves I	-	5,000,000
	<u>6,179,947</u>	<u>7,497,409</u>
Less : Payment for trainees' course fees	(1,497,237)	(1,317,462)
Balance as at 31 December	<u>4,682,710</u>	<u>6,179,947</u>

15. Apprenticeship Fund

	2008 RM	2007 RM
Balance as at 1 January	5,037,915	3,140,031
Add : Government allocation	5,500,000	5,500,000
	10,537,915	8,640,031
Less : Payment for apprentices' course fees	(4,486,148)	(3,602,116)
Balance as at 31 December	6,051,767	5,037,915

16. Training and Consultancy Fund

	2008 RM	2007 RM
Balance as at 1 January	4,115,237	3,828,789
Add : Participation fees	2,626,115	2,025,250
	6,741,352	5,854,039
Less : Expenses	(2,109,614)	(1,738,802)
Balance as at 31 December	4,631,738	4,115,237

17. Housing Loan Fund

	2008 RM	2007 RM
Balance as at 1 January	12,906,907	12,414,358
Add : Interest on loan	138,470	108,776
Interest on investment	406,744	400,584
	13,452,121	12,923,718
Less : Subsidy on interest charged for borrowers of Government Housing Loan Scheme	(15,802)	(16,811)
Balance as at 31 December	13,436,319	12,906,907

18. General Reserves I

	2008 RM	2007 RM
Balance as at 1 January	50,698,681	36,823,774
Add : Transferred from Employers' Fund (Note 9)	<u>1,221,703</u>	<u>18,874,907</u>
	51,920,384	55,698,681
Less : Transferred to Retrenched Workers Training Fund	-	(5,000,000)
Transferred to SME TNA Consultancy Fund (Note 21)	(10,000,000)	-
Credited Back To Employers' Fund (Note 9)	<u>(92,916)</u>	<u>-</u>
Balance as at 31 December	<u>41,827,468</u>	<u>50,698,681</u>

19. General Reserves II

	2008 RM	2007 RM
Balance as at 1 January/31 December	<u>721,271</u>	<u>721,271</u>

20. Small and Medium Enterprises Training Coordinating Fund

	2008 RM	2007 RM
Balance as at 1 January	4,177,623	2,498,093
Add : Government allocation	<u>1,000,000</u>	<u>3,000,000</u>
	5,177,623	5,498,093
Less : Expenses	<u>(2,028,640)</u>	<u>(1,320,470)</u>
Balance as at 31 December	<u>3,148,983</u>	<u>4,177,623</u>

21. SME TNA Consultancy Fund

	2008 RM	2007 RM
Balance as at 1 January	-	-
Add : Transferred from General Reserves I (Note 18)	<u>10,000,000</u>	<u>-</u>
Balance as at 31 December	<u>10,000,000</u>	<u>-</u>

22. National HRD Conference Fund

	2008 RM	2007 RM
Balance as at 1 January	-	-
Add : Additions	<u>1,092,866</u>	<u>-</u>
	1,092,866	-
Less : Expenses	<u>(94,551)</u>	<u>-</u>
Balance as at 31 December	<u>998,315</u>	<u>-</u>

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

**Statement by Directors pursuant to
Section 169(15) of the Companies Act, 1965**

In the opinion of the Directors, the financial statements set out on pages 70 to 92 are drawn up in accordance with Private Entity Reporting Standards and the Companies Act, 1965 in Malaysia so as to give a true and fair view of the financial position of the Company as at 31 December 2008 and of the results of its financial performance and cash flows for the year then ended.

Signed in accordance with a resolution of the Directors:

DATO' IR. TEO CHIANG KOK
Chairman

TIEW HAI SAN
Director

Kuala Lumpur,
13 April 2009

Pembangunan Sumber Manusia Berhad
(Incorporated in Malaysia)

**Statutory declaration pursuant to
Section 169(16) of the Companies Act, 1965**

I, **AMIRNUDDIN BIN MAZLAN**, the officer primarily responsible for the financial management of Pembangunan Sumber Manusia Berhad, do solemnly and sincerely declare that the financial statements set out on pages 70 to 92 are, to the best of my knowledge and belief, correct and I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declaration Act, 1960.

Subscribed and solemnly declared by the above named in Kuala Lumpur, Malaysia on 13 April 2009.

AMIRNUDDIN BIN MAZLAN
Deputy Chief Executive (Management)
Pembangunan Sumber Manusia Berhad

Before me,

Aishah binti Shahul Hameed PJK
Commissioner for Oaths
No. W 565

**Independent Auditors' Report to the members of
Pembangunan Sumber Manusia Berhad**
(Incorporated in Malaysia)

Report on the Financial Statements

We have audited the financial statements of Pembangunan Sumber Manusia Berhad, which comprise the balance sheet as at 31 December 2008, and the income statement, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 70 to 92.

Directors' Responsibility for the Financial Statements

The Directors of the Company are responsible for the preparation and fair presentation of these financial statements in accordance with Private Entity Reporting Standards and the Companies Act, 1965 in Malaysia. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with approved standards on auditing in Malaysia. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the Company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements have been properly drawn up in accordance with Private Entity Reporting Standards and the Companies Act, 1965 in Malaysia so as to give a true and fair view of the financial position of the Company as of 31 December 2008 and of its financial performance and cash flows for the year then ended.

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Companies Act, 1965 in Malaysia, we also report that in our opinion the accounting and other records and the registers required by the Act to be kept by the Company have been properly kept in accordance with the provisions of the Act.

Other Matters

This report is made solely to the members of the Company, as a body, in accordance with Section 174 of the Companies Act, 1965 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.

KPMG

Firm Number: AF 0758
Chartered Accountants

Petaling Jaya,

Date: 13 April 2009

PEMBANGUNAN SUMBER MANUSIA BERHAD

(No. Syarikat : 545143-D)

(Ditubuhkan di Malaysia)

PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2008

Pembangunan Sumber Manusia Berhad (Ditubuhkan di Malaysia)

Laporan Para Pengarah bagi tahun berakhir 31 Disember 2008

Para Pengarah dengan ini membentangkan laporan dan penyata kewangan Syarikat yang telah diaudit bagi tahun berakhir 31 Disember 2008.

Aktiviti utama

Aktiviti utama syarikat adalah untuk mengutip levi pembangunan sumber manusia daripada majikan yang berdaftar dan membuat bayaran balik bantuan kewangan kepada mereka melalui geran latihan.

Tiada terdapat sebarang perubahan ketara terhadap kegiatan-kegiatan ini sepanjang tahun.

Keputusan

	2008 RM	2007 RM
Lebihan bersih pada tahun sebelum peruntukan kemerosotan nilai pelaburan yang dinyatakan	23,951,477	73,740,078
Peruntukan kemerosotan nilai pelaburan yang dinyatakan	(90,792,619)	(3,488,525)
(Defisit)/lebihan bersih pada tahun selepas peruntukan kemerosotan nilai pelaburan yang dinyatakan	(66,841,142)	70,251,553

Peruntukan kemerosotan nilai pelaburan yang dinyatakan adalah berdasarkan nilai aset bersih pelaburan pada 31 Disember dalam tahun masing-masing. Nilai asset bersih adalah konsisten dengan maklumat yang diterbitkan.

Rizab dan Peruntukan

Tiada pindahan penting kepada atau daripada rizab dan peruntukan pada tahun semasa.

Dividen

Tiada dividen dibayar pada tahun semasa dan para Pengarah tidak mengesyorkan apa-apa bayaran dividen bagi tahun semasa.

Para Pengarah Syarikat

Para Pengarah yang memegang jawatan sejak tarikh laporan yang lalu:

Y. Bhg. Dato' Ir. Teo Chiang Kok – Pengerusi
Mohd. Shariff bin Hussin – Timbalan Pengerusi
Tiew Hai San – Ketua Eksekutif
Y. Bhg. Prof. Dato' Dr. Abdul Hakim bin Juri
Ahmad Zahir bin Mokhtar (ahli silih ganti kepada Y. Bhg. Prof. Dato' Dr. Abdul Hakim bin Juri)
Y. Bhg. Datuk Wong Khen Thau @ Wong Thau Fatt
Mohd. Basari bin Abdul Gapar (ahli silih ganti kepada Y. Bhg. Datuk Wong Khen Thau @ Wong Thau Fatt)
Y. M. Raja Dato' Abd. Aziz bin Raja Musa
Davies Danavaindram a/l Arputhasamy (ahli silih ganti kepada Y. M. Raja Dato' Abd. Aziz bin Raja Musa)
Y. Bhg. Dato' Yusoff bin Harun
Ahmad Tajudin bin Jab (ahli silih ganti kepada Y. Bhg. Dato' Yusoff bin Harun)
Y. Bhg. Dato' Ei Kim Hock
Lim Kok Boon
Noraini binti Soltan (ahli silih ganti kepada Lim Kok Boon)
Abdul Wahab bin Abu Bakar
Jeyaverasingam a/l Nadarajah (ahli silih ganti kepada Abdul Wahab bin Abu Bakar)
Or Tan Teng
Chin Hon Meng (ahli silih ganti kepada Or Tan Teng)
Chua Tiam Wee
Teh Kee Sin (ahli silih ganti kepada Chua Tiam Wee)
Seow Mee Cheong @ Seow Hon Cheong
Lee Kok Kuan (ahli silih ganti kepada Seow Mee Cheong @ Seow Hon Cheong)
Seow Poon Shing
Cheah Kok Hoong (ahli silih ganti kepada Seow Poon Shing)
Hasan Nudin bin Yeop
Abd. Rahim bin Hashim (ahli silih ganti kepada Hasan Nudin bin Yeop)
Nor Yahati binti Awang
Mohamed Yusop @ Mohamed Shafi

Manfaat para Pengarah

Sejak dari akhir tahun kewangan yang lalu, tiada Pengarah telah menerima atau layak menerima sebarang manfaat (melainkan ganjaran Pengarah sebagaimana yang dinyatakan dalam penyata kewangan atau gaji tetap sebagai seorang pekerja sepenuh masa Syarikat) di bawah perjanjian yang dibuat oleh Syarikat atau perbadanan berkait dengan sebarang Pengarah atau dengan sebuah firma di mana Pengarah tersebut adalah seorang ahli, atau dengan sebuah syarikat di mana Pengarah mempunyai kepentingan kewangan yang nyata.

Tiada sebarang persetujuan yang telah dibuat di sepanjang atau di akhir tahun yang mempunyai matlamat membolehkan para Pengarah mendapat manfaat daripada pembelian saham atau debentur dalam Syarikat atau sebarang perbadanan-perbadanan yang lain.

Maklumat berkanun lain

Sebelum penyata kewangan Syarikat disediakan, para Pengarah telah mengambil langkah yang munasabah bagi memastikan bahawa:

- (i) kesemua hutang lapuk yang diketahui telah dihapuskira dan peruntukan yang cukup telah dibuat untuk hutang ragu, dan
- (ii) semua harta semasa telah dinyatakan pada nilai terendah antara kos dan nilai bersih boleh direalisasikan.

Pada tarikh laporan ini, para Pengarah tidak menyedari wujudnya keadaan:

- (i) yang mungkin menyebabkan jumlah hutang yang telah dihapuskira atau peruntukan hutang ragu Syarikat tidak mencukupi, atau
- (ii) yang akan menyebabkan nilai harta semasa dalam Syarikat mengelirukan, atau
- (iii) yang akan menyebabkan dengan mematuhi kaedah menilai harta dan liabiliti Syarikat yang digunakan sekarang mengelirukan atau tidak sesuai, atau
- (iv) selain daripada yang telah diambilkira dalam laporan dan penyata kewangan ini yang akan menyebabkan sebarang jumlah yang dinyatakan dalam penyata kewangan mengelirukan.

Pada tarikh laporan ini, tidak terdapat:

- (i) sebarang harta Syarikat yang telah dicagar sejak akhir tahun kewangan ini dan telah menjadi sandaran bagi liabiliti pihak lain, atau
- (ii) sebarang liabiliti luarjangka yang berhubung dengan Syarikat yang timbul sejak akhir tahun kewangan.

Tiada liabiliti luarjangka atau liabiliti lain bagi Syarikat yang akan berkuat kuasa, atau mungkin akan berkuat kuasa dalam tempoh dua belas bulan sejak akhir tempoh kewangan ini, yang pada pendapat para Pengarah, akan atau mungkin menjejaskan dengan ketara keupayaan Syarikat menyelesaikan tanggungjawabnya apabila tiba tempoh.

Para Pengarah berpendapat, penghasilan dari operasi Syarikat bagi tahun kewangan berakhir 31 Disember 2008 tidak dipengaruhi secara berkesan oleh sebarang butiran, urusan atau peristiwa penting dan luar biasa sifatnya dan tiada sebarang butiran, urusan atau peristiwa sedemikian berlaku dalam jarak waktu di antara akhir tahun kewangan dan tarikh laporan ini.

Juruaudit

Juruaudit, Tetuan KPMG, telah menyatakan kesanggupan untuk dilantik semula.

Ditandatangani mengikut resolusi para Pengarah:

DATO' IR. TEO CHIANG KOK

Pengerusi

TIEW HAI SAN

Pengarah

Kuala Lumpur,
13 April 2009

Pembangunan Sumber Manusia Berhad
(Ditubuhkan di Malaysia)

Kunci Kira-Kira pada 31 Disember 2008

	Nota	2008 RM	2007 RM
Hartanah, loji dan peralatan	2	34,643,619	33,157,290
Aset semasa			
Pelbagai penghutang	3	9,415,078	10,658,163
Pinjaman kepada kakitangan	4	4,822,062	3,741,625
Pelaburan	5	240,718,856	261,459,894
Simpanan tetap	6	614,595,806	599,568,600
Tunai dan baki bank		33,110,102	34,783,335
Cukai diperolehi		96,108	60,053
		902,758,012	910,271,670
Tanggungan semasa			
Pelbagai pemiutang		1,438,522	2,868,506
Perbelanjaan terakru		1,402,135	845,682
		2,840,657	3,714,188
Aset Bersih semasa		899,917,355	906,557,482
		934,560,974	939,714,772
Dibiayai oleh:			
Geran	7	12,047,630	12,009,634
Lebihan Terkumpul	8	156,877,486	223,718,628
Dana Majikan	9	675,747,022	615,960,151
Kumpulan Wang Amanah	10	87,098,571	85,437,581
		931,770,709	937,125,994
Laibiliti jangka panjang			
Manfaat persaraan	11	2,790,265	2,588,778
		934,560,974	939,714,772

Nota-nota di muka surat 107 hingga 124 adalah merupakan sebahagian dari penyata kewangan ini

Pembangunan Sumber Manusia Berhad
(Ditubuhkan di Malaysia)

Penyata pendapatan syarikat bagi tahun berakhir 31 Disember 2008

	Nota	2008 RM	2007 RM
Pendapatan			
Dividen amanah saham		14,529,821	18,605,572
Yuran		1,636,474	1,592,284
Lebih daripada pelupusan loji dan peralatan		61,830	37,625
Lebih daripada jualan balik pelaburan		-	46,012,845
Faedah		23,180,518	22,863,786
Denda levi		3,296,026	2,726,101
Terimaan untuk perkhidmatan		22,500	8,450
Sewaan		850	-
Pembetulan kemerosotan nilai pelaburan		-	1,756,172
Jualan barang-barang		40,840	18,799
		42,768,859	93,621,634
Perbelanjaan			
Pengiklanan dan percetakan		(1,368,152)	(1,690,215)
Bayaran audit		(22,274)	(26,015)
Bonus		(861,753)	(1,243,715)
Belanja pembangunan		-	(197,000)
Bayaran Lembaga Pengarah		(165,606)	(143,389)
Gaji Pengarah		(325,363)	(330,072)
Caruman KWSP		(1,199,499)	(1,101,239)
Yuran perundangan dan profesional		(374,426)	(294,552)
Bayaran perubatan		(221,556)	(395,384)
Pembaikan kecil		(85,298)	(62,980)
Bekalan pejabat		(343,527)	(255,998)
Lain-lain perbelanjaan		(1,382,797)	(983,533)
Elaun lebih masa		(120,507)	(195,463)
Sewaan		(235,567)	(963,731)
Pembaikan dan penyelenggaraan		(1,646,970)	(1,444,177)
Gaji dan elaun		(5,501,545)	(5,152,601)
Caruman PERKESO		(73,857)	(57,157)
Latihan pekerja		(165,297)	(153,668)
Setem dan pos		(244,298)	(254,353)
Pengangkutan dan bungkusan		(261,477)	(236,228)
Perjalanan dan penginapan		(592,515)	(659,033)
Utiliti		(791,867)	(711,623)
Jumlah Perbelanjaan		(15,984,151)	(16,552,126)
Lebih sebelum Peruntukan		26,784,708	77,069,508
Susutnilai		(2,385,641)	(2,913,723)
Peruntukan kemerosotan nilai pelaburan yang dinyatakan		(90,792,619)	(3,488,525)
Peruntukan manfaat persaraan		(503,930)	(456,174)
(Defisit)/Lebih bersih sebelum cukai		(66,897,482)	70,211,086
Cukai	13	56,340	40,467
(Defisit)/Lebih bersih pada tahun		(66,841,142)	70,251,553

Nota-nota di muka surat 107 hingga 124 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad
(Ditubuhkan di Malaysia)

Penyata lebihan dan kerugian yang diiktiraf bagi tahun berakhir 31 Disember 2008

Syarikat tidak mempunyai lebihan dan kerugian yang diiktiraf selain daripada defisit bersih bagi tahun semasa.

Nota-nota di muka surat 107 hingga 124 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad
(Ditubuhkan di Malaysia)

Penyata aliran tunai bagi tahun berakhir 31 Disember 2008

	2008 RM	2007 RM
TUNAI DARI AKTIVITI MENGURUS		
TUNAI DARI OPERASI MENGURUS		
Terimaan tunai dari pelanggan	5,758,373	7,556,002
Bayaran tunai kepada pembekal dan pentadbiran	(17,155,366)	(18,017,223)
PERUBAHAN TUNAI DARI OPERASI MENGURUS	(11,396,993)	(10,461,221)
TUNAI DARI DANA MAJIKAN		
Bayaran kepada majikan	(288,581,308)	(260,470,666)
Terimaan dari majikan	340,534,962	311,853,712
PERUBAHAN TUNAI SELEPAS DANA MAJIKAN	40,556,661	40,921,825
TUNAI DARI KUMPULAN WANG AMANAH		
Bayaran kepada penyedia latihan berdaftar	(8,092,999)	(6,658,380)
Bayaran untuk aktiviti PKS	(2,028,640)	(1,320,470)
Bayaran untuk Persidangan PSM Kebangsaan	(94,551)	-
Terimaan dari peruntukan kerajaan	15,500,000	12,000,000
Terimaan dari majikan berdaftar	2,626,115	2,025,250
Terimaan dari Persidangan PSM Kebangsaan	1,092,866	-
PERUBAHAN TUNAI SELEPAS KUMPULAN WANG AMANAH	49,559,452	46,968,225
Faedah diterima	24,155,280	21,594,234
TUNAI BERSIH DARI AKTIVITI OPERASI	73,714,732	68,562,459
ALIRAN TUNAI DARI AKTIVITI PELABURAN		
Perolehan tanah dan bangunan	(1,138,365)	(6,954,494)
Perolehan loji dan peralatan	(2,740,370)	(1,430,934)
Pembelian pelaburan	(70,000,000)	(160,000,000)
Perolehan dividen	14,529,821	18,605,572
Pinjaman kepada kakitangan	(1,080,437)	(579,313)
Hasil jualan amanah saham	-	166,012,845
Hasil jualan dari pelupusan loji dan peralatan	68,592	41,945
TUNAI BERSIH DIGUNA DARI AKTIVITI PELABURAN	(60,360,759)	15,695,621
PERTAMBAHAN BERSIH DALAM TUNAI DAN BERSAMAAN TUNAI	13,353,973	84,258,080
TUNAI DAN BERSAMAAN TUNAI PADA AWAL TAHUN	634,351,935	550,093,855
TUNAI DAN BERSAMAAN TUNAI PADA AKHIR TAHUN	647,705,908	634,351,935

Penyata aliran tunai bagi tahun berakhir 31 Disember 2008 (sambungan)

(i) Tunai dan bersamaan tunai

Tunai dan bersamaan tunai dalam penyata aliran tunai merangkumi amaun kunci kira-kira seperti berikut:

	2008 RM	2007 RM
Tunai dan baki bank	33,110,102	34,783,335
Simpanan tetap	614,595,806	599,568,600
Baki pada 31 Disember	<u>647,705,908</u>	<u>634,351,935</u>

Nota-nota di muka surat 107 hingga 124 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad

(Ditubuhkan di Malaysia)

Nota-nota kepada penyata kewangan

Pembangunan Sumber Manusia Berhad ialah syarikat berhad menurut jaminan yang diperbadankan dan domisil di Malaysia. Alamat tempat perniagaan utama dan pejabat berdaftar ialah:

Alamat berdaftar dan tempat perniagaan utama:

Tingkat 7, Wisma PSMB
Jalan beringin
Bukit Damansara
50490 Kuala Lumpur

Aktiviti utama syarikat adalah mengutip levi pembangunan sumber manusia daripada majikan yang berdaftar dan memberikan bantuan kewangan kepada majikan yang berdaftar melalui geran latihan.

Penyata kewangan telah diluluskan oleh Lembaga Pengarah pada 13 April 2009.

1. Dasar-dasar perakaunan penting

Dasar perakaunan berikut digunakan oleh Syarikat dan selaras dengan dasar yang digunakan pada tahun sebelumnya.

(a) Asas penyediaan

Penyata kewangan Syarikat telah disediakan mengikut dasar kos sejarah kecuali yang dinyatakan pada nota kepada penyata kewangan, piawaian-piawaian perakaunan berkenaan yang telah diluluskan dan menurut peruntukan Akta Syarikat, 1965 di Malaysia.

(b) Hartanah, loji dan peralatan

Pegangan Bebas Tanah dinyatakan pada kos. Loji dan peralatan dinyatakan pada kos ditolak susutnilai terkumpul dan kerugian rosotnilai terkumpul.

Loji dan peralatan yang tidak lagi digunakan secara aktif dan dipegang untuk dijual dinyatakan pada nilai pegangan dari tarikh aset tidak lagi digunakan, ditolak kerugian rosotnilai, jika ada.

Susutnilai

Kaedah garis lurus digunakan untuk menghapuskan kos mengikut penilaian sepanjang usia kegunaan harta-harta itu pada kadar tahunan berikut:

	%
Bangunan	5
Kenderaan	10
Ubahsuai	20
Perabot & kelengkapan pejabat	20
Perkakas pejabat	20
Peralatan elektrik & elektronik	20

(c) Pelaburan

Pelaburan jangka panjang dinyatakan pada kos. Elaun dibuat apabila para Pengarah berpendapat wujudnya pengurangan nilai yang bersifat tetap. Pelaburan semasa dinyatakan pada nilai terendah antara kos dan harga pasaran.

(d) Penghutang

Pelbagai penghutang dan pinjaman kepada kakitangan dinyatakan pada kos selepas ditolak elaun untuk hutang ragu.

Pinjaman kepada kakitangan adalah untuk pinjaman komputer, kenderaan dan perumahan yang dikenakan faedah pada kadar 4% setahun dan faedah terakru dikreditkan kepada Kumpulan Wang Amanah – Tabung Pinjaman Perumahan.

(e) Tunai dan bersamaan tunai

Tunai dan bersamaan tunai terdiri daripada tunai ditangan dan baki di bank dan pelaburan mudah cair yang tidak mempunyai risiko perubahan nilai ketara.

(f) Pemiutang

Pelbagai pemiutang dan perbelanjaan terakru dinyatakan pada kos.

(g) Cukai pendapatan

Cukai pendapatan ke atas keuntungan atau kerugian bagi tahun semasa mengandungi cukai semasa dan tertunda. Cukai pendapatan diiktiraf dalam penyata pendapatan, kecuali ianya timbul dari urusan niaga yang diiktiraf terus dalam ekuiti.

Belanja cukai semasa adalah cukai kena bayar ke atas pendapatan bercukai bagi tahun semasa, mengikut kadar cukai yang diluluskan atau diluluskan secara substantif pada tarikh kunci kira-kira dan pindaan kepada cukai kena bayar berkaitan tahun sebelumnya.

Cukai tertunda diperuntuk menurut kaedah liabiliti ke atas perbezaan sementara di antara asas cukai aset dan liabiliti dan nilai pegangannya di dalam penyata kewangan. Perbezaan sementara tidak diiktiraf untuk pengiktirafan awal, aset atau liabiliti pada masa transaksi. Cukai tertunda yang diperuntukkan adalah

berdasarkan cara realisasi atau penyelesaian bagi nilai pegangan untuk aset dan liabiliti, menggunakan kadar cukai yang diluluskan atau diluluskan secara substantif pada tarikh kunci kira-kira. Tanggungan terhadap cukai tertunda diambil kira bagi semua perbezaan cukai pendapatan.

Cukai tertunda sebagai aset hanya diiktiraf jika pendapatan bercukai masa hadapan boleh dibandingkan dengan aset yang digunakan.

(h) **Rosotnilai**

Nilai pegangan aset syarikat, selain aset kewangan, dikaji semula pada setiap tarikh kunci kira-kira untuk menentukan sama ada terdapat tanda rosotnilai. Sekiranya tanda tersebut wujud, nilai pulangan aset akan dianggarkan. Kerugian rosotnilai ditentukan apabila nilai pegangan aset atau unit penjana tunai milik aset tersebut melebihi nilai pulangannya. Kerugian rosotnilai dinyatakan di dalam penyata pendapatan.

Nilai pulangan adalah yang lebih besar di antara harga bersih jualan aset dan nilai gunanya. Di dalam menaksir nilai guna, anggaran aliran tunai masa hadapan didiskaunkan kepada nilai semasa menggunakan kadar diskaun sebelum cukai yang menunjukkan taksiran pasaran semasa nilai masa wang dan risiko khusus aset. Untuk aset yang tidak menjana aliran tunai sendiri yang mencukupi, nilai pulangan ditentukan berdasarkan unit penjana tunai milik aset tersebut.

Kerugian rosotnilai diperbetulkan sekiranya telah ada perubahan dalam anggaran digunakan untuk menentukan nilai pulangannya. Ianya diperbetulkan tertakluk kepada nilai pegangan aset tidak melebihi nilai pegangan aset yang ditentukan, selepas susutnilai dan pelupusan, sekiranya tiada kerugian rosotnilai dinyatakan. Kerugian rosotnilai yang diperbetulkan dinyatakan dalam penyata pendapatan.

(i) **Geran**

Penerimaan geran dikreditkan ke dalam akaun-akaun geran di atas dasar terimaan tunai. Penerimaan geran diletakkan dibawah tabung amanah oleh syarikat di bawah Akta Pembangunan Sumber Manusia Berhad, 2001.

(j) **Dana majikan**

(i) ***Levi pembangunan sumber manusia***

Pembayaran levi pembangunan sumber manusia oleh majikan dikreditkan ke dalam akaun majikan di atas dasar terimaan tunai.

(ii) ***Pembatalan pendaftaran dan pendaftaran semula majikan di bawah Seksyen 16(2) Akta Pembangunan Sumber Manusia Berhad, 2001***

Dana majikan berkaitan dengan majikan yang dibatalkan pendaftaran di bawah Seksyen 16(2) Akta Pembangunan Sumber Manusia Berhad, 2001 akan dipindahkan daripada akaun majikan kepada Rizab Am II. Dana ini akan dimasukkan semula ke akaun majikan jika majikan mendaftar semula dalam tempoh dua tahun dari tarikh pembatalannya. Majikan layak semula untuk

menerima bantuan kewangan atau faedah lain yang layak diterima oleh majikan itu sebelum pembatalan pendaftarannya.

(k) **Kumpulan Wang Amanah**

Tabung dibawah kumpulan wang amanah telah ditubuhkan dan digunakan untuk membiayai program-program berikut.

(i) ***Tabung Pinjaman Kenderaan, Pinjaman Komputer, Pinjaman Perumahan dan Penajaan Pelajaran***

Tabung Pinjaman Kenderaan, Pinjaman Komputer, Pinjaman Perumahan dan Penajaan Pelajaran adalah kemudahan yang disediakan kepada pekerja syarikat. Faedah sebanyak 4% setahun dikenakan bagi pinjaman kenderaan, pinjaman komputer dan pinjaman perumahan. Bagi penajaan melanjutkan pelajaran, pekerja hanya perlu membayar 20% daripada yuran pengajian.

(ii) ***Skim Latihan Pekerja Yang Dihentikan Kerja***

Tabung ini digunakan untuk membiayai yuran kursus yang dikenakan oleh penyedia latihan bagi menjalankan latihan untuk pekerja yang telah dihentikan kerja oleh majikan yang berdaftar dengan syarikat atau industri yang diliputi di bawah Akta Pembangunan Sumber Manusia Berhad, 2001.

(iii) ***Skim Perantisan***

Tabung ini digunakan untuk membiayai yuran kursus yang dikenakan oleh penyedia latihan bagi menjalankan latihan "off-the-job" untuk perantis di bawah Skim Perantisan.

(vi) ***Tabung Latihan Dan Juruperunding***

Tabung Latihan dan Juruperunding telah ditubuhkan sebagai tabung pusingan untuk mengutip yuran daripada pelatih dan membiayai perbelanjaan latihan di bawah program SMETAP dan untuk membiayai pekerja syarikat yang menghadiri latihan dan seminar di luar negara.

(v) ***Rizab Am 1***

Tabung ini adalah berkaitan levi majikan yang dibatalkan pendaftarannya kerana menutup operasi (berpindah ke negara lain, insolvensi, penggulangan, diletakkan di bawah penerima dan pengurus, penukaran hakmilik tanpa melibatkan pemindahan aset dan liabiliti syarikat, syarikat yang diletakkan di bawah writ, sita dan jualan, lelongan dan lain-lain) dan levi yang diluputkan bagi majikan yang tidak menjalankan latihan terhadap pekerja dalam tempoh 5 tahun. Majikan hilang kelayakan untuk mendapat sebarang bantuan kewangan atau faedah lain apabila pendaftaran mereka telah dibatalkan.

(vi) ***Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana***

Syarikat telah dilantik sebagai badan penyelaras yang memantau dan menyelaraskan semua latihan dan pembangunan sumber manusia Perusahaan Kecil dan Sederhana bagi semua sektor ekonomi di Malaysia oleh Majlis Pembangunan PKS Kebangsaan pada 2 Disember 2005. Tabung ini digunakan untuk membiayai aktiviti yang terkandung dalam pelan rancangan Latihan PKS.

(vii) ***Tabung Juruperunding TNA PKS***

Tabung ini digunakan untuk membiayai yuran juruperunding yang dikenakan oleh juruperunding bagi menjalankan Analisa Keperluan Latihan (TNA) dan penyediaan Pelan Latihan Tahunan untuk majikan PKS.

(viii) ***Tabung Persidangan PSM Kebangsaan***

Tabung Persidangan PSM Kebangsaan diwujudkan sebagai tabung pusingan untuk membiayai sendiri penganjuran persidangan tahunan PSMB. Fungsi utama tabung ini ialah untuk mengutip bayaran yuran persidangan daripada peserta, bayaran sewa petak pameran daripada penyewa petak pameran dan bayaran semua perbelanjaan yang berkaitan dengan penganjuran persidangan terutamanya sewa dewan persidangan dan pakej seminar.

(l) **Hasil**

(i) ***Pendapatan faedah***

Pendapatan faedah diambilkira dalam penyata pendapatan apabila terakru, mengambilkira hasil efektif aset.

(ii) ***Pendapatan yuran, jualan barangan dan perkhidmatan***

Hasil daripada yuran dan jualan barangan dikira pada nilai saksama bayaran diterima dan diambilkira dalam penyata pendapatan bila sebahagian besar risiko dan ganjaran pemilikan telah berpindah kepada pembeli.

Hasil daripada perkhidmatan diambilkira dalam penyata pendapatan berdasarkan nilai invois kepada pelanggan dalam tahun semasa.

(iii) ***Pendapatan dividen***

Pendapatan dividen diambilkira bila hak penerimaan dipastikan.

(m) **Manfaat pekerja**

(i) ***Manfaat jangka pendek***

Upah, gaji dan bonus diiktiraf sebagai perbelanjaan dalam tahun di mana perkhidmatan tersebut dilaksana oleh pekerja Syarikat. Cuti berbayar jangka pendek yang boleh dihimpun seperti cuti tahunan diiktiraf apabila perkhidmatan telah disumbangkan oleh pekerja yang menambahkan cuti berbayar masa hadapan dan cuti berbayar jangka pendek yang tidak boleh dikumpul, seperti cuti sakit hanya diiktiraf apabila ianya terjadi.

(ii) ***Pelan sumbangan diiktiraf***

Tanggungjawab untuk menyumbang kepada mana-mana pelan tabungan diiktiraf sebagai perbelanjaan dalam penyata pendapatan apabila ianya terjadi.

(iii) ***Pelan manfaat penakrifan***

Obligasi bersih Syarikat dikira dengan menganggarkan amaun manfaat masa hadapan yang akan diperolehi oleh pekerja bagi perkhidmatan dalam tempoh semasa dan selepas; manfaat ini didiskaunkan bagi menentukan nilai semasa, dan ditolak nilai saksama bagi setiap pelan aset. Kadar diskaun ini ialah pulangan pasaran pada tarikh kunci kira-kira atas bon korporat yang berkualiti tinggi. Perkiraan ini dilakukan oleh aktuari menggunakan kaedah kredit unit yang dianggarkan.

Apabila manfaat skim ini meningkat, bahagian manfaat yang meningkat berkaitan dengan perkhidmatan pekerja yang lepas diiktiraf sebagai belanja dalam penyata pendapatan atas dasar garis lurus sepanjang tempoh purata sehingga manfaat perlu dibayar. Sehingga manfaat perlu dibayar, belanja ini diiktiraf dalam penyata pendapatan.

2. Hartanah, loji dan peralatan

Hartanah, loji dan peralatan adalah seperti di bawah:

	Nota	2008 RM	2007 RM
Hartanah	(a)	30,242,760	30,472,250
Loji dan peralatan	(b)	4,400,859	2,685,040
		<u>34,643,619</u>	<u>33,157,290</u>

(a) Hartanah

	Tanah Pegangan Bebas RM	Bangunan RM	Jumlah RM
Kos:			
Pada 1 Januari 2008	1,591,200	30,339,400	31,930,600
Tambahan	-	1,138,365	1,138,365
Pada 31 Disember 2008	<u>1,591,200</u>	<u>31,477,765</u>	<u>33,068,965</u>
Susutnilai terkumpul:			
Pada 1 Januari 2008	-	1,458,350	1,458,350
Caj pada tahun semasa	-	1,367,855	1,367,855
Pada 31 Disember 2008	<u>-</u>	<u>2,826,205</u>	<u>2,826,205</u>
Nilai buku:			
Pada 31 Disember 2008	<u>1,591,200</u>	<u>28,651,560</u>	<u>30,242,760</u>
Pada 31 Disember 2007	<u>1,591,200</u>	<u>28,881,050</u>	<u>30,472,250</u>
Susutnilai bagi tahun berakhir 31 Disember 2007	<u>-</u>	<u>1,263,505</u>	<u>1,263,505</u>

Geran tanah adalah dalam proses untuk dipindahkan kepada Pembangunan Sumber Manusia Berhad.

(b) Loji dan peralatan

	Kenderaan	Ubahsuai	Perabot dan kelengkapan pejabat	Perkakasan pejabat	Peralatan elektrik dan elektronik	Jumlah
	RM	RM	RM	RM	RM	RM
Kos:						
Pada 1 Januari 2008	700,556	450,589	1,547,362	507,364	10,654,963	13,860,834
Pelarasan tahun sebelum	2	(2)	35,950	(28,345)	(8,525)	(920)
Selepas pelarasan	700,558	450,587	1,583,312	479,019	10,646,438	13,859,914
Tambahan	322,728	164,512	269,511	209,518	1,774,101	2,740,370
Pelupusan	(307,854)	-	(75,561)	(180)	(42,189)	(425,784)
Pada 31 Disember 2008	715,432	615,099	1,777,262	688,357	12,378,350	16,174,500
Susutnilai terkumpul:						
Pada 1 Januari 2008	456,140	386,214	690,740	366,678	9,276,022	11,175,794
Pelarasan tahun sebelum	41,382	-	7,488	(8,949)	(40,838)	(917)
Selepas pelarasan	497,522	386,214	698,228	357,729	9,235,184	11,174,877
Caj pada tahun semasa	78,824	31,802	226,831	80,184	600,145	1,017,786
Pelupusan	(304,800)	-	(75,500)	(179)	(38,543)	(419,022)
Pada 31 Disember 2008	271,546	418,016	849,559	437,734	9,796,786	11,773,641
Nilai Buku:						
Pada 31 Disember 2008	443,886	197,083	927,703	250,623	2,581,564	4,400,859
Pada 31 Disember 2007	244,416	64,375	856,622	140,686	1,378,941	2,685,040
Susutnilai bagi tahun berakhir 31 Disember 2007	78,332	27,908	51,275	49,227	1,443,476	1,650,218

3. Pelbagai penghutang

	2008 RM	2007 RM
<u>Wang Cagaran dan Prabayar</u>		
Pendahuluan sewa pejabat cawangan	54,479	205,840
Pendahuluan mesin franking	27,966	16,972
Deposit kemudahan perubatan	33,500	33,500
Deposit telefon pejabat	253	253
Deposit sewa parkir	1,547	3,547
Deposit peti simpanan keselamatan	200	200
Deposit sewa stor	10,180	10,180
Deposit air dan elektrik	18,590	73,400
Prabayar penyelenggaraan dan perkhidmatan	1,007,913	1,150,929
<u>Pelbagai penghutang</u>		
Faedah simpanan tetap terakru	7,414,241	8,389,003
Faedah terakru - (denda levi)	846,209	774,339
	<u>9,415,078</u>	<u>10,658,163</u>

4. Pinjaman kepada kakitangan

	2008 RM	2007 RM
Pinjaman kenderaan	249,309	295,607
Pinjaman komputer	63,182	88,792
Pinjaman perumahan	4,509,571	3,357,226
	<u>4,822,062</u>	<u>3,741,625</u>

5. Pelaburan

Pelaburan dinyatakan

	2008 RM	2007 RM
Pada kos	335,000,000	263,065,289
Rosotnilai diperbetulkan bagi tahun sebelum	-	1,883,130
Peruntukan kemerosotan nilai pelaburan	(94,281,144)	(3,488,525)
	<u>240,718,856</u>	<u>261,459,894</u>
Pada harga pasaran	<u>240,718,856</u>	<u>287,085,018</u>

6. Simpanan tetap

	2008 RM	2007 RM
Simpanan tetap di bank berlesen	292,648,112	296,413,390
Simpanan tetap di syarikat kewangan berlesen	321,947,694	303,155,210
	<u>614,595,806</u>	<u>599,568,600</u>

Purata wajaran bagi kadar faedah simpanan tetap di bank dan syarikat kewangan berlesen adalah seperti berikut:

	2008 %	2007 %
Bank berlesen	3.73	3.69
Syarikat kewangan berlesen	5.00	5.00

7. Geran

	2008 RM	2007 RM
A. GERAN PENYAMA DARI KERAJAAN PERSEKUTUAN		
Baki pada 31 Disember	12,009,634	12,009,634
B. GERAN KHUSUS GERAN INSENTIF LATIHAN PERUSAHAAN KECIL		
Baki pada 1 Januari	-	-
Tambah : Peruntukan kerajaan	9,000,000	3,500,000
	9,000,000	3,500,000
Tolak : Dipindahkan ke Dana Majikan (Nota 9)	(8,962,004)	(3,500,000)
Baki pada 31 Disember	37,996	-
Jumlah	12,047,630	12,009,634

8. Lebihan terkumpul

	2008 RM	2007 RM
Baki pada 1 Januari	223,718,628	153,467,075
Tambah : (Defisit)/lembihan bersih pada tahun	(66,841,142)	70,251,553
Baki pada 31 Disember	156,877,486	223,718,628

9. Dana majikan

	2008 RM	2007 RM
Baki pada 1 Januari	615,960,151	579,952,012
Tambah : Levi dikutip	340,534,962	311,853,712
Insentif geran latihan perusahaan kecil (Nota 7)	8,962,004	3,500,000
Dikreditkan semula ke Rizab Am 1 (Nota 18)	92,916	-
	965,550,033	895,305,724
Tolak : Bayaran geran latihan	(288,048,236)	(259,999,996)
Pindahan ke Rizab Am I (Nota 18)	(1,221,703)	(18,874,907)
Pulangan balik levi	(533,072)	(455,583)
Pulangan balik levi kepada majikan yang tidak bertanggung untuk mendaftar di bawah KWPSM	-	(15,087)
	675,747,022	615,960,151
Baki pada 31 Disember		

10. Kumpulan wang amanah

	Nota	2008 RM	2007 RM
(a) Tabung Pinjaman Kenderaan		800,000	800,000
(b) Tabung Pinjaman Komputer		300,000	300,000
(c) Tabung Pembiayaan Pendidikan		500,000	500,000
(d) Tabung Latihan Pekerja Yang Dihentikan Kerja	14	4,682,710	6,179,947
(e) Tabung Perantisan	15	6,051,767	5,037,915
(f) Tabung Latihan dan Juruperunding	16	4,631,738	4,115,237
(g) Tabung Pinjaman Perumahan	17	13,436,319	12,906,907
(h) Rizab Am I	18	41,827,468	50,698,681
(i) Rizab Am II	19	721,271	721,271
(j) Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana	20	3,148,983	4,177,623
(k) Tabung Juruperunding TNA PKS	21	10,000,000	-
(l) Tabung Persidangan PSM Kebangsaan	22	998,315	-
Jumlah		<u>87,098,571</u>	<u>85,437,581</u>

11. Manfaat persaraan

	2008 RM	2007 RM
Obligasi tidak berdana pada nilai semasa	<u>2,790,265</u>	<u>2,588,778</u>
Obligasi manfaat bagi liabiliti yang diiktiraf	<u>2,790,265</u>	<u>2,588,778</u>
Dianalisis sebagai:		
Bahagian semasa	-	-
Bahagian bukan semasa	<u>2,790,265</u>	<u>2,588,778</u>
	<u>2,790,265</u>	<u>2,588,778</u>

Liabiliti untuk obligasi manfaat penakrifan

Syarikat mempunyai skim manfaat yang memberi faedah persaraan kepada pekerja apabila mencapai umur persaraan. Di bawah skim ini, pekerja yang layak berhak mendapat manfaat persaraan satu setengah bulan atas gaji terakhir bagi setiap tahun lengkap perkhidmatan apabila mencapai umur persaraan 55 tahun jika bilangan tahun perkhidmatan kurang daripada 10 tahun dan dua bulan jika bilangan tahun perkhidmatan melebihi 10 tahun. Pekerja mempunyai opsyen untuk bersara pada umur 50 tahun bagi lelaki dan 45 tahun bagi wanita.

Pergerakan dalam liabiliti bersih diiktiraf dalam kunci kira-kira

	2008 RM	2007 RM
Liabiliti bersih pada 1 Januari	2,588,778	2,199,797
Perbelanjaan yang diiktiraf dalam penyata pendapatan	503,930	456,174
Perbelanjaan yang diiktiraf dalam kunci kira-kira	(302,443)	(67,193)
Liabiliti bersih pada 31 Disember	2,790,265	2,588,778

Perbelanjaan diiktiraf dalam penyata pendapatan

	2008 RM	2007 RM
Pelan manfaat persaraan		
Kos perkhidmatan semasa	379,065	435,705
Faedah atas obligasi	124,865	20,469
	503,930	456,174

Liabiliti untuk obligasi manfaat penakrifan

Anggaran aktuari yang digunakan pada tarikh kunci kira-kira (dinyatakan sebagai purata wajaran):

	2008 RM	2007 RM
Kadar diskaun	7.0%	7.0%
Purata pendapatan penggajian	5.0%	5.0%

12. Maklumat pekerja

	2008 RM	2007 RM
Lain-lain kos pekerja	6,437,155	6,453,473
Kumpulan Wang Simpanan Pekerja	1,199,499	1,101,239
	<u>7,636,654</u>	<u>7,554,712</u>

Bilangan pekerja Syarikat (termasuk Pengarah) pada akhir tahun adalah seramai 167 orang (2007 – 149 orang).

13. Perbelanjaan cukai

	2008 RM	2007 RM
- Tahun semasa	<u>56,340</u>	<u>40,467</u>

Pembangunan Sumber Manusia Berhad diberi pelepasan cukai pendapatan berkenaan dengan pendapatan berkanun berhubung dengan semua punca pendapatannya kecuali pendapatan dividen selama 10 tahun mulai tahun taksiran 2008 hingga 2017. Pelepasan ini diberi melalui surat Kementerian Kewangan rujukan (8.09)248/40/7-1458(7) bertarikh 14 April 2008.

14. Tabung Latihan Pekerja Yang Dihentikan Kerja

	2008 RM	2007 RM
Baki pada 1 Januari	6,179,947	2,497,409
Tambah : Pindahan dari Rizab Am I	-	5,000,000
	<u>6,179,947</u>	<u>7,497,409</u>
Tolak : Bayaran yuran pelatih	(1,497,237)	(1,317,462)
Baki pada 31 Disember	<u>4,682,710</u>	<u>6,179,947</u>

15. Tabung Perantisan

	2008 RM	2007 RM
Baki pada 1 Januari	5,037,915	3,140,031
Tambah : Peruntukan kerajaan	5,500,000	5,500,000
	10,537,915	8,640,031
Tolak : Bayaran yuran perantis	(4,486,148)	(3,602,116)
Baki pada 31 Disember	6,051,767	5,037,915

16. Tabung Latihan dan Juruperunding

	2008 RM	2007 RM
Baki pada 1 Januari	4,115,237	3,828,789
Tambah : Yuran penyertaan	2,626,115	2,025,250
	6,741,352	5,854,039
Tolak : Perbelanjaan	(2,109,614)	(1,738,802)
Baki pada 31 Disember	4,631,738	4,115,237

17. Tabung Pinjaman Perumahan

	2008 RM	2007 RM
Baki pada 1 Januari	12,906,907	12,414,358
Tambah : Faedah pinjaman	138,470	108,776
Faedah pelaburan	406,744	400,584
	13,452,121	12,923,718
Tolak : Subsidi faedah yang dikenakan kepada peminjam di bawah Skim Pinjaman Perumahan Kerajaan	(15,802)	(16,811)
Baki pada 31 Disember	13,436,319	12,906,907

18. Rizab Am I

	2008 RM	2007 RM
Baki pada 1 Januari	50,698,681	36,823,774
Tambah : Pindahan dari Dana Majikan (Nota 9)	1,221,703	18,874,907
	51,920,384	55,698,681
Tolak : Pindahan ke Tabung Latihan Pekerja Yang Dihentikan Kerja	-	(5,000,000)
Pindahan ke Tabung Juruperunding TNA PKS (Nota 21)	(10,000,000)	-
Dikreditkan semula ke Dana Majikan (Nota 9)	(92,916)	-
	41,827,468	50,698,681
Baki pada 31 Disember		

19. Rizab Am II

	2008 RM	2007 RM
Baki pada 1 Januari / 31 Disember	721,271	721,271

20. Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana

	2008 RM	2007 RM
Baki pada 1 Januari	4,177,623	2,498,093
Tambah Peruntukan kerajaan	1,000,000	3,000,000
	5,177,623	5,498,093
Tolak : Perbelanjaan	(2,028,640)	(1,320,470)
Baki pada 31 Disember	3,148,983	4,177,623

21. Tabung Juruperunding TNA PKS

	2008 RM	2007 RM
Baki pada 1 Januari	-	-
Tambah : Pindahan dari Rizab Am 1 (Nota 18)	10,000,000	-
Baki pada 31 Disember	<u>10,000,000</u>	<u>-</u>

22. Tabung Persidangan PSM Kebangsaan

	2008 RM	2007 RM
Baki pada 1 Januari	-	-
Tambah : Tambahan	1,092,866	-
	<u>1,092,866</u>	<u>-</u>
Tolak : Perbelanjaan	(94,551)	-
Baki pada 31 Disember	<u>998,315</u>	<u>-</u>

Pembangunan Sumber Manusia Berhad
(Ditubuhkan di Malaysia)

**Penyata para Pengarah berdasarkan kepada
Seksyen 169(15) Akta Syarikat, 1965**

Pada pendapat para Pengarah, penyata kewangan dibentangkan di muka surat 102 hingga 124, telah disediakan mengikut peruntukan Piawaian Laporan Entiti Persendirian dan Akta Syarikat, 1965 di Malaysia supaya memberi gambaran yang benar dan saksama mengenai kedudukan Syarikat pada 31 Disember 2008 dan hasil operasinya serta aliran tunai bagi tahun berakhir pada tarikh tersebut.

Ditandatangani mengikut resolusi para Pengarah:

DATO' IR. TEO CHIANG KOK
Pengerusi

TIEW HAI SAN
Pengarah

Kuala Lumpur,
13 April 2009

Pembangunan Sumber Manusia Berhad
(Ditubuhkan di Malaysia)

**Pengisytiharan berdasarkan kepada
Seksyen 169(16) Akta Syarikat, 1965**

Saya, **AMIRNUDDIN BIN MAZLAN**, pegawai yang terutama bertanggungjawab ke atas pengurusan kewangan Pembangunan Sumber Manusia Berhad, dengan tulus ikhlas memperakui bahawa penyata kewangan yang dibentangkan pada muka surat 102 hingga 124, sebaik pengetahuan dan kepercayaan saya, adalah betul dan saya membuat perakuan ini dengan sebenarnya mempercayai bahawa ianya benar, dan menurut peruntukan Akta Akuan Berkanun, 1960.

Ditandatangani dan diakui oleh penama di atas di Kuala Lumpur, Malaysia pada 13 April 2009.

AMIRNUDDIN BIN MAZLAN
Pengurus Besar Kewangan
Pembangunan Sumber Manusia Berhad

Di hadapan saya,

Aishah binti Shahul Hameed PJK
Pesuruhjaya Sumpah
No. W 565

**Laporan juruaudit kepada para ahli
Pembangunan Sumber Manusia Berhad**
(Ditubuhkan di Malaysia)

Laporan berkenaan penyata kewangan

Kami telah mengaudit penyata kewangan Pembangunan Sumber Manusia Berhad, yang mengandungi Penyata Aset dan Liabiliti pada 31 Disember 2008, dan Penyata Pendapatan dan Perbelanjaan, Penyata Aliran Tunai bagi tahun berakhir pada tarikh tersebut, dan rumusan dasar-dasar perakaunan dan lain-lain nota keterangan yang dibentangkan pada muka surat 102 hingga 124.

Tanggungjawab Pengarah dan Ahli Syarikat terhadap laporan kewangan

Pengarah Syarikat adalah bertanggungjawab ke atas penyediaan dan persembahan yang saksama terhadap penyata kewangan ini berdasarkan Piawaian Laporan Entiti Persendirian dan Akta Syarikat, 1965 di Malaysia. Tanggungjawab ini termasuk: penyediaan, pelaksanaan dan mengekalkan kawalan dalaman berkaitan penyediaan dan persembahan yang saksama penyata kewangan bebas dari kesilapan yang material, sama ada disebabkan kesilapan atau pecah amanah; memilih dan melaksanakan polisi perakaunan yang bersesuaian; dan membuat anggaran perakaunan yang munasabah berdasarkan situasi semasa.

Tanggungjawab juruaudit

Tanggungjawab kami adalah untuk menyatakan pendapat mengenai penyata kewangan tersebut, berdasarkan audit kami. Kami telah menjalankan audit mengikut Piawaian Pengauditan berkenaan yang diluluskan di Malaysia. Piawaian tersebut memerlukan kami mematuhi keperluan etika dan merancang dan melaksanakan audit untuk mendapat kepastian yang munasabah sama ada penyata kewangan ini bebas dari kesilapan yang material.

Audit merangkumi pelaksanaan prosedur-prosedur bagi memperoleh bukti yang menyokong jumlah dan pendedahan di dalam penyata kewangan. Prosedur-prosedur yang dipilih bergantung di atas pertimbangan kami, termasuk penilaian ke atas risiko kesilapan yang material pada penyata kewangan; sama ada disebabkan oleh pecah amanah atau kesilapan. Dalam membuat penilaian risiko terbabit, kami mengambil kira kawalan dalaman yang relevan kepada penyediaan dan persembahan yang saksama Syarikat, tetapi bukan bertujuan untuk menyatakan pendapat terhadap keberkesanan kawalan dalaman Syarikat. Audit juga termasuk menilai terhadap prinsip-prinsip perakaunan yang digunakan dan anggaran-anggaran penting yang dibuat oleh Para Pengarah, di samping menilai gambaran keseluruhan yang diberikan oleh penyata kewangan.

Kami percaya bahawa bukti audit yang diperolehi oleh kami adalah mencukupi dan bersesuaian untuk menjadi asas kepada menyatakan pendapat kami.

Pendapat

Pada pendapat kami, penyata kewangan tersebut telah disediakan dengan wajar menurut Piawaian Laporan Entiti Persendirian dan Akta Syarikat, 1965 di Malaysia bagi memberikan gambaran yang benar dan saksama mengenai kedudukan kewangan Syarikat pada 31 Disember 2008 dan prestasi kewangannya dan aliran tunai bagi tahun berakhir pada tarikh tersebut.

Laporan mengenai Perundangan dan Syarat-syarat Berkanun

Pada pendapat kami juga, rekod-rekod perakaunan dan lain-lain rekod, termasuk daftar-daftar, yang dikehendaki oleh Akta Syarikat, 1965 supaya disimpan oleh Syarikat telah disimpan dengan sempurna menurut peruntukan-peruntukan Akta tersebut.

Lain-lain perkara

Laporan ini disediakan hanya kepada ahli-ahli Syarikat, sebagai sebuah badan, selaras dengan peruntukan Seksyen 174, Akta Syarikat, 1965 di Malaysia dan tanpa tujuan lain. Kami tidak mempunyai tanggungjawab kepada pihak-pihak lain terhadap kandungan laporan ini.

KPMG

Nombor Firma: AF 0758
Akauntan Berkanun

Petaling Jaya,

Tarikh: 13 April 2009

