



PSMB

PEMBANGUNAN SUMBER MANUSIA BERHAD (Co. No. 545143-D)
KEMENTERIAN SUMBER MANUSIA

PSMB - Shaping People

LAPORAN TAHUNAN 2010 ANNUAL REPORT



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



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NOTICE OF THE TENTH ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN THAT THE TENTH ANNUAL GENERAL MEETING OF PEMBANGUNAN SUMBER MANUSIA BERHAD WILL BE HELD AT BALLROOM 2, EASTIN HOTEL, NO. 13, JALAN 16/11, PUSAT DAGANGAN SEKSYEN 16, 46350 PETALING JAYA, SELANGOR ON THURSDAY, 30 JUNE 2011 AT 11.00 AM FOR THE FOLLOWING PURPOSES:

Agenda

1.	To receive and adopt the Financial Statements for the year ended 31 December 2010 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

SALINA BINTI SAMSON @ YUSOF
Secretary
Kuala Lumpur

14 June 2011

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

NOTIS MESYUARAT AGUNG KESEPULUH

DENGAN INI DIMAKLUMKAN BAHAWA MESYUARAT AGUNG TAHUNAN PEMBANGUNAN SUMBER MANUSIA BERHAD YANG KESEPULUH AKAN DIADAKAN DI BALLROOM 2, HOTEL EASTIN, NO. 13, JALAN 16/11, PUSAT DAGANGAN SEKSYEN 16, 46350 PETALING JAYA, SELANGOR PADA HARI KHAMIS, 30 JUN 2011, JAM 11.00 PAGI UNTUK URUSAN-URUSAN BERIKUT:

Agenda

1.	Menerima dan meluluskan Penyata Kewangan yang diaudit bagi tahun berakhir 31 Disember 2010 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

SALINA BINTI SAMSON @ YUSOF
Setiausaha
Kuala Lumpur

14 Jun 2011

Nota: 1. Di bawah Artikel Persatuan Syarikat, kehadiran di Mesyuarat Agung Tahunan tidak boleh diwakili.



OUR Vision

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

VISI Kami

Sebagai daya penggerak latihan dan pembangunan tenaga kerja.

CORPORATE PROFILE

Profil Korporat

OUR Mission

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

MISI Kami

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

OUR 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.

OBJEKTIF Kami

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

FUNCTIONS OF PEMBANGUNAN SUMBER MANUSIA BERHAD (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', apprentices' and trainees' 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 provide excellent services in fulfilling its customers' needs through continuous improvement.

TRAINING POLICY

PSMB is committed to enhance the knowledge, skills and competencies of its staff at all levels through continuous training and retraining 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 policy as follows:

- To provide and maintain a safe workplace for PSMB's staff and the public.
- To ensure that all PSMB's staff are working safely without any health risk.
- To adhere to all orders and regulations related to individual and organisational safety.
- Staff are responsible to the matters that are related to occupational safety and health.

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





FUNGSI PEMBANGUNAN SUMBER MANUSIA BERHAD (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, perantis dan pelatih 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 menyediakan perkhidmatan yang cemerlang bagi memenuhi keperluan pelanggan dengan melaksanakan penambahbaikan berterusan.

POLISI LATIHAN

PSMB adalah komited untuk meningkatkan pengetahuan, kemahiran dan kompetensi pada semua tahap, bagi pekerjaannya melalui latihan dan latihan semula 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 melaksanakan polisinya seperti berikut:

- Menyedia dan menyelenggara tempat kerja yang selamat untuk pekerja PSMB dan orang ramai.
- Memastikan semua pekerja PSMB bekerja dengan cara-cara kerja yang selamat tanpa apa-apa risiko ke atas kesihatan.
- Mematuhi semua arahan dan peraturan berhubung dengan keselamatan diri dan organisasi.
- Pekerja adalah bertanggungjawab ke atas perkara-perkara berkaitan keselamatan dan kesihatan pekerjaan.

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



Philosophy of Training Falsafah Latihan

Training stands at the heart of every organisation's ability and capacity to renew its human resources. Training is the most important aspect of human capital development and benefit individuals by expanding and enhancing their skill-sets, or through the acquisition of new skills altogether.

Individuals achieve important personal development goals through training that helps them keep with progress in their chosen fields. This progress improves an individual's work performance and thus, contributes directly to personal satisfaction.

In turn, organisations benefit immediately from these training and human resource capacity building through the new understanding and expertise that trained employees bring to their jobs: both employee efficiency and job satisfaction improve with training, which enhances overall organisational performance.

Even more broadly, training and human resource development at organisational levels contribute a key ingredient to macroeconomic growth. As organisations reap benefits from trained workers, productivity increases while output is enhanced by the higher quality resulting from increased—and ever increasing—expertise.

Latihan mendapat perhatian utama bagi memperlihatkan kebolehan dan keupayaan setiap organisasi untuk memperbaharui sumber manusianya. Latihan merupakan aspek pembangunan modal insan paling penting dan memberikan manfaat kepada individu dengan mengembang dan meningkatkan set kemahiran, atau melalui perolehan kemahiran baru.

Seseorang individu boleh mencapai matlamat pembangunan diri yang utama melalui latihan yang membantu mengekalkan kemajuan mereka dalam bidang yang dipilih. Kemajuan ini akan meningkatkan prestasi kerja individu dan dengan demikian, menyumbang secara langsung kepada kepuasan diri.

Sebagai balasan, organisasi mendapat manfaat dengan serta-merta daripada latihan dan pembangunan keupayaan sumber manusia melalui kefahaman dan kepakaran baru yang dibawa oleh pekerja yang terlatih dalam pekerjaan mereka: kedua-dua kecekapan dan kepuasan kerja pekerja bertambah baik dengan latihan, yang mana ini akan meningkatkan prestasi keseluruhan organisasi.

Jika dilihat secara lebih luas, latihan dan pembangunan sumber manusia di peringkat organisasi merupakan satu adunan penting kepada pertumbuhan makroekonomi. Apabila organisasi mengaut faedah daripada pekerja terlatih, produktiviti akan meningkat selaras dengan pertambahan output melalui peningkatan kualiti.

Training and continuous retraining is crucial to our current national economic and development objectives, but even more importantly, human capital development is the foundation of our plans for the future.

The Malaysian Government recognises that the way forward for the nation lies in building a high-income economy based on inclusiveness and sustainability. This objective is articulated in the Tenth Malaysia Plan, the Government Transformation Programme and the New Economic Model.

At the heart of this bold initiative is the need to build workforce competency: a high-income economy can only be achieved if productivity is enhanced through a highly skilled workforce capable of innovation and creativity. Wages will be based on these higher competencies, and Malaysia's workforce performance will be benchmarked against international standards—if indeed they aren't already—and our economic survival, let alone progress, will depend closely on how well we understand and implement our strategies for continuous capacity building.

The National Economic Advisory Council reported in 2010 that 80 percent of the Malaysian workforce possesses educational qualifications of only up to the SPM level. This cannot support the nation's aspirations for economic and industrial progress, and while steps are being taken to ensure that more young Malaysians gain adequate and equitable access to higher education opportunities to serve our future workforce needs, much work must be done simultaneously to upgrade the skills of the current workforce.

To this end, Pembangunan Sumber Manusia Berhad (PSMB) undertakes the responsibility of realising the goals of continuous education, on-the-job training and workers' upskilling so that all Malaysian workers may benefit from constantly evolving technologies.

Training, retraining and upskilling lie at the core of productivity and competitiveness—which in turn are the key ingredients of economic growth—and the benefits of a highly trained workforce are immediate and obvious. With enhanced skills and, more importantly, the awareness of the need to keep upgrading these skills, Malaysians will reduce their dependence on foreign labour and expertise while simultaneously increasing their own abilities to realise their full potential.

Training and capacity building must not therefore be viewed as temporary or one-off measures—they are continuous processes that must meet the needs of a constantly and endlessly evolving global marketplace.

Therefore, PSMB's philosophy of training focuses the fact that needs change frequently, and that the goal of building an educated, versatile and resilient workforce can only be met if training is first established as a critically necessary part of the new proactive culture of Malaysian business and industry.

Latihan dan latihan berterusan amat penting kepada objektif ekonomi dan pembangunan negara masa kini, malah lebih penting lagi ialah pembangunan modal insan yang merupakan asas kepada rancangan masa hadapan kita.

Kerajaan Malaysia mengiktiraf bahawa cabaran masa hadapan negara terletak pada pembinaan ekonomi berpendapatan tinggi berdasarkan prinsip keterangkuman dan kemampanan. Objektif ini diperjelaskan dalam Rancangan Malaysia Kesepuluh, Program Transformasi Kerajaan dan Model Baru Ekonomi.

Perkara yang menjadi tunggak kepada usaha berani ini adalah keperluan untuk membina kompetensi tenaga kerja: ekonomi berpendapatan tinggi hanya boleh dicapai jika produktiviti ditingkatkan melalui tenaga kerja berkemahiran tinggi yang berkebolehan melakukan inovasi dan kreativiti. Upah akan didasarkan kepada kompetensi yang lebih tinggi ini, dan prestasi tenaga kerja Malaysia akan ditanda araskan dengan standard antarabangsa jika pun belum dilakukan lagi kelangsungan ekonomi kita, apalagi kemajuan, akan bergantung rapat pada sejauh mana kita memahami dan melaksanakan strategi kita bagi pembinaan keupayaan yang berterusan.

Majlis Penasihat Ekonomi Kebangsaan pada tahun 2010 telah melaporkan bahawa 80 peratus daripada tenaga kerja Malaysia mempunyai kelayakan pendidikan sehingga peringkat SPM. Ini tidak boleh mendukung aspirasi negara untuk kemajuan ekonomi dan industri. Sungguhpun langkah-langkah sedang diambil untuk memastikan bahawa lebih ramai tenaga muda Malaysia mendapat kemudahan yang mencukupi dan saksama kepada peluang pendidikan tinggi untuk memenuhi keperluan tenaga kerja masa hadapan kita. Banyak lagi tugas yang perlu dilakukan secara serentak demi meningkatkan kemahiran tenaga kerja yang sedia ada.

Bagi memastikan perkara ini berlaku, Pembangunan Sumber Manusia Berhad (PSMB) memikul tanggungjawab merealisasikan matlamat pendidikan berterusan, latihan semasa kerja dan peningkatan kemahiran pekerja supaya semua rakyat Malaysia boleh mendapat manfaat daripada teknologi yang sentiasa berkembang.

Latihan, latihan semula dan peningkatan kemahiran menjadi teras kepada produktiviti dan daya saing - dan ini pula merupakan ramuan utama bagi pertumbuhan ekonomi - dan manfaatnya pula kepada tenaga kerja yang sangat terlatih adalah secara langsung dan jelas. Dengan peningkatan kemahiran dan lebih penting lagi, kesedaran tentang perlunya untuk sentiasa meningkatkan kemahiran ini, pergantungan rakyat Malaysia kepada buruh dan kepakaran asing akan berkurangan dan pada waktu yang sama meningkatkan kebolehan mereka.

Dengan itu, latihan dan membina keupayaan hendaklah tidak dilihat sebagai langkah sementara atau sekali sahaja ia merupakan proses berterusan yang mesti memenuhi keperluan pasaran dunia yang sentiasa berkembang dengan tiada noktahnya.

Oleh yang demikian, falsafah PSMB berhubung dengan latihan menumpu kepada hakikat bahawa keperluan sering kali berubah, dan matlamat membina tenaga kerja yang berpelajaran, serba boleh dan berdaya tahan hanya boleh dipenuhi jika latihan sudah diterima sebagai sebahagian daripada budaya proaktif baru yang sangat-sangat diperlukan dalam perniagaan dan industri di Malaysia.



Salam 1Malaysia,

The Malaysian economy grew 4.8% in the fourth quarter of 2010, returning to a strong 7.2% GDP growth for the full year from a contraction of 1.7% in 2009. Total growth for 2010, which was the fastest since year 2000, was spurred by higher domestic demand and a recovery in the manufacturing as well as the service sectors. The growth figure indicated strong collaboration between the Government and the private sector in ensuring the recovery of the Malaysian economy, as well as public confidence in the Malaysian Government's Economic Stimulus Packages as effective solutions to one of the sternest economic challenges of our times.

The Tenth Malaysia Plan, coupled with the Government Transformation Programme and the New Economic Model as the main pillars towards achieving the economic vision of the country, charts the development of the nation for the next five years (2011–2015). These initiatives focus on the key strategies of building a high income, inclusiveness and sustainability, and as such, are highly dependent on workforce competency as a critical success factor. In the achievement of these goals, functions of Pembangunan Sumber Manusia Berhad (PSMB) will be geared towards the Government's national agenda. PSMB will continue to strengthen and sustain the important roles it plays, and to make significant contributions to the needs of industry and the country's workforce competency.

Salam 1Malaysia,

Ekonomi Malaysia tumbuh sebanyak 4.8% pada suku keempat tahun 2010, kembali kukuh pada kadar 7.2% bagi setahun genap pertumbuhan KDNK daripada mengecut sebanyak 1.7% pada tahun 2009. Pertumbuhan menyeluruh bagi tahun 2010, merupakan yang terpantas sejak tahun 2000, didorong oleh permintaan dalam negara yang semakin meningkat dan pemulihan dalam sektor pembuatan dan pekhidmatan. Jumlah pertumbuhan menunjukkan kerjasama yang kukuh antara Kerajaan dan sektor swasta dalam memastikan ekonomi negara, termasuk keyakinan rakyat terhadap Pakej Rangsangan Ekonomi Kerajaan Malaysia adalah satu jalan penyelesaian yang berkesan kepada salah satu cabaran ekonomi yang paling serius pada zaman ini.

Rancangan Malaysia Kesepuluh, ditambah pula dengan Program Transformasi Kerajaan dan Model Baru Ekonomi yang merupakan tunggak utama ke arah pencapaian wawasan ekonomi negara, mencarta pembangunan negara bagi lima tahun yang akan datang (2011 - 2015). Inisiatif-inisiatif ini menumpukan kepada strategi utama pembinaan pendapatan tinggi, keterangkuman dan kemampanan, dan dengan yang demikian, sangat bergantung kepada kompetensi tenaga kerja sebagai faktor kejayaan penting. Dalam memastikan kejayaan matlamat ini, fungsi Pembangunan Sumber Manusia Berhad (PSMB) akan disesuaikan dengan agenda negara. PSMB akan terus mengukuh dan mengekalkan peranan penting yang dimainkannya, dan akan menyumbang kepada keperluan industri dan kompetensi tenaga kerja negara.

PSMB will continue to work closely with the Ministry of Human Resources in support of the Government's vision to create a highly skilled workforce through retraining and skills upgrading.

PSMB akan terus bekerja rapat dengan Kementerian Sumber Manusia bagi mendukung visi Kerajaan untuk mewujudkan tenaga kerja berkemahiran tinggi melalui latihan semula dan peningkatan kemahiran.

Statement from the Acting Chairman Kenyataan Pemangku Pengerusi

In 2010, PSMB continued to pursue with renewed vigour its vision of being the primary impetus in workforce training and development. 2010 was "Innovation Year", and as such we intensified our delivery services in organising, promoting and encouraging value-added training programmes emphasising innovation and creativity as well as high-end certified technical programmes.

PSMB is committed in ensuring that all registered employers under the PSMB Act 2001 remain continuously guided and encouraged to improve the skills and competencies of their employees through training and retraining. In this regard, PSMB has taken the initiative to expand the scope of eligibility for financial assistance in bearing training costs by revising the terms and conditions for training grant approvals and claims.

Throughout the year, a total of 626,270 training places, with financial assistance of RM317.86 million, were approved and RM269.63 million was disbursed. In the same year, 736 new employers registered with PSMB—compared to 496 employers in the previous year. As at 31 December 2010, the total number of employers registered with PSMB was 12,546.

Of this number, 73% were Small and Medium Enterprises (SMEs). SMEs are the major source of employment in Malaysia, constituting 99% of business establishments and contributing 31% of Gross Domestic Product. In view of the significant contributions of SMEs to national growth, PSMB established two value-added services in the form of funds for registered employers, namely, the 1Malaysia HRDF Skills Upgrading Fund for SMEs with an allocation of RM2 million, and the 1Malaysia Financial Assistance Fund for Small Employers with an allocation of RM5 million. These funds have helped SMEs tremendously in their efforts to increase training activities for their employees.

Pada tahun 2010, PSMB dengan semangat baru meneruskan visi untuk menjadi daya pendorong utama dalam latihan dan pembangunan tenaga kerja. Tahun 2010 adalah "Tahun Inovasi". Oleh sebab itu, kami telah memperhebat khidmat penyampaian dalam menganjur, mempromosi dan menggalakkan program latihan yang mempunyai nilai tambah yang menekankan kepada inovasi dan kreativiti termasuk program teknikal yang mempunyai persijilan.

PSMB adalah komited untuk memastikan bahawa semua majikan berdaftar di bawah Akta PSMB, 2001 terus kekal dipandu dan didorong untuk meningkatkan kemahiran dan kompetensi pekerja mereka melalui latihan dan latihan semula. Dalam hal ini, PSMB telah mengambil inisiatif untuk menambahbaik skop kelayakan untuk mendapatkan bantuan kewangan dalam menanggung kos latihan dengan mengkaji semula syarat-syarat kelulusan dan tuntutan geran latihan.

Di sepanjang tahun tersebut, sejumlah 626,270 tempat latihan, dengan bantuan kewangan sebanyak RM317.86 juta telah diluluskan, dan RM269.63 juta telah dibayar. Pada tahun yang sama, sejumlah 736 majikan baru telah berdaftar dengan PSMB – berbanding 496 majikan pada tahun sebelumnya. Sehingga 31 Disember 2010, jumlah keseluruhan majikan yang berdaftar dengan PSMB ialah 12,546.

Daripada jumlah ini, 73% adalah Perusahaan Kecil dan Sederhana (PKS). PKS merupakan sumber utama pekerjaan di Malaysia, yang terdiri daripada 99% dan menyumbang 31% kepada Keluaran Dalam Negeri Kasar. Memandangkan sumbangan besar PKS kepada pertumbuhan negara, PSMB telah mewujudkan dua perkhidmatan nilai tambah dalam bentuk dana kepada majikan yang berdaftar, iaitu, Dana Peningkatan Kemahiran 1Malaysia KWPSM untuk PKS dengan peruntukan sebanyak RM2 juta, dan Dana Bantuan Kewangan 1Malaysia untuk Majikan Kecil dengan peruntukan RM5 juta. Dana ini telah banyak membantu PKS dalam usaha mereka untuk meningkatkan aktiviti latihan kepada pekerja mereka.

A key development in 2010 was PSMB's selection by the Government as one of five pioneer agencies involved in the implementation of the Malaysia Single Corporate Identity (MyCoID) Project, together with the Companies Commission of Malaysia, the Inland Revenue Board, the Social Security Organisation, the Employees Provident Fund and SME Corporation. The objective of the MyCoID project is to help employers doing business with the Government agencies through the use of a single reference number. In the initial stage, MyCoID enables simultaneous registration with these five agencies within a single day, and the initiative will be expanded to include more Government agencies.

In addition to the MyCoID Project, PSMB was also recognised by the Multimedia Development Corporation (MDec) for its outstanding web portal, the PSMB Portal. PSMB was proud to stand alongside the top nine of 101 Ministries and Government Agencies to be awarded a five-star rating. This achievement reflects PSMB's seriousness in its continuous efforts to enhance its web-based delivery services for the benefit of stakeholders and the community at large.

Despite the national rebound in 2010, there remains a need for employers to move up their value chain in order to increase productivity and provide better-quality services and products. In order to achieve this, it is inevitable that a greater application of knowledge, technology and innovation must be brought to bear on productivity and quality. Employers must consequently be less dependent on unskilled or semi-skilled workers. A highly-skilled, creative and innovative workforce is critical to our nation's future economic survival, and in order to improve Malaysia's position in the global economic arena, we must nurture a talented workforce able to drive productivity and competitiveness through a creative and innovative mindset.

Transforming a workforce has never been an easy task, but this transformation is so important to our economic progress that the New Economic Model particularly emphasises the need for intensifying human capital development. PSMB stands ready to assist employers in these efforts by encouraging them to retrain and upgrade the skills of their employees. It is our objective that the Human Resources Development Fund be fully utilised to support a training culture, particularly amongst SMEs.

In this light, PSMB will continue to drive the training and development of the Malaysian workforce through systematic identification of training needs. It will also continue to generate initiatives parallel to the Government's aspirations and objectives. PSMB welcomes the support and assistance of all training providers in reaching out to employers, and to raise awareness of the need to train and retrain workers.

Satu perkembangan besar pada tahun 2010 ialah pemilihan PSMB oleh Kerajaan sebagai salah satu daripada lima agensi perintis yang terlibat dalam pelaksanaan Projek Nombor Identiti Korporat Malaysia (MyCoID) bersama-sama dengan Suruhanjaya Syarikat Malaysia, Lembaga Hasil Dalam Negeri, Pertubuhan Keselamatan Sosial, Kumpulan Wang Simpanan Pekerja dan SME Corporation. Objektif projek MyCoID ini adalah untuk membantu majikan melaksanakan urusan niaga dengan agensi Kerajaan melalui penggunaan satu nombor rujukan tunggal. Pada peringkat awalnya, MyCoID membolehkan pendaftaran serentak dengan lima agensi ini dalam masa satu hari, dan inisiatif ini akan dikembangkan untuk merangkumi lebih banyak agensi Kerajaan yang lain lagi.

Di samping Projek MyCoID, PSMB juga telah diiktiraf oleh Multimedia Development Corporation (MDec) kerana kecemerlangan laman sesawangnya, Portal PSMB. PSMB berbangga dengan kedudukannya yang sebaris dengan sembilan daripada 101 Kementerian dan Agensi Kerajaan yang telah dianugerahi pemeringkatan lima bintang. Pencapaian ini menggambarkan keseriusan PSMB dalam usahanya secara berterusan untuk meningkatkan perkhidmatan penyampaian berasaskan sesawang bagi kebaikan pihak berkepentingan dan masyarakat amnya.

Namun di sebalik kerancakan semula ekonomi pada tahun 2010, keperluan para majikan untuk meningkatkan rantai nilai mereka masih kekal bagi menambah produktiviti dan menyediakan perkhidmatan dan produk berkualiti lebih baik. Tidak dapat dielakkan lagi, jika ini mahu dicapai, penerapan ilmu pengetahuan, teknologi dan inovasi hendaklah dibawa untuk mempengaruhi produktiviti dan kualiti. Oleh yang demikian majikan hendaklah semakin kurang bergantung kepada pekerja tanpa kemahiran atau separa mahir. Tenaga kerja yang berkemahiran tinggi, kreatif dan inovatif amat penting kepada daya saing ekonomi masa hadapan, dan demi untuk menaikkan kedudukan Malaysia dalam arena ekonomi dunia, kita mesti membina tenaga kerja berbakat yang mampu memacu produktiviti dan daya saing melalui minda yang kreatif dan inovatif.

Mentransformasikan tenaga kerja bukanlah satu tugas yang mudah, tetapi disebabkan ia amat penting kepada kemajuan ekonomi kita, maka Model Baru Ekonomi terutamanya menekankan kepada keperluan bagi memperhebat pembangunan modal insan. PSMB mempunyai pendirian bersedia untuk memberikan bantuan kepada majikan dalam usaha ini dengan menggalakkan melatih semula dan meningkatkan kemahiran pekerja mereka. Adalah menjadi matlamat kami supaya Kumpulan Wang Pembangunan Sumber Manusia digunakan sepenuhnya untuk menyokong budaya latihan, terutamanya di kalangan PKS.

Untuk itu, PSMB akan terus menggalakkan latihan dan pembangunan tenaga kerja Malaysia dengan mengenal pasti secara sistematik keperluan latihan tersebut. Ia juga selanjutnya akan menghasilkan inisiatif yang selari dengan aspirasi dan objektif Kerajaan. PSMB mengalu-alukan sokongan dan bantuan daripada semua penyedia latihan dalam mendekati para majikan, dan untuk meningkatkan kesedaran tentang keperluan latihan dan latihan semula pekerja.



On behalf of the Board of Directors of PSMB, I wish to convey my heartfelt appreciation to the registered employers and training providers for their continuing confidence and firm support.

PSMB will continue to work closely with the Ministry of Human Resources in support of the Government's vision to create a highly skilled workforce through retraining and skills upgrading.

I wish to thank the management team and employees of PSMB for their high degree of commitment and dedication in their day-to-day operations towards achieving all the company's performance goals in 2010. The Board truly appreciates their strenuous efforts in supporting the objectives of creating a knowledgeable and skilled workforce with a view to improve Malaysia's competitiveness in the global market.

I also wish to convey my appreciation to the Government of Malaysia for its continuous support; and to the Minister of Human Resources, YB Datuk Dr. S. Subramaniam, for his invaluable guidance and advice; and to all Board members for their significant contributions in assisting PSMB during the recent economic downturn.

Thank you,

Dato' Haji Mohd Shariff Bin Hussin
Acting Chairman of the Board
Pembangunan Sumber Manusia Berhad

Bagi pihak Lembaga Pengarah PSMB, saya ucapkan setulus penghargaan kepada majikan berdaftar dan penyedia latihan atas keyakinan berterusan dan sokongan padu mereka.

PSMB akan terus bekerja rapat dengan Kementerian Sumber Manusia bagi mendukung visi Kerajaan untuk mewujudkan tenaga kerja berkemahiran tinggi melalui latihan semula dan peningkatan kemahiran.

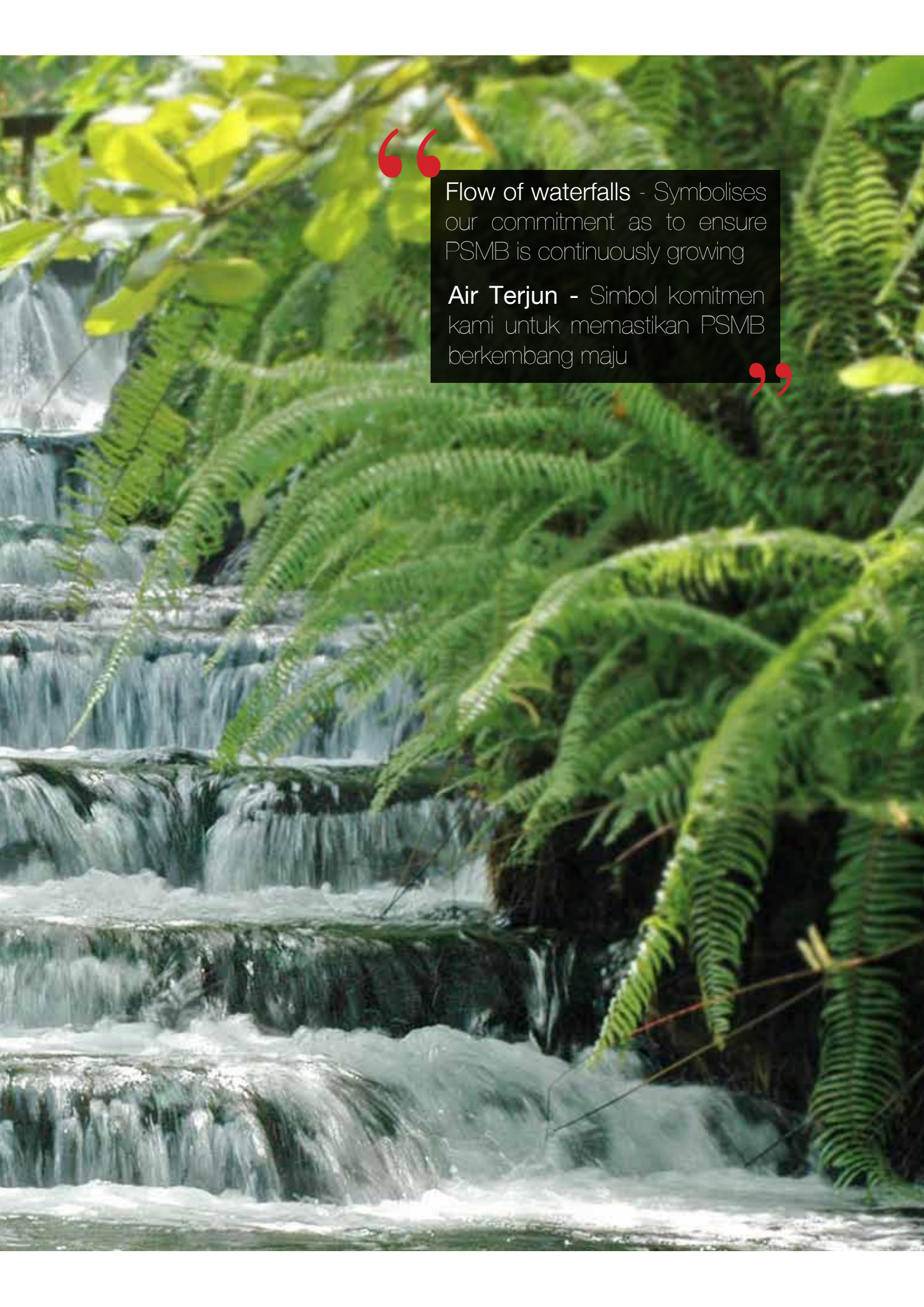
Saya ingin mengucapkan ribuan terima kasih kepada kumpulan pengurusan dan pekerja PSMB atas komitmen dan dedikasi yang tinggi dalam operasi harian mereka ke arah mencapai pencapaian syarikat pada tahun 2010. Pihak Lembaga benar-benar menghargai usaha keras dalam menyokong objektif mewujudkan tenaga kerja yang berpengetahuan dan berkemahiran dengan harapan untuk meningkatkan daya saing Malaysia dalam pasaran global.

Saya juga ingin menyampaikan penghargaan saya kepada Kerajaan Malaysia atas sokongan yang berterusan; dan kepada Menteri Sumber Manusia, YB Datuk Dr. S. Subramaniam, atas bimbingan dan nasihat yang tidak terhingga nilainya; dan kepada semua ahli Lembaga atas sumbangan berharga mereka dalam membantu PSMB semasa kegawatan ekonomi yang baru dilalui.

Terima kasih,

Dato' Haji Mohd Shariff Bin Hussin
Pemangku Pengerusi Lembaga
Pembangunan Sumber Manusia Berhad

BOARD OF
DIRECTORS
Lembaga Pengarah



“

Flow of waterfalls - Symbolises our commitment as to ensure PSMB is continuously growing

Air Terjun - Simbol komitmen kami untuk memastikan PSMB berkembang maju

”

Board of Directors Lembaga Pengarah

16 May 2009 – 15 May 2011
16 Mei 2009 – 15 Mei 2011

CHAIRMAN / PENERUS

Hasnah Ismail (until 15 July 2010)
Proton Holdings Berhad

DEPUTY CHAIRMAN / TIMBALAN PENERUS

Y.Bhg. Dato' Haji Mohd. Shariff bin Hussin
Ministry of Human Resources

BOARD MEMBERS / AHLI LEMBAGA

Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa
Federation of Malaysian Manufacturers (FMM)

Y.Bhg. Dato' Low Kian Chuan
The Associated Chinese Chambers of Commerce & Industry of Malaysia (ACCCIM)

Y.Bhg. Datuk Mohd. Ilyas bin Zainol Abidin
Malaysian Association of Hotels (MAH)

Y.Bhg. Datuk Ketheeswaran a/l M. Kanagaratnam
Malaysian Associated Indian Chambers of Commerce & Industry (MAICCI)

Y.Bhg. Dato' Hafsa binti Hashim
SME Corporation Malaysia (SME Corp)

Abdul Wahab bin Abu Bakar
Malaysian Employers Federation (MEF)

Seow Hon Cheong @ Seow Mee Cheong
Malaysian Textile Manufacturers Association (MTMA)

Wong Nan Fay
Association of the Computer and Multimedia Industry, Malaysia (PIKOM)

Fu Wing Hoong
The Electrical and Electronics Association of Malaysia (TEEAM)

Dr. Mohd. Mazlan bin Che Mat
Malay Chamber of Commerce, Malaysia (DPMM)

Haji Mohd. Ghaus bin Ab. Kadir
Jabatan Pengajian Politeknik dan Kolej Komuniti, Kementerian Pengajian Tinggi (JPPKK)

Haji Saari bin Salleh
Ministry of Youth and Sports

Agnes Maria Sam Abdullah
Ministry of Finance

Dr. R. Palaniappan a/l Ramanathan Chettiar
Independent Member

Abdul Jalil bin Md. Taib
Independent Member

Amirnuddin bin Mazlan
Pembangunan Sumber Manusia Berhad



Hasnah Ismail
Chairman (until 15 July 2010)
Proton Holdings Berhad

Hasnah Ismail was Chairman of Pembangunan Sumber Manusia Berhad until 15 July 2010, and was Director of Human Resources, Proton Holdings Berhad. She graduated in Business Administration from Western Michigan State University, US in 1981 and pursued her postgraduate studies at the University of Dayton, Ohio, US in 1983. She began her career in Malayan Banking Berhad as an Executive in the Economic Research Department before embarking on a distinguished career in human resources in many leading organisations including Bernas, Ernst & Young, Telekom Malaysia, SME Bank and MIMOS.

Hasnah Ismail
Pengerusi (sehingga 15 Julai 2010)
Proton Holdings Berhad

Hasnah Ismail adalah Pengerusi Pembangunan Sumber Manusia Berhad sehingga 15 Julai 2010. Beliau memegang jawatan Pengarah Sumber Manusia di Proton Holdings Berhad. Beliau mempunyai lulusan Pentadbiran Perniagaan daripada Western Michigan State University, AS pada tahun 1981 dan seterusnya mengikuti pengajian Sarjana di University of Dayton, Ohio, AS pada tahun 1983. Beliau memulakan kerjaya di Malayan Banking Berhad sebagai seorang Eksekutif di Jabatan Penyelidikan Ekonomi sebelum meneruskan kerjaya yang cemerlang dalam bidang sumber manusia di pelbagai organisasi peneraju termasuklah Bernas, Ernst & Young, Telekom Malaysia, SME Bank dan MIMOS.



Y.Bhg. Dato' Haji Mohd. Shariff bin Hussin
Deputy Chairman
Ministry of Human Resources

Dato' Haji Mohd. Shariff bin Hussin is the Deputy Secretary-General (Operation) of the Ministry of Human Resources. He graduated with honours in History from the University of Malaya and holds a Master in Public Administration from Western Michigan University, US. He began his career as Assistant Director in the Public Service Department (PSD) and served for five years as Administrative Officer in the Community Development Division of the Ministry of National and Rural Development before returning to the PSD as Senior Deputy Director of Policy and Service Development. He was appointed as the Deputy Secretary-General of the Ministry of Human Resources in 2006.

Y.Bhg. Dato' Haji Mohd Shariff bin Hussin
Timbalan Pengerusi
Kementerian Sumber Manusia

Dato' Haji Mohd. Shariff bin Hussin adalah Timbalan Ketua Setiausaha (Operasi) Kementerian Sumber Manusia. Beliau mempunyai ijazah Sarjana Muda dengan kepujian di dalam bidang Sejarah daripada Universiti Malaya. Beliau juga adalah lulusan Sarjana Pentadbiran Awam daripada Western Michigan University, AS. Beliau memulakan kerjaya sebagai Penolong Pengarah di Jabatan Perkhidmatan Awam (JPA) dan berkhidmat selama lima tahun sebagai Pegawai Tadbir di Bahagian Pembangunan Masyarakat, Kementerian Pembangunan Luar Bandar dan Wilayah sebelum berkhidmat semula dengan JPA sebagai Timbalan Pengarah Kanan Polisi dan Pembangunan Perkhidmatan. Beliau telah dilantik sebagai Timbalan Ketua Setiausaha, Kementerian Sumber Manusia pada tahun 2006.



Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa
Federation of Malaysian Manufacturers (FMM)

Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa is Vice-President of the Federation of Malaysian Manufacturers (FMM) and Managing Director of Johan Ceramic Bhd. He graduated with a BA from the University of Malaya in 1971 and began his career as a Management Trainee in Guinness Anchor Bhd. before becoming Regional Sales Manager at Nestlé Malaysia. Prior to heading Johan Ceramic, he was Chief Executive Officer of International Food Corp. Pte. Ltd. in Papua New Guinea (1995-1999) and CEO of Gandour (Malaysia) Sdn. Bhd. (1999-2000). He was elected to the Council of the FMM in 2002 and currently also serves as Chairman of its Customs Committee and its Malaysian Ceramics Industry Group.

Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa
Persekutuan Pekilang-Pekilang Malaysia (FMM)

Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa adalah Naib Presiden Persekutuan Pekilang-Pekilang Malaysia (FMM) dan Pengarah Urusan, Johan Ceramic Bhd. Beliau berkelulusan Sarjana Muda Sastera daripada Universiti Malaya pada tahun 1971 dan memulakan kerjaya sebagai Pelatih Pengurusan di Guinness Anchor Bhd. sebelum memegang jawatan Pengurus Jualan Wilayah untuk Nestlé Malaysia. Sebelum menerajui Johan Ceramic, beliau adalah Ketua Eksekutif, International Food Corp. Pte. Ltd. di Papua New Guinea (1995-1999) dan Gandour (Malaysia) Sdn. Bhd. (1999-2000). Beliau telah dipilih menduduki Majlis FMM pada tahun 2002 dan kini, sedang berkhidmat sebagai Pengerusi, Jawatankuasa Kastam dan Kumpulan Industri Seramik bagi Persekutuan tersebut.



Y.Bhg. Dato' Low Kian Chuan
The Associated Chinese Chambers of Commerce & Industry of Malaysia (ACCCIM)

Dato' Low Kian Chuan is Deputy Secretary-General of the Associated Chinese Chambers of Commerce & Industry of Malaysia, and is also Chairman of the Association's SMEs and Human Resource Development Committee. He graduated in Economics at the Wilfrid Laurier University, Canada, in 1983, from which he also gained an Advanced Diploma in Business Administration the following year. In addition, he holds a Certificate in Advanced Marketing Strategies from the University of California, Berkeley, US. He is Executive Chairman of Low Fatt Wood Industries Sdn. Bhd. and is a Director of Gong Badak Industrial Park Sdn. Bhd.

Y.Bhg. Dato' Low Kian Chuan
Persekutuan Dewan Perniagaan & Industri China Malaysia (ACCCIM)

Dato' Low Kian Chuan adalah Timbalan Setiausaha Agung, Persekutuan Dewan Perniagaan & Industri China Malaysia dan adalah juga Pengerusi, Jawatankuasa PKS dan Pembangunan Sumber Manusia Persekutuan tersebut. Beliau berkelulusan Ekonomi daripada Wilfrid Laurier University, Kanada pada tahun 1983 dan memiliki Diploma Lanjutan di dalam bidang Pentadbiran Perniagaan pada tahun berikutnya. Beliau turut mengikuti kursus Certificate in Advanced Marketing Strategies daripada University of California, Berkeley, AS. Beliau adalah Pengerusi Eksekutif, Low Fatt Wood Industries Sdn. Bhd. dan Ahli Lembaga Pengarah, Gong Badak Industrial Park Sdn. Bhd.



Y.Bhg. Datuk Mohd. Ilyas bin Zainol Abidin
Malaysian Association of Hotels (MAH)

Datuk Mohd. Ilyas bin Zainol Abidin is President of the Malaysian Association of Hotels, and Group General Manager of De Palma Hotels. He is an Adjunct Fellow of Universiti Utara Malaysia and an Honorary Fellow of the Institute of Hospitality Management, Ireland; as well as the Confederation of Tourism, Hotel and Catering Management, Hong Kong; and an Honorary Fellow and Certified Manager of the Institute of General Management, Ireland. He began his career as Front Office Manager at the Kuala Lumpur Hilton Hotel in 1972 and served as Assistant General Manager at both the Petaling Jaya Hilton and Kuala Lumpur Hilton Hotels before his current appointment.

Y.Bhg. Datuk Mohd. Ilyas bin Zainol Abidin
Persatuan Hotel-Hotel Malaysia (MAH)

Datuk Mohd. Ilyas bin Zainol Abidin adalah Presiden, Persatuan Hotel-Hotel Malaysia dan Pengurus Besar, Kumpulan Hotel De Palma. Beliau adalah Fellow Adjung Universiti Utara Malaysia dan seorang Fellow Kehormat, Institute of Hospitality Management, Ireland dan Confederation of Tourism, Hotel and Catering Management, Hong Kong, serta seorang Fellow Kehormat dan Pengurus Bertauliah, Institute of General Management, Ireland. Beliau memulakan kerjaya sebagai Pengurus *Front Office* di Hotel Hilton Kuala Lumpur pada tahun 1972 dan berkhidmat sebagai Penolong Pengurus Besar di kedua-dua Hotel Hilton Petaling Jaya dan Kuala Lumpur sebelum memegang jawatan terkini beliau.



Y.Bhg. Datuk Ketheeswaran a/l M. Kanagaratnam
Malaysian Associated Indian Chambers of Commerce & Industry (MAICCI)

Datuk K. Ketheeswaran is President of the Malaysian Associated Indian Chambers of Commerce & Industry (MAICCI) and Executive Deputy Chairman of Pinehill Pacific Bhd. He has served MAICCI as President since 2000 and was Vice President of the National Chamber of Commerce and Industry of Malaysia from 2008-2010.

Y.Bhg. Datuk Ketheeswaran a/l M. Kanagaratnam
Persekutuan Dewan Perniagaan & Industri India Malaysia (MAICCI)

Datuk K. Ketheeswaran adalah Presiden, Persekutuan Dewan Perniagaan & Industri India Malaysia (MAICCI) dan Timbalan Pengerusi, Eksekutif Pinehill Pacific Bhd. Beliau telah berkhidmat sebagai Presiden MAICCI sejak tahun 2000 dan pernah berkhidmat sebagai Naib Presiden, Dewan Perniagaan dan Industri Kebangsaan Malaysia dari tahun 2008-2010.



Y.Bhg. Dato' Hafsah binti Hashim
SME Corporation Malaysia (SME Corp)

Dato' Hafsah binti Hashim is Chief Executive of SME Corporation Malaysia (SME Corp). She graduated from Universiti Sains Malaysia in 1982 with a Bachelor's Degree in Applied Science, and was awarded an MBA from Aston University, UK, in 1995. She began her career as Assistant Secretary of the Palm Oil Division in the Ministry of Primary Industries and served the Ministry of Agriculture and the Ministry of International Trade and Industry prior to becoming Director of Strategic Planning at the Small and Medium Industries Development Corporation (now SME Corp) in 1996, a position she held until her promotion to CEO in 2005.

Y.Bhg. Dato' Hafsah binti Hashim
SME Corporation Malaysia (SME Corp)

Dato' Hafsah binti Hashim adalah Ketua Eksekutif, SME Corporation Malaysia (SME Corp.). Beliau mempunyai kelulusan Sarjana Muda Sains Gunaan dari Universiti Sains Malaysia pada tahun 1982. Beliau turut memperolehi Sarjana Pentadbiran Perniagaan daripada Aston University, UK pada tahun 1995. Kerjaya beliau bermula sebagai Penolong Setiausaha, Bahagian Minyak Sawit di Kementerian Perusahaan Utama dan berkhidmat di Kementerian Pertanian dan Kementerian Perdagangan Antarabangsa dan Industri sebelum memegang jawatan Pengarah Perancangan Strategik di Perbadanan Pembangunan Industri Kecil dan Sederhana (kini SME Corp.) pada tahun 1996 sehingga dinaikkan pangkat kepada Ketua Eksekutif pada tahun 2005.



Abdul Wahab bin Abu Bakar
Malaysian Employers Federation (MEF)

Abdul Wahab bin Abu Bakar is Vice President of the Malaysian Employers Federation and Chairman of DBM Holdings Sdn. Bhd. He graduated in 1975 with a BEcons (Hons) from the University of Malaya and began his career the following year as Industrial Relations Administrator at MAS. He served as Staff Personnel Officer at Esso Production Malaysia Inc. from 1979-1984 before becoming Executive Director of Human Resources at Nestlé Malaysia Bhd. prior to his current appointment. He is also Corporate Advisor to Subalipack Malaysia Sdn. Bhd.

Abdul Wahab bin Abu Bakar
Persekutuan Majikan-Majikan Malaysia (MEF)

Abdul Wahab bin Abu Bakar adalah Naib Presiden, Persekutuan Majikan-Majikan Malaysia dan Pengerusi, DBM Holdings Sdn. Bhd. Beliau adalah graduan Sarjana Muda Ekonomi (Kepujian) daripada Universiti Malaya pada tahun 1975 dan memulakan kerjaya pada tahun berikutnya sebagai Pentadbir Perhubungan Industri di MAS. Beliau telah berkhidmat sebagai Pegawai Personel Kakitangan di Esso Production Malaysia Inc. dari tahun 1979-1984, sebelum memegang jawatan sebagai Pengarah Eksekutif Sumber Manusia di Nestlé Malaysia Bhd. Beliau juga adalah Penasihat Korporat, Subalipack Malaysia Sdn. Bhd.



Seow Hon Cheong @ Seow Mee Cheong
Malaysian Textile Manufacturers Association (MTMA)

Seow Hon Cheong is Vice President of the Malaysian Textile Manufacturers Association. He holds a BE in Mechanical Engineering from the University of Canterbury, UK and gained a Diploma in Marketing Management from the National Productivity Centre, Malaysia, in 1983. He is Managing Director of Trans Pacific Industries Sdn. Bhd. and is President of the Malaysian Textile and Apparel Centre as well as Past President of the Malaysian Knitting Manufacturers Association.

Seow Hon Cheong @ Seow Mee Cheong
Persatuan Pengeluar Tekstil Malaysia (MTMA)

Seow Hon Cheong adalah Naib Presiden, Persatuan Pengeluar Tekstil Malaysia. Beliau berkelulusan Sarjana Muda Kejuruteraan Mekanikal daripada University of Canterbury, UK dan memperolehi Diploma Pengurusan Pemasaran daripada Perbadanan Produktiviti Malaysia (MPC) pada tahun 1983. Beliau adalah Pengarah Urusan, Trans Pacific Industries Sdn. Bhd. dan Presiden, Malaysian Textile and Apparel Centre selain daripada mantan Presiden, Malaysian Knitting Manufacturers Association.



Wong Nan Fay
Association of the Computer and Multimedia Industry, Malaysia (PIKOM)

Wong Nan Fay is Chairman of the Association of the Computer and Multimedia Industry, Malaysia, and Group Chief Executive of SNT Global Sdn. Bhd. He graduated from Dalhousie University, Canada, with an honours degree in Commerce before serving as Group Executive Director of the PDX Group of Companies from 1985-1999. Since 2006, he has also served as Chairman of Outsourcing Malaysia.

Wong Nan Fay
Persatuan Industri Komputer dan Multimedia, Malaysia (PIKOM)

Wong Nan Fay adalah Pengerusi, Persatuan Industri Komputer dan Multimedia Malaysia, dan Ketua Eksekutif, Kumpulan SNT Global Sdn. Bhd. Beliau adalah graduan lulusan Sarjana Muda kepujian dalam bidang Perdagangan daripada Dalhousie University, Kanada, dan seterusnya berkhidmat sebagai Pengarah Eksekutif Kumpulan bagi Kumpulan Syarikat PDX dari tahun 1985-1999. Sejak 2006, beliau juga telah berkhidmat sebagai Pengerusi Outsourcing Malaysia.



Fu Wing Hoong
The Electrical and Electronics Association of Malaysia (TEEAM)

Fu Wing Hoong is President of the Electrical and Electronics Association of Malaysia and Managing Director of EITA Holdings Sdn. Bhd. He holds a Diploma in Electronic Engineering from Tunku Abdul Rahman College, Kuala Lumpur, and passed Parts 1 and 2 of the Engineering Council (UK) examinations before obtaining an MBA from the University of Bath, UK. He was Group General Manager and Director of LKH Electric (M) Sdn. Bhd. before heading EITA Holdings Sdn. Bhd., and he served as a General Council Member of the Malaysian Institute of Management from 2006-2008.

Fu Wing Hoong
The Electrical and Electronics Association of Malaysia (TEEAM)

Fu Wing Hoong adalah Presiden, The Electrical and Electronics Association of Malaysia dan Pengarah Urusan, EITA Holdings Sdn. Bhd. Beliau memperolehi Diploma di dalam bidang Kejuruteraan Elektronik daripada Kolej Tunku Abdul Rahman, Kuala Lumpur dan lulus Peringkat 1 dan 2 peperiksaan Engineering Council (UK) sebelum memperolehi MBA daripada University of Bath, UK. Beliau adalah Pengurus Besar Kumpulan dan Pengarah LKH Electric (M) Sdn. Bhd. sebelum menerajui EITA Holdings Sdn. Bhd. Beliau telah berkhidmat sebagai Ahli Majlis Institut Pengurusan Malaysia dari tahun 2006-2008.



Dr. Mohd. Mazlan bin Che Mat
Malay Chamber of Commerce, Malaysia (DPMM)

Dr. Mohd. Mazlan bin Che Mat is Technical Advisor to the Malay Chamber of Commerce, Malaysia, and is President of MCM Value Sdn. Bhd. He graduated from Universiti Teknologi Malaysia in 1986 with a degree in Quantity Surveying before obtaining an MBA in the UK in 1989 and a PhD. in Value Management from University Teknologi MARA in 2006. He began his career in the Public Works Department in 1980 before becoming a Management Executive in Petronas. He was a lecturer and Head of Department at Universiti Teknologi Malaysia before his current appointment.

Dr. Mohd. Mazlan bin Che Mat
Dewan Perniagaan Melayu, Malaysia (DPMM)

Dr. Mohd. Mazlan bin Che Mat adalah Penasihat Teknikal kepada Dewan Perniagaan Melayu Malaysia dan Presiden, MCM Value Sdn. Bhd. Beliau adalah graduan lulusan Sarjana Muda Jurukur Bahan daripada Universiti Teknologi Malaysia pada tahun 1986 dan seterusnya memperolehi MBA di UK pada tahun 1989. Beliau turut memperolehi ijazah Kedoktoran Falsafah dalam bidang Pengurusan Nilai daripada Universiti Teknologi MARA pada tahun 2006. Beliau memulakan kerjaya di Jabatan Kerja Raya pada tahun 1980 dan kemudiannya memegang jawatan Eksekutif Pengurusan di Petronas. Sebelum itu, beliau telah berkhidmat sebagai pensyarah dan Ketua Jabatan di Universiti Teknologi Malaysia sebelum memegang jawatan terkini.



Haji Mohd. Ghaus bin Ab. Kadir
Ministry of Higher Education

Haji Mohd. Ghaus bin Ab. Kadir is Director of the Department of Polytechnic and Community College Education, Ministry of Higher Education. He graduated from the University of Liverpool, UK in 1979 with a BEng (Mechanical) before gaining an MSc (Automotive) from the University of Southampton, UK in 1990. He began his career in 1980 as a Lecturer at Polytechnic Ungku Omar and headed the Mechanical Engineering Departments at Batu Pahat and Port Dickson Polytechnics before becoming Director of Dungun Polytechnic (2001-2002) and Port Dickson Polytechnic (2003-2008). He was appointed to the Ministry of Higher Education in 2008 and served as Director of Curriculum and Evaluation Division in the Department of Polytechnic Education before being appointed to his current position.

Haji Mohd. Ghaus bin Ab. Kadir
Kementerian Pengajian Tinggi

Haji Mohd. Ghaus bin Ab. Kadir adalah Pengarah Jabatan Pendidikan Politeknik dan Kolej Komuniti, Kementerian Pengajian Tinggi. Beliau mempunyai kelulusan Sarjana Muda dari University of Liverpool, UK pada tahun 1979 dalam bidang Kejuruteraan Mekanikal dan kemudiannya, memperolehi Sarjana (Automotif) daripada University of Southampton, UK pada tahun 1990. Beliau memulakan kerjaya pada tahun 1980 sebagai Pensyarah di Politeknik Ungku Omar dan menerajui Jabatan Kejuruteraan Jentera di Politeknik Batu Pahat dan Port Dickson sebelum dilantik sebagai Pengarah Politeknik Dungun (2001-2002) dan Politeknik Port Dickson (2003-2008). Beliau telah dilantik ke Kementerian Pengajian Tinggi pada tahun 2008 dan berkhidmat sebagai Pengarah Bahagian Kurikulum dan Penilaian di bawah Jabatan Pendidikan Politeknik sebelum dilantik ke jawatan sekarang.



Haji Saari bin Salleh
Ministry of Youth and Sports

Haji Saari bin Salleh is Director of the Skills Development Division, Ministry of Youth and Sports. He graduated with a BA (Hons) in Social Science from Universiti Kebangsaan Malaysia in 1997 and began his career as Director of the Department of Youth and Sports, Kelantan, before becoming Deputy Director-General of the Rakan Muda programme and, later, Deputy Director-General of Youth Development in the Ministry of Youth and Sports prior to his current post.

Haji Saari bin Salleh
Kementerian Belia dan Sukan

Haji Saari bin Salleh adalah Pengarah Bahagian Pembangunan Kemahiran, Kementerian Belia dan Sukan. Beliau adalah lulusan Sarjana Muda (Kepujian) Sains Sosial daripada Universiti Kebangsaan Malaysia pada tahun 1997 dan memulakan kerjaya beliau sebagai Pengarah, Jabatan Belia dan Sukan, Kelantan sebelum dilantik sebagai Timbalan Ketua Pengarah program Rakan Muda, kemudiannya, Timbalan Ketua Pengarah Pembangunan Belia, Kementerian Belia dan Sukan sebelum dilantik ke jawatan sekarang.



Agnes Maria Sam Abdullah
Ministry of Finance

Agnes Maria Sam Abdullah is Deputy Under-Secretary, Services and International Sector, Economics and International Division, Ministry of Finance. She holds a BEcons (Hons) from the University of Malaya as well as an MA in Economic Policy from Boston University, US. She began her career as Principal Assistant Secretary in the Economic Planning Unit in 1996 and was appointed Head of the Regional and Cooperation Section of the Ministry of Finance in 2004. She has served in her present position as Deputy Under-Secretary since 2008.

Agnes Maria Sam Abdullah
Kementerian Kewangan

Agnes Maria Sam Abdullah adalah Timbalan Setiausaha, Sektor Perkhidmatan dan Antarabangsa, Bahagian Ekonomi dan Antarabangsa, Kementerian Kewangan. Beliau memperolehi ijazah Sarjana Muda Ekonomi (Kepujian) daripada Universiti Malaya serta Sarjana di dalam bidang Polisi Ekonomi daripada Boston University, AS. Beliau memulakan kerjaya sebagai Ketua Penolong Setiausaha di Unit Rancangan Ekonomi pada tahun 1996 dan telah dilantik sebagai Ketua Seksyen Wilayah dan Kerjasama, Kementerian Kewangan pada tahun 2004. Beliau telah berkhidmat di jawatan terkini sebagai Timbalan Setiausaha sejak tahun 2008.



Dr. Palaniappan a/l Ramanathan Chettiar
Independent Member

Dr. Palaniappan is Chairman and Chief Executive of SMR Technologies Bhd. He graduated with a BSc from Madras University in 1977, where he also gained an MA (Social Sciences) in 1979 before obtaining a PhD. in Management from the California Coast University in 1998. He began his career in training and human resource capacity building in 1980 and has since spent three decades dedicated to his field of expertise in Malaysia as well as the Middle East, Australia, India, China and the USA.

Dr. Palaniappan a/l Ramanathan Chettiar
Ahli Bebas

Dr. Palaniappan adalah Pengerusi dan Ketua Eksekutif SMR Technologies Bhd. Beliau adalah lulusan dari Madras University pada tahun 1977 dengan memperolehi Sarjana Muda Sains, dan kemudiannya memperolehi Sarjana (Sains Sosial) pada tahun 1979 dan seterusnya mendapatkan ijazah Kedoktoran Falsafah di dalam bidang Pengurusan daripada California Coast University pada tahun 1998. Beliau memulakan kerjaya di dalam bidang latihan dan pembangunan kapasiti sumber manusia pada tahun 1980 dan dan selama tiga dekad telah membaktikan diri di dalam bidang kepakaran beliau di Malaysia serta Timur Tengah, Australia, India, China dan AS.



Abdul Jalil bin Md. Taib
Independent Member

Abdul Jalil bin Md. Taib was educated at the Penang Free School before graduating in Economics from University of Malaya in 1976. He holds an MBA from the University of Southern California, US and has worked in retail banking at Malayan Banking before moving to the oil and gas industry first at Esso Malaysia Bhd. and then at Petronas, where he held positions ranging from Section Head of Supply and Distribution to Registrar of Technical Training.

Abdul Jalil bin Md. Taib
Ahli Bebas

Abdul Jalil bin Md. Taib mendapat pendidikan awal di Penang Free School sebelum memperolehi ijazah dalam bidang Ekonomi daripada Universiti Malaya pada tahun 1976. Beliau kemudiannya memperolehi Sarjana daripada University of Southern California, AS dan telah bertugas di dalam bidang perbankan runcit di Malayan Banking sebelum beralih kepada industri minyak dan gas bermula dengan Esso Malaysia Bhd. dan seterusnya ke Petronas, yang mana beliau telah memegang pelbagai jawatan, bermula dari Ketua Seksyen Perbekalan dan Pengagihan sehinggalah sebagai Pendaftar Latihan Teknikal.



Amirnuddin bin Mazlan
Pembangunan Sumber Manusia Berhad

Amirnuddin Mazlan is the Chief Executive of Pembangunan Sumber Manusia Berhad (PSMB). He holds an honours degree in Accounting from Universiti Kebangsaan Malaysia and is a Chartered Accountant of the Malaysian Institute of Accountants since 1987. He began his career as Treasure Accountant of the Accountant-General Department and had served in the Ministry of International Trade and Industry (Assistant Secretary), Ministry of Domestic Trade and Consumer Affairs (Senior Assistant Secretary) and Ministry of Defence (Principal Assistant Secretary). He had also served as the Finance Director of the Human Resources Development Council from 1998-2001 and General Manager of Finance cum Company Secretary of PSMB from 2001-2008 before being promoted to Deputy Chief Executive (Management) in 2008. He assumed his present position in 2010.

Amirnuddin bin Mazlan
Pembangunan Sumber Manusia Berhad

Amirnuddin Mazlan adalah Ketua Eksekutif, Pembangunan Sumber Manusia Berhad (PSMB). Beliau berkelulusan Sarjana Muda Perakaunan (Kepujian) daripada Universiti Kebangsaan Malaysia dan adalah Akauntan Bertauliah daripada Institut Akauntan Malaysia sejak tahun 1987. Beliau memulakan kerjaya sebagai Akauntan Perbendaharaan di Jabatan Akauntan Negara dan telah berkhidmat di Kementerian Perdagangan Antarabangsa dan Industri (Penolong Setiausaha), Kementerian Perdagangan Dalam Negeri dan Hal Ehwal Pengguna (Penolong Setiausaha Kanan) dan Kementerian Pertahanan (Ketua Penolong Setiausaha). Beliau juga telah berkhidmat sebagai Pengarah Kewangan di Majlis Pembangunan Sumber Manusia dari tahun 1998-2001 dan sebagai Pengurus Besar Kewangan merangkap Setiausaha Syarikat PSMB dari tahun 2001-2008 sebelum dinaikkan pangkat kepada Timbalan Ketua Eksekutif (Pengurusan) pada tahun 2008. Beliau mula memegang jawatan terkini pada tahun 2010.



COMPANY SECRETARY
Setiausaha Syarikat

Salina binti Samson @ Yusof

AUDIT COMMITTEE
Jawatankuasa Audit

Y.M. Raja Dato' Abd. Aziz bin Raja Muda Musa
Chairman / Pengerusi
Dr. Mohd Mazlan bin Che Mat
Fu Wing Hoong
Agnes Maria Sam Abdullah

ESTABLISHMENT & BENEFITS COMMITTEE
Jawatankuasa Perjawatan & Faedah

Y.Bhg. Dato' Hafsah binti Hashim
Chairman / Pengerusi
Wong Nan Fay
Haji Mohd. Ghaus bin Ab. Kadir

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

Hasnah Ismail
Chairman / Pengerusi
(until 15 July 2010) / (sehingga 15 Julai 2010)
Dr. Palaniappan a/l Ramanathan Chettiar
Agnes Maria Sam Abdullah

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

Y.Bhg. Dato' Haji Mohd. Shariff bin Hussin
Chairman / Pengerusi
Y.Bhg. Datuk Mohd. Ilyas bin Zainol Abidin
Abdul Jalil bin Md. Taib

INVESTMENT PANEL
Panel Pelaburan

Hasnah Ismail
Chairman / Pengerusi
(until 15 July 2010) / (sehingga 15 Julai 2010)
Y.Bhg. Dato' Haji Mohd. Shariff bin Hussin
(from 21 October 2010) / (mulai 21 Oktober 2010)
Amirnuddin bin Mazlan
Abu Hassan Alshari bin Yahaya
Kuppammal a/p Ramasamy
Dr. Lim Chee Shin
(until 1 January 2010) / (sehingga 1 Januari 2010)
Lee Wei Kiat
(until 1 January 2010) / (sehingga 1 Januari 2010)
Y.Bhg. Datuk Ketheeswaran a/l M. Kanagaratnam
Haji Saari bin Salleh
Y.Bhg. Dato' Jaspal Singh a/l Gurbakhes Singh
(from 1 September 2010) / (mulai 1 September 2010)
Dr. Chin Yoong Kheong
(from 1 September 2010) / (mulai 1 September 2010)

FINANCE COMMITTEE
Jawatankuasa Kewangan

Abdul Jalil bin Md. Taib
Abdul Wahab bin Abu Bakar
Agnes Maria Sam Abdullah

Committees of Inquiry and Appeals

Jawatankuasa Siasatan dan Rayuan

Members of the Panel of Domestic Inquiry, Disciplinary Committee and Disciplinary Appeal Committee for Deputy Chief Executive and Grade SM3

Ahli-ahli Panel Siasatan Dalam, Jawatankuasa Disiplin dan Jawatankuasa Rayuan Disiplin untuk Timbalan Ketua Eksekutif dan Gred SM3

PANEL OF DOMESTIC INQUIRY Panel Siasatan Dalam	Y.Bhg. Datuk Mohd. Ilyas bin Zainol Abidin Chairman / Pengerusi Fu Wing Hoong Haji Saari bin Salleh
DISCIPLINARY COMMITTEE Jawatankuasa Disiplin	Y.Bhg. Dato' Hafsah binti Hashim Chairman / Pengerusi Wong Nan Fay Haji Mohd. Ghaus bin Ab. Kadir
DISCIPLINARY APPEAL COMMITTEE Jawatankuasa Rayuan Disiplin	Hasnah Ismail Chairman / Pengerusi (until 15 July 2010) / (sehingga 15 Julai 2010) Y.Bhg. Datuk Ketheeswaran a/l M. Kanagaratnam Y.Bhg. Dato' Low Kian Chuan Abdul Wahab bin Abu Bakar Abdul Jalil bin Md. Taib

Members of the Panel of Domestic Inquiry, Disciplinary Committee and Disciplinary Appeal Committee for Grades M1, M2 and M3

Ahli-ahli Panel Siasatan Dalam, Jawatankuasa Disiplin dan Jawatankuasa Rayuan Disiplin untuk Gred M1, M2 dan M3

PANEL OF DOMESTIC INQUIRY Panel Siasatan Dalam	Three General Managers of PSMB, with one being appointed as Chairman Tiga Pengurus Besar PSMB, yang mana salah seorang dilantik sebagai Pengerusi
DISCIPLINARY COMMITTEE Jawatankuasa Disiplin	Y.Bhg. Dato' Hafsah binti Hashim Chairman / Pengerusi Wong Nan Fay Haji Mohd. Ghaus bin Ab. Kadir
DISCIPLINARY APPEAL COMMITTEE Jawatankuasa Rayuan Disiplin	Y.Bhg. Dato' Haji Mohd. Shariff bin Hussin Chairman / Pengerusi Seow Hon Cheong Agnes Maria Sam Abdullah

Members of the Panel of Domestic Inquiry, Disciplinary Committee and Disciplinary Appeal Committee for Grades S1, S2, C1, C2, C3, C4 and C5

Ahli-ahli Panel Siasatan Dalam, Jawatankuasa Disiplin dan Jawatankuasa Rayuan Disiplin untuk Gred S1, S2, C1, C2, C3, C4 dan C5

PANEL OF DOMESTIC INQUIRY Panel Siasatan Dalam	Three staff of PSMB holding posts higher than the accused staff, with one being appointed as Chairman Tiga pekerja PSMB yang memegang jawatan lebih tinggi daripada tertuduh, yang mana salah seorang dilantik sebagai Pengerusi
DISCIPLINARY COMMITTEE Jawatankuasa Disiplin	Chief Executive of PSMB (Chairman) Ketua Eksekutif PSMB (Pengerusi) Deputy Chief Executive (Management) of PSMB Timbalan Ketua Eksekutif (Pengurusan) PSMB General Manager of Corporate Affairs and Human Resources Division Pengurus Besar Bahagian Hal Ehwal Korporat dan Sumber Manusia
DISCIPLINARY APPEAL COMMITTEE Jawatankuasa Rayuan Disiplin	Y.Bhg. Dato' Hafsah binti Hashim Chairman / Pengerusi Wong Nan Fay Haji Mohd. Ghaus bin Ab. Kadir

“

The journey forward
Maju ke hadapan

”



1. **Amirnuddin bin Mazlan**
Chief Executive / Ketua Eksekutif
2. **Mej (B) Van Weng Hong**
Deputy Chief Executive (Operation)
Timbalan Ketua Eksekutif (Operasi)
3. **Neela Mehan a/l Manickiam**
Deputy Chief Executive (Management)
Timbalan Ketua Eksekutif (Pengurusan)
4. **Lim Kah Cheng**
General Manager, Corporate Affairs and Human Resources Division
Pengurus Besar, Bahagian Hal Ehwal Korporat dan Sumber Manusia
5. **CM Vignaesvaran a/l Jeyandran**
General Manager, Training Grant Division
Pengurus Besar, Bahagian Geran Latihan
6. **Muhammad Ghazali bin Abd Aziz**
General Manager, Training Resources Development Division
Pengurus Besar, Bahagian Pembangunan Sumber Latihan
7. **Wan Mohd. Nazarudin bin Wan Chik**
General Manager, Accounts and Finance Division
Pengurus Besar, Bahagian Akaun dan Kewangan
8. **Wan Yon Shahima binti Wan Othman**
General Manager, Information Technology and Multimedia Division
Pengurus Besar, Bahagian Teknologi Maklumat dan Multimedia
9. **Morni binti Bujang**
General Manager, Small and Medium Enterprises Division
Pengurus Besar, Bahagian Perusahaan Kecil dan Sederhana



1

Management Team Kumpulan Pengurusan



2



3



4



5



6



7



8

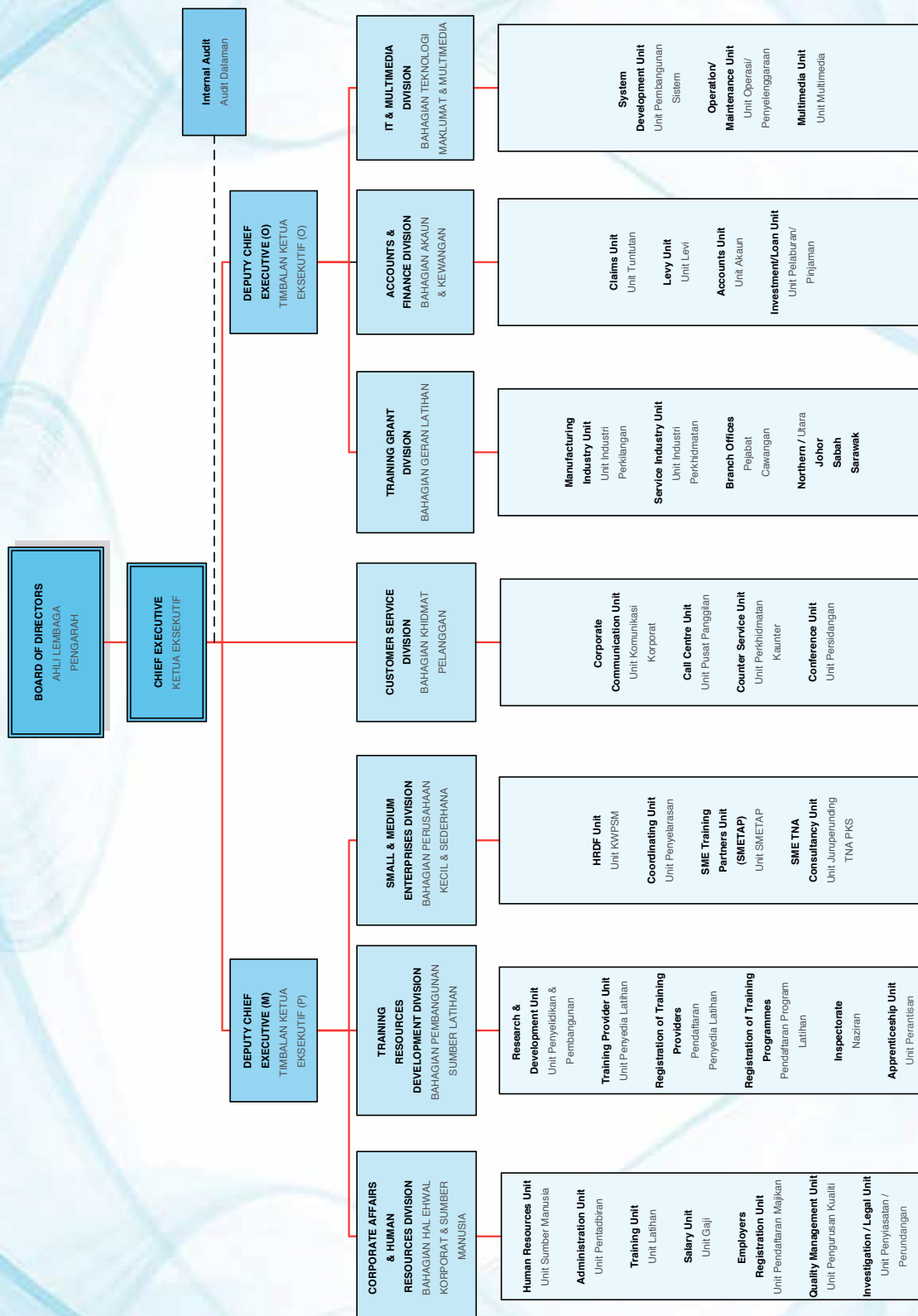


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ORGANISATION CHART OF **PSMB**
Carta Organisasi PSMB

Organisation Chart of Pembangunan Sumber Manusia Berhad

Carta Organisasi Pembangunan Sumber Manusia Berhad



CORPORATE OFFICES

Pejabat Korporat

REGISTERED OFFICE Pejabat Berdaftar

Pembangunan Sumber Manusia Berhad

Aras 7, Wisma PSMB
Jalan Beringin
Damansara Heights
50490 Kuala Lumpur
Tel : 03-2096 4800
Fax : 03-2096 4999

BRANCH OFFICES Pejabat-Pejabat Cawangan

Northern Branch / Cawangan Utara

Tingkat 2, Wisma PERKESO
Lebuh Tenggiri 2
13700, Seberang Jaya
Pulau Pinang
Tel : 04-3970779
Fax : 04-3987350

Johor Branch / Cawangan Johor

No. 50 & 50-01
Jalan Setia 3/7
Taman Setia Indah
81100 Johor Bahru, Johor
Tel : 07-3538121
Fax : 07-3538217

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

Sabah Branch / Cawangan Sabah

Lot B5, Tingkat 5
Bangunan KWSP
88598 Kota Kinabalu
Sabah
Tel : 088-260114
Fax : 088-252114

KEY ECONOMIC
DEVELOPMENTS
Pembangunan Ekonomi Utama

Malaysian Economy 2010

Ekonomi Malaysia 2010

MALAYSIAN ECONOMY 2010

The Malaysian economy rebounded strongly in 2010 from the global downturn of the previous year, registering strong growth of 7.2% led mainly by the recovery of domestic demand as well as more private sector activity. According to Bank Negara Malaysia, the public sector continued to support recovery efforts through infrastructure programmes and efforts to boost public delivery systems.

Exports rose steadily in the first half of the year on the back of strong regional demand but moderated in the second half of the year, keeping pace with the easing of global trade and the diminishing base effect. This was mitigated by robust domestic demand which, in aggregate, grew by 6.3% in 2010 from a -0.5% contraction the previous year. Bank Negara Malaysia reports that private consumption grew quicker at 6.6% (from 0.7% in 2009) with the support of positive labour market conditions, rising incomes and access to credit, while higher commodities prices supported increased spending by rural households. Major consumption indicators (passenger car sales, retail sales and imported consumption goods) all registered strong performances, indicating the recovery of domestic consumer sentiment.

All economic sectors reported strong performances in 2010, with services—the largest contributor to growth—expanding by 6.8% and contributing 3.9 percentage points to overall GDP growth. Bank Negara Malaysia reports that the sector grew 7.9% in the first half of the year on the back of higher growth in all subsectors but as external demand eased in the second half, the growth moderated to 5.8% and particularly affected the trade-and-manufacturing-related subsectors. However, subsectors focused on supplying domestic demand (especially the wholesale and retail trade, as well as communication) continued to see strong expansion throughout the year.

The manufacturing sector registered very encouraging 11.4% growth in 2010 off a -9.4% contraction the previous year as a result of strong overall expansion (both domestic and export-related) in the first half of the year, particularly in the electronics and electrical products cluster, which benefited from the recovery of global corporate IT investments and higher consumer spending on electronics. Domestic-oriented production likewise grew in line with stronger local demand, although sector-wide pace of growth eased in the second half of the year because of the fall in external demand.

Both the construction and agriculture sectors registered moderate growth in 2010 (5.8% and 1.7% respectively), with construction seeing falling demand in residential property developments. Agricultural commodity prices, however, rose substantially due to a spike in demand caused by adverse weather.

In the labour market, 2010 saw lower retrenchments, a higher number of job vacancies and gains in employment. Bank Negara Malaysia reports that unemployment fell 0.5% to 3.2% for the year, while employment grew 1.8% (from 0.4% in 2009), while the labour force as a whole grew 1.3% from 0.8% in 2009.

EKONOMI MALAYSIA PADA TAHUN 2010

Ekonomi Malaysia melonjak semula dengan kukuhnya pada tahun 2010 daripada kemerosotan dunia pada tahun sebelumnya, dengan catatan pertumbuhan kukuh sebanyak 7.2% digerakkan oleh, terutamanya, pemulihan permintaan domestik dan juga oleh peningkatan aktiviti daripada sektor swasta. Menurut Bank Negara Malaysia, sektor swasta terus berperanan menyokong usaha-usaha pemulihan melalui program infrastruktur dan usaha-usaha untuk meningkatkan sistem penyampaian awam.

Eksport meningkat secara berterusan pada separuh tahun pertama berlandaskan permintaan serantau yang kukuh namun beransur sederhana pada suku kedua tahun, selaras dengan perkembangan perdagangan dunia yang perlahan dan kesan dasar yang semakin berkurangan. Semua ini diringkaskan oleh permintaan dalam negara yang teguh yang mana pada keseluruhannya bertambah sebanyak 6.3% pada tahun 2010 daripada -0.5% penguncupan pada tahun sebelumnya. Bank Negara Malaysia melaporkan bahawa perbelanjaan sektor swasta bertambah lebih pantas pada 6.6% (daripada 0.7% pada tahun 2009) dengan sokongan keadaan pasaran buruh yang positif, pendapatan yang meningkat dan kemudahan mendapat kredit, sementara harga komoditi yang lebih tinggi meningkatkan tabiat berbelanja keluarga desa. Indikator perbelanjaan utama (penjualan kereta, jualan runcit dan penggunaan barangan import) kesemuanya menunjukkan prestasi yang kukuh, menandakan pemulihan sentimen perbelanjaan domestik.

Kesemua sektor ekonomi melaporkan prestasi yang kukuh pada tahun 2010, dengan perkhidmatan – penyumbang terbesar kepada pertumbuhan – berkembang sebanyak 6.8% dan menyumbang sebanyak 3.9% mata kepada pertumbuhan keseluruhan KDNK. Bank Negara Malaysia melaporkan bahawa sektor ini telah berkembang sebanyak 7.9% pada separuh pertama tahun dengan sokongan pertumbuhan yang semakin meningkat di semua subsektor. Bagaimana pun, bila permintaan luar berkurangan pada separuh kedua tahun, pertumbuhan menjadi sederhana kepada 5.8% dan tentunya menjejaskan subsektor yang berkaitan dengan dagangan dan pembuatan. Walau bagaimanapun, subsektor yang memberikan tumpuan kepada bekalan permintaan domestik (terutamanya permintaan borong dan runcit serta juga komunikasi) terus berkembang dengan teguh di sepanjang tahun.

Sektor pembuatan telah mencatatkan pertumbuhan yang sangat menggalakkan iaitu 11.4% pada tahun 2010 berbanding penguncupan -9.4% pada tahun sebelumnya kesan daripada pengukuhan menyeluruh yang teguh (di kedua-dua sektor domestik dan berkaitan dengan eksport) pada separuh pertama tahun, terutamanya dalam kelompok produk elektronik dan elektrik, yang telah mendapat manfaat daripada pemulihan pelaburan korporat IT dunia dan perbelanjaan pengguna yang semakin meningkat ke atas barang-barang elektronik. Pengeluaran berorientasikan dalam negeri juga bertambah selaras dengan permintaan tempatan yang semakin kukuh, sungguhpun fasa pertumbuhan di seluruh sektor mereda pada separuh kedua tahun disebabkan oleh kejatuhan dalam permintaan luar.

Kedua-dua sektor pembinaan dan pertanian mencatatkan pertumbuhan sederhana pada tahun 2010 (masing-masing 5.8% dan 1.7%), dengan penurunan permintaan dalam pembangunan harta kediaman di sektor pembinaan. Harga komoditi pertanian, walau bagaimanapun, sebahagian besarnya meningkat disebabkan oleh permintaan yang melonjak kerana cuaca buruk.

Dalam pasaran buruh pula, tahun 2010 menyaksikan pengurangan pemberhentian kerja, peningkatan kekosongan jawatan dan peningkatan dalam pengambilan pekerja. Bank Negara Malaysia melaporkan peratus pengangguran menurun sebanyak 0.5% kepada 3.2% bagi tahun tersebut, sementara pengambilan pekerja bertambah sebanyak 1.8% (daripada 0.4% pada tahun 2009), sementara keseluruhan tenaga buruh meningkat sebanyak 1.3% daripada 0.8% pada tahun 2009.

Economic Outlook for 2011

Sepintas Lalu Ekonomi bagi Tahun 2011

ECONOMIC OUTLOOK FOR 2011

Malaysian GDP growth is expected to reach the region of 5%-6% in 2011 with a better performance in the second half of the year due to the continuing rise in domestic demand resulting primarily from private sector activity.

Bank Negara Malaysia expects that private consumption will be sustained by positive labour market conditions, higher disposable incomes, continued consumer confidence and easy access to credit.

The roll-out of the Malaysian Government's cornerstone Economic Transformation Programme (ETP) is also expected to support private investment, especially capital expenditure by domestic-oriented industries, while public sector capital spending in the second half of 2011—especially in new project implementation and acceleration of current projects—is expected to continue promoting private sector activity and overall growth.

All sectors are projected to expand in 2011 due to continuing growth in domestic demand. However, Bank Negara Malaysia expects a more moderate pace of growth in the service and manufacturing sectors due to the high statistical base established in 2010, and that expansion will be led by sub-sectors that depend on domestic demand.

Trade-related services and export-oriented manufacturing will likely record slower growth in tandem with comparatively lower expectations in export demand, while agriculture and mining are expected to experience stronger growth based on the forecasted turnaround in industrial crop production, high commodity prices, and higher natural gas output. Also, infrastructure projects (both new and ongoing) implemented under the ETP will boost activity in the construction sector.

Bank Negara Malaysia has projected Malaysian economic growth on the basis of moderate growth in advanced economies and normal growth in Asian countries. The central bank warns, however, that several risks to growth will remain throughout 2011, including unexpected worsening of global economic conditions, volatility in capital flows, and higher-than-anticipated inflation stemming from supply-driven factors.

However, Bank Negara Malaysia expects the labour market to remain positive for 2011, with unemployment remaining at 3.2% of the labour force, and employment continuing to expand particularly in domestic-oriented sectors. The service sector will likely lead job creation (especially in distributive trade, finance and insurance, and communications), while manufacturing will continue to see strong employment growth in consumer- and construction-related sectors.

SEKILAS PANDANG EKONOMI BAGI TAHUN 2011

Pertumbuhan KDNK Malaysia dijangka akan mencapai sekitar 5%-6% pada tahun 2011 dengan pencapaian yang lebih baik pada separuh kedua tahun dirangsang oleh permintaan dalam negeri yang terus meningkat terutamanya hasil daripada aktiviti sektor swasta.

Bank Negara Malaysia menjangkakan perbelanjaan swasta akan kekal kesan keadaan pasaran buruh yang positif, pendapatan boleh guna yang lebih tinggi, keyakinan pengguna yang berterusan dan kemudahan mendapat kredit.

Inisiatif memperkenalkan Program Transformasi Ekonomi (ETP) oleh Kerajaan Malaysia juga dijangka akan menyokong pelaburan swasta terutamanya perbelanjaan modal oleh industri berorientasikan dalam negara, sementara perbelanjaan modal sektor swasta pada separuh kedua tahun 2011 – terutamanya dalam pelaksanaan projek baru dan perkembangan pesat projek masa kini – dijangkakan akan berterusan meningkatkan aktiviti sektor swasta dan pertumbuhan keseluruhannya.

Semua sektor diunjurkan akan berkembang pada tahun 2011 disebabkan pertumbuhan yang berterusan pada permintaan domestik. Walau bagaimanapun, Bank Negara Malaysia menjangkakan pertumbuhan lebih sederhana pada sektor perkhidmatan dan pembuatan disebabkan asas statistik yang tinggi yang sedia ada sejak tahun 2010, dan perkembangan akan dipandu oleh subsektor yang bergantung kepada permintaan domestik.

Perkhidmatan berkaitan dagangan dan pembuatan berorientasikan eksport berkemungkinan besar akan mencatatkan pertumbuhan lebih perlahan selari dengan jangkaan secara perbandingan permintaan eksport yang lebih rendah, sementara sektor pertanian dan perlombongan pula dijangka akan mengalami pertumbuhan lebih teguh berdasarkan jangkaan pemulihan dalam pengeluaran tanaman industri, harga komoditi yang tinggi, dan keluaran gas asli yang lebih tinggi. Selain daripada itu, projek infrastruktur (baru dan yang sedang berjalan) yang dilaksanakan di bawah ETP akan merangsang aktiviti dalam sektor pembinaan.

Bank Negara Malaysia telah mengunjurkan pertumbuhan ekonomi Malaysia berasaskan pertumbuhan sederhana ekonomi negara-negara maju dan pertumbuhan biasa negara-negara Asia. Walau bagaimanapun, bank pusat itu mengingatkan bahawa beberapa risiko kepada pertumbuhan akan kekal sepanjang tahun 2011, termasuk keadaan bertambah buruk ekonomi dunia yang di luar jangka, ketaktentuan dalam aliran modal, dan inflasi yang lebih tinggi daripada jangkaan berpunca daripada faktor yang didorong oleh bekalan.

Walaupun bagaimanapun, Bank Negara Malaysia menjangkakan pasaran buruh akan kekal positif bagi tahun 2011, dengan pengangguran kekal pada kadar 3.2% daripada tenaga buruh, dan pekerjaan akan terus berkembang terutamanya dalam sektor berorientasikan domestik. Sektor perkhidmatan akan menerajui pewujudan pekerjaan baru (terutamanya dalam perdagangan pengedaran, kewangan dan insurans, dan komunikasi), sementara sektor pembuatan akan terus memperlihatkan pertumbuhan pekerjaan yang kukuh dalam sektor yang berkaitan dengan pengguna dan pembinaan.



2010 KEY PERFORMANCE INDICATORS and DEVELOPMENTS

Petunjuk Prestasi Utama dan
Pembangunan 2010



Continuous Retraining and Workers' Upskilling

Latihan Semula Secara Berterusan dan Peningkatan Kemahiran Pekerja

CONTINUOUS RETRAINING AND WORKERS' UPSKILLING

In harmony with the Malaysian Government's objectives of building a high-income society through the evolution of a highly-skilled, creative and innovative workforce, PSMB worked hard in 2010 to enhance and intensify its outreach and delivery through the organisation, promotion and encouragement of value-added retraining and upskilling programmes emphasising on innovation and creativity as well as high-end certified technical programmes.

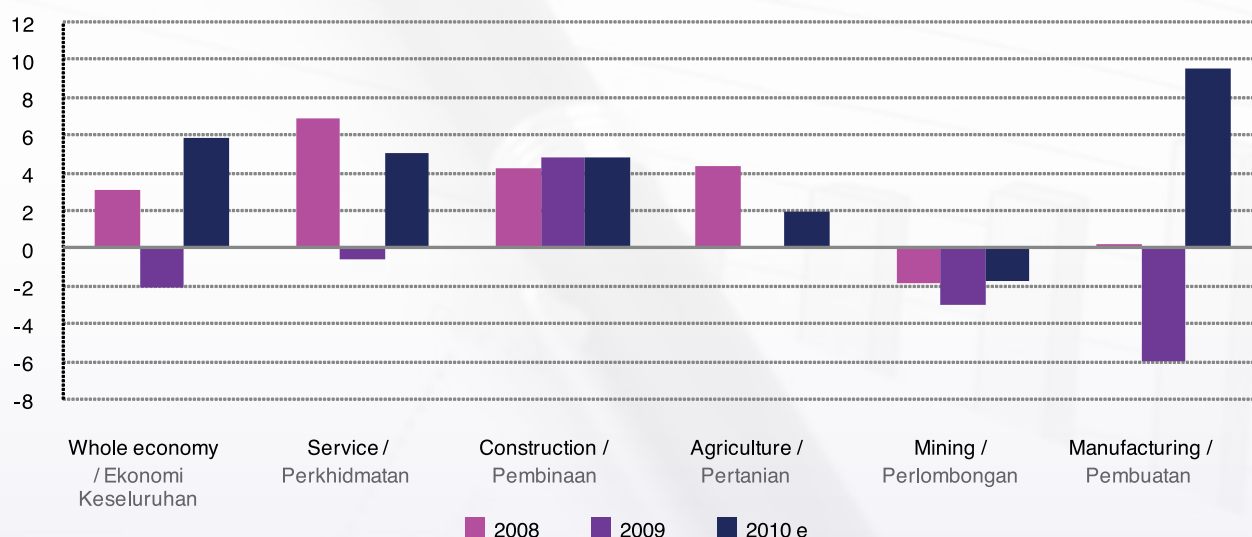
Employer registration for these programmes increased dramatically year-on-year, in tandem with the wider economic recovery from the severe contraction in 2009. As such, real value-added per worker grew strongly by 5.8% in 2010, led particularly by the manufacturing and service sectors, thus rebounding from negative growth of 2.1% from the previous year (Chart 1). These gains were supported in large part by higher capital investment, greater participation of high-skilled workers and skills-upgrading through PSMB programmes as well as those of the private sector.

LATIHAN SEMULA DAN MENINGKATKAN KEMAHIRAN PEKERJA SECARA BERTERUSAN

Senada dengan objektif Kerajaan Malaysia untuk membina satu masyarakat berpendapatan tinggi melalui perkembangan tenaga pekerja yang berkemahiran tinggi, kreatif dan inovatif, PSMB bekerja keras pada tahun 2010 untuk meningkatkan dan memperhebat bantuan dan penyampaian melalui penganjuran, promosi dan penggalakan program latihan semula yang mempunyai nilai tambah dan peningkatan kemahiran dengan penekanan kepada inovasi dan kreativiti termasuk program teknikal yang diiktiraf canggi dan terkini.

Majikan yang berdaftar bagi program ini semakin bertambah dari tahun ke tahun, seiring dengan pemulihan ekonomi yang lebih menyeluruh daripada penguncupan pada tahun 2009. Dengan yang demikian, nilai tambah sebenar setiap pekerja bertambah dengan kukuhnya sebanyak 5.8% pada tahun 2010, didahului terutamanya oleh sektor pembuatan dan perkhidmatan, sekali gus melonjakkan pemulihan daripada pertumbuhan negatif sebanyak 2.1% pada tahun sebelumnya (Carta 1). Peningkatan ini disokong sebahagian besarnya oleh pelaburan modal yang lebih tinggi, penyertaan pekerja berkemahiran tinggi yang lebih besar dan peningkatan kemahiran melalui program PSMB termasuk daripada sektor swasta.

Chart 1 : Labour Productivity Trends
Carta 1 : Trend Produktiviti Buruh



e : Estimate / Anggaran

Source : Department of Statistics, Malaysia and Bank Negara Malaysia
Sumber: Jabatan Perangkaan, Malaysia dan Bank Negara Malaysia

Employer Registration

In 2010, PSMB registers a total of 736 new employers, representing an increase of 48.38% from 496 employers in 2009. As at 31 December 2010, the total number of employers currently registered with PSMB was 12,546, consisting of 6,695 (53.36%) employers from the manufacturing sector and 5,851 (46.64%) employers from the service sector.

This represented an overall increase of 4.16% as compared to the 12,045 total registrants in 2009, and is attributable both to the pull-factor of PSMB's greater and more intensive corporate education and employer outreach programmes as well as the push-factor of employers seeking to explore all available means for economic recovery through skills upgrading and retraining.

Meanwhile, from 1992 to 31 December 2010, a total of 4,124 employers had been deregistered with PSMB, attributable to the natural attrition.

Registration of Employers by State

In 2010, Selangor recorded the highest number of new employers registered with a total of 248 (or a 33.70% increase), indicating both the normalisation of productivity following the economic crisis, as well as a positive outlook for the economy as a whole given the heavy concentration of industry, especially manufacturing and services, in the state. Likewise, other industrial centres followed suit with an uptrend, particularly Kuala Lumpur with 122 new employers (a 16.58% increase) and Johor with 86 (11.68%) (Table 1).

Pendaftaran Majikan

Pada tahun 2010, PSMB telah mendaftarkan seramai 736 majikan baru, menunjukkan peningkatan sebanyak 48.38% daripada 496 majikan pada tahun 2009. Setakat 31 Disember 2010, jumlah bilangan majikan yang berdaftar dengan PSMB ialah 12,546 yang terdiri daripada 6,695 (53.36%) majikan daripada sektor pembuatan dan 5,851 (46.64%) majikan daripada sektor perkhidmatan.

Ini memperlihatkan peningkatan keseluruhan sebanyak 4.16% berbanding 12,045 bilangan yang berdaftar pada tahun 2009, hasil daripada faktor tarikan program pendidikan korporat yang lebih hebat dan intensif dan program membantu majikan oleh PSMB serta termasuk faktor desakan majikan yang berusaha mendalami semua kaedah yang ada untuk pemulihan ekonomi melalui peningkatan kemahiran dan latihan semula.

Sementara itu, dari tahun 1992 hingga 31 Disember 2010, sejumlah 4,124 majikan telah dibatalkan pendaftaran mereka dengan PSMB, disebabkan oleh keciciran biasa.

Pendaftaran Majikan mengikut Negeri

Pada tahun 2010, Selangor mencatatkan jumlah majikan baru berdaftar tertinggi dengan jumlah sebanyak 248 (atau peningkatan 33.70%), menandakan kedua-dua perkembangan bahawa produktiviti kembali seperti biasa berikutan krisis ekonomi dan pandangan positif yang menyeluruh terhadap ekonomi walau pun terdapat tumpuan yang berlebihan kepada industri, terutamanya pembuatan dan perkhidmatan di negeri itu. Begitu juga dengan pusat perindustrian lain yang ikut sama dengan trend menaik, khususnya Kuala Lumpur dengan 122 majikan baru (peningkatan 16.58%) dan Johor dengan 86 (11.68%) (Jadual 1).

TABLE 1 : REGISTRATION OF NEW EMPLOYERS BY STATE IN 2010
JADUAL 1 : PENDAFTARAN MAJIKAN BARU MENGIKUT NEGERI BAGI TAHUN 2010

State / Negeri	No. of Employers / Bil. Majikan	Percentage / Peratusan (%)
Selangor	248	33.70
Kuala Lumpur	122	16.58
Johor	86	11.68
Penang	65	8.83
Perak	36	4.89
Sabah	33	4.48
Sarawak	32	4.35
Kedah	28	3.80
Negeri Sembilan	26	3.53
Malacca	23	3.13
Pahang	16	2.17
Kelantan	10	1.36
Terengganu	10	1.36
Labuan	1	0.14
Perlis	0	0.00
Total / Jumlah	736	100.00

A sectoral breakdown of new employer registrations indicated an upswing in service-sector interest in retraining and upskilling, particularly in Selangor and Kuala Lumpur, representative of the heavier concentration of service-industry participation in those states, while Johor recorded the opposite trend with a proportionately larger upswing in manufacturing registration.

Nonetheless, Selangor recorded the highest number of new employers in the manufacturing sector with 70 registrations (an increase of 26.72%), followed by Johor with 51 (19.47%) and Penang with 41 (15.65%) (Table 2).

Pecahan pendaftaran majikan baru mengikut sektor menunjukkan satu kemajuan dalam minat sektor perkhidmatan terhadap latihan semula dan peningkatan kemahiran, terutamanya di Selangor dan Kuala Lumpur, memperlihatkan pemusatan yang lebih banyak kepada penyertaan industri perkhidmatan di negeri-negeri tersebut, sementara Johor mencatatkan aliran bertentangan dengan kemajuan lebih besar dalam pendaftaran sektor pembuatan.

Meskipun begitu, Selangor mencatatkan bilangan majikan baru tertinggi dalam sektor pembuatan dengan 70 pendaftaran (satu peningkatan sebanyak 26.72%), diikuti oleh Johor dengan 51 (19.47%) dan Pulau Pinang dengan 41 (15.65%) (Jadual 2).

TABLE 2 : REGISTRATION OF NEW EMPLOYERS BY STATE FOR THE MANUFACTURING SECTOR IN 2010
JADUAL 2 : PENDAFTARAN MAJIKAN BARU MENGIKUT NEGERI UNTUK SEKTOR PEMBUATAN BAGI TAHUN 2010

State / Negeri	Manufacturing / Pembuatan	
	No. of Employers / Bil. Majikan	Percentage / Peratusan (%)
Selangor	70	26.72
Johor	51	19.47
Penang	41	15.65
Perak	17	6.49
Kedah	14	5.34
Malacca	14	5.34
Negeri Sembilan	12	4.58
Kuala Lumpur	11	4.20
Pahang	10	3.82
Sarawak	8	3.05
Sabah	7	2.67
Kelantan	4	1.53
Terengganu	3	1.15
Perlis	0	0.00
Labuan	0	0.00
Total / Jumlah	262	100.00

Likewise in the service sector, Selangor also recorded the highest number of new employer registrations at 178 (37.55%), indicating once again the resumption of productivity and economic growth post-crisis as well as increasing interest in the role of retraining and skills upgrading opportunities provided by PSMB in fuelling this growth. As with the manufacturing sector, growth in service-sector registrations also occurred in the major urban centres of Kuala Lumpur at 111 (23.42%) and Johor at 35 (7.38%) (Table 3).

Begitu juga dalam sektor perkhidmatan, Selangor juga mencatatkan bilangan pendaftaran majikan baru tertinggi berjumlah 178 (37.55%), memperlihatkan sekali lagi penyambungan semula produktiviti dan pertumbuhan ekonomi pasca krisis termasuk pertambahan minat terhadap peranan latihan semula dan peluang meningkatkan kemahiran yang disediakan oleh PSMB dalam menyemarakkan pertumbuhan ini. Seperti mana dengan sektor pembuatan, perkembangan pendaftaran dalam sektor perkhidmatan juga berlaku di pusat-pusat bandar utama di Kuala Lumpur yang berjumlah 111 (23.42%) dan di Johor pada bilangan 35 (7.38%) (Jadual 3).

TABLE 3 : REGISTRATION OF NEW EMPLOYERS BY STATE FOR THE SERVICE SECTOR IN 2010
JADUAL 3 : PENDAFTARAN MAJIKAN BARU MENGIKUT NEGERI UNTUK SEKTOR PERKHIDMATAN
BAGI TAHUN 2010

State / Negeri	Service / Perkhidmatan	
	No. of Employers / Bil. Majikan	Percentage / Peratusan (%)
Selangor	178	37.55
Kuala Lumpur	111	23.42
Johor	35	7.38
Sabah	26	5.49
Penang	24	5.06
Sarawak	24	5.06
Perak	19	4.01
Kedah	14	2.95
Negeri Sembilan	14	2.95
Malacca	9	1.90
Terengganu	7	1.48
Kelantan	6	1.27
Pahang	6	1.27
Labuan	1	0.21
Perlis	0	0.00
Total / Jumlah	474	100.00

Registration of Employers By Industry

Manufacturing Sector

The manufacturing sector registered strong growth in the rebound from the 2009 economic contraction, with growth driven largely by expansion in both export- and domestic-oriented industries. According to Bank Negara Malaysia, however, the pace of growth moderated towards the end of 2010 due to easing external demand and the diminishing base effect.

Overall growth in the manufacturing sector for 2010 was driven by a rebound in the electronics and electrical products cluster, which was itself based on recovery in global IT investments as well as higher consumer spending on electronics. Electrical subsector manufacturers remained the segment of employers registered with PSMB and it should be noted also that domestic consumer-oriented subsectors registered more moderate growth. This particularly affected fabricated metal products (which registered a 15% annual change from 2009, as opposed to 47.4% in electrical products) and food, beverage and tobacco manufacturing at 8.8% (Table 4).

Pendaftaran Majikan Mengikut Industri

Sektor Pembuatan

Sektor pembuatan mencatatkan pertumbuhan kukuh dalam pemulihan daripada penguncupan ekonomi tahun 2009, dengan pertumbuhan didorong kebanyakannya oleh kemajuan dalam industri berorientasikan eksport dan domestik. Walau bagaimanapun, menurut Bank Negara Malaysia, kadar pertumbuhan menjadi sederhana menjelang akhir 2010 disebabkan permintaan dalaman yang mengendur dan kesan dasar yang semakin berkurangan.

Pertumbuhan keseluruhan dalam pembuatan bagi tahun 2010 telah didorong oleh pemulihan dalam kelompok produk elektronik dan elektrik, yang juga berdasarkan pemulihan pelaburan IT dunia dan juga perbelanjaan pengguna yang lebih tinggi ke atas produk elektronik. Pengeluar subsektor elektrik kekal dalam segmen majikan yang berdaftar dengan PSMB dan ia seharusnya diambil ingatan juga bahawa subsektor berorientasikan pengguna domestik mencatatkan pertumbuhan lebih sederhana. Ini khususnya menjejaskan produk logam yang direka (yang mencatatkan perubahan tahunan sebanyak 15% dari tahun 2009, berbanding 47.4% bagi produk elektrik) dan pembuatan makanan, minuman dan tembakau pada kadar 8.8% (Jadual 4).

TABLE 4 : PERFORMANCE OF THE MANUFACTURING SECTOR
JADUAL 4 : PENCAPAIAN SEKTOR PEMBUATAN

	2009	2010 p
PERFORMANCE OF THE MANUFACTURING SECTOR PENCAPAIAN SEKTOR PEMBUATAN	Annual Change Perubahan Tahunan (%)	
Value-Added (RM million at 2000 Prices) / Nilai Tambah (RM juta Pada Harga 2000)	-9.4	11.4
Overall Manufacturing Production / Keseluruhan Pengeluaran Pembuatan	-10.0	11.1
Export Oriented Industries / Industri Berorientasikan Eksport	-11.1	9.7
Electronics & Electrical Products Cluster of which: Kelompok Produk Elektronik & Elektrik yang mana:	-22.8	17.4
Electronics / Elektronik	-24.6	3.2
Electrical Products / Produk Elektrik	-18.8	47.4
Primary related Cluster of which: Kelompok berkaitan Pengeluaran Utama yang mana:	-3.5	5.7
Chemicals and Chemical Products / Kimia Dan Produk Klmia	-1.7	11.5
Petroleum Products / Produk Petroleum	-0.8	-2.4
Rubber Products / Produk Getah	-3.0	20.8
Off Estate Processing / Pemprosesan <i>Off-Estate</i>	-2.1	-2.3
Domestic Oriented Industries / Industri Berorientasikan Domestik	-5.7	15.6
Consumer related Cluster of which: Kelompok berkaitan dengan Pengguna yang mana:	-1.2	13.4
Transport Equipment / Peralatan Pengangkutan	-12.4	29.7
Food, Beverage & Tobacco Products / Produk Makanan, Minuman & Tembakau	1.5	8.8
Construction-related Cluster of which: Kelompok berkaitan dengan Pembinaan yang mana:	-11.4	18.9
Construction-Related Products / Produk Berkaitan dengan Pembinaan	-18.1	21.9
Fabricated Metal Products / Produk Logam direka	-1.1	15.0
Exports / Eksport	-12.3	13.0

Production data are based on the new Industrial Production Index (2005=100)

Data pengeluaran adalah berdasarkan kepada Indeks Pengeluaran Industri yang baru (2005=100)

Source : Department of Statistics, Malaysia / Sumber: Jabatan Perangkaan, Malaysia

The composition of new manufacturing employers registering with PSMB in 2010 should therefore be viewed in this light:

There was a total of 262 new manufacturing registrants, and employers working in fabricated metal products, except machinery and equipment, accounted for the highest number of registrations at 35 (13.36%). This was followed by manufacturers of electronics components, electrical machinery, apparatus, appliances and supplies with 30 (11.45%); and food manufacturing with 27 employers (10.31%) (Table 5).

Komposisi majikan baru dalam sektor pembuatan berdaftar dengan PSMB pada tahun 2010 dengan itu seharusnya dilihat berdasarkan berikut:

Terdapat sejumlah 262 pendaftar baru sektor pembuatan, dan majikan yang mengusahakan produk logam yang direka, kecuali jentera dan peralatan, merupakan bilangan terbanyak yang berdaftar iaitu 35 (13.36%). Ini diikuti pula oleh pengeluar komponen elektronik, jentera elektrik, alat, perkakas, kelengkapan dan pembekalan yang berjumlah 30 (11.45%); dan pembuatan makanan dengan sebanyak 27 majikan (10.31%) (Jadual 5).

TABLE 5 : TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING SECTOR BY IDUSTRY IN 2010
JADUAL 5 : JUMLAH BILANGAN MAJIKAN BERDAFTAR UNTUK SEKTOR PEMBUATAN MENGIKUT INDUSTRI BAGI
TAHUN 2010

Industry / industri	Registered Employers in Year 2010 Majikan Berdaftar bagi Tahun 2010	
	No. of Employers / Bil. Majikan	Percentage / Peratusan (%)
Manufacturers of Fabricated Metal Products, except Machinery and Equipment / Pengeluar Produk Logam yang direka kecuali Jentera & Peralatan	35	13.36
Manufacturers of Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies / Pengeluar Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan	30	11.45
Food Manufacturing / Pembuatan Makanan	27	10.31
Manufacturers of Machinery Except Electrical / Pengeluar Jentera Kecuali Alat Elektrik		6.87
Manufacturers of Non-Metallic Mineral Products / Pengeluar Produk Galian Bukan Logam	18	6.11
Manufacturers of Plastics Products / Pengeluar Produk Plastik	16	6.11
Manufacturers of Rubber Products / Pengeluar Produk Getah	16	4.58
Manufacturers of Other Chemical Products / Pengeluar Lain-Lain Produk Kimia	12	3.82
Manufacturers of Furniture And Fixtures, Except Primarily of Metal / Pengeluar Kayu dan Perkakas Rumah kecuali Buatan Besi	10	3.82
Other Food Manufacturers / Lain-lain Pengeluar Makanan	10	3.82
Printing, Publishing and Allied Industries / Percetakan, Penerbitan dan Industri yang Berkaitan	10	3.82
Manufacturers of Wood & Wood Products and Cork, Except Furniture / Pengeluar Kayu, Produk Kayu dan Gabus, kecuali Perabot	10	2.67
Iron and Steel Basic Industries / Industri Asas Besi dan Keluli	7	2.67
Manufacturers of Transport Equipment / Pengeluar Kelengkapan Pengangkutan	7	2.29
Manufacturers of Paper and Paper Products / Pengeluar Kertas & Produk Kertas	6	2.29
Manufacturers of Optical Instruments and Photographic Equipment / Pengeluar Barangan Berkaitan Penglihatan dan Senifoto	6	2.29
Manufacturers of Textiles / Pengeluar Tekstil	6	1.91
Non-Ferrous Metal Basic Industries / Industri Asas Logam Bukan Ferum	5	1.91
Manufacturers of Industrial Chemicals / Pengeluar Kimia Industri	5	1.91
Beverage Industries / Industri Minuman	5	1.91
Other Manufacturing Industries / Lain-lain Industri Pengeluaran	5	1.15
Manufacturers of Glass and Glass Products / Pengeluar Kaca dan Produk Kaca	3	1.15
Petroleum Refineries / Penapisan Minyak Mentah	3	1.15
Manufacturers of Leather and Products of Leather, Leather Substitutes and Fur, Except Footwear and Wearing Apparel / Pengeluar Kulit, Pengganti Kulit, Bulu Binatang Kecuali Kasut dan Pakaian	3	0.76
Manufacturers of Footwear, Except Vulcanised or Moulded Rubber or Plastic Footwear / Pengeluar Kasut Kecuali Penuang dan Campuran Belerang dengan Getah atau Kasut Plastik	1	0.38
Manufacturers of Pottery, China and Earthenware / Pengeluar Tembikar dan Barangan Dapur diperbuat daripada Tanah	1	0.38
Tobacco Manufacturers / Pengeluar Tembakau	1	0.38
Total / Jumlah	262	100.00

Thus, in 2010, the total number of manufacturing-sector registrants was 6,695, reflecting an increase of 1.87% compared to 6,572 registered employers in 2009.

Manufacturers of Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies formed the highest number of total registered employers with 918 (13.71%), and as noted earlier this subsector contributed the most to the sectoral rebound in 2010.

Dengan demikian, jumlah bilangan pendaftar sektor pembuatan pada tahun 2010 ialah 6,695, memperlihatkan peningkatan sebanyak 1.87% berbanding 6,572 majikan yang berdaftar pada tahun 2009.

Pengeluar komponen elektronik, jentera elektrik, alat, perkakas, kelengkapan dan pembekalan menjadi bilangan tertinggi bagi keseluruhan majikan berdaftar yang berjumlah 918 (13.71%), dan seperti mana yang tercatat, subsektor ini merupakan penyumbang terbesar kepada pemulihan berdasarkan sektor pada tahun 2010.

This was followed by manufacturers of fabricated metal products, except machinery and equipment, with 749 (11.19%), and manufacturers of plastics products at 650 (9.71%) (Table 6).

Ini diikuti oleh pengeluar produk logam direka, kecuali jentera dan peralatan, sebanyak 749 (1.19%), dan pengilang barangan plastik sebanyak 650 (9.71%) (Jadual 6).

TABLE 6 : TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE MANUFACTURING SECTOR BY INDUSTRY FROM 1992 TO 2010
JADUAL 6 : JUMLAH MAJIKAN BERDAFTAR BAGI SEKTOR PEMBUATAN MENGIKUT INDUSTRI DARI TAHUN 1992 SEHINGGA 2010

Industry / Industri	Registered Employers from 1992 – 2010 Pendaftaran Majikan dari tahun 1992 - 2010	
	No. of Employers Bil. Majikan	Percentage / Peratusan (%)
Manufacturers of Electronics Components, Electrical Machinery, Apparatus, Appliances and Supplies / Pengeluar Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan	918	13.71
Manufacturers of Fabricated Metal Products, except Machinery and Equipment / Pengeluar Produk Logam yang direka kecuali Jentera & Peralatan	749	11.19
Manufacturers of Plastics Products / Pengeluar Produk Plastik	650	9.71
Food Manufacturers / Pembuatan makanan	520	7.77
Manufacturers of Wood & Wood Products and Cork, Except Furniture / Pengeluar Kayu, Produk Kayu dan Gabus, kecuali Perabot	420	6.27
Manufacturers of Non-Metallic Mineral Products / Pengeluar Produk Galian Bukan Logam	336	5.02
Manufacturers of Rubber Products / Pengeluar Produk Getah	324	4.84
Manufacturers of Other Chemical Products / Pengeluar Lain-Lain Produk Kimia	306	4.57
Manufacturers of Transport Equipment / Pengeluar Kelengkapan Pengangkutan	289	4.32
Manufacturers of Machinery Except Electrical / Pengeluar Jentera Kecuali Alat Elektrik	257	3.84
Manufacturers of Furniture And Fixtures, Except Primarily of Metal / Pengeluar Kayu dan Perkakas Rumah kecuali Binaan Besi	245	3.66
Printing, Publishing and Allied Industries / Percetakan, Penerbitan dan Industri yang Berkaitan	239	3.57
Manufacturers of Paper and Paper Products / Pengeluar Kertas & Produk Kertas	215	3.21
Iron and Steel Basic Industries / Industri Asas Besi dan Keluli	215	3.21
Manufacturers of Textiles / Pengeluar Tekstil	172	2.57
Manufacturers of Industrial Chemicals / Pengeluar Kimia Industri	148	2.21
Other Food Manufacturers / Lain-lain Pengeluar Makanan	146	2.18
Manufacturers Of Wearing Apparel Except Footwear / Pengeluar Pakaian Kecuali Kasut	136	2.03
Other Manufacturing Industries / Lain-lain Industri Pengeluaran	80	1.19
Non-Ferrous Metal Basic Industries / Industri Asas Logam Bukan Ferum	68	1.02
Beverage Industries / Industri Minuman	52	0.78
Manufacturers of Optical Instruments and Photographic Equipment / Pengeluar Barangan Berkaitan Penglihatan dan Senifoto	50	0.75
Manufacturers of Glass and Glass Products / Pengeluar Kaca dan Produk Kaca	41	0.61
Petroleum Refineries / Penapisan Minyak Mentah	41	0.61
Manufacturers of Leather and Products Of Leather, Leather Substitutes and Fur, Except Footwear and Wearing Apparel / Pengeluar Kulit, Pengganti Kulit, Bulu Binatang Kecuali Kasut dan Pakaian	22	0.33
Manufacturers of Pottery, China and Earthenware / Pengeluar Tembikar dan Barangan Dapur diperbuat daripada Tanah	18	0.27
Manufacturers of Footwear, Except Vulcanised or Moulded Rubber or Plastic Footwear / Pengeluar Kasut kecuali Penuang dan Campuran Belerang dengan Getah atau Kasut Plastik	15	0.22
Manufacturers of Miscellaneous Products of Petroleum and Coal / Pengeluar Pelbagai Produk Petroleum dan Arang Batu	14	0.21
Tobacco Manufacturers / Pengeluar Tembakau	9	0.13
Total / Jumlah	6,695	100.00

Service Sector

In tandem with the manufacturing sector recovery in 2010, the service sector likewise registered strong growth in the same year as a result of rising domestic demand and exports. The service sector was, in fact, the largest contributor to economic growth in 2010 and provided 3.9 percentage points to total GDP growth.

According to Bank Negara Malaysia, the sector grew by 7.9% in the first half of the year on the back of growth in all subsectors, especially finance and insurance, wholesale and retail trade, communication, transport and storage. Also in tandem with manufacturing performance, growth moderated in the second half of the year as external demand eased and although this particularly affected trade and manufacturing-related service subsectors, industries focusing on domestic demand (especially wholesale and retail trade, and communication) continued to register strong positive growth (Table 7).

Sektor Perkhidmatan

Seiring dengan pemulihan sektor pembuatan pada tahun 2010, sektor perkhidmatan juga mencatatkan pertumbuhan yang kukuh pada tahun yang sama hasil daripada peningkatan permintaan domestik. Sebenarnya sektor perkhidmatan merupakan penyumbang terbesar kepada pertumbuhan ekonomi pada tahun 2010 dan memberikan mata 3.9% kepada pertumbuhan keseluruhan KDNK.

Menurut Bank Negara Malaysia, sektor ini berkembang sebanyak 7.9% pada separuh tahun pertama berdasarkan pertumbuhan dalam semua subsektor terutamanya kewangan dan insurans, perdagangan borong dan runcit, komunikasi, transport dan pengangkutan. Juga selari dengan pencapaian sektor pembuatan, pertumbuhan menyederhana pada separuh kedua tahun disebabkan permintaan luar berkurangan – sungguhpun ini menjejaskan dagangan dan subsektor perkhidmatan berkaitan pembuatan, industri yang menumpukan kepada permintaan domestik (terutamanya perdagangan borong dan runcit, dan komunikasi) terus mencatatkan pertumbuhan positif yang kukuh (Jadual 7).

TABLE 7: SERVICE SECTOR PERFORMANCE AT CONSTANT 2000 PRICES
JADUAL 7: PENCAPAIAN SEKTOR PEMBUATAN PADA HARGA 2000 MALAY

	2009	2010 p	2009	2010 p
	Annual Change Perubahan Tahunan (%)		Share to GDP Sumbangan kepada KDNK (%)	
Services / Perkhidmatan	2.6	6.8	57.6	57.4
Intermediate Services / Perkhidmatan Perantaraan	3.4	7.0	25.1	25.1
Finance and insurance / Kewangan dan Insurans	5.1	6.1	11.7	11.6
Real Estate and Business Services / Harta Tanah dan Perkhidmatan Urus Niaga	2.4	7.8	5.4	5.5
Transport and Storage / Pengangkutan dan Penyimpanan	-2.8	6.9	3.8	3.8
Communication / Komunikasi	6.0	8.5	4.1	4.2
Final Services / Khidmat Akhir	2.0	6.6	32.5	32.3
Wholesale and Retail Trade / Perdagangan Borong dan Runcit	1.2	7.9	13.3	13.4
Accommodation and Restaurant / Penginapan dan Restoren	2.8	5.0	2.5	2.4
Utilities / Utiliti	0.4	8.2	3.0	3.0
Government Services / Perkhidmatan Kerajaan	2.0	6.5	7.6	7.6
Other Services / Perkhidmatan-perkhidmatan Lain	4.4	4.0	6.1	5.9

p Preliminary / Permulaan

Note / Nota : Numbers may not necessarily add up due to rounding / Bilangan tidak semestinya ditambah disebabkan oleh pembundaran.

Source/ Sumber : Department of Statistic, Malaysia / Jabatan Perangkaan, Malaysia

In view of this, more new service sector employer registrations were recorded in export-oriented industries as well as transport, reflecting both a greater awareness in these industries of the need for skills upgrading and retraining as well as the effectiveness of opportunities provided by PSMB in aiding the recovery of these subsectors. Of the total 474 new employer registrations in the service sector for 2010, employers in the computer industry recorded the highest number at 83 (17.51%), followed by the engineering support & maintenance at 75 (15.82%) and commercial land transport at 57 (12.03%) (Table 8).

Berdasarkan perkembangan ini, lebih banyak pendaftaran majikan dalam sektor perkhidmatan baru direkodkan dalam industri berorientasikan eksport termasuk pengangkutan. Ini mencerminkan peningkatan kesedaran dalam industri ini berhubung keperluan untuk meningkatkan kemahiran dan latihan semula termasuk keberkesanan peluang-peluang yang disediakan oleh PSMB dalam membantu pemulihan subsektor ini. Daripada keseluruhan 474 majikan baru yang berdaftar dalam sektor perkhidmatan pada tahun 2010, majikan dalam industri komputer dicatatkan mempunyai bilangan tertinggi sebanyak 83 (17.51%), diikuti oleh perkhidmatan sokongan & penyenggaraan kejuruteraan sebanyak 75 (15.82%) dan pengangkutan komersial darat sebanyak 57 (12.03%) (Jadual 8).

TABLE 8 : TOTAL NUMBER OF EMPLOYERS REGISTERED IN SERVICE SECTOR BY INDUSTRY IN 2010
JADUAL 8 : JUMLAH MAJIKAN BERDAFTAR BAGI SEKTOR PERKHIDMATAN MENGIKUT INDUSTRI
BAGI TAHUN 2010

Industry / Industri	Registered Employers in Year 2010 Majikan Berdaftar bagi Tahun 2010	
	No. of Employers Bil. Majikan	Percentage / Peratusan (%)
Computer / Komputer	83	17.51
Engineering Support & Maintenance / Sokongan & Penyelenggaraan Kejuruteraan	75	15.82
Commercial Land Transport / Kenderaan Perdagangan Darat	57	12.03
Hotel Industry / Industri Perhotelan	47	9.92
Security Services / Perkhidmatan Keselamatan	46	9.70
Training Provider / Penyedia Latihan	30	6.33
Freight Forwarding / Penghantaran Fret	25	5.27
Supermarket & Hypermarket / Departmental Store / Pasaraya & Pasaraya Besar / Gedung Serbaneka	19	4.01
Advertising / Pengiklanan	19	4.01
Private Institutions of Higher Education / Institusi Pendidikan Tinggi Swasta	13	2.74
Shipping / Perkapalan	11	2.32
Telecommunication / Telekomunikasi	11	2.32
Travel Agency / Agen Pengembaraan	8	1.69
Private Hospital / Hospital Swasta	8	1.69
Research & Development / Penyelidikan dan Pembangunan (R&D)	5	1.05
Direct Selling / Jualan Langsung	5	1.05
Energy / Tenaga	5	1.05
Postal and Courier Services / Pos dan Perkhidmatan Kurier	4	0.84
Bonded Warehouse / Penggudangan	1	0.21
Port Services / Perkhidmatan Pelabuhan	1	0.21
Air Transport / Pengangkutan Udara	1	0.21
Total / Jumlah	474	100.00

Throughout the period of 1995 to 2010, a total of 5,851 service sector employers registered with PSMB, representing a net increase of 6.91% over the 5,473 registrations-to-date recorded at the end of 2009. Overall, the hotel industry recorded the highest number of registered employers at 924 (15.79%), reflecting widespread awareness within the subsector of the need to improve employee human capital in tandem with the constantly increasing standards and expectations of the global hospitality industry.

This was followed by the computer industry with 875 (14.95%) employers, reflecting the long-term significance of this sector both to domestic- as well as export-oriented demand, and the freight forwarding industry with 674 (11.52%) employers, which continues to register steady growth as Malaysia increases its presence and reach as a leading regional transportation and transshipment hub (Table 9).

Keseluruhan tempoh dari tahun 1995 ke 2010, sejumlah 5,851 majikan dalam sektor perkhidmatan telah berdaftar dengan PSMB, menunjukkan peningkatan sebanyak 6.9% daripada 5,473 pendaftaran terkini yang direkodkan pada akhir tahun 2009. Pada keseluruhannya, industri perhotelan mencatatkan bilangan majikan berdaftar terbanyak iaitu 924 (15.79%), memperlihatkan kesedaran yang meluas di kalangan subsektor tentang perlunya meningkatkan modal insan pekerja sejajar dengan standard dan jangkaan industri hospitaliti dunia yang sentiasa semakin meningkat.

Ini diikuti pula oleh industri komputer dengan 875 (14.95%) majikan, menggambarkan pentingnya sektor ini dalam jangka masa yang panjang kepada permintaan domestik dan juga permintaan berorientasikan eksport, dan industri penghantaran fret dengan 674 (11.52%) majikan, yang terus menerus mencatatkan pertumbuhan yang mantap tatkala Malaysia mengukuhkan kehadiran dan pencapaiannya sebagai pusat hub pengangkutan serantau (Jadual 9).

**TABLE 9 : TOTAL NUMBER OF REGISTERED EMPLOYERS IN THE SERVICE SECTOR BY
INDUSTRY FROM 1995 TO 2010**
**JADUAL 9 : JUMLAH MAJIKAN BERDAFTAR BAGI SEKTOR PERKHIDMATAN MENGIKUT INDUSTRI
DARI TAHUN 1995 HINGGA 2010**

Industry / Industri	Registered Employers from 1995 - 2010 Majikan Berdaftar dari Tahun 1995 - 2010	
	No. of Employers Bil. Majikan	Percentage / Peratusan (%)
Hotel Industry / Industri Perhotelan	924	15.79
Computer / Komputer	875	14.95
Freight Forwarding / Penghantaran Fret	674	11.52
Commercial Land Transport / Kenderaan Perdagangan Darat	654	11.18
Security Services / Perkhidmatan Keselamatan	387	6.61
Engineering Support & Maintenance / Sokongan dan Penyenggaraan Kejuruteraan	370	6.32
Private Institutions of Higher Education / Institusi Pendidikan Tinggi Swasta	280	4.79
Training Provider / Penyedia Latihan	255	4.36
Supermarket & Hypermarket / Departmental Store / Pasaraya & Pasaraya Besar / Gedung Serbaneka	227	3.88
Advertising / Pengiklanan	219	3.74
Shipping / Perkapalan	160	2.73
Direct Selling / Jualan Langsung	153	2.61
Private Hospital / Hospital Swasta	150	2.56
Travel Agency / Agen Pengembaraan	144	2.46
Telecommunication / Telekomunikasi	124	2.12
Research & Development / Penyelidikan dan Pembangunan (R&D)	63	1.08
Postal and Courier Services / Pos dan Perkhidmatan Kurier	60	1.03
Bonded Warehouse / Penggudangan	41	0.70
Energy / Tenaga	41	0.70
Port Services / Perkhidmatan Pelabuhan	27	0.46
Air Transport / Pengangkutan Udara	23	0.39
Total / Jumlah	5,851	100.00

Training Programmes

Program Latihan

TRAINING PROGRAMMES AND TRAINING PROVIDERS

The number of training places available and approved each year denotes the frequency of training and retraining activities conducted by employers for their employees. As such, the availability and approval of training places is a primary indicator of advancements made in increasing employer and employee awareness of the urgent need for skills upgrading and worker retraining.

Training Places Approved

A total of 626,270 training places had been approved by PSMB in 2010 compared to 685,394 training places approved in 2009, registering a decrease of 8.63%. This decrease was temporary and was due to the 50% reduction in levy paid by employers to HRDF for the period of 1 April 2009 to 31 March 2011 as part of the Malaysian Government's efforts to lessen the burden of the economic downturn on employers.

The reinstatement of the full levy in 2011 is thus expected to reverse the 2009-2010 downtrend, whereupon the annual increases in approved training places apparent from 2006-2008 will resume (Charts 2 and 3).

PROGRAM LATIHAN DAN PENYEDIA LATIHAN

Bilangan tempat latihan yang ada dan diluluskan setiap tahun menandakan kekerapan aktiviti latihan dan latihan semula yang dikendalikan oleh majikan untuk pekerja mereka. Dengan yang demikian, ketersediaan dan kelulusan tempat latihan merupakan petunjuk utama kepada kemajuan yang dicapai dalam meningkatkan kesedaran majikan dan pekerja tentang keperluan mendesak kepada peningkatan kemahiran dan latihan semula pekerja.

Tempat latihan yang diluluskan

Sejumlah 626,270 tempat latihan telah diluluskan oleh PSMB pada tahun 2010 berbanding 685,394 tempat latihan diluluskan pada tahun 2009, mencatatkan penurunan sebanyak 8.63%. Pengurangan ini adalah bersifat sementara dan ianya disebabkan oleh penurunan 50% levi yang dibayar oleh majikan kepada KWPSM bagi tempoh 1 April 2009 hingga 31 Mac 2011 sebagai langkah Kerajaan untuk mengurangkan bebanan majikan semasa kemerosotan ekonomi.

Pengembalian semula kepada levi penuh pada tahun 2011 dijangkakan akan menterbalikkan arah aliran menurun tahun 2009-2010, maka peningkatan tahunan bagi tempat latihan yang diluluskan jelasnya dari tahun 2009-2010 akan diteruskan (Carta 2 dan 3).

Chart 2 : Approved Training Places from 2006 -2010

Carta 2 : Tempat Latihan Diluluskan dari Tahun 2006 -2010



Chart 3 : Approved Training Places for Manufacturing and Services Sector from 2006 - 2010

Carta 3 : Tempat Latihan Diluluskan untuk Sektor Pembuatan dan Perkhidmatan dari Tahun 2006 -2010

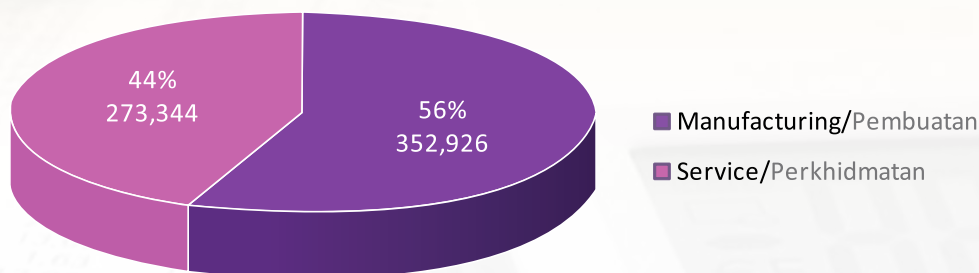


By sector in 2010, there were proportionately more training places available for manufacturing sector compared to service, representing the larger number of manufacturing employers registered with PSMB at 6,695 to date, as against 5,851 service sector employers to date (Chart 4).

Pada tahun 2010, mengikut sektor, terdapat lebih tempat latihan yang tersedia untuk latihan sektor pembuatan berbanding perkhidmatan, mewakili jumlah bilangan majikan yang lebih besar daripada sektor pembuatan yang telah berdaftar dengan PSMB iaitu sehingga kini berjumlah 6,695 berbanding 5,851 majikan daripada sektor perkhidmatan (Carta 4).

Chart 4 : Approved Training Places for Manufacturing and Service Sectors in 2010

Carta 4 : Tempat Latihan Diluluskan untuk Sektor Pembuatan dan Perkhidmatan bagi Tahun 2010



Financial Assistance Approved

With the decrease in the number of training places approved in 2010, the amount of financial assistance approved likewise fell in same year. The total amount of financial assistance approved was RM317.86 million (Chart 5), reflecting a 6.16% decrease compared to RM340.65 million approved in 2009, in line with the decrease in training places available.

However, the amount of financial assistance approved for 2010 was 30.35% higher than the total amount of levy collected, which amounted to RM221.4 million. This decrease was due to the 50% reduction in levy paid by employers (Charts 6 and 7).

Bantuan kewangan yang diluluskan

Dengan pengurangan bilangan tempat latihan yang diluluskan pada tahun 2010, bantuan kewangan yang diluluskan juga menurun pada tahun yang sama. Jumlah bantuan kewangan yang diluluskan ialah RM317.86 juta (Carta 5), mencerminkan penurunan sebanyak 6.16% berbanding RM340.65 juta yang diluluskan pada tahun 2009, selari dengan pengurangan tempat latihan.

Walau bagaimanapun, jumlah bantuan kewangan yang diluluskan bagi tahun 2010 ialah 30.35% lebih tinggi daripada jumlah levi yang dikutip, iaitu RM221.4 juta. Pengurangan ini adalah disebabkan oleh pengurangan levi sebanyak 50% yang dibayar oleh majikan (Carta 6 dan 7).

Chart 5 : Approved Financial Assistance from 2006 - 2010

Carta 5 : Bantuan Kewangan Diluluskan dari Tahun 2006 - 2010

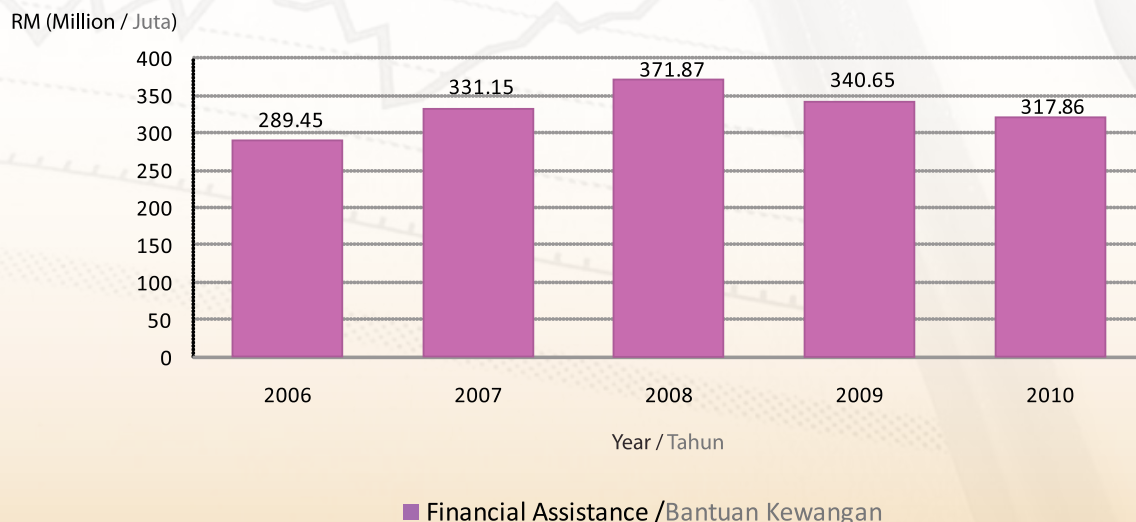


Chart 6 : Collection of the Human Resources Development Levy
Carta 6 : Kutipan Levi Pembangunan Sumber Manusia

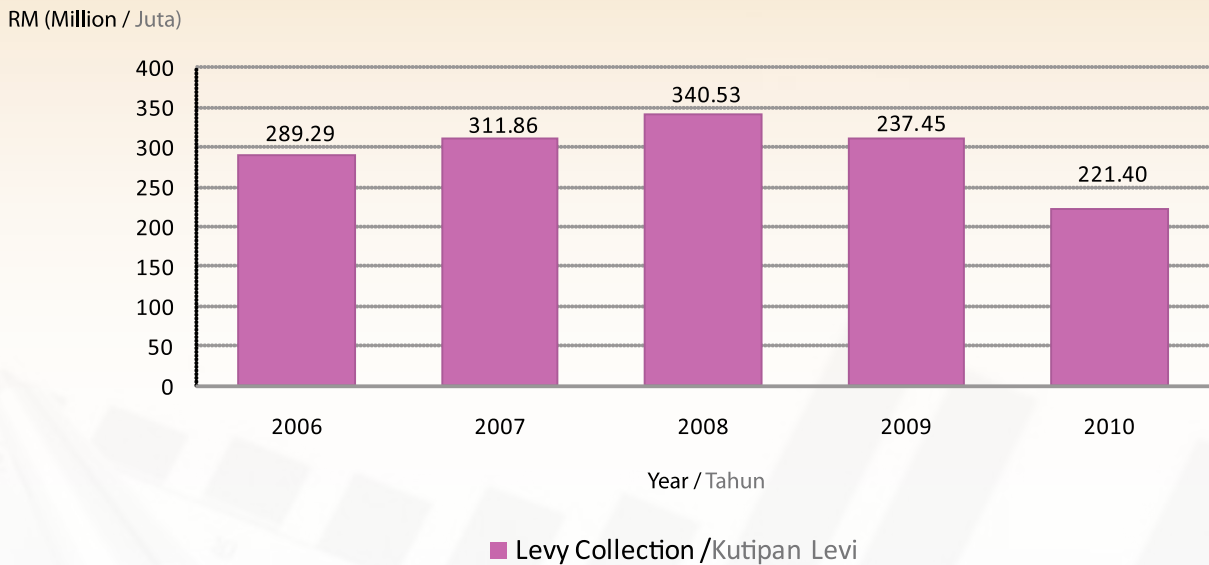
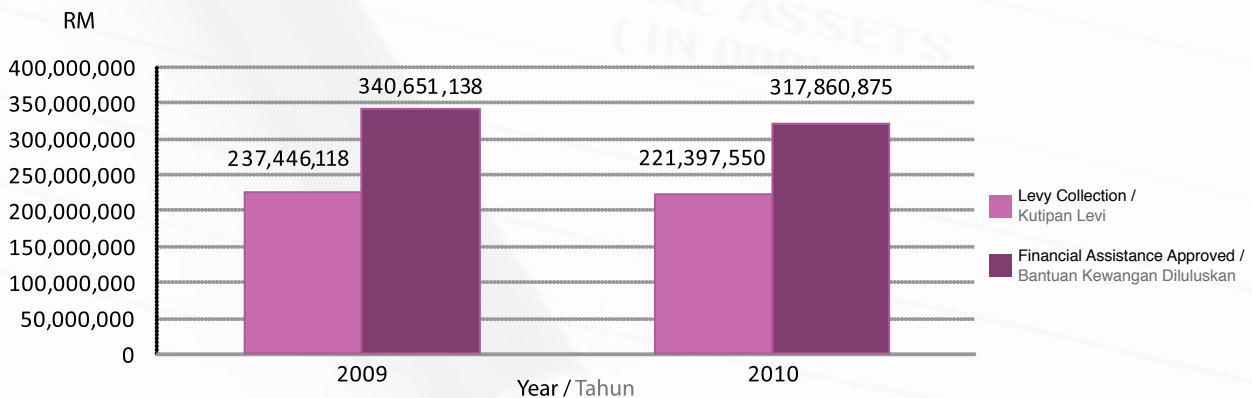


Chart 7 : Comparison Between Financial Assistance Approved and Collection of Levy for 2009 and 2010

Carta 7 : Perbandingan di antara Bantuan Kewangan Diluluskan dengan Kutipan Levi bagi Tahun 2009 dan 2010



This development continues the temporary trend observable in 2009 and reflects PSMB's commitment to workers' retraining and upskilling regardless of the prevailing economic climate- indeed, it is during periods of economic contraction that PSMB services become all the more critical to the survival of many. Actual disbursements likewise harmonised with the downward trends observable financial assistance approved for the year (Chart 8).

Perkembangan ini meneruskan aliran sementara yang dapat dilihat pada tahun 2009 dan memperlihatkan komitmen PSMB kepada latihan semula dan peningkatan kemahiran pekerja tanpa mengira iklim ekonomi, malahan pada masa penguncupan ekonomi inilah perkhidmatan PSMB menjadi lebih diperlukan untuk pengekaln daya tahan majikan. Begitu juga dengan pembayaran bantuan kewangan sebenar berbanding bantuan kewangan yang diluluskan pada tahun berkenaan (Carta 8).

Chart 8 : Disbursement of Training Grant
Carta 8 : Bayaran Geran Latihan

RM (Million / Juta)



■ Disbursement / Bayaran

Approved Training Places By Industry

In 2010, employers from the subsectors of electronics components, electrical machinery, apparatus, appliances and supplies were the most active in retraining and upgrading the skills of their employees, in line with their larger share of the total number of employers (by sector) registered with PSMB.

The total number of training places approved for these industries was 98,700, representing 15.76% of the overall training places approved for the year. The second most active industry was telecommunications with 45,106 training places (or 7.27%) of the total number of training places approved in 2010 (Table 10).

It should be noted that the telecommunications subsector accounted for only 2.12% of all employers registered to date at the end of 2010 (i.e. 124 employers of a total 5,851). The upsurge in retraining interest, however, was consonant with the subsector's robust growth of 8.5% throughout 2010, with strong expansion in every quarter. Bank Negara Malaysia reports that this growth was attributable to the increasing affordability of mobile devices and data subscription packages, while broadband services saw greater demand as a result of new initiatives to boost connectivity, particularly to rural areas and low-income households.

Tempat latihan yang diluluskan mengikut industri

Pada tahun 2010, majikan daripada subsektor komponen elektronik, jentera elektrik, alat, perkakas, kelengkapan dan pembekalan merupakan yang paling aktif dalam latihan semula dan peningkatan kemahiran pekerja mereka, sejajar dengan bahagian mereka yang lebih besar daripada jumlah bilangan majikan (mengikut sektor) yang berdaftar dengan PSMB.

Jumlah bilangan tempat latihan yang diluluskan bagi industri ini ialah 98,700 mewakili 15.76% tempat latihan yang diluluskan secara keseluruhannya bagi tahun berkenaan. Industri kedua yang paling aktif ialah telekomunikasi dengan 45,106 tempat latihan (atau 7.27%) daripada jumlah bilangan tempat latihan yang diluluskan pada tahun 2010 (Jadual 10).

Harus diambil perhatian bahawa subsektor telekomunikasi terdiri daripada hanya 2.12 % daripada keseluruhan majikan yang berdaftar setakat akhir tahun 2010 (iaitu 124 majikan daripada jumlah keseluruhan sebanyak 5,851). Kenaikan mendadak minat terhadap latihan semula ini, bagaimana pun, adalah sejajar dengan pertumbuhan mantap subsektor pada kadar 8.5% sepanjang tahun 2010, dengan perkembangan yang kukuh pada setiap suku tahun. Bank Negara Malaysia melaporkan bahawa pertumbuhan ini disumbangkan oleh kemampuan memiliki peranti mudah alih dan pakej langganan data yang semakin meningkat, sementara perkhidmatan jalur lebar memperlihatkan permintaan yang lebih tinggi hasil daripada inisiatif baru untuk merangsang kesalinghubungan, terutamanya ke kawasan-kawasan luar bandar dan keluarga yang berpendapatan rendah.

TABLE 10 : APPROVED TRAINING PLACES BY INDUSTRY FOR 2010
JADUAL 10 : TEMPAT LATIHAN YANG DILULUSKAN OLEH INDUSTRI BAGI TAHUN 2010

Code / Kod	Industry / Industri	Training Places / Tempat Latihan	Percentage / Peratusan (%)
383	Electronics Component, Electrical Machinery, Apparatus, Appliances and Supplies Komponen Elektronik, Jentera Elektrik, Alat, Perkakas dan Kelengkapan	98,700	15.76
72009	Telecommunication / Telekomunikasi	45,106	7.20
63200	Hotel Industry / Industri Perhotelan	34,581	5.52
52112	Supermarkets / Hypermarkets / Pasaraya / Pasaraya Besar	34,448	5.50
384	Transportation Equipment / Kelengkapan Pengangkutan	34,123	5.45
311	Manufacturers of Food / Pengeluaran Makanan	29,592	4.73
83230	Computer Industries / Industri Komputer	25,637	4.09
93100	Education Services / Perkhidmatan Pendidikan	24,837	3.97
381	Fabricated Metal Products Except Machinery / Produk Logam yang direka kecuali Jentera	22,700	3.62
85100	Private Hospitals / Hospital Swasta	20,727	3.31
356	Plastic Products / Produk Plastik	20,631	3.29
352	Other Chemical Products / Lain-lain Produk Kimia	19,776	3.16
355	Rubber Products / Produk Getah	15,006	2.40
382	Machinery Except Electric Equipment / Jentera Kecuali Alat Elektrik	14,576	2.33
369	Non-Metal Mineral Products / Produk Galian Bukan Logam	14,439	2.31
371	Iron And Steel Basic Industries / Industri Asas Besi dan Kaluli	14,320	2.29
41010	Electric Light and Power / Cahaya dan Tenaga Elektrik	13,588	2.17
71161	Freight Forwarders / Penghantaran Fret	12,179	1.94
75220	Security Services / Perkhidmatan Keselamatan	9,630	1.54
342	Printing and Publishing / Percetakan dan Penerbitan	8,793	1.40
72001	Postal (Courier Service) / Pos dan Perkhidmatan Kurier	8,422	1.34
74219	Engineering Support and Maintenance / Sokongan dan Penyenggaraan Kejuruteraan	7,626	1.22
341	Manufacturers of Paper and Paper Product / Pengeluaran Kertas dan Produk Kertas	6,932	1.11
351	Chemical Industry / Industri Kimia	6,784	1.08
312	Manufacturers of Food / Pengeluaran Makanan	6,639	1.06
331	Manufacturers of Wood, Wood Products and Cork, Except Furniture / Pengeluar Kayu, Produk Kayu dan Gabus, Kecuali Perabot	6,194	0.99

Code / Kod	Industry / Industri	Training Places / Tempat Latihan	Percentage / Peratusan (%)
321	Textiles / Tekstil	6,023	0.96
353	Manufacturers of Crude Oil / Pengeluaran Minyak Mentah	5,901	0.94
60214	Sub-Urban Railway Passenger Transport / Pengangkutan Keretapi Penumpang Luar Bandar	5,153	0.82
71210	Shipping / Perkapalan	4,615	0.74
63035	Port Services / Perkhidmatan Pelabuhan	4,496	0.72
83250	Advertising / Pengiklanan	4,470	0.71
52512	Direct Selling / Jualan Langsung	4,093	0.65
362	Glass Products / Produk Kaca	4,020	0.64
332	Furniture / Perabot	3,805	0.61
71310	Air Transport / Pengangkutan Udara	3,725	0.59
322	Clothing / Pakaian	3,566	0.57
93101	Training Services / Perkhidmatan Latihan	2,923	0.47
313	Beverage Industry / Industri Minuman	2,421	0.39
73100	Research and Development / Penyelidikan dan Pembangunan	2,014	0.32
390	Other Production Industries / Lain-lain Industri Pengeluaran	1,936	0.31
372	Non-Ferrous Metal Basic Industries / Industri Asas Logam Bukan Ferum	1,618	0.26
60230	Freight Transport by Road / Pengangkutan Fret melalui Jalanraya	1,595	0.25
385	Manufacturers of Professional and Scientific and Measuring and Controlling Equipment / Pengeluaran Alat Profesional dan Saintifik serta Ukuran dan Kawalan	1,448	0.23
52192	Departmental Stores / Gedung Serbaneka	1,355	0.22
314	Tobacco Manufacturers / Pengeluaran Tembakau	1,147	0.18
71919	Travel Agencies / Agensi Pengembaraan	920	0.15
323	Leather Products / Produk Kulit	683	0.11
63020	Bonded Warehouses / Penggudangan	615	0.10
60211	Bus Services / Perkhidmatan Bas	558	0.09
324	Manufacturers of Footwear / Pengeluaran Kasut	556	0.09
361	Pottery and Pottery Products / Tembikar dan Produk Tembikar	309	0.05
354	Petroleum and Coal Products / Produk Petroleum dan Arang Batu	288	0.05
60221	Taxi Car For Hire / Perkhidmatan Kereta Sewa	23	0.00
60229	Other Non-Scheduled Passenger Transport Lain-lain Pengangkutan Penumpang tidak Berjadual	4	0.00
60219	Other Scheduled Passenger Transport Lain-lain Pengangkutan Penumpang Berjadual	4	0.00
	TOTAL / JUMLAH	626,270	100.00

Note : For SBL, SBL-KHAS, PLT, PERLA and PROLUS Schemes.
Nota : Untuk Skim SBL, SBL-KHAS, PLT, PERLA dan PROLUS.

Approved Training Places By Skill Area

Skills training related to quality and productivity was the most sought after skill area by employers seeking to retrain and upgrade the skills of their employees. This interest is in tandem with current demand to enhance the quality of products and services as well as to increase productivity for employers to stay competitive in the global market. In 2010, a total of 154,465 training places were approved for this skill area, representing 24.66% of the total training places approved.

The second most sought after skill area was occupational safety and health with 97,967 training places, constituting 15.64% of the total training places for 2010. This represented a greater awareness of workplace safety and health standards, both as a general practice as well as a key component of quality certification domestically and internationally.

This area was followed by interest in general technical skills with 58,889 (9.4%) training places. More details on the training places by skill area are contained in Table 11.

Tempat-tempat latihan yang diluluskan berdasarkan bidang kemahiran

Latihan kemahiran berkaitan dengan kualiti dan produktiviti menjadi pilihan utama majikan yang mahu melatih semula dan menaik taraf kemahiran pekerja mereka. Kecenderungan ini adalah sejajar dengan permintaan semasa untuk meningkatkan kualiti produk dan perkhidmatan selain daripada meningkatkan produktiviti agar majikan kekal kompetitif di dalam pasaran global. Pada tahun 2010, sejumlah 154,465 tempat latihan telah diluluskan untuk bidang kemahiran, mewakili 24.66% daripada jumlah keseluruhan tempat latihan yang diluluskan.

Bidang kemahiran yang kedua paling tinggi permintaannya adalah keselamatan dan kesihatan pekerjaan dengan sejumlah 97,967 tempat latihan, yang merupakan 15.64% daripada jumlah keseluruhan tempat latihan bagi 2010. Ini memperlihatkan kesedaran yang lebih tinggi terhadap keselamatan tempat kerja dan standard kesihatan, kedua-duanya sebagai amalan kebiasaan dan juga sebagai komponen asas terhadap persijilan kualiti peringkat tempatan dan antarabangsa.

Seterusnya diikuti pula oleh permintaan terhadap kemahiran teknikal am dengan sejumlah 58,889 (9.4%) tempat latihan. Keterangan lanjut mengenai tempat latihan mengikut bidang kemahiran ditunjukkan dalam Jadual 11.

TABLE 11 : APPROVED TRAINING PLACES BY SKILL AREAS FOR 2010
JADUAL 11 : TEMPAT LATIHAN YANG DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI TAHUN 2010

Code / Kod	Skill Areas / Bidang Kemahiran	Training Places / Tempat Latihan	Percentage / Peratusan (%)
004	Quality and Productivity / Kualiti dan Produktiviti	154,465	24.66
L09	Occupational Safety and Health / Keselamatan dan Kesihatan Pekerjaan	97,967	15.64
001	Technical / Teknikal	58,889	9.40
L10	Motivation / Team Building / Motivasi / Bina Pasukan	52,513	8.39
003	Computer / Information Technology / Komputer / Teknologi Maklumat	46,190	7.39
L01	Management / Pengurusan	37,072	5.92
L04	Communication and Public Relations / Komunikasi dan Perhubungan Awam	27,197	4.34
005	Supervisory / Penyeliaan	25,443	4.06
L17	Operation Management / Pengurusan Operasi	22,137	3.53
S/SL	Local Seminar / Seminar Tempatan	15,209	2.43
L06	Human Resources Management / Pengurusan Sumber Manusia	11,868	1.90
L07	Financial Accounting / Perakaunan Kewangan	9,864	1.58
L13	Sales / Marketing / Jualan / Pemasaran	7,074	1.13
L26	Strategic Management / Pengurusan Strategik	6,720	1.07
L12	Executive Development Programme / Program Pembangunan Eksekutif	6,229	0.99
011	Teaching / Mengajar	5,582	0.89
L05	Language / Bahasa	5,580	0.89

Code / Kod	Skill Areas / Bidang Kemahiran	Training Places / Tempat Latihan	Percentage / Peratusan (%)
L05	High Technology / Teknologi Tinggi	5,380	0.86
L20	Medical / Perubatan	5,048	0.81
008	Administration / Pentadbiran	4,448	0.71
L02	Purchasing / Store / Warehousing Pembelian / Stor / Penggudangan	4,001	0.64
L16	Law / Undang-undang	3,724	0.59
L08	Creativity and Innovation / Kreativiti dan Inovasi	3,018	0.48
009	Research and Development / Penyelidikan dan Pembangunan	1,812	0.29
L23	Overseas Training / Latihan Luar Negeri	1,650	0.26
006	New Products / Produk Baru	1,348	0.22
L22	Clerical / Perkeranian	1,161	0.19
L03	Industrial Relations / Perhubungan Perindustrian	1,126	0.17
L15	Engineering / Kejuruteraan	838	0.13
L24	Clerical Development Programme Program Pembangunan Perkeranian	811	0.13
L11	Craft / Kraf	488	0.08
002	Overseas Seminar / Seminar Luar Negeri	465	0.07
LL/SLL	Diploma Programme / Program Diploma	287	0.05
L21	New Technology / Teknologi Baru	286	0.05
007	Others / Lain-lain	131	0.02
096	PSMB Special Programme / Program Khas PSMB	106	0.02
L14	Mathematics (Numeric) / Matematik (Numerik)	96	0.02
099	HRDF Workshop / Bengkel KWPSM	22	0.00
D01	Diploma Technical / Diploma Teknikal	16	0.00
L19	Masters Programme / Program Sarjana	9	0.00
	TOTAL / JUMLAH	626,270	100.00

Note : For SBL, SBL-KHAS, PLT, PERLA and PROLUS Schemes.
Nota : Untuk Skim SBL, SBL-KHAS, PLT, PERLA dan PROLUS.

Approved Financial Assistance By Skill Areas

Consonant with the interest in quality and productivity, financial assistance approved for workforce retraining and skills upgrading was consequently highest for this skill area, for which a total of RM56.60 million of financial assistance was approved in 2010. This represented 18.1% of all financial assistance approved, and was followed likewise by the general technical skill area with a total approval of RM52.16 million (16.68%) in financial assistance (Table 12).

Bantuan Kewangan Yang Diluluskan mengikut Bidang Kemahiran

Sejajar dengan kecenderungan terhadap kualiti dan produktiviti, bantuan kewangan yang terbanyak diluluskan adalah untuk melatih semula tenaga kerja dan menaik taraf kemahiran sudah sewajarnya meliputi bidang kemahiran ini, yang mana sejumlah RM56.60 juta telah diluluskan pada tahun 2010. Jumlah ini mewakili 18.1% daripada keseluruhan bantuan kewangan yang diluluskan, dan seterusnya diikuti pula oleh kemahiran bidang teknikal am dengan bantuan kewangan sebanyak RM52.16 juta (16.68%) (Jadual 12).

TABLE 12 : APPROVED FINANCIAL ASSISTANCE BY SKILL AREAS FOR 2010
JADUAL 12 : BANTUAN KEWANGAN YANG DILULUSKAN MENGIKUT BIDANG KEMAHIRAN BAGI TAHUN 2010

Code / Kod	Skill Areas / Bidang Kemahiran	Financial Assistance Bantuan Kewangan (RM)	Percentage / Peratusan (%)
004	Quality and Productivity / Kualiti dan Produktiviti	56,602,629	18.10
001	Technical / Teknikal	52,162,434	16.68
003	Computer / Information Technology / Komputer / Teknologi Maklumat	32,045,855	10.25
L09	Occupational Safety and Health / Keselamatan dan Kesihatan Pekerjaan	27,842,793	8.90
L10	Motivation / Team Building / Motivasi / Bina Pasukan	23,367,763	7.47
L01	Management / Pengurusan	18,423,868	5.89
005	Supervisory / Penyeliaan	11,174,569	3.57
L04	Communication and Public Relations / Komunikasi dan Perhubungan Awam	10,776,821	3.45
S/SL	Local Seminar / Seminar Tempatan	10,171,749	3.25
006	Overseas Training / Latihan Luar Negeri	8,888,837	2.84
L17	Operation Management / Pengurusan Operasi	8,591,471	2.75
L07	Financial Accounting / Perakaunan Kewangan	7,748,252	2.48
L06	Human Resources Management / Pengurusan Sumber Manusia	6,403,300	2.05
L13	Sales / Marketing / Jualan / Pemasaran	4,434,973	1.42
L05	Language / Bahasa	4,199,366	1.34
009	Creativity and Innovation / Kreativiti dan Inovasi	3,993,490	1.28
L12	Executive Development Programme / Program Pembangunan Eksekutif	3,744,626	1.20
L26	Strategic Management / Pengurusan Strategik	3,641,609	1.16
L20	High Technology / Teknologi Tinggi	2,937,681	0.94
L16	Purchasing / Store / Warehousing Pembelian / Stor / Penggudangan	2,051,324	0.65
011	Teaching / Mengajar	1,962,575	0.63
L02	Administration / Pentadbiran	1,933,498	0.62
L08	Law / Undang-Undang	1,882,738	0.60
008	Medical / Perubatan	1,647,627	0.53
LL/SLL	Overseas Seminar / Seminar Luar Negeri	1,298,410	0.42
L24	Engineering / Kejuruteraan	1,011,033	0.32
L23	Research and Development / Penyelidikan dan Pembangunan	800,691	0.26
L03	Clerical / Perkeranian	669,262	0.21
L15	Industrial Relations / Perhubungan Perindustrian	618,970	0.20
L11	Clerical Development Programme / Program Pembangunan Perkeranian	362,049	0.12
L22	Diploma Programme / Program Diploma	271,314	0.09
007	New Products / Produk Baru	258,760	0.08
L21	Others / Lain-lain	220,386	0.07
002	New Technology / Teknologi Baru	217,223	0.07
010	Craft / Kraf	173,079	0.06
L19	Computer for Academy / Komputer untuk Akademi	132,252	0.04
096	Masters Programme / Program Sarjana	48,441	0.02
L14	PSMB Special Programme / Program Khas PSMB	37,804	0.01
D01	Mathematics (Numeric) / Matematik (Numerik)	26,084	0.01
099	Diploma Technical / Diploma Teknikal	4,000	0.00
	HRDF Workshop / Bengkel KWPSM	2,566	0.00
	TOTAL / JUMLAH	312,782,172	100.00

Note : For SBL, SBL-KHAS, PLT, PERLA and PROLUS Schemes.
Nota : Untuk Skim SBL, SBL-KHAS, PLT, PERLA dan PROLUS.

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

On average, the training hours approved per employee for year 2010 was 15.50 hours. The highest average training hours approved was for Professionals with 69.62 hours, followed by Engineers with 18.83 hours and Technicians with 17.12 hours (Table 13).

Tempoh Waktu Latihan dan Kategori Kakitangan yang Dilatih (Skim SBL)

Secara purata, jumlah jam latihan yang diluluskan bagi seorang pekerja untuk tahun 2010 adalah 15.50 jam. Jumlah purata jam tertinggi diluluskan adalah untuk golongan Profesional yakni 69.62 jam, diikuti oleh Kejuruteraan sebanyak 18.83 jam dan Juruteknik sebanyak 17.12 jam (Jadual 13).

TABLE 13 : AVERAGE TRAINING HOURS BY CATEGORY OF EMPLOYEES UNDER THE SBL SCHEME FOR 2010
JADUAL 13 : PURATA JUMLAH JAM LATIHAN MENGIKUT KATEGORI PEKERJA DI BAWAH SKIM SBL BAGI TAHUN 2010

Job Positions / Kedudukan Jawatan	Total Training Hours / Jumlah Jam Latihan	Average Hours / Purata Jam	Training Places / Tempat Latihan	Percentage of Total Training Hours (%) / Peratusan Jumlah Jam Latihan (%)
Professionals / Profesional	282,645	69.62	4,060	3.24
Engineers / Jurutera	619,916	18.83	32,923	7.10
Technicians / Juruteknik	627,299	17.12	36,634	7.18
Skilled Employees Pekerja Mahir	286,771	16.61	17,264	3.28
Others / Lain-lain	3,378,351	15.37	219,785	38.68
Lecturer / Pensyarah	166,840	15.17	10,998	1.91
Executives / Eksekutif	2,183,838	14.62	149,364	25.00
Administrative & Support Staff Kakitangan Sokongan dan Pentadbiran	104,556	14.07	7,429	1.20
Sales/Marketing/Services Staff Jualan/Pemasaran/Kakitangan Perkhidmatan	45,248	13.75	3,291	0.52
Supervisors / Penyelia	618,480	13.42	46,077	7.08
General Workers / Pekerja Am	158,013	12.93	12,218	1.81
Production Employees Kakitangan Pengeluaran	262,528	11.25	23,333	3.00
Total / Jumlah	8,734,485	15.50	563,376	100.00

For the four-year period from 2007 to 2010, a total number of 1,008,370 training places were approved for workers' retraining and skills upgrading at the Executive level, with 1,730,579 training places approved for Non-Executive categories. In the same period, financial assistance approved for workers in Executive level was RM536.57 million, while financial assistance of RM770.96 million was approved for Non-Executives (Table 14).

Untuk tempoh masa empat tahun dari 2007 hingga 2010, sejumlah 1,008,370 tempat latihan telah diluluskan untuk melatih semula dan meningkatkan kemahiran pekerja di peringkat Eksekutif, dengan 1,730,579 tempat latihan diluluskan untuk kategori Bukan Eksekutif. Bagi tempoh yang sama, jumlah bantuan kewangan yang diluluskan untuk pekerja di peringkat Eksekutif adalah RM536.57 juta, manakala bantuan kewangan berjumlah RM770.96 juta telah diluluskan untuk Bukan Eksekutif (Jadual 14).

TABLE 14 : TOTAL NUMBER OF TRAINING PLACES AND FINANCIAL ASSISTANCE APPROVED BY CATEGORY OF WORKERS UNDER THE SBL SCHEME FROM 2007 TO 2010
JADUAL 14 : JUMLAH TEMPAT LATIHAN DAN BANTUAN KEWANGAN DILULUSKAN MENGIKUT KATEGORI PEKERJA DI BAWAH SKIM SBL DARI TAHUN 2007 HINGGA 2010

Year / Tahun	Training Places / Tempat Latihan		Financial Assistance / Bantuan Kewangan	
	Executive / Eksekutif	Non-Executive / Bukan Eksekutif	Executive / Eksekutif	Non-Executive / Bukan Eksekutif
2007	274,957 (39.80%)	415,918 (60.20%)	RM127.74 million / juta (38.57%)	RM203.41 million / juta (61.43%)
2008	262,440 (35.64%)	473,970 (64.36%)	RM112.26 million / juta (30.19%)	RM205.61 million / juta (69.81%)
2009	250,062 (36.48%)	435,332 (63.52%)	RM159.42 million / juta (46.80%)	RM181.23 million / juta (53.20%)
2010	220,911 (35.27%)	405,359 (64.73%)	RM137.15 million / juta (43.15%)	RM180.71 million / juta (56.85%)
Total / Jumlah	1,008,370	1,730,579	RM536.57 million / juta	RM770.96 million / juta

While these figures indicate a greater emphasis on non-executive skills upgrading, consonant with the Government's vision of building human capacity towards the achievement of a high-income nation, the significant investment in executive-level retraining also underscores PSMB's goal of achieving a balanced and comprehensive system-wide workforce transformation.

Industrial Training Scheme

Since 28 May 2008, PSMB has implemented the Industrial Training Scheme to allow registered employers to engage undergraduates who will undergo on-the-job or industrial training at an employer's premises. In 2010, a total of 1,105 trainees were approved, reflecting a decrease of 23.9% compared to 1,452 trainees approved in 2009. Financial assistance also decreased to RM1.81 million compared to RM2.32 million approved in 2009.

IMPROVEMENTS IN PSMB DELIVERY SYSTEMS

Fully cognisant of the critical need for transformation as well as the importance of efforts to promote economic recovery throughout the period of 2009-2010, PSMB continued to enhance its internal measures to improve delivery for its stakeholders and the community at large.

Turnaround times continued to improve in the areas of processing time for training grant applications as well as grant disbursements, ensuring that employers and employees requiring training and skills upgrading were provided efficient and timely access. While the 2010 improvements may seem incremental over 2009, it must be stressed that the level of efficiency at 1.12 days in processing grant applications is a dramatic improvement over the 2.27 days in 2006, as with the 4.19 days required for grant disbursement in 2010 against the 11.84 days in 2006 (Charts 9 and 10).

Nonetheless, PSMB is not content with these achievements and will strive for further improvements in the coming year and in future.

Walaupun perangkaan ini memperlihatkan penekanan utama terhadap meningkatkan kemahiran bukan eksekutif, yang mana adalah sejajar dengan wawasan Kerajaan untuk membina modal insan ke arah menjadi sebuah negara berpendapatan tinggi, namun pelaburan yang signifikan pada latihan semula di peringkat eksekutif adalah memenuhi matlamat PSMB untuk metransformasikan tenaga kerja secara komprehensif dan seimbang.

Skim Latihan Industri

Sejak Mei 2008, PSMB telah melaksanakan Skim Latihan Industri yang membolehkan majikan yang berdaftar untuk mengambil penuntut institusi pengajian tinggi untuk menjalani latihan dalam kerja atau latihan industri di premis mereka. Pada tahun 2010, seramai 1,105 orang pelatih telah diluluskan, memperlihatkan penurunan 23.9% berbanding 1,452 orang pelatih pada tahun 2009. Bantuan kewangan juga berkurangan kepada RM1.81 juta berbanding RM2.32 juta pada tahun 2009.

PENAMBAHBAIKAN PADA SISTEM PENYAMPAIAN PSMB

Menyedari sepenuhnya akan keperluan kritikal terhadap pembaharuan, dan juga pentingnya usaha untuk merangsang pemulihan ekonomi di sepanjang tempoh 2009-2010, PSMB terus mempertingkatkan langkah dalaman untuk menambahbaik sistem penyampaian khususnya kepada pihak yang berkepentingan dan masyarakat umumnya.

Tempoh masa pemprosesan permohonan geran latihan dan juga pembayaran geran latihan telah dipendekkan, demi memastikan majikan dan pekerja yang memerlukan latihan dan peningkatan kemahiran mendapat akses yang efisien dan tepat pada masanya. Walaupun peningkatan dapat dilihat pada tahun 2010 berbanding 2009, perlu ditekankan bahawa tahap kecekapan memproses permohonan geran pada 1.12 hari adalah suatu peningkatan dramatik berbanding 2.27 hari pada tahun 2006, begitu juga dengan 4.19 hari yang diperlukan untuk membayar geran latihan pada tahun 2010 berbanding 11.84 hari pada tahun 2006 (Carta 9 dan 10).

Namun begitu, PSMB belum berpuas hati dengan pencapaian ini dan akan terus berusaha untuk peningkatan yang lebih baik di tahun mendatang dan masa hadapan.

Chart 9 : Average Processing Time for Training Grant Applications
Carta 9 : Tempoh Purata Memproses Permohonan Geran Latihan

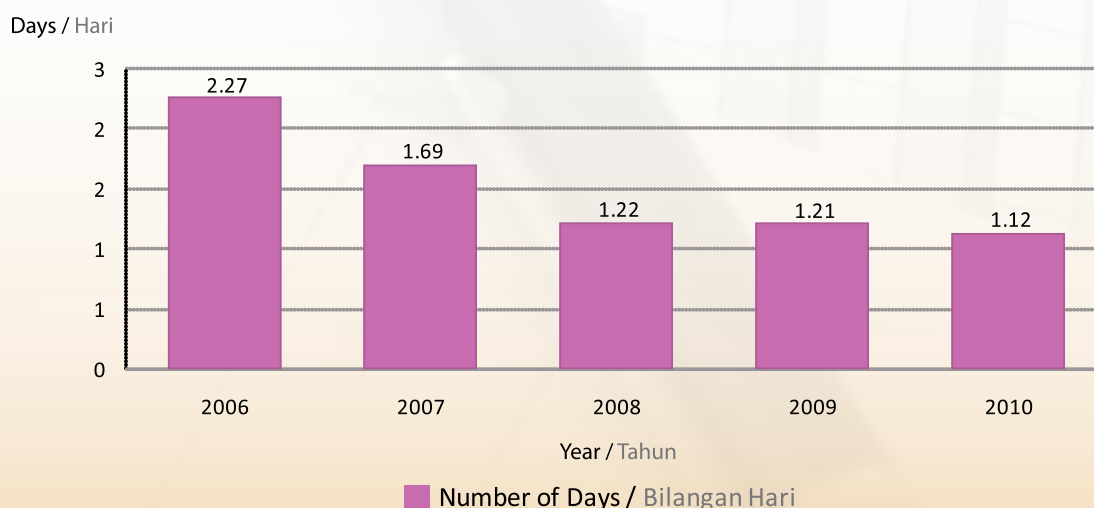
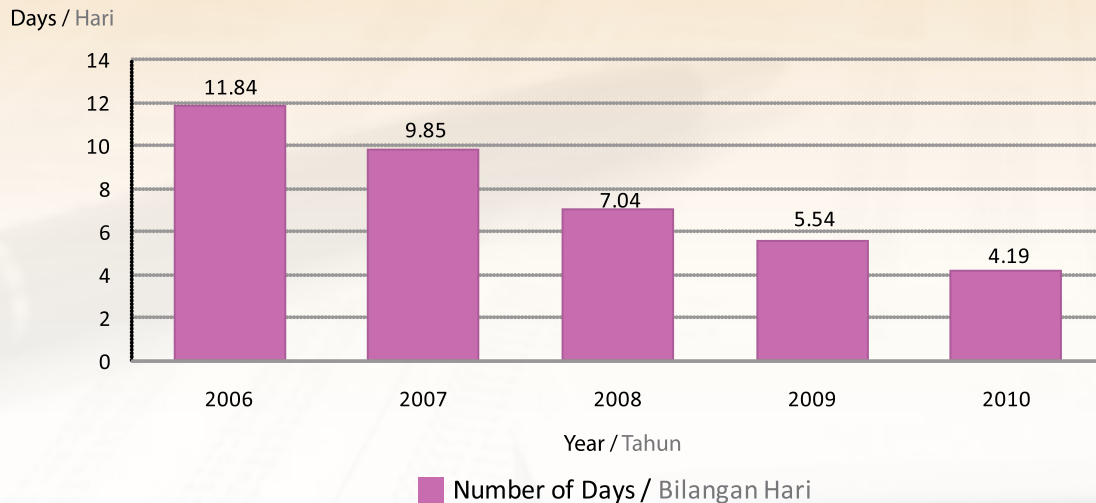


Chart 10 : Average Processing Time for Disbursement of Training Grant
Carta 10 : Tempoh Purata Memproses Tuntutan Geran Latihan



INCREASES IN TRAINING PROVIDERS AND TRAINING PROGRAMMES

Registration of training provider

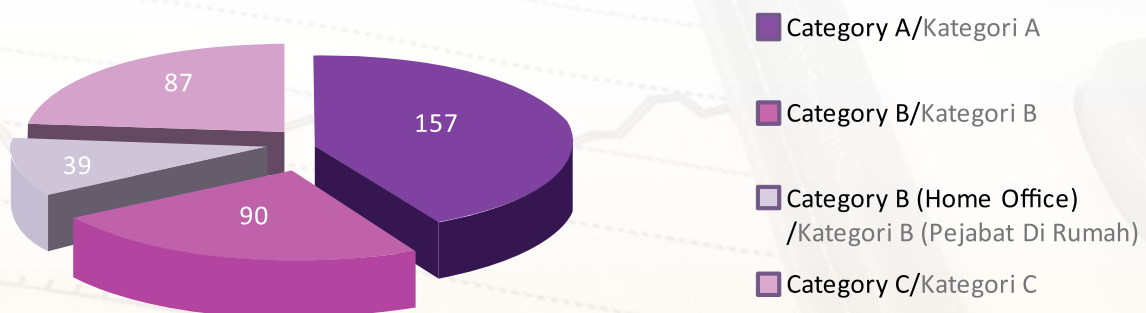
From 1993 to 2010, a total of 2,347 training providers were registered with PSMB. Of this, a total of 1,214 training providers were deregistered due to inactivity, failure to renew certificates or having no training programmes registered under any of PSMB's training schemes. The total number of active training providers as at 31 December 2010 was 1,133, and in the same year, a total of 373 new training providers had registered with PSMB (Chart 11).

PENINGKATAN DALAM PENYEDIA LATIHAN DAN PROGRAM LATIHAN

Pendaftaran penyedia khidmat latihan

Dari tahun 1993 hingga 2010, seramai 2,347 penyedia latihan telah berdaftar dengan PSMB. Daripada jumlah ini, seramai 1,214 penyedia latihan telah dibatalkan pendaftaran mereka kerana tidak aktif, kegagalan memperbaharui sijil atau ketiadaan program latihan yang didaftarkan di bawah sebarang skim latihan PSMB. Jumlah keseluruhan penyedia latihan setakat 31 Disember 2010 adalah 1,133 dan pada tahun yang sama, seramai 373 penyedia latihan baru telah berdaftar dengan PSMB (Carta 11).

Chart 11 : Registration of Training Providers By Category
Carta 11 : Pendaftaran Penyedia Latihan Mengikut Kategori



Registration of training programme

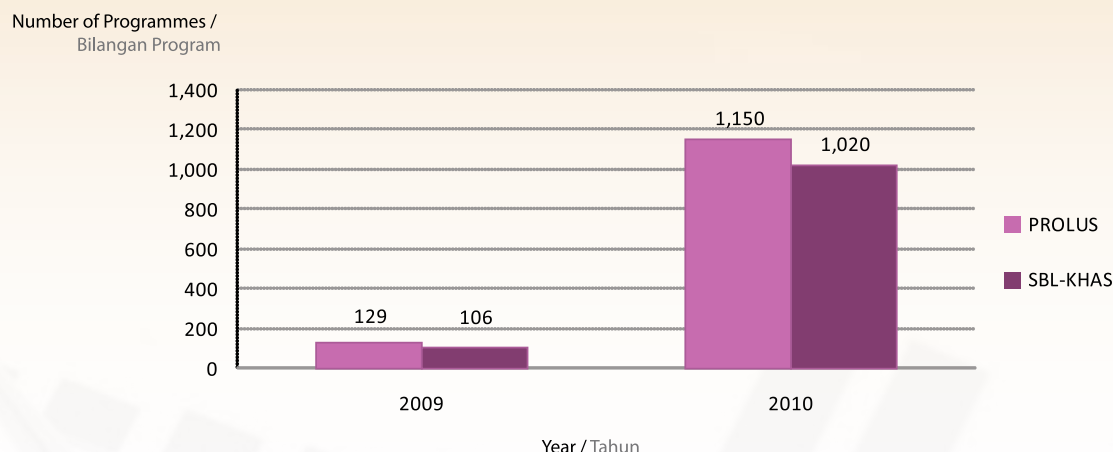
Under the PROLUS Scheme, registered training providers are required to submit their programmes for approval by the Approved Training Programme (ATP) Committee. In 2010, six ATP Committee meetings were held and a total of 106 training programmes were approved (Table 15). A decrease of 17.8% was attributable to the decrease in the rate of levy for the period 31 March 2009 to 1 April 2011.

Pendaftaran program latihan

Di bawah Skim PROLUS, penyedia latihan yang berdaftar diminta untuk mengemukakan program mereka untuk diluluskan oleh Jawatankuasa Program Latihan (ATP). Pada tahun 2010, sebanyak enam mesyuarat Jawatankuasa telah diadakan dan sebanyak 106 program latihan telah diluluskan (Jadual 15). Penurunan sebanyak 17.8% telah disebabkan penurunan kadar levi untuk tempoh 31 Mac 2009 hingga 1 April 2011.

Chart 12 : Comparison between the Number of Training Programmes Approved in 2009 and 2010 for PROLUS and SBL-KHAS Scheme

Carta 12 : Perbandingan di antara Jumlah Program Latihan Diluluskan bagi tahun 2009 dan 2010 untuk Skim PROLUS dan SBL-KHAS



For the SBL-Khas Scheme, the total training programmes approved in 2010 was 1,020 - a decrease of 11.3% compared to the previous year. The total number of active training programmes for both schemes was 3,934, with the highest active programmes taking place under the computer/information technology area, followed by quality and productivity and technical skill areas.

Untuk Skim SBL-KHAS, jumlah keseluruhan program latihan yang diluluskan pada tahun 2010 adalah 1,020 - penurunan sebanyak 11.3% berbanding tahun sebelumnya. Jumlah keseluruhan program latihan yang aktif untuk kedua-dua skim adalah 3,934 dengan program yang paling aktif adalah di bawah bidang komputer/teknologi maklumat, diikuti oleh kualiti dan produktiviti dan bidang kemahiran teknikal.

Inspection of training providers

In 2003, PSMB established an Inspectorate Unit to conduct visits to the premises of training providers for the purpose of ensuring compliance with the terms and conditions of the registration for all training providers. In 2010, a total of 687 inspections were conducted on the Category A and B training providers. These inspections discovered that several training providers had ceased to operate or had failed to comply with one or more terms and conditions of registration (Table 15).

These figures may, however, be attributed to normal attrition and PSMB will maintain vigilant inspections of all registered training providers to ensure that minimum standards of quality and compliance are adhered to at all times.

Pemeriksaan penyedia khidmat latihan

Pada tahun 2003, PSMB telah menubuhkan satu Unit Inspektorat untuk membuat lawatan ke premis penyedia latihan, bertujuan untuk memastikan bahawa operasi penyedia latihan mematuhi dengan semua terma dan syarat pendaftaran penyedia latihan. Pada tahun 2010, sebanyak 687 lawatan telah dilakukan ke atas penyedia latihan di bawah Kategori A dan B. Lawatan ini telah mendapati bahawa beberapa penyedia latihan telah tidak beroperasi lagi atau gagal mematuhi satu atau lebih terma dan syarat pendaftaran (Jadual 15).

Namun begitu, perangkaan ini dilihat sebagai kecikiran biasa dan PSMB akan meneruskan aktiviti lawatan dan kepekaan terhadap semua penyedia latihan yang berdaftar bagi memastikan standard kualiti yang minimum dan peraturan dipatuhi pada setiap masa.

TABLE 15 : TRAINING PROVIDERS WHO DID NOT COMPLY WITH THE TERMS AND CONDITIONS FOR REGISTRATION

JADUAL 15 : PENYEDIA LATIHAN YANG TIDAK MEMATUHI TERMA DAN SYARAT PENDAFTARAN

Reasons for Non-Compliance / Sebab Ketidakpatuhan	Total / Jumlah
Change of training premises without notifying PSMB / Perubahan premis latihan tanpa memaklumkan PSMB	31
Not in operation / Tidak beroperasi	23
Ceased operation and failed to notify PSMB / Berhenti beroperasi dan gagal memaklumkan PSMB	4
Others / Lain-lain	73

INCREASE THE SUPPLY OF SKILLED WORKERS

PSMB is keenly aware that the future of Malaysia's workforce depends critically upon the availability of skilled workers. In order to achieve the nation's aspirations of a high-income economy based on creativity and innovation, steps must be taken urgently today to begin training young Malaysians for the important tasks they will soon play as leaders of Malaysia's economic transformation.

This transformation requires upskilling in all sectors of industry, particularly non-executive levels which today stand at risk if the economy slides into the middle-income trap. In view of this, PSMB remains committed to workers' education, training and capacity building through comprehensive apprenticeship schemes designed to meet current as well as future industrial needs.

Apprenticeship scheme

From 1996 to 2010, a total of 12,034 apprentices were trained under PSMB Apprenticeship Schemes. Of the total, 11,575 apprentices were trained under Industry-specific Apprenticeship Schemes while 277 apprentices were trained under Company-specific Apprenticeship Schemes. In 2010, six Industry-specific Apprenticeship Schemes were actively conducted, and the total number of apprentices approved in 2010 increased by 104.3% year-on-year, reflecting a growth in the total number of apprentices trained (1,279 compared to 626 approved in 2009). Details of the number of apprentices approved for 2010 by scheme are contained in Chart 13.

MENINGKATKAN BEKALAN PEKERJA MAHIR

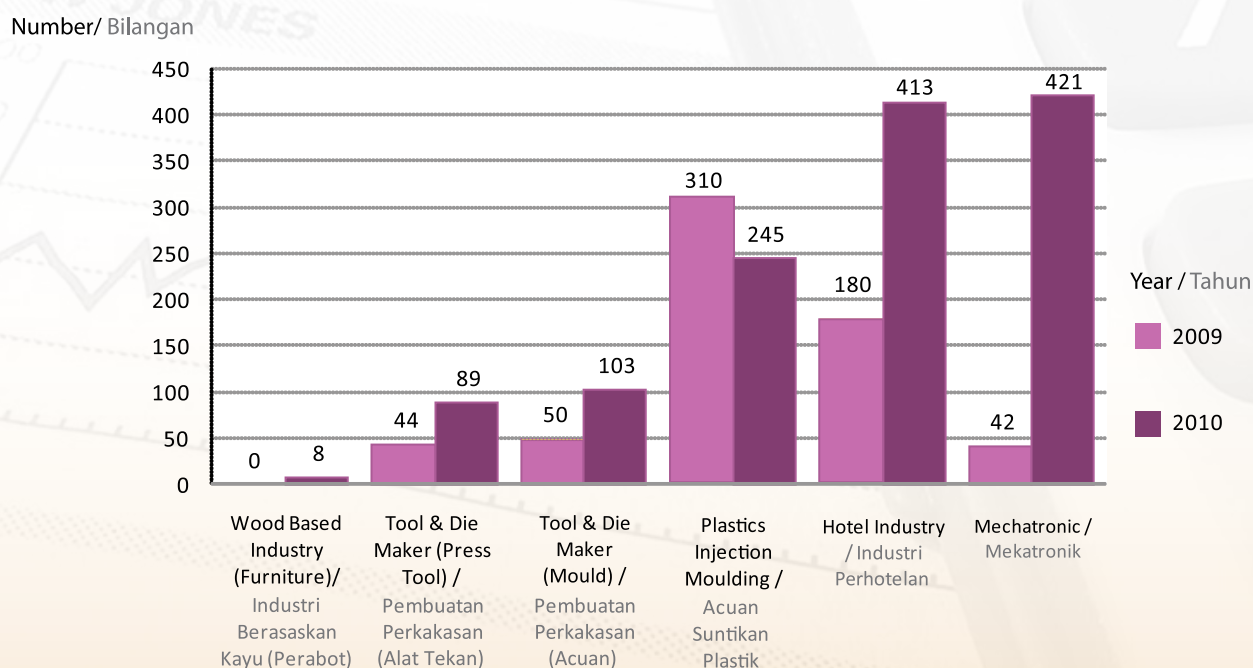
PSMB menyedari bahawa masa depan tenaga kerja negara sangat bergantung kepada perbekalan pekerja mahir. Untuk mencapai aspirasi negara sebagai sebuah negara berpendapatan tinggi berasaskan kepada kreativiti dan inovasi, langkah segera perlu diambil dari sekarang untuk mula melatih generasi muda Malaysia bagi memimpin transformasi ekonomi Malaysia di masa hadapan.

Transformasi ini memerlukan peningkatan kemahiran di semua sektor industri, khususnya di peringkat bukan eksekutif yang hari ini berisiko jika ekonomi terjerumus ke dalam perangkap pendapatan sederhana. Berdasarkan perkembangan ini, PSMB adalah komited kepada pendidikan pekerja, latihan dan pembinaan kapasiti melalui skim perantisan komprehensif yang diwujudkan untuk memenuhi keperluan perindustrian semasa dan masa hadapan.

Skim Perantisan

Dari tahun 1996 hingga 2010, seramai 12,034 perantis telah dilatih di bawah Skim Perantisan PSMB. Daripada jumlah itu, seramai 11,575 perantis telah dilatih di bawah Skim Perantisan khusus Industri sementara 277 yang lain di latih di bawah Skim Perantisan khusus Syarikat. Pada tahun 2010, enam Skim Perantisan khusus Industri dijalankan secara aktif dan jumlah perantis yang diluluskan pada tahun 2010 meningkat sebanyak 104.3% tahun demi tahun, menggambarkan pertumbuhan pada jumlah perantis yang dilatih (1,279 berbanding 626 yang diluluskan pada 2009). Keterangan mengenai jumlah perantis yang diluluskan pada tahun 2010 mengikut skim ditunjukkan dalam Carta 13.

Chart 13 : Number of Apprentices Trained By Skill Areas under the Apprenticeship Scheme
Carta 13 : Bilangan Perantis dilatih Mengikut Bidang Kemahiran di bawah Skim Perantisan



Development of new apprenticeship schemes

As part of PSMB's commitment to meeting and foreseeing future industry needs, four new apprenticeship schemes were developed in 2010, namely the Information Technology (IT) Technician, Quality Assurance (QA) Technician, Electrical Technician and Welding Technician apprenticeship schemes. Representatives from the relevant industries, employers' associations, training providers and the Department of Skills Development contributed to the development of these schemes.

SMALL AND MEDIUM ENTERPRISES

Under the New Economic Model, the Government accorded significant emphasis towards the development of Small and Medium Enterprises (SMEs) to enhance their viability and contribution to the nation's economy. The Government recognises that a productive and dynamic workforce, in the form of SMEs in Malaysia, is an integral component towards achieving the sustainable economic development necessary for the realisation of high-income status by the year 2020. As PSMB is responsible for managing the HRDF, and with the majority of the registered employers being SMEs, PSMB's ongoing objective is to focus on training for the SMEs through the implementation of programmes to assist SMEs in developing their human resources and capacities.

As at 31 December 2010, the total number of SME employers registered with PSMB was 9,170, representing a massive 73.1% of the 12,546 total employers registered. In the light of the importance of SMEs to the national economy, PSMB undertook several initiatives to assist SMEs in retraining and skills upgrading in order to equip them with a productive and competent workforce to remain competitive. The impact of these initiatives is evident in the overall increase in the utilisation rate of the levy amongst SMEs—from 34% in 1999 to 75.94% in 2010.

PSMB continues to play a central role in assisting SMEs in their efforts to acquire knowledge, as well as to re-skill and up-skill their workers. Amongst the measures undertaken to assist SMEs are:

a) Inculcating a proactive training culture

PSMB has established network engagement with most SMEs, and efforts have been intensified to overcome one of the most important and prevalent issues amongst SMEs, namely, low awareness of the benefits of retraining.

The SME Division works continuously to convince SME top management that retraining and skills upgrading is crucial in achieving quality human capital to ensure company success. The CEO-HRD Talk Series was conducted to enlighten the owners of SMEs on the importance of training and retraining, as well as to inform them about current initiatives and opportunities in training that can help them improve their businesses.

Pembangunan Skim Perantisan Baru

Sebagai sebahagian daripada komitmen PSMB untuk memenuhi dan menjangkakan keperluan industri di masa hadapan, empat skim perantisan baru telah dibangunkan pada tahun 2010 iaitu skim perantisan Juruteknik Teknologi Maklumat (IT), Juruteknik Jaminan Kualiti (QA), Juruteknik Elektrik dan Juruteknik Kimpalan. Perwakilan dari industri berkaitan, persatuan majikan, penyedia latihan dan Jabatan Pembangunan Kemahiran telah menyumbang kepada pembangunan skim-skim ini.

PERUSAHAAN KECIL DAN SEDERHANA

Di bawah Model Baru Ekonomi, Kerajaan telah memberikan penekanan yang signifikan terhadap pembangunan Perusahaan Kecil dan Sederhana (PKS) untuk meningkatkan daya saing dan sumbangannya kepada ekonomi negara. Kerajaan mengiktiraf bahawa tenaga kerja yang produktif dan dinamik, dalam bentuk PKS di Malaysia, adalah komponen penting untuk mencapai pembangunan ekonomi berdaya tahan yang diperlukan untuk merealisasikan status berpendapatan tinggi menjelang tahun 2020. Memandangkan PSMB bertanggungjawab untuk menguruskan KWPSM, dan dengan majoriti daripada majikan yang berdaftar adalah PKS, objektif berterusan PSMB adalah memberi fokus kepada latihan untuk PKS melalui pelaksanaan program yang membantu PKS membangunkan modal insan dan kapasiti mereka.

Sehingga 31 Disember 2010, jumlah keseluruhan majikan PKS yang berdaftar dengan PSMB adalah 9,170 yang merupakan 73.1% daripada keseluruhan jumlah 12,546 majikan yang berdaftar. Melihatkan kepada pentingnya PKS kepada ekonomi negara, PSMB telah mengambil beberapa inisiatif untuk membantu PKS dalam melatih semula dan meningkatkan kemahiran demi melengkapkannya dengan tenaga kerja yang produktif dan cekap untuk mengekalkan daya saing. Impak terhadap kesemua inisiatif ini jelas dilihat melalui peningkatan keseluruhan kadar penggunaan levi di kalangan PKS—dari 34% pada tahun 1999 kepada 75.94% pada tahun 2010.

PSMB terus memainkan peranan utama membantu PKS dalam usaha mereka untuk mendapatkan pengetahuan, selain daripada melatih semula kemahiran dan meningkatkan kemahiran pekerja mereka. Di antara langkah-langkah yang diambil untuk membantu PKS adalah:

a) Memupuk budaya latihan proaktif

PSMB telah pun mewujudkan jaringan perhubungan dengan kebanyakan PKS dan usaha telah dipertingkatkan untuk mengatasi salah satu daripada isu yang paling penting dan umum di kalangan PKS iaitu kurangnya tahap kesedaran terhadap manfaat latihan semula.

Bahagian PKS berusaha secara berterusan untuk meyakinkan pengurusan tertinggi PKS bahawa latihan semula dan peningkatan kemahiran adalah penting dalam membina modal insan yang berkualiti demi menjamin kejayaan syarikat. Program CEO-HRD Talk Series telah dilaksanakan bertujuan untuk menyedarkan pemilik PKS akan pentingnya latihan dan latihan semula, selain daripada untuk memaklumkan mereka tentang inisiatif semasa dan peluang dalam latihan yang boleh membantu untuk menambahbaik perniagaan mereka.

Speakers from companies with excellent performance records as a result of continuous training and retraining were also invited to showcase their success stories. These talks highlighted best practices and the importance of continuous training to improve company competitiveness in a globalised trading environment. Participants were also provided ample access to information on current available assistance as well as Government initiatives administered through PSMB.

In 2010, a total of nine CEO-HRD Talk Series and HRD Knowledge Networks were held. The year also saw the introduction of three sessions of a new initiative, the Evening Talk and Dinner with CEOs. Visits were also made by the HRDF Consultants to the premises of employers who had not made use of the HRD levy. The objectives of the visits were to provide consultative services on training needs, recommend relevant training programmes, advise employers on the relevant training schemes available and to provide advisory services on any difficulties and problems faced by employers. A total of 205 companies were visited in 2010 and employers' utilisation of the levy was monitored for the following three months. PSMB also organised one-day workshops nationwide on training grants applications and claims procedures, which benefited 598 participants in 2010.

b) Facilitating SMEs' accessibility to relevant training

There remains a general lack of dedicated human resource personnel in SMEs tasked with managing the training function. This has led to difficulty in planning for training as well as sourcing for relevant training programmes. To address this issue, PSMB implemented several initiatives to help SMEs gain access to the relevant training programmes.

In this regard, PSMB had organised Training Preview Programmes in which SME employers were invited to presentation sessions on programmes offered by the various training providers. These events also enabled networking and valuable exchange of information between SMEs and training providers on employers' specific training needs. A total of 11 Training Preview Programme sessions were held in 2010, which drew the attendance of 294 participants.

Forums, dialogues and meetings were also organised to establish close linkages amongst employers, associations and training providers to promote the relevance of training programmes offered by training providers. These important events serve employers by highlighting issues they face, which are then articulated to training providers who can design and deliver training programmes tailored specifically to the needs of SMEs. In 2010, four dialogues with a total of 198 participants and a forum with 35 participants were organised. A discussion with 19 representatives from various associations was also organised to gather feedback on issues faced by the industries, particularly in conducting and sourcing for training programmes.

Penceramah dari syarikat yang mempunyai prestasi cemerlang hasil daripada latihan dan latihan semula yang berterusan juga dijemput untuk menceritakan kejayaan mereka. Ceramah ini mengutarakan amalan terbaik dan pentingnya latihan berterusan untuk menambahbaik daya saing syarikat di dalam suasana pasaran global. Peserta juga disediakan akses secukupnya kepada maklumat bantuan semasa yang tersedia selain daripada inisiatif Kerajaan yang ditadbirkan melalui PSMB.

Pada tahun 2010, sembilan siri CEO-HRD Talk Series dan HRD Knowledge Networks telah dilaksanakan. Tahun tersebut juga telah memperkenalkan satu inisiatif baru melalui penganjuran tiga sesi siri Evening Talk and Dinner with CEOs. Lawatan juga telah dilakukan oleh pakar perunding KWPSM ke premis majikan yang tidak menggunakan levi mereka. Objektif lawatan tersebut bertujuan untuk memberi perkhidmatan runding nasihat tentang keperluan latihan, mencadangkan program latihan yang berkaitan, memaklumkan mengenai skim latihan yang disediakan dan untuk memberi perkhidmatan runding nasihat terhadap sebarang kesukaran dan permasalahan yang dihadapi oleh majikan. Seramai 205 majikan telah dilawati pada tahun 2010 dan penggunaan levi majikan dipantau untuk tiga bulan berikutnya. PSMB juga telah menganjurkan bengkel sehari tentang permohonan geran latihan dan prosedur tuntutan di seluruh negara, yang telah memberikan manfaat kepada 598 peserta pada tahun 2010.

b) Memudah cara capaian PKS kepada latihan yang berkaitan

Secara umumnya, PKS sentiasa berhadapan dengan kekurangan kakitangan sumber manusia yang dihaskan untuk bertanggungjawab ke atas fungsi latihan. Perkembangan ini membawa kepada kesukaran merancang latihan selain daripada mendapatkan sumber untuk program latihan yang berkaitan. Untuk mengatasi isu ini, PSMB telah melaksanakan beberapa inisiatif untuk membantu PKS mendapatkan akses kepada program latihan yang diperlukan.

Dalam hal ini, PSMB telah menganjurkan Program Pratonton Latihan yang mana majikan PKS dijemput ke sesi pratonton program yang ditawarkan oleh pelbagai penyedia latihan. Acara ini juga membuka ruang jalinan kerja dan pertukaran maklumat yang berharga di antara PKS dan penyedia latihan mengenai latihan yang diperlukan oleh majikan. Sebanyak 11 sesi Program Pratonton Latihan telah dianjurkan pada tahun 2010 yang telah dihadiri oleh seramai 294 peserta.

Forum, dialog dan mesyuarat juga telah dianjurkan untuk mewujudkan perhubungan rapat di kalangan majikan, persatuan dan penyedia latihan yang bertujuan untuk menonjolkan kelebihan program latihan yang ditawarkan oleh penyedia latihan. Semua acara penting ini berfaedah kepada majikan kerana mengenengahkan isu yang mereka hadapi, yang kemudiannya diperjelaskan kepada penyedia latihan yang akan mereka bentuk dan menyampaikan program khusus dibuat mengikut keperluan PKS tersebut. Pada tahun 2010, empat dialog dengan penyertaan seramai 198 peserta dan forum dengan seramai 35 peserta telah dianjurkan. Perbincangan dengan 19 perwakilan dari pelbagai persatuan juga telah dianjurkan untuk mengumpul maklum balas tentang isu yang dihadapi oleh industri, khususnya untuk menjalankan dan mendapatkan program latihan.

Additional training programmes were also organised under the SME Training Partners (SMETAP) Scheme, which benefited 1,842 participants who attended 26 training programmes of various kinds offered under the scheme.

The SME Training Needs Analysis (TNA) Consultancy Scheme is fully funded by PSMB for SMEs with the objective of helping them identify training programmes needed by an individual organisation. As a result of the scheme, training plans were developed and employers were able to identify the relevant training programmes for their employees. Participation is open to all eligible employers on application to PSMB. In 2010, the TNA Committee, which comprises members from the Department of Skills Development and the Department of Labour under the Ministry of Human Resources, the National Institute of Occupational Safety and Health (NIOSH) and the Centre for Instructor and Advanced Skill Training (CIASST), approved four applications from SME employers to participate in this scheme.

c) Facilitating Government Ministries and Agencies offering training and development programmes for SMEs

The Most Honourable Prime Minister of Malaysia chaired the National SME Development Council meeting held on 12 February 2010, which re-affirmed PSMB's function as the coordinating body charged with overseeing and coordinating all training and human resource development for SMEs in Malaysia. One of PSMB's responsibilities in this regard is to ensure the quality of training provided by Ministries and Agencies. To fulfil its mandate, PSMB organised fully-funded Train-The-Trainer (TTT) programmes for trainers in the Government Ministries and Agencies involved in SMEs training.

In 2010, a total of 21 training sessions were conducted and attended by 339 trainers and training coordinators from Government Ministries and Agencies. To assist these Ministries and Agencies in evaluating the effectiveness of the training they provide, PSMB organised four Evaluation on Effectiveness of Training (EET) workshops in 2010, which were attended by 62 trainers and training coordinators from the relevant Ministries and Agencies.

PSMB also conducted studies by appointed consultants on the Effectiveness of Training Programmes carried out for SMEs by Ministries and Government Agencies, as well as Benchmarking Training for SMEs against International Best Practices. These studies were scheduled to be completed in the first quarter of 2011, and their results will be shared with employers and the general public to benefit SMEs in training and human resources development.

Information on the training programmes conducted by the various Ministries and Agencies for SMEs was also gathered and disseminated through the PSMB Portal. The PSMB-SME webpage is an information hub that provides information on all SME programmes and initiatives organised by PSMB. The web page (<http://www.hrdf.com.my/sme>) provides valuable information on SME Workshops, Talk Series, Forums, Dialogues, Special Programmes as well as other programmes under the SMETAP scheme organised by PSMB.

Program latihan tambahan juga telah dianjurkan di bawah Skim SMETAP, yang memberi manfaat kepada 1,842 peserta dari 26 program latihan pelbagai bentuk yang ditawarkan di bawah skim tersebut.

Skim Rundingan Analisa Keperluan Latihan (TNA) PKS dibiayai sepenuhnya oleh PSMB untuk PKS dengan objektif bagi membantu mereka mengenal pasti program latihan yang diperlukan oleh organisasi secara individu. Hasil daripada skim tersebut, pelan latihan telah dibentuk dan majikan mampu untuk mengenal pasti program yang bersesuaian dengan tenaga kerja mereka. Penyertaan adalah terbuka kepada semua majikan yang berkelayakan yang memohon kepada PSMB. Pada tahun 2010, Jawatankuasa ATP yang keahliannya terdiri daripada Jabatan Pembangunan Kemahiran dan Jabatan Tenaga Kerja di bawah Kementerian Sember Manusia, Institut Keselamatan dan Kesihatan Pekerjaan Kebangsaan (NIOSH) dan Pusat Kejurulatihan dan Latihan Kemahiran Lanjutan (CIASST) telah meluluskan empat permohonan daripada majikan PKS untuk menyertai skim ini.

c) Memudah cara program latihan dan pembangunan yang ditawarkan Jabatan dan Agensi Kerajaan kepada PKS

YAB Perdana Menteri Malaysia telah mempengerusikan mesyuarat Majlis Pembangunan PKS Kebangsaan yang berlangsung pada 12 Februari 2010, yang mana telah mengesahkan fungsi PSMB sebagai badan penyelaras yang dipertanggungjawabkan untuk mengawal selia dan menyelaraskan semua latihan dan pembangunan sumber manusia untuk PKS di Malaysia. Dalam hal ini, satu daripada tanggungjawab PSMB adalah memastikan kualiti latihan yang disediakan oleh jabatan dan agensi Kerajaan. Demi memenuhi mandat ini, PSMB telah menganjurkan program Train-The-Trainer (TTT) yang dibiayai sepenuhnya untuk pelatih dari jabatan dan agensi Kerajaan yang terlibat dalam melatih PKS.

Pada tahun 2010, sebanyak 21 sesi latihan telah dianjurkan dan disertai oleh 339 jurulatih dan penyelaras latihan dari jabatan dan agensi Kerajaan. Untuk membantu jabatan dan agensi ini menilai keberkesanan latihan yang mereka berikan, PSMB telah menganjurkan empat bengkel Penilaian Keberkesanan Latihan (EET) pada tahun 2010, yang dihadiri oleh 62 orang jurulatih dan penyelaras latihan dari jabatan dan agensi berkaitan.

PSMB juga menjalankan kajian yang dilakukan oleh perunding yang dilantik ke atas Keberkesanan Program Latihan yang dijalankan ke atas PKS oleh jabatan dan agensi Kerajaan, termasuk menanda aras latihan bagi PKS berbanding amalan terbaik antarabangsa. Semua kajian ini dijadualkan akan disiapkan menjelang suku pertama tahun 2011, dan hasilnya akan dikongsi bersama majikan dan masyarakat umum untuk dimanfaatkan oleh PKS di dalam bidang latihan dan pembangunan sumber manusia.

Maklumat berkenaan program latihan yang dijalankan oleh pelbagai jabatan dan agensi Kerajaan untuk PKS juga telah disatukan dan disebarkan melalui Portal PSMB. Laman sesawang PSMB-PKS adalah hub maklumat tentang semua program dan inisiatif untuk PKS yang dianjurkan oleh PSMB. Laman sesawang tersebut (<http://www.hrdf.com.my/sme>), menyediakan maklumat penting tentang Bengkel PKS, Siri Bicara, Forum, Dialog, Program Khas dan pelbagai program lain di bawah Skim SMETAP yang dianjurkan oleh PSMB.

PSMB CUSTOMER SERVICE DIVISION: SERVING OUR STAKEHOLDERS

PSMB is acutely aware that public access and education are key factors in achieving its mission to enhance the knowledge and skills of the Malaysian workers. This is especially important today in view of the Malaysian Government's objectives for economic transformation and the creation of a high-income economy driven by a skilled, educated and versatile workforce.

PSMB's customers—employers and employees seeking training and upskilling as well as applicants for apprenticeships and work experience, and others—are its key stakeholders. To enhance value for these stakeholders, PSMB established a new division dedicated to customer service at the end of 2009, which became operational in January 2010.

The PSMB Customer Service Division is committed to a single key value, which is to ensure that best levels of frontline service are always provided to all PSMB stakeholders. The Division stands at the centre of managing information flow to stakeholders and the public, and it plays a central role in ensuring that all customers' needs are met whether they involve access to services, information about programmes, or new developments in the industry.

The Division consists of four units:

- a Call Centre that represents a one-stop solution for anyone seeking more information about PSMB and training programmes offered;
- a Corporate Communications Unit that ensures all new developments in human resource training and skills upgrading are effectively relayed to all stakeholders and to the public;
- a Service Counter that manages in-flow and out-flow of document; and
- a Conference Unit that is responsible for organising PSMB annual conference.

On 19 and 20 October 2010, the Conference Unit held a conference and exhibition on matters relating to HR at the Sunway Pyramid Convention Centre.

The Honourable Minister of Human Resources, Datuk Dr. S. Subramaniam, officiated the conference and was pleased to see a record-breaking attendance of 1,542 participants and 84 exhibition booths—the highest in nine years of annual PSMB conferences.

The Conference was acclaimed by participants who benefited greatly from discussions and presentations of 12 distinguished speakers, as well as from the networking platforms that were made available for human resource practitioners to share knowledge and expertise in key issues of human capital development.



BAHAGIAN KHIDMAT PELANGGAN PSMB: MEMENUHI KEPERLUAN PIHAK BERKEPENTINGAN

PSMB menyedari bahawa kebolehcapaian masyarakat dan pendidikan adalah faktor utama untuk mencapai matlamat mempertingkatkan pengetahuan dan kemahiran tenaga kerja negara. Hal ini adalah penting memandangkan objektif Kerajaan adalah untuk mentransformasikan ekonomi dan mewujudkan ekonomi berpendapatan tinggi yang dijana oleh tenaga kerja berkemahiran, berpendidikan dan serba boleh.

Pelanggan PSMB – majikan dan pekerja yang memerlukan latihan dan peningkatan kemahiran, juga pelatih perantisan dan pengalaman kerja serta yang lain – adalah pihak berkepentingan yang utama. Bagi meningkatkan nilai untuk semua pihak berkepentingan ini, PSMB telah mewujudkan satu bahagian baru yang khusus mengendalikan perkhidmatan pelanggan pada akhir tahun 2009 dan telah mula beroperasi pada Januari 2010.

Bahagian Khidmat Pelanggan PSMB adalah komited kepada satu nilai asas, yakni memastikan tahap terbaik perkhidmatan barisan hadapan sentiasa diberikan kepada semua pihak yang berkepentingan kepada PSMB. Bahagian tersebut menjadi nadi yang menguruskan penyampaian maklumat kepada pihak berkepentingan dan masyarakat, dan ia memainkan peranan utama memastikan semua keperluan pelanggan adalah dipenuhi sama ada melibatkan capaian kepada perkhidmatan, maklumat tentang program atau perkembangan terbaru di dalam industri.

Bahagian tersebut terdiri daripada empat unit:

- Pusat Panggilan yang berfungsi sebagai pusat penyelesaian sehati untuk sesiapa yang memerlukan maklumat tentang PSMB dan program latihan yang ditawarkan;
- Unit Komunikasi Korporat memastikan semua perkembangan terbaru latihan sumber manusia dan meningkatkan kemahiran disebarkan dengan berkesan kepada semua pihak berkepentingan dan masyarakat;
- Kaunter Perkhidmatan menguruskan keluar masuk dokumen; dan
- Unit Persidangan yang bertanggungjawab untuk menganjurkan persidangan tahunan PSMB.

Pada 19 dan 20 Oktober 2010, Unit Persidangan telah menganjurkan satu persidangan dan pameran yang mengenengahkan isu utama tentang sumber manusia di Sunway Pyramid Convention Centre.

YB Menteri Sumber Manusia, Datuk Dr. S. Subramaniam telah merasmikan persidangan tersebut dan menyuarakan kepuasan hati beliau di atas penyertaan yang memecahkan rekod iaitu seramai 1,542 peserta dan 84 petak pameran – jumlah tertinggi dalam tempoh sembilan tahun penganjurannya.

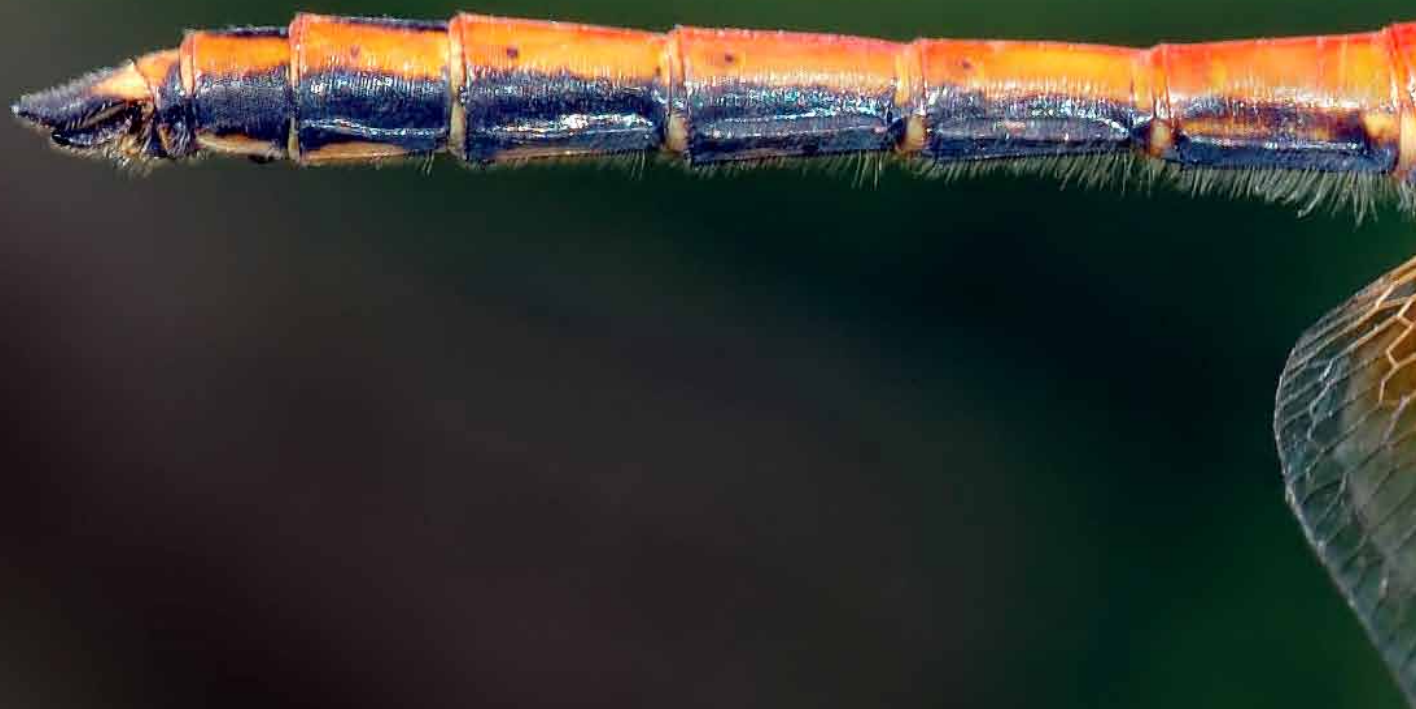
Persidangan tersebut telah mendapat pujian dari peserta yang mendapat manfaat sepenuhnya hasil daripada pembentangan oleh 12 orang penceramah terkemuka, selain daripada landasan yang disediakan untuk pengamal sumber manusia berkongsi pengetahuan dan kepakaran tentang isu teras pembangunan sumber manusia.

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Colours - Symbolize activities and events held by HRDF throughout year 2010

Warna Warni - Simbol aktiviti dan majlis PSMB sepanjang tahun 2010

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CORPORATE **CALENDAR** Kalendar Korporat



CORPORATE CALENDAR

Kalendar Korporat

JANUARY / JANUARI



28 January 2010 / 28 Januari 2010
Breakfast Talk, Wisma PSMB, Kuala Lumpur
Breakfast Talk, Wisma PSMB, Kuala Lumpur



4 February 2010 / 4 Februari 2010
CEO-HRD Talk Series, Wisma PSMB, Kuala Lumpur
CEO-HRD Talk Series, Wisma PSMB, Kuala Lumpur

FEBRUARY / FEBRUARI



9 February 2010 / 9 Februari 2010
HRDF Workshop, Wisma PSMB, Kuala Lumpur
Bengkel KWPSM, Wisma PSMB, Kuala Lumpur



11 February 2010 / 11 Februari 2010
 The Launch of My Corporate Identity (MyCoID), PICC, Putrajaya
Majlis Pelancaran My Corporate Identity (MyCoID), PICC, Putrajaya



8-12 February 2010 / 8-12 Februari 2010
 Train-The-Trainer Programme, Wisma PSMB, Kuala Lumpur
Program Train-The-Trainer, Wisma PSMB, Kuala Lumpur



22 February 2010 / 22 Februari 2010
 Delegation from Maktab Kerjasama Malaysia,
 Wisma PSMB, Kuala Lumpur
*Delegasi dari Maktab Kerjasama Malaysia,
 Wisma PSMB, Kuala Lumpur*

MARCH / MAC



4 March 2010 / 4 Mac 2010

Delegation from Darul Iman University, Terengganu, Wisma PSMB, Kuala Lumpur
Delegasi dari Universiti Darul Iman, Terengganu, Wisma PSMB, Kuala Lumpur

5 March 2010 / 5 Mac 2010

Chinese New Year Celebration, Wisma PSMB, Kuala Lumpur
Sambutan Perayaan Tahun Baru Cina, Wisma PSMB, Kuala Lumpur



9 March 2010 / 9 Mac 2010

Seminar in Enhancing Competencies for SME,
 Wisma Perkeso, Kuala Lumpur
*Seminar untuk Meningkatkan Kompetensi PKS,
 Wisma Perkeso, Kuala Lumpur*



26 March 2010 / 26 Mac 2010
Morning Assembly, Wisma PSMB, Kuala Lumpur
Perhimpunan Pagi, Wisma PSMB, Kuala Lumpur

APRIL / APRIL



14 April 2010 / 14 April 2010
Tabling of Findings from TNA Study on Distributive Trade Sector,
Wisma PSMB, Kuala Lumpur
*Pembentangan Hasil Penemuan dari TNA Study on Distributive
Trade Sector, Wisma PSMB, Kuala Lumpur*



26 April 2010 / 26 April 2010
CEO-HRD Talk Series, Kuantan, Pahang
CEO-HRD Talk Series, Kuantan, Pahang



29 April 2010 / 29 April 2010
 Forum for SMEs, Wisma PSMB, Kuala Lumpur
Forum untuk PKS, Wisma PSMB, Kuala Lumpur

MAY / MEI



7 May 2010 / 7 Mei 2010
 PSMB Club Annual General Meeting, Wisma PSMB,
 Kuala Lumpur
*Mesyuarat Agung Tahunan Kelab PSMB, Wisma PSMB,
 Kuala Lumpur*



21 May 2010 / 21 Mei 2010
 Mother's Day Celebration by PUSPANITA PSMB, Wisma PSMB,
 Kuala Lumpur
*Sambutan Hari Ibu oleh PUSPANITA PSMB, Wisma PSMB,
 Kuala Lumpur*



25-26 May 2010/ 25-26 Mei 2010

SME Training Preview, Wisma PSMB, Kuala Lumpur
SME Training Preview, Wisma PSMB, Kuala Lumpur



25-26 May 2010 / 25-26 Mei 2010

Brainstorming on Industry Core Competency Event & Promotional,
Grand Season Hotel, Kuala Lumpur
Sesi Percambahan Fikiran Industri Core Competency Event &
Promotional, Grand Season Hotel, Kuala Lumpur



31 May - 4 June 2010 / 31 Mei - 4 Jun 2010

Malaysia Management Skills Week by Michael A Potter, Best Western Seri Pacific Hotel, Kuala Lumpur
Minggu Pengurusan Kemahiran Malaysia oleh Michael A Potter, Best Western Seri Pacific Hotel, Kuala Lumpur

JUNE / JUN



15 June 2010 / 15 Jun 2010
CEO-HRD Talk Series, Sarawak
CEO-HRD Talk Series, Sarawak



16 June 2010 / 16 Jun 2010
CEO-HRD Talk Series, Kota Kinabalu, Sabah
CEO-HRD Talk Series, Kota Kinabalu, Sabah



24 June 2010 / 24 Jun 2010
PSMB Ninth Annual General Meeting, Wisma PSMB, Kuala Lumpur
Mesyuarat Agung Tahunan PSMB yang Kesembilan, Wisma PSMB, Kuala Lumpur



24 June 2010 / 24 Jun 2010
 PSMB Board of Directors Meeting, Wisma PSMB, Kuala Lumpur
Mesuarat Lembaga Pengarah PSMB,
Wisma PSMB, Kuala Lumpur

JULY / JULAI



8 July 2010 / 8 Julai 2010
 Delegation from Malaysian Timber Industry Board (MTIB),
 Wisma PSMB, Kuala Lumpur
Delegasi dari Malaysian Timber Industry Board (MTIB),
Wisma PSMB, Kuala Lumpur



14 July 2010 / 14 Julai 2010
 Meeting with Australian Trade Commission,
 Wisma PSMB, Kuala Lumpur
Mesuarat bersama Australian Trade Commission,
Wisma PSMB, Kuala Lumpur



16 July 2010 / 16 Julai 2010

Briefing on the Proposed Expansion of the PSMB Act, 2001,
Wisma PSMB, Kuala Lumpur
Taklimat berkenaan Perluasan Akta PSMB, 2001
Wisma PSMB, Kuala Lumpur



17 July 2010 / 17 Julai 2010

Launch of Graduate Employability Programme (GEP) by the
Honourable Minister of Human Resources,
Datuk Dr. S. Subramaniam, Segamat, Johor
Pelancaran Program Kebolehpekerjaan Graduan (GEP) oleh YB
Menteri Sumber Manusia,
Datuk Dr. S. Subramaniam, Segamat, Johor



23-27 July 2010 / 23-27 Julai 2010

Mountain Climbing Expedition to Mount Kinabalu, Sabah
Ekspedisi Pendakian Gunung ke Gunung Kinabalu, Sabah

AUGUST / OGOS



25 August 2010 / 25 Ogos 2010

Delegation from the Myanmar Industries of Association (MIA) and The Associated Chinese Chamber of Commerce and Industry of Malaysia (ACCIM), Wisma PSMB, Kuala Lumpur

Delegasi dari Myanmar Industries of Association (MIA) dan The Associated Chinese Chamber of Commerce and Industry of Malaysia (ACCIM), Wisma PSMB, Kuala Lumpur



28 August 2010 / 28 Ogos 2010

Meeting on Expansion of PSMB Act, 2001, Hotel Equotarial Bangi, Selangor

Mesyuarat Perluasan Akta PSMB, 2001, Hotel Equotarial Bangi, Selangor

SEPTEMBER / SEPTEMBER



4 September 2010 / 4 September 2010

Majlis Memasak Bubur Lambuk, Wisma PSMB, Kuala Lumpur

Majlis Memasak Bubur Lambuk, Wisma PSMB, Kuala Lumpur



4 September 2010 / 4 September 2010
Charity Visit, Klang Valley
Lawatan Kebajikan, Lembah Klang



21 September 2010 / 21 September 2010
Meeting with Employers Association, Wisma PSMB, Kuala Lumpur
Mesyuarat bersama Persatuan Majikan, Wisma PSMB, Kuala Lumpur



21- 22 September 2010 / 21 - 22 September 2010
Free Training Needs Analysis (TNA) Training Programme, Wisma PSMB, Kuala Lumpur
Program Latihan Analisis Keperluan Latihan (TNA) Percuma, Wisma PSMB, Kuala Lumpur



22 September 2010 / 22 September 2010

Seminar Achieving Breakthrough Results in Work & Life (The Success Principles & The Law of Attraction in Action) by Jack Canfield, Grand Dorsett Hotel Subang Jaya, Selangor
Seminar Achieving Breakthrough Results in Work & Life (The Success Principles & The Law of Attraction in Action) oleh Jack Canfield, Grand Dorsett Hotel Subang Jaya, Selangor



25 September 2010 / 25 September 2010

PSMB KIK Convention 2010, Wisma PSMB, Kuala Lumpur
Konvensyen KIK PSMB 2010, Wisma PSMB, Kuala Lumpur



25-26 September 2010 / 26-26 September 2010

Apprenticeship Scheme Study Workshop, Royal Bintang, Seremban, Negeri Sembilan
Bengkel Kajian Skim Perantisan, Royal Bintang, Seremban, Negeri Sembilan



27 September 2010 / 27 September 2010
CEO-HRD Talk Series, Sunway Hotel, Seberang Jaya,
Pulau Pinang
*CEO-HRD Talk Series, Sunway Hotel, Seberang Jaya,
Pulau Pinang*



29 September 2010 / 29 September 2010
Briefing on Star Rating to Training Providers, Wisma PSMB,
Kuala Lumpur
*Taklimat Penarafan Bintang kepada Penyedia Latihan,
Wisma PSMB, Kuala Lumpur*

OCTOBER / OKTOBER



1 October 2010 / 1 Oktober 2010
Innovation Day, Wisma PSMB, Kuala Lumpur
Hari Inovasi, Wisma PSMB, Kuala Lumpur



1 October 2010 / 1 Oktober 2010

Hari Raya Celebration with the Honourable Minister of Human Resources, Ministry of Human Resources, Putrajaya
Jamuan Hari Raya bersama YB Menteri Sumber Manusia, Kementerian Sumber Manusia, Putrajaya



8 October 2010 / 8 Oktober 2010

PSMB Hari Raya Celebration, Wisma PSMB, Kuala Lumpur
Jamuan Hari Raya PSMB, Wisma PSMB, Kuala Lumpur



11 October 2010 / 11 Oktober 2010

Delegation from German-Malaysian Institute and Delegates from Technical and Vocational Education and Training (TVET), Sri Lanka, Wisma PSMB, Kuala Lumpur
Delegasi dari German-Malaysian Institute dan Delegasi dari Technical and Vocational Education and Training (TVET), Sri Lanka, Wisma PSMB, Kuala Lumpur



19 - 20 October 2010 / 19 - 20 Oktober 2010
 PSMB 2010 Conference & Exhibition, Sunway Pyramid
 Convention Centre, Petaling Jaya, Selangor
*Persidangan & Pameran PSMB 2010, Sunway Pyramid
 Convention Centre, Petaling Jaya, Selangor*



22 - 23 October 2010 / 22 - 23 Oktober 2010
 Problem Solving Training, Wisma PSMB, Kuala Lumpur
Latihan Penyelesaian Masalah, Wisma PSMB, Kuala Lumpur



29 October 2010 / 29 Oktober 2010
 "Deklamasi Sajak dan Berbalas Pantun", Wisma PSMB, Kuala Lumpur
Deklamasi Sajak dan Berbalas Pantun, Wisma PSMB, Kuala Lumpur

NOVEMBER / NOVEMBER



3 November 2010 / 3 November 2010

Second Phase Launch of the My Corporate Identity (MyCoID),
PICC, Putrajaya

*Majlis Pelancaran My Corporate Identity (MyCoID) Fasa Kedua,
PICC, Putrajaya*



10 November 2010 / 10 November 2010

Delegation from MEF, FEF & CCITL Timor Leste,
Wisma PSMB, Kuala Lumpur

*Delegasi dari MEF, FEF & CCITL Timor Leste,
Wisma PSMB, Kuala Lumpur*



10 November 2010 / 10 November 2010

Evening Talk and Dinner with CEO, Kuching, Sarawak

Evening Talk and Dinner with CEO, Kuching, Sarawak



11 November 2010 / 11 November 2010
 Anugerah Laman Sesawang 5 - Bintang
Anugerah Laman Sesawang 5 - Bintang



13 - 15 November 2010 / 13 - 15 November 2010
 Participation in Petronas Management Training Sdn Bhd (PMTSB)
 Stakeholders Engagement Forum,
 INSTEP Kuala Terengganu, Terengganu
*Penyertaan dalam Petronas Management Training Sdn Bhd
 (PMTSB) Stakeholders Engagement Forum,
 INSTEP Kuala Terengganu, Terengganu*



25 November 2010 / 25 November 2010
 Majlis Ibadah Korban, Wisma PSMB, Kuala Lumpur
Majlis Ibadah Korban, Wisma PSMB, Kuala Lumpur



25 November 2010 / 25 November 2010
5S Launch, Wisma PSMB, Kuala Lumpur
Pelancaran 5S, Wisma PSMB, Kuala Lumpur



29 November 2010 / 29 November 2010
Event Partners with MIM on Talk on Revisiting Vision 2020 by Tun
Dr. Mahathir, Nikko Hotel, Kuala Lumpur
*Event Partners dengan MIM bagi Talk on Revisiting Vision 2020
oleh Tun Dr. Mahathir, Nikko Hotel, Kuala Lumpur*

DECEMBER / DISEMBER



2 December 2010 / 2 Disember 2010
Forum on Findings of Digital Content, Wisma PSMB, Kuala Lumpur
Forum mengenai Hasil Penemuan Digital Content, Wisma PSMB, Kuala Lumpur



3 December 2010 / 3 Disember 2010

"Majlis Penyampaian Sumbangan Projek Perpaduan Global Bersama-sama Yang Amat Berbahagia Datin Paduka Sri Rosmah Bt Mansor isteri Perdana Menteri Malaysia" in conjunction with the "Pertandingan Pidato Kanak-Kanak Malaysia", Universiti Putra Malaysia, Serdang, Selangor
Majlis Penyampaian Sumbangan Projek Perpaduan Global Bersama-sama Yang Amat Berbahagia Datin Paduka Sri Rosmah Bt Mansor isteri Perdana Menteri Malaysia, bersempena dengan Pertandingan Pidato Kanak-Kanak Malaysia, Universiti Putra Malaysia, Serdang, Selangor



10 December 2010 / 10 Disember 2010

Meeting of PSMB Board of Directors, Wisma PSMB, Kuala Lumpur
Mesyuarat Lembaga Pengarah PSMB, Wisma PSMB, Kuala Lumpur



14 December 2010 / 14 Disember 2010

Human Capital & Business Development Seminar, Kuching, Sarawak
Seminar Human Capital & Business Development, Kuching, Sarawak



16 December 2010 / 16 Disember 2010
Human Capital & Business Development Seminar,
Kota Kinabalu, Sabah
*Seminar Human Capital & Business Development,
Kota Kinabalu, Sabah*



30 December 2010 / 30 Disember 2010
5S Briefing, Wisma PSMB, Kuala Lumpur
Taklimat 5S, Wisma PSMB, Kuala Lumpur



31 December 2010 / 31 Disember 2010
Convocation Ceremony Diploma In Business Management organised by ISBA Training and Development Sdn Bhd
in Co-operation with Pembangunan Manusia Berhad, Wisma PSMB, Kuala Lumpur
*Majlis Konvokesyen Diploma In Business Management anjuran ISBA Training and Development Sdn Bhd dengan
Kerjasama Pembangunan Manusia Berhad, Wisma PSMB, Kuala Lumpur*

APPENDIX

PSMB PORTAL: 5 Star Rating In The Malaysia Government Portals And Websites Assessment 2010 By Multimedia Development Corporation

PSMB PORTAL ATTAINS MDeC FIVE-STAR RATING

In achieving its goal to be the driving force in training and development of the Malaysian workforce, PSMB has striven hard to improve the quality of its service delivery. Recognising that the Internet is an effective platform to disseminate information, PSMB has continuously taken initiatives to improve its web offerings to further enhance its outreach to the training community.

The PSMB Portal (www.hrdf.com.my) is the official website of PSMB and went live in April 2009. The portal was officially launched by the Honourable the Minister of Human Resources, Datuk Dr S. Subramaniam, during the PSMB 2009 Conference held on 19 September 2009. The website has since become the principal gateway to various online services offered by PSMB. Recognised as a Government agency portal, the PSMB Portal was included under The Malaysian Government Portals and Websites Assessment (WGPWA) Study conducted by the Multimedia Development Corporation (MDeC).

In 2009, a total of 1,192 Malaysian Government portals and websites were evaluated by MDeC based on a comprehensive list of five pillars and 40 criteria. In the area of online services assessment alone, for example, there were nine separate criteria to be evaluated. In 2009, the PSMB Portal was given a four-star rating (at 19th position) along with 19 other government ministries and agencies.

PORTAL PSMB MENCAPAI PENARAFAN LIMA BINTANG MDeC

Dalam usaha mencapai matlamat untuk menjadi peneraju utama dalam bidang latihan dan pembangunan tenaga kerja Malaysia, PSMB telah berusaha gigih untuk menambahbaik kualiti perkhidmatan penyampaian. Mengakui bahawa Internet adalah landasan yang berkesan untuk menyebarkan maklumat, PSMB telah secara berterusan mengambil inisiatif menambahbaik penawaran laman webnya untuk meningkatkan lagi sebaran luasnya kepada komuniti latihan.

Portal PSMB (www.hrdf.com.my) adalah merupakan laman web rasmi PSMB dan mula beroperasi pada April 2009. Portal tersebut telah dirasmikan oleh YB Menteri Sumber Manusia, Datuk Dr. S. Subramaniam semasa Persidangan PSMB 2009 yang berlangsung pada 19 September 2009. Semenjak dilancarkan laman web tersebut menjadi gerbang utama untuk pelbagai perkhidmatan dalam talian yang ditawarkan oleh PSMB. Sebagai salah satu portal agensi Kerajaan, Portal PSMB telah turut tersenarai di dalam Kajian Penilaian Portal dan Laman Web Kerajaan yang dijalankan oleh Multimedia Development Corporation (MDeC).

Pada 2009, sejumlah 1,192 portal dan laman web Kerajaan Malaysia telah dinilai oleh MDeC secara komprehensif berdasarkan lima tunggak dan 40 kriteria. Sebagai contoh penilaian dalam bidang perkhidmatan dalam talian sahaja mengandungi sembilan kriteria berasingan. Pada 2009, Portal PSMB telah diberi penarafan empat bintang (pada kedudukan yang ke-19) di samping 19 jabatan dan agensi kerajaan yang lain.



In response to the Government's call for further continuous improvement, PSMB implemented various initiatives to further accelerate achievement of the five-star rating. Among other things, key personnel tasked with online implementation attended various workshops and one-to-one consultation sessions organised by MDeC to identify areas for improvement. The Multimedia Unit of the Information Technology and Multimedia Division also took all the necessary actions identified to enhance the portal.

In 2010, a total of 1,145 Malaysian Government portals and websites were assessed and evaluated. These portals and websites included those of Federal and State Ministries, and electronic-Government implementations as well as tele-health MSC Malaysia Flagship Applications. The Technical Working Group (TWG) was established with a view to assisting and validating the assessment. New criteria were added (or criteria were replaced) to further enhance the basis of the evaluation used in 2009.

From the assessment, PSMB Portal stood proud amongst the top-ten of 101 portals and websites to achieve a five-star rating. In recognition of this outstanding achievement, the Malaysian Administrative Modernisation and Management Planning Unit (MAMPU) and MDeC organised a special event on 11 November 2010 where Mr. Amirnuddin Mazlan, the Chief Executive of PSMB, received a Certificate of Recognition for PSMB Portal's achievement.

Sebagai menyahut seruan Kerajaan untuk melakukan penambahbaikan secara berterusan, PSMB telah melaksanakan pelbagai inisiatif untuk mempercepatkan lagi pencapaian penerafan lima bintang. Di antaranya adalah kakitangan utama yang bertanggungjawab ke atas pelaksanaan dalam talian telah menghadiri pelbagai bengkel dan sesi runding nasihat secara pertemuan dua mata yang dianjurkan oleh MDeC untuk mengenal pasti ruang penambahbaikan. Unit Multimedia di bawah Bahagian Teknologi Maklumat dan Multimedia juga telah mengambil beberapa langkah yang perlu untuk menambahbaik portal.

Pada 2010, sejumlah 1,145 portal dan laman web Kerajaan telah disaring dan dinilai. Kesemua portal dan laman web ini adalah terdiri daripada portal dan laman web Kerajaan Pusat dan Negeri-negeri, pelaksanaan Kerajaan elektronik dan juga Aplikasi tele-kesihatan MSC Malaysia yang terbaru dan tunggal. Kumpulan Kerja Teknikal (TWG) telah ditubuhkan bertujuan untuk membantu dan mengesahkan penilaian tersebut. Kriteria baru telah ditambah (atau diganti) untuk meningkatkan lagi asas penilaian yang digunakan pada 2009.

Berdasarkan keputusan penilaian, Portal PSMB berdiri megah di kalangan sepuluh portal teratas di dalam kumpulan 101 portal dan laman web yang mendapat penerafan lima bintang. Bagi mengiktiraf pencapaian cemerlang ini, *Malaysian Administrative Modernisation and Management Planning Unit* (MAMPU) dan MDeC telah menganjurkan majlis khas pada 11 November 2010 yang mana En. Amirnuddin Mazlan, selaku Ketua Pegawai Eksekutif PSMB telah menerima Sijil Pengiktirafan di atas kejayaan Portal PSMB.

The MyCoID Project



In its effort to improve service delivery to the Rakyat, the Malaysian government through Government's Special Task Force to Facilitate Business (PEMUDAH), had initiated a project to promote the usage of a single corporate identity number for transaction with multiple Government's agencies. The first phase of this initiative was launched by the Most Honourable Prime Minister of Malaysia, Dato' Seri Najib Tun Haji Abdul Razak on 11 February 2010 and was known as the MyCoID Project.

The Malaysia Corporate Identity Number or its acronym, MyCoID refers to the company incorporation number which is used as a single source of reference for registration and transaction purposes with other relevant Government agencies. With the MyCoID, the public can utilise a single series of number derived from the incorporation number assigned by the Companies Commission of Malaysia (CCM) for registration, reference and transaction purposes with the following agencies:

- The Inland Revenue Board (IRB),
- Employees Provident Fund (EPF),
- Human Resources Development Fund (HRDF),
- Social Security Organisation (SOCSO), and
- Small and Medium Enterprise Corporation Malaysia (SME Corp. Malaysia)

In Phase 2 of the project which was officially launched on 3 November 2010, the potential of MyCoID has been further maximised towards consolidating the process of incorporation in CCM simultaneously with the relevant agencies via an automated gateway, the MyCoID System. Through this system, a newly incorporated company that is liable under the PSMB Act, 2001 will be automatically registered with PSMB within 1 day.

The development of the MyCoID System provides strategic implication to the domestic business environment and the country as a whole as an international business destination. In this regard, PSMB is proud to be chosen as one of the pilot agencies for this national project.

Dalam usaha untuk menambahbaik perkhidmatan penyampaian kepada Rakyat, Kerajaan Malaysia melalui Pasukan Petugas Khas Pemudahcara Perniagaan (PEMUDAH) telah melaksanakan satu projek bagi menggalakkan penggunaan satu nombor pengenalan korporat untuk berinteraksi dengan pelbagai agensi Kerajaan. Fasa pertama inisiatif ini telah dilancarkan oleh Perdana Menteri Malaysia, YAB Dato' Seri Najib Tun Abdul Razak pada 11 Februari 2010 dan dikenali sebagai Projek MyCoID.

Nombor Pengenalan Korporat Malaysia (atau singkatannya MyCoID) adalah merujuk kepada nombor pendaftaran sesuatu syarikat itu, yang digunakan sebagai satu-satunya sumber rujukan untuk tujuan pendaftaran dan transaksi dengan agensi Kerajaan yang berkaitan. Dengan MyCoID, masyarakat boleh menggunakan satu nombor terbitan daripada nombor pendaftaran syarikat (yang dikeluarkan oleh Suruhanjaya Syarikat Malaysia (SSM)) untuk tujuan pendaftaran, rujukan dan transaksi dengan agensi-agensi berikut:

- Lembaga Hasil Dalam Negeri (LHDN)
- Kumpulan Wang Simpanan Pekerja (KWSP)
- Kumpulan Wang Pembangunan Sumber Manusia (HRDF)
- Pertubuhan Keselamatan Sosial (SOCSO) dan
- Perbadanan Perusahaan Kecil dan Sederhana Malaysia (SME Corp Malaysia)

Pada fasa kedua projek tersebut yang telah dirasmikan pada 3 November 2010, keupayaan MyCoID telah dimaksimumkan lagi dengan menggabungkan proses pendaftaran perbadanan oleh SSM serentak dengan agensi berkaitan yang lain melalui gerbang automatik yang dikenali sebagai Sistem MyCoID. Menerusi sistem ini, sesebuah syarikat yang baru diperbadankan serta termaktub di bawah Akta PSMB, 2001 akan didaftarkan secara automatik dalam jangka waktu sehari.

Pembangunan Sistem MyCoID ini memberikan implikasi strategik kepada suasana perniagaan domestik khususnya dan kepada negara amnya sebagai destinasi perdagangan antarabangsa. Dalam hal ini, PSMB berbangga kerana telah terpilih sebagai salah satu agensi perintis untuk projek nasional ini.

A glance at **PSMB's**
Achievements
Sekilas Pencapaian PSMB

A glance at PSMB's Achievements

Sekilas Pencapaian PSMB

In terms of impact from training, most employers indicated that their workers had benefited from the training they had undergone under the HRDF. The World Bank consultant appointed by the Government to formulate the SME Master Plan at a meeting on 8 October 2010 had also indicated that productivity has increased from employers who conducted training on their workers as compared to non-registered employers.

PSMB has implemented various programmes and activities to add value to its services to its stakeholders. Among the major programmes and activities are as follows:

- Establishment of 1Malaysia HRDF Skills Upgrading Fund for SMEs with an allocation of RM2 million. This is to assist SMEs to upgrade the knowledge and skills of their workers in certification programmes in order to obtain higher income.
- Establishment of 1Malaysia Financial Assistance Fund for Small Employers with an allocation of RM5 Million. Until 31 December 2010, 1,229 workers have been trained under this fund. The objective of this fund is to assist small employers who do not have sufficient levy to send their workers for training during the period of exemption. Previously, the allocation for this fund is from the Government but PSMB undertook to provide training incentive to small employers for 2010. Beginning 2011, PSMB has been allocated RM50 million under the Tenth Malaysia Plan (10MP).
- Implementation of e-disbursement system. Under this system, the amount of training grant approved for payment will be credited directly into employers' bank accounts.
- Implementation of e-levy payment system. Under this system, employers can pay their monthly HRD levy via online.

Berdasarkan kepada impak yang diperolehi daripada latihan, kebanyakan majikan menyatakan bahawa pekerja mereka telah mendapat manfaat daripada latihan yang diikuti di bawah KWPSM. Konsultan Bank Dunia yang dilantik oleh Kerajaan untuk merencanakan Pelan Induk PKS dalam mesyuarat bertarikh 8 Oktober 2010 juga telah menyatakan bahawa produktiviti telah meningkat bagi majikan yang menjalankan latihan ke atas pekerja berbanding majikan yang tidak berdaftar.

PSMB telah melaksanakan pelbagai program dan aktiviti yang mempunyai nilai tambah terhadap perkhidmatan yang ditawarkan kepada pihak yang mempunyai kepentingan. Di antara program dan aktiviti utama PSMB adalah seperti berikut:

- Penubuhan Dana Peningkatan Kemahiran untuk PKS dengan peruntukan sebanyak RM2 juta. Ini adalah bagi membantu PKS meningkatkan pengetahuan dan kemahiran pekerja dalam program persijilan dalam usaha untuk meningkatkan pendapatan.
- Penubuhan Dana Bantuan Kewangan 1Malaysia untuk Majikan Kecil dengan peruntukan sebanyak RM5 juta. Sehingga 31 Disember 2010, seramai 1,229 pekerja telah dilatih di bawah dana ini. Objektif dana ini adalah untuk membantu majikan kecil yang tidak mempunyai levi yang mencukupi bagi menghantar pekerja mereka mengikuti latihan dalam tempoh pengecualian. Sebelum ini, peruntukan untuk dana ini disediakan oleh Kerajaan, namun peruntukan insentif latihan telah disediakan oleh PSMB bagi tahun 2010. PSMB telah diperuntukkan RM50 juta di bawah rancangan Malaysia Kesepuluh (RMK-10).
- Pelaksanaan sistem e-disbursement. Di bawah sistem ini, amaun geran latihan yang diluluskan untuk bayaran akan dikreditkan terus ke dalam akaun majikan.
- Pelaksanaan sistem bayaran levi e-payment. Di bawah sistem ini, majikan boleh membayar levi bulanan mereka secara atas talian (online).

- PSMB provides financial assistance for training for persons with disabilities (PWD) or Job Coach under the HRDF.
- Implementation of the Continuous Employment Training (CET) as outlined in the New Economic Model (NEM). This programme focused on in-house training (shop floor training), e-learning and online distance learning and On-the-Job-Training (OJT).
- PSMB succeeded in classifying the HRD levy as allowable expense under the Income Tax Act, 1967 to encourage registered employers to pay their monthly levy promptly and claim financial assistance. From this treatment, the HRD levy is considered an expense towards the production of gross income.
- Introduction of star rating system on training providers. This will allow training providers and programmes to be rated based on their quality and delivery.
- PSMB's portal and website has been rated 5 star by the Multimedia Development Corporation (MDeC) for the Malaysia Government Portals and Websites Assessment 2010.
- PSMB is one of the 5 pioneer Government agencies that have been chosen to implement the My Corporate Identity (MyCoID).
- Establishment of the Creativity and Innovation Award. The award was to recognised employers who have shown remarkable improvements in their company through the implementation of innovative and simplified systems and procedures.
- Conduct signature programmes by renowned management Gurus. In collaboration with ITD, a seminar by Jack Canfield was held on 22 September 2010.
- PSMB menyediakan bantuan kewangan untuk latihan kepada orang kurang upaya (PWD) atau program Jurulatih Kerja di bawah KWPSM.
- Pelaksanaan Latihan Dalam Pekerjaan Secara Berterusan seperti yang digariskan dalam Model Baru Ekonomi (MBE). Program ini memfokuskan kepada latihan dalaman, e-learning dan pendidikan jarak jauh secara atas talian dan On-the-Job-Training (OJT).
- PSMB berjaya mengklasifikasikan levi PSM sebagai belanja yang dibenarkan di bawah Akta Cukai, 1967 untuk menggalakkan majikan berdaftar membayar levi bulanan dalam tempoh yang ditetapkan dan menuntut bantuan kewangan. Melalui layanan ini, levi PSM di anggap sebagai belanja bagi tujuan memperolehi pendapatan kasar.
- Pengenalan sistem penarafan bintang kepada penyedia latihan. Ini bagi membolehkan penyedia latihan dan program dinilai berdasarkan kualiti dan penyampaian mereka.
- Laman sesawang PSMB iaitu PSMB Portal telah diberikan penarafan 5 bintang oleh Multimedia Development Corporation (MDeC) bagi Penilaian Laman Sesawang dan Portal Kerajaan bagi tahun 2010.
- PSMB merupakan salah satu agensi perintis yang telah dipilih untuk melaksanakan My Corporate Identity (MyCoID).
- Pengenalan Anugerah Kreativiti dan Inovasi. Anugerah ini adalah bertujuan untuk mengiktiraf majikan yang telah menunjukkan penambahbaikan yang cemerlang dalam syarikat melalui pelaksanaan inovasi dan prosedur serta sistem yang dipermudahkan.
- Menjalankan program signature oleh Guru pengurusan yang terkemuka. Satu seminar oleh Jack Canfield telah dianjurkan dengan kerjasama ITD pada 22 September 2010.

- To assist small employers in upgrading the knowledge and skills of their workers by organising two executive diploma programmes i.e. Work Based Diploma in Management Programme by Malaysian Institute of Management (MIM) and Diploma in Business Management by The International Society of Business Administrator (ISBA). Trainees who have completed these two programmes can enrol directly into second year degree programmes of Australian and UK universities.
- 100% implementation of online application under the SBL Scheme effective 1 August 2010.
- Implementation of the Recognition of Prior Achievement (RPA) Scheme to recognise workers' experience and expertise, as well as to reward lifelong learning for workers who do not have any formal certification but who have obtained relevant knowledge, experience and skills in the workplace.
- Membantu majikan kecil meningkatkan pengetahuan dan kemahiran pekerja mereka dengan penganjuran dua program diploma eksekutif iaitu Work Based Diploma in Management Programme oleh Institut Pengurusan Malaysia dan Diploma in Business Management oleh The International Society of Business Administrator (ISBA). Pelatih yang telah menamatkan kedua-dua program ini boleh melanjutkan pelajaran terus ke tahun kedua di universiti Australia dan UK.
- 100% pelaksanaan permohonan atas talian di bawah Skim SBL berkuat kuasa 1 Ogos 2010.
- Pelaksanaan Skim Pengiktirafan Pencapaian Terdahulu (PPT) adalah untuk mengiktiraf pengalaman dan kepakaran pekerja disamping memberi ganjaran bagi pembelajaran sepanjang hayat kepada pekerja yang tidak mempunyai kelayakan formal tetapi mempunyai pengetahuan, pengalaman dan kemahiran yang relevan di tempat kerja.

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Lim says the conference provides a valuable avenue for corporate leaders, HR practitioners and visionaries to exchange ideas, experiences and strategies in HRD.

"Participants will be exposed to fresh, even radical ways of thinking about business strategy, besides learning how to perfect their own planning and communication strategies."

Among the topics slated for discussion at the conference are developing innovative work culture to towards high income economy, the human capital building in a creative and innovative organisation, enhancing professionalism for global competency, innovative approach to support learning and development of people, and developing global mindset



Prime Minister Datuk Sri Mohd Najib Tun Abdul Razak gracing the launch of MyCOID at the Putrajaya International Convention Centre.

Program Kebolehpkerjaan Graduan Siswazah dibantu

Oleh KAMIL MASLIH
editjohor@utusan.com.my

SEGAMAT 17 Julai - Kementerian Sumber Manusia hari ini melancarkan 'Program Kebolehpkerjaan Graduan' bagi membantu kira-kira 30,000 siswazah yang gagal mendapat pekerjaan selepas enam bulan tamat pengajian.

Program kursus selama kira-kira enam bulan yang tertumpu kepada lepasan diploma dan ijazah itu akan melengkapkan mereka dengan kemahiran nilai tambah dan jaminan pekerjaan selepas tamat kursus.

Menteri Sumber Manusia, Datuk Dr. S. Subramaniam (gambar) berkata, program tersebut akan dilaksanakan Pembangunan Sumber Ma-

pada sidang akhbar selepas melancarkan Program Kebolehpkerjaan Graduan peringkat daerah di sini hari ini.

Jelas Subramaniam, kementeriannya yakin kemahiran nilai tambah yang dimiliki para siswazah akan dapat membantu golongan berkenaan mendapat kerja dan lebih berdaya saing dalam pasaran kerja.

"Antara kemahiran baru yang kami tawarkan dalam program ini adalah ICT (teknologi komunikasi maklumat), rekaian web, rekaian grafik, sijil dalam

ram tersebut dan ia berbeza dengan program terdahulu kerana ia tidak tertumpu kepada kemahiran komunikasi semata-mata.

"Saya berharap siswazah yang menyertai program ini akan mengambil peluang tersebut secara serius. Kita tidak mahu apabila mereka ditempatkan kerja, hanya untuk kekal selama tiga bulan dan lompat ke tempat baru tanpa peluang meningkatkan lagi kerjaya," katanya.

Beliau memberitahu, program tersebut bermatlamat melahirkan tenaga kerja yang



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than 50 Malaysian employees and those with less than 50 Malaysian employees but with paid-up capital of more than RM2.5m. While manufacturing companies that have fewer than 50 employees and paid-up capital of less than RM2.5m do not need to pay the levy, they can opt to pay 0.5% of each employee's wage to the Fund.

Presently, the Act lists 23 manufacturing sub-sectors which

and beverages, transportation, plastics, wood and cork, and the manufacturing of machinery and equipment. Other sub-sectors are chemicals, paper and pulp, iron and steel, rubber, furniture, printing and publishing, textiles, petroleum and coal, optical products and photography, and glass products, as well as petroleum refinery, footwear, pottery, tobacco, and leather.

In the services sector: hypermarkets.

人資部長

確定是否屬實

查

獨中被徵收培訓金

人力资源部将会对有关事件进行研究工作，以研究是否有其他可行的方法，豁免中征收培训金。

■苏巴马廉



(八打灵再也26日讯) 人力资源部长拿督苏巴马廉强调，他将会对有关政府向独中征收培训金一事展开调查，以确定有关事件是否属实。

他坦言，他并不确定该部属下的人力资源发展公司计划在2011年4月开始向独中每月征收相当于教职工1%薪金的费用，作为人力资源发展基金的事件。

新山宽柔中学校长许宗森昨透露，此校于7月15日接获人力资源发展公司通知，出席该部门建议规定缴交“人力资源发展基金”的公司或领域说明会。

苏巴马廉今日为社险机构主持“意外员工康复”计划推介礼后说，该部将会对有关事件进行研究工作，以研究是否有其他可行

“但若确有其事，是因为独中被归类为校组别。”

1206人参与

意外员工康复

另一方面，苏表示，社险机构的“工康复”计划自去年来，已有逾1千206人参与，其中629人工作岗位上。

“据意外员工康复”计划显示，有208人目前找工作，95人正处在康复阶段，而另外274人尚在医疗程序。因此，那208人成功寻获工作，近工作岗位的数据有至800人。

他指出，这项计划是开放给那些在职

THE GREAT LEAP FORWARD

Enhancing human capital competency through
the PSMB 2010 Conference and Exhibition

PSMB to hold seminar for small- medium enterprises Dec 14

KUCHING: Pembangunan Sumber Manusia Berhad (PSMB), a company under the Ministry of Human Resources will organise 'Human Capital and Business Development Seminar' at Hilton Hotel here on Dec 14.

According to a press release from PSMB yesterday, Minister of Natural Resources and Environment Malaysia Datuk Dr Abang Abdul Rauf bang Zen will deliver the opening speech.

This one-day event is expected to attract 100 participants from small-

Capital Development Agenda in the New Economic Model... Challenges and Opportunities'.

Neela has contributed tremendously towards the organisational effectiveness of many organisations as a management and HR consultant in various educational institutions and departments in the Ministry of Education.

The second speaker, Abdul Wahab Abu Bakar, the Human Resources Director of Nestle Malaysia/Singapore has worked tirelessly for the profession, helping that role of

FMCG and financial institutions to automobile. Last speaker, McClure will cover Social Media.

McClure began his career more than 30 years ago as a marketing specialist for major New England manufacturer and distributor of electronic analog and digital components for the telecommunications and computer industries, now referred to as Route 128, near Boston.

With an opportunity to broaden his knowledge on international market research, he partnered with the a French IT company



சிகாமட். ஜி.கலை 18-
வேலையில்லாத மற்றும் புதிய
பட்ட தாரிகள் தொழில்துறைக்கு
தேவையான திறன்களை பெறும்
வகையில் அவர்களுக்கான சிறப்பு
பயிற்சி திட்டத்தை அரசாங்கம்
நேற்று தொடங்கியது. உயர் வரு
மானத்தை பெறும் நாடாக மலே
சியாவை உருவாக்கும் புதிய பொரு
ளாதார வடிவத்தின் நோக்கத்தை
வெற்றியடையச் செய்யும் நடவடி
கைகளில் ஒன்றாக இத்திட்டம்
அமைகிறது. பட்டதாரிகளுக்கான

10 ஆம் பக்கம் பக்கம்...

Vol.56

提升華商人力
P.44 专访PSMB执行长阿米努丁

抓住智慧电网20兆美元大饼
网住节能商机



P.57 经贸观察
中国炒房团
「没这回事」
P.80 经营
FRESCO用
打造口碑

Shaping workforce to meet employers' goals

By Annie Freeda Cruz
news@nst.com.my

THE 12,000 employers in the manufacturing and service sectors, registered with Pembangunan Sumber Manusia Berhad (PSMB), can look forward to receiving more goodies under the 10th Malaysia Plan (10MP) and New Economic Model.

With Prime Minister Datuk Seri Najib Razak emphasising the need for a competitive, creative and innovative workforce to achieve a high-income economy, PSMB, being the driving force in training and development of the workforce in Malaysia, has outlined high-end programmes to realise the vision.

With services and manufacturing making the lead in the country's growth, PSMB has decided under the 10MP to extend coverage to another three areas in its cost-sharing with employers, who pay levy for training and skills upgrading of their workforce.

With 21 sub sectors under the



approved was 685,394.

Van says PSMB also has an apprenticeship scheme. It started under the 8th Malaysia Plan with an allocation of RM16 million. The amount was increased to RM19 million under the 9th Malaysia Plan.

PSMB offers seven apprenticeship schemes, namely mechatronics, wood-based industry (furniture), multimodal transport operators, plastics injection moulding, tool and die-maker, industrial sewing machine technician and hotel industry, which includes house-keeping, front office, food and beverage and kitchen operations.

With RM50 million allocated under the 10MP, Van says it plans to develop another four new schemes — automotive (after sales services), quality assurance, IT technician and electrical technician.

"With a government-matching grant of RM50 million, we will also continue the training

Under the New Economic Model, set to transform Malaysia into a high-income, inclusive and sustainable nation by 2020, PSMB has implemented the 1Malaysia skills upgrading fund and the 1Malaysia financial assistance fund.

"Implemented this year with internal funds, we promote programmes on creativity, innovation, and value-added technical ICT programmes," says Van.

There will also be a focus on the services sector, with programmes particularly in health tourism and education.

The underlying policy of NEM is to advance and transform the economy through synchronised measures and strategic reform initiatives. The private sector will play the leading role to drive growth via high productivity, competitiveness, innovation and creativity.

Van says PSMB is committed

PSMB Sarawak nagit tiga kali lipat raban ba taun dudi

KUCHING: Pembangunan Sumber Manusia Berhad (PSMB) pampang Sarawak nagit penyampau kaban PSMB deka nambah tiga kali lipat Jebuh datai ba bulan April taun baru dikenangkatka pemansang modal mensia mensia tu.

Lebuh dikerandau pen-

garang berita ditu kemari, Sapit Tuai Eksekutif PSMB Neelamehan Manickiam madahka, pengawa pemansik benung dipejalaika kena ngumpul penerang ari semua-orang ke nyendiaka latih sereta-nemu program ti disediaka.

Ku iya bejaku baru, dalam

timpuh sebulan PSMB dipelabaka ulih ngumpul penerang bekaul peminta pengereja pengawa tauka pengereja pengawa setipak enggau kena mantu perintah menua ngemansangka modal mensia.

"Kami deka nemu nama

latih lalu nguji nyendiaka (nyendiaka latih) tauka kami numbuka program baru setipak enggau peminta pengereja pengawa menua pengaji ba Sarawak ngambika kami ulih narit mayuh agi gerempung ngerijister diri ba kami.

"Naka ke diatu kami agi

berunding enggau sida indutru ngambika ngerijister diri enggau kami, lalu juluk ati kami penyampau kaban (522 kaban) ulih nambah ngagai tiga kali lipat lebuh datai ba bulan April 2011," ku iya.

Neelamehan madahka, sida deka nentuka penum-

bubekonomi ti dikemaratka Sarawak awakka. PSMB ulih nyendiaka program ti setipak kena ngemansangka modal mensia di menua tu. Niti ku iya, gerempung di Sarawak agi kurang laban semina 522 aja ti ngerijister ari 12,000 serata menua.

"Mayuh program ti deka

dipejalaika kami, tang kami enda ulih ngereja kediri lalu begunaaka saup ari semua. "Kami begunaaka sukkung kelebih agi sida pengaji laban enti nadai sukkung nadai meri pemutus ti manah (ngagai pemansang modal mensia di menua, tu)," ku iya.

PEMBANGUNAN SUMBER MANUSIA BERHAD

(Company No. 545143-D)

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2010

Registered office:

7th Floor, Wisma PSMB

Jalan Beringin

Damansara Heights

50490 Kuala Lumpur

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Directors' report for the year ended 31 December 2010

The Directors have pleasure in submitting their report and the audited financial statements of the Company for the year ended 31 December 2010.

Principal activities

As set out in the Pembangunan Sumber Manusia Berhad Act, 2001, the main objective of the Company is the imposition and collection of human resources development levy for the purpose of promoting the training of employees, and the establishment and administration of the human resources development fund.

The functions of the Company are:

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

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

Results

	RM
Net surplus for the year	<u>14,394,096</u>

Reserves and provisions

There were no material transfers to or from reserves and provisions during the financial year under review, other than as disclosed in the financial statements.

Directors of the Company

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

Hasnah Binti Ismail – Chairman

Dato' Haji Mohd Shariff bin Hussin – Deputy Chairman

Amirnuddin Bin Mazlan – Chief Executive

Abdul Wahab bin Abu Bakar

Christopher Sakayaraj (alternate to Abdul Wahab bin Abu Bakar)

Seow Mee Cheong @ Seow Hon Cheong

Andrew Hong Tat Beng (alternate to Seow Mee Cheong @ Seow Hon Cheong)

Directors of the Company (continued)

Raja Dato' Abd. Aziz bin Raja Muda Musa
Davies Danavaindram (alternate to Raja Dato' Abd. Aziz bin Raja Muda Musa)
Dato' Low Kian Chuan
Tan Keat Hui (alternate to Dato' Low Kian Chuan)
Datuk Mohd. Ilyas bin Zainol Abidin
Reginald Thomas Pereira (alternate to Datuk Mohd. Ilyas bin Zainol Abidin)
Datuk Ketheeswaran a/l M. Kanagaratnam
Datuk Santhakumar a/l C. Sivasubramaniam (alternate to Datuk Ketheeswaran a/l M. Kanagaratnam)
Dr. Mohd. Mazlan bin Che Mat
Mohd. Fadzli bin Mustafa (alternate to Dr. Mohd. Mazlan bin Che Mat)
Fu Wing Hoong
Yap Ching Kiat (alternate to Fu Wing Hoong)
David Wong Nan Fay
Cheah Kok Hoong (alternate to David Wong Nan Fay)
Dato' Hafsah binti Hashim
Fadzilah binti Ahmad Din (alternate to Dato' Hafsah binti Hashim)
Haji Saari bin Salleh
Zainuddin bin Yahaya (alternate to Haji Saari bin Salleh)
Mohd. Ghaus bin Ab. Kadir
Dr. Mohd. Rashahidi @ Rusdi bin Mohamood (alternate to Mohd. Ghaus bin Ab. Kadir)
Agnes Maria Sam @ Maria Binti Abdullah (appointed on 1 May 2010)
Dr. Palaniappan a/l Ramanathan Chettiar
Abdul Jalil bin Md. Taib

As specified in Section 7 of the Pembangunan Sumber Manusia Berhad Act, 2001, members of the Board of Directors (including the positions of Chairman and Deputy Chairman) shall be appointed by the Minister charged with the responsibility for Human Resources, which currently is the Minister of Human Resources.

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 or the fixed salary of a full time employee of the Company or of related corporations) 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) all known bad debts have been written off and adequate provision made for doubtful debts, and
- (ii) any current assets which were unlikely to be realised in the ordinary course of business have been written down to an amount which they might be expected to realise.

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

- (i) that would render the amount written off for bad debts, or the amount of the provision for doubtful debts in the Company inadequate to any substantial extent, 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 2010 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' HAJI MOHD. SHARIFF BIN HUSSIN

Deputy Chairman

AMIRNUDDIN BIN MAZLAN

Director

Kuala Lumpur,

Date : 26 May 2011

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(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 106 to 136 are drawn up in accordance with Financial 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 at 31 December 2010 and of its financial performance and cash flows for the year then ended on that date.

Signed on behalf of Board of Directors in accordance with a resolution of the Directors:

DATO' HAJI MOHD. SHARIFF BIN HUSSIN

Deputy Chairman

AMIRNUDDIN BIN MAZLAN

Director

Kuala Lumpur,

Date : 26 May 2011

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

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

I, **WAN MOHD NAZARUDIN BIN WAN CHIK**, 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 106 to 136 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 Declarations Act, 1960.

Subscribed and solemnly declared by the above named in Kuala Lumpur on 26 May 2011.

WAN MOHD NAZARUDIN BIN WAN CHIK
General Manager (Finance)
Pembangunan Sumber Manusia Berhad

Before me,

Jaapar Bin Md. Jani
Pesuruhjaya Sumpah
No. W 487

Independent auditors' report to the members of Pembangunan Sumber Manusia Berhad

(Company no. 545143-D)

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Report on the Financial Statements

We have audited the financial statements of Pembangunan Sumber Manusia Berhad, which comprise the statement of financial position as at 31 December 2010, statements of comprehensive income, changes in equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information, as set out on pages 106 to 136.

Directors' Responsibility for the Financial Statements

The Directors of the Company are responsible for the preparation of financial statements that give a true and fair view in accordance with Financial Reporting Standards and the Companies Act, 1965 in Malaysia, and for such internal control as the Directors determine are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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 about 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 judgement, 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 entity's preparation of financial statements that give a true and fair view 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 entity'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 Financial 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 2010 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

Hasman Yusri Bin Yusoff

Approval Number: 2583/08/12(J)
Chartered Accountant

Petaling Jaya,

Date: 26 May 2011

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Statement of financial position as at 31 December 2010

	Note	31.12.2010 RM	31.12.2009 RM
Assets			
Property, plant and equipment	3	31,061,398	33,206,874
Total non-Current Asset		31,061,398	33,206,874
Receivables, deposits and prepayments	4	6,753,768	7,338,064
Staff Loans	5	6,171,052	5,931,509
Tax recoverable		19,280	87,006
Investments	6	240,609,072	305,915,678
Fixed deposits	7	630,970,942	583,027,446
Cash and bank balances	7	20,620,043	25,900,187
Total current assets		905,144,157	928,199,890
Total assets		936,205,555	961,406,764
Equity			
Retained earnings		379,645,202	346,859,970
Fair value reserve		(4,856,856)	-
Total equity		374,788,346	346,859,970
Liabilities			
Retirement benefits	8	4,480,816	3,132,977
Total non-current liabilities		4,480,816	3,132,977
Employers' fund	9	544,413,253	597,949,462
General reserve II	10	1,278,445	1,952,590
Government grants	11	7,538,827	8,905,284
Other payables		2,912,476	2,508,685
Accrued expenditure		793,392	97,796
Total current liabilities		556,936,393	611,413,817
Total liabilities		561,417,209	614,546,794
Total equity and liabilities		936,205,555	961,406,764

The notes on pages 112 to 136 are an integral part of these financial statements.

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Statement of comprehensive income for the year ended 31 December 2010

	Note	2010 RM	2009 RM
Income			
Dividend from investment in unit trust		13,561,600	5,032,501
Fee income		2,193,003	2,169,756
Income from forfeiture of levy		3,590,791	20,081,866
Penalty on late payment of levy		337,836	1,780,608
Interest Income from fixed deposits		19,402,932	24,259,927
Interest income from loan to PSMB		6,242	11,716
Interest income from bank balance		207,548	271,094
Income from housing loan fund		519,643	592,427
Income received from National HRD Conference		1,227,387	1,229,015
Participants' fees for SMETAP program		2,181,470	2,159,819
Receipts for services		9,500	18,000
Sale of goods		61,233	10,640
Rental of exhibition booth		7,440	3,625
Reversal of diminution in value of investments in unit trust		-	65,196,822
Gain on disposal of investment in unit trust		5,521,012	-
Gain on disposal of plant and equipment		1,042	23,999
Total income		48,828,679	122,841,815
Expenses			
Expenses for educational sponsorship fund		(18,747)	(7,000)
Expenses for National HRD Conference		(1,193,040)	(849,637)
Expenses for re-registration of employers		(116,558)	(89,003)
Expenses for retrenched worker training fund		-	(544,630)
Expenses for SMETAP training		(2,180,461)	(1,971,731)
Expenses for SME TNA consultancy fund		(17,135)	(232,354)
Expenses for the apprentices fund (Off the job)		(1,393,340)	(401,007)
Expenses for the apprentices fund (apprentice allowances)		(72,802)	-
PSMB's contribution to 1Malaysia HRDF skill upgrading fund		(1,444,690)	-
PSMB's contribution to 1Malaysia financial assistance fund		(3,166,609)	-
Advertising and printing		(546,795)	(229,183)
Auditors' remuneration		(25,000)	(23,000)
Bonuses		(1,412,293)	(901,021)
Depreciation		(2,743,909)	(2,731,251)
Directors' fees	14	(163,819)	(162,919)
Directors' remuneration	14	(340,220)	(334,691)
EPF contributions		(1,251,089)	(1,105,641)

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Statement of comprehensive income for the year ended 31 December 2010 (continued)

	Note	2010 RM	2009 RM
Legal and professional fees		(832,047)	(528,318)
Loss on disposal of investment		(3,840,886)	-
Loss on disposal of plant and equipment		(3,962)	(50,173)
Medical fees		(250,986)	(214,820)
Minor repairs		(59,921)	(44,556)
Office supplies		(387,719)	(248,219)
Other expenses		(1,376,654)	(1,130,593)
Overtime allowances		(99,079)	(58,877)
Provision for retirement benefits	8	(1,347,839)	(556,013)
Rental		(151,427)	(152,154)
Repairs and maintenance		(1,718,068)	(2,018,014)
Salaries and allowances		(6,264,340)	(5,678,460)
SOCSSO contributions		(88,977)	(79,376)
Staff training		(194,513)	(147,840)
Stamps and postage		(260,395)	(149,993)
Transportation and packaging		(27,927)	(66,337)
Travelling and accommodation		(592,898)	(398,284)
Utilities		(869,718)	(931,318)
Total expenses		(34,453,863)	(22,036,413)
Surplus before taxation		14,374,816	100,805,402
Income tax benefit/(expense)	13	19,280	(9,102)
Net surplus for the year	12	14,394,096	100,796,300
Other comprehensive income, net of tax			
Net change in fair value of available-for-sale financial assets		11,028,051	-
Net realised gain on sale of available-for-sale financial assets		(2,226,029)	-
Transfers from/(to) Trust Funds		2,084,090	(19,967,765)
Other comprehensive income/(expenses) for the year, net of tax		10,886,112	(19,967,765)
Total comprehensive income for the year		25,280,208	80,828,535

The notes on pages 112 to 136 are an integral part of these financial statements

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Statement of changes in equity for the year ended 31 December 2010

Retained earnings				
	Unallocated	Allocated for specific usage under trust funds	Fair value reserve RM	Total
	RM	RM		RM
At 1 January 2009	168,887,120	77,176,550	-	246,063,670
Total comprehensive income for the year	80,828,535	-	-	80,828,535
Trust funds' transactions for the year	-	19,967,765	-	19,967,765
At 31 December 2009/ 1 January 2010	249,715,655	97,144,315	-	346,859,970
- effect of adopting FRS 139	18,391,136	-	(13,658,878)	4,732,258
At 1 January 2010, restated	268,106,791	97,144,315	(13,658,878)	351,592,228
Total comprehensive income for the year	16,478,186	-	8,802,022	25,280,208
Trust funds' transactions for the year	-	(2,084,090)	-	(2,084,090)
At 31 December 2010	284,584,977	95,060,225	(4,856,856)	374,788,346

The notes on pages 112 to 136 are an integral part of these financial statements

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Statement of cash flows for the year ended 31 December 2010

	2010 RM	2009 RM
Cash flow from operating activities		
Cash generated from operations		
Cash received from clients	28,096,981	5,469,913
Cash payment to vendors and administration	(60,116,088)	(15,092,163)
Cash flow changes from operating activities	(32,019,107)	(9,622,250)
Cash from Employers' Fund		
Payments to employers	(272,133,670)	(303,057,492)
Receipts from employers	221,397,550	237,446,118
Cash flow changes after employers' fund	(82,755,227)	(75,233,624)
Cash from Trust Funds		
Payment to employers	(4,611,299)	-
Payment to registered training providers	(6,376,072)	(6,451,325)
Payment for SME activities	(1,187,983)	(1,592,856)
Payment for HRD Conference	(1,193,040)	(849,637)
Payment for Apprentices Allowance	(1,466,141)	(401,007)
Payment for Employee Educational Sponsorship	(18,747)	(7,000)
Receipts from government allocation	4,000,000	14,000,000
Receipts from registered employers	2,181,470	2,159,819
Receipts from HRD Conference	1,227,387	1,229,015
Cash flow changes after Trust Funds	(90,199,652)	(67,146,615)
Interest received	19,607,068	25,724,894
Income tax refund/(paid)	67,726	(9,102)
Net cash used in operating activities	(70,524,858)	(41,430,823)

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(Incorporated in Malaysia)

Statement of cash flows for the year ended 31 December 2010 (continued)

	2010 RM	2009 RM
Cash flow from investing activities		
Acquisition of property	-	(811,387)
Acquisition of plant and equipment	(603,919)	(533,291)
Acquisition of investments	(55,465,929)	-
Advances to staff	(19,517)	-
Dividend received	13,561,600	5,032,501
Loan to staffs	(239,543)	(1,109,447)
Proceeds from disposal of investments	155,948,989	-
Proceeds from disposal of plant and equipment	6,529	74,172
Net cash generated from investing activities	113,188,210	2,652,548
Net increase/(decrease) in cash and cash equivalents	42,663,352	(38,778,275)
Cash and cash equivalents at beginning of year	608,927,633	647,705,908
Cash and cash equivalents at end of year	651,590,985	608,927,633

(i) *Cash and cash equivalents*

Cash and cash equivalents included in the statement of cash flows comprise of the following amounts:

	2010 RM	2009 RM
Fixed deposits	630,970,942	583,027,446
Cash and bank balances	20,620,043	25,900,187
Balance as at 31 December	651,590,985	608,927,633

The notes on pages 112 to 136 are an integral part of these financial statements

Pembangunan Sumber Manusia Berhad

(A Company Limited by Guarantee)

(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

As set out in the Pembangunan Sumber Manusia Berhad Act, 2001, the main objective of the Company is the imposition and collection of human resources development levy for the purpose of promoting the training of employees, and the establishment and administration of the human resources development fund.

The functions of the Company are:

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

The financial statements were approved by the Board of Directors on 26 May 2011.

1. Basis of preparation

(a) Statement of compliance

These financial statements have been prepared in accordance with Financial Reporting Standards (FRSs), generally accepted accounting principles and the Companies Act, 1965 in Malaysia.

The Company has not applied the following accounting standards, amendments and interpretations that have been issued by the Malaysian Accounting Standards Board ("MASB") but are not yet effective for the Company:

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 March 2010

- Amendments to FRS 132, Financial Instruments: Presentation – Classification of Rights Issues

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 July 2010

- FRS 1, First-time Adoption of Financial Reporting Standards (revised)
- FRS 3, Business Combinations (revised)

1. Basis of preparation (continued)

(a) Statement of compliance (continued)

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 July 2010

- FRS 127, Consolidated and Separate Financial Statements (revised)
- Amendments to FRS 2, Share-based Payment
- Amendments to FRS 5, Non-current Assets Held for Sale and Discontinued Operations
- Amendments to FRS 138, Intangible Assets
- IC Interpretation 12, Service Concession Agreements
- IC Interpretation 16, Hedges of a Net Investment in a Foreign Operation
- IC Interpretation 17, Distributions of Non-cash Assets to Owners
- Amendments to IC Interpretation 9, Reassessment of Embedded Derivatives

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 January 2011

- Amendments to FRS 1, First-time Adoption of Financial Reporting Standards
 - Limited Exemption from Comparative FRS 7 Disclosures for First-time Adopters
 - Additional Exemptions for First-time Adopters
- Amendments to FRS 2, Group Cash-settled Share Based Payment Transactions
- Amendments to FRS 7, Financial Instruments: Disclosures – Improving Disclosures about Financial Instruments
- IC Interpretation 4, Determining whether an Arrangement contains a Lease
- IC Interpretation 18, Transfers of Assets from Customers
- Improvements to FRSs (2010)

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 July 2011

- IC Interpretation 19, Extinguishing Financial Liabilities with Equity Instruments
- Amendments to IC Interpretation 14, Prepayments of a Minimum Funding Requirement

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 January 2012

- FRS 124, Related Party Disclosures (revised)
- IC Interpretation 15, Agreements for the Construction of Real Estate

1. Basis of preparation (continued)

(a) Statement of compliance (continued)

The Company plans to apply the abovementioned standards, amendments and interpretations:

- from the annual period beginning 1 January 2011 for those standards, amendments or interpretations that will be effective for annual periods beginning on or after 1 March 2010, 1 July 2010 and 1 January 2011, except for FRS 3 (revised), FRS 127 (revised), Amendments to FRS 2, Amendments to FRS 5, Amendments to FRS 138, Amendments to FRS 1 and all IC Interpretations which are not applicable to the Company; and
- from the annual period beginning 1 January 2012 for those standards, amendments or interpretations that will be effective for annual periods beginning on 1 July 2011 and 1 January 2012, except for IC Interpretations 19 and IC Interpretations 15, which are not applicable to the Company.

The initial applications of the abovementioned standards, amendments and interpretations are not expected to have any material impact on the financial statements of the Company.

(b) Basis of measurement

The financial statements have been prepared on the historical cost basis other than as disclosed in the financial statements.

(c) Functional and presentation currency

These financial statements are presented in Ringgit Malaysia (RM), which is the Company's functional currency. All financial information is presented in RM, unless otherwise stated.

(d) Use of estimates and judgements

The preparation of financial statements in conformity with FRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

There are no significant areas of estimation uncertainty and critical judgements in applying accounting policies that have significant effect on the amounts recognised in the financial statements.

2. Significant accounting policies

The accounting policies set out below have been applied consistently to the periods presented in these financial statements, and have been applied consistently by the Company other than Note 2(a) – Financial instruments, which was adopted during the year.

(a) Financial instruments

Arising from the adoption of FRS 139, Financial Instruments: Recognition and Measurement, with effect from 1 January 2010, financial instruments are categorised and measured using accounting policies as mentioned below. Before 1 January 2010, different accounting policies were applied.

(i) Initial recognition and measurement

A financial instrument is recognised in the financial statements when, and only when, the Company becomes a party to the contractual provision of the instrument.

A financial instrument is recognised initially, at its fair value plus, in the case of a financial instrument not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition or issue of the financial instrument.

(ii) Financial instrument categories and subsequent measurement

The Company categorises and measures financial instruments as follows:

Financial assets

(a) Loans and receivables

Loans and receivables category comprises debt instruments that are not quoted in an active market, trade and other receivables and cash and cash equivalents.

Financial assets categorised as loans and receivables are subsequently measured at amortised cost using the effective interest method.

(b) Available-for-sale financial assets

Available-for-sale category comprises investment in equity and debt securities instruments that are not held for trading.

Investments in equity instruments that do not have a quoted market price in an active market and whose fair value cannot be reliably measured are measured at cost. Other financial assets categorised as available-for-sale are subsequently measured at their fair values with the gain or loss recognised in other comprehensive income. On derecognition, the cumulative gain or loss recognised in other comprehensive income is reclassified from equity into profit or loss.

All financial assets, except for those measured at fair value through profit or loss, are subject to review for impairment.

2. Significant accounting policies (continued)

(a) Financial instruments (continued)

(ii) *Financial instrument categories and subsequent measurement (continued)*

Financial liabilities

All financial liabilities are subsequently measured at amortized cost.

(b) Property, plant and equipment

(i) **Recognition and measurement**

Items of property, plant and equipment are stated at cost less any accumulated depreciation and any accumulated impairment losses.

Cost includes expenditures that are directly attributable to the acquisition of the asset and any other costs directly attributable to bringing the asset to working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. The cost of self-constructed assets also includes the cost of materials and direct labour. For qualifying assets, borrowing costs are capitalised in accordance with the accounting policy on borrowing cost. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When significant parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Gains and losses on disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and are recognised net within “other income” or “other expenses” respectively in profit or loss.

(ii) **Depreciation**

Depreciation is calculated over the depreciable amount, which is the cost of an asset, or other amount substituted for cost, less its residual value.

2. Significant accounting policies (continued)

(b) Property, plant and equipment (continued)

(ii) Depreciation (continued)

Depreciation is recognised in profit or loss on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment. Freehold land is not depreciated. Property, plant and equipment under construction are not depreciated until the assets are ready for their intended use.

The estimated useful lives for the current and comparative periods are as follows:

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

Depreciation methods, useful lives and residual values are reviewed and adjusted as appropriate at the end of the reporting period.

(iii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Company and its cost can be measured reliably. The carrying amount of the replaced parts is derecognised to profit or loss. The costs of the day-to-day servicing of property, plant and equipment are recognised in the profit or loss as incurred.

(c) Receivables

Prior to 1 January, receivables were initially recognised at their costs and subsequently stated at cost less allowances for doubtful debts.

Following the adoption of FRS 139, trade and other receivables are categorised and measured as loans and receivables in accordance with Note 2(a).

(d) 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.

Cash and cash equivalent (other than bank draft) are categorised and measured as loans and receivables in accordance with Note 2(a).

2. Significant accounting policies (continued)

(e) Impairment

(i) Financial assets

All financial assets (except for financial assets categorised as fair value through profit or loss) are assessed at each reporting date whether there is any objective evidence of impairment as a result of one or more events having an impact on the estimated future cash flows of the asset. Losses expected as a result of future events, no matter how likely, are not recognised. For an equity instrument, a significant or prolonged decline in the fair value below its cost is an objective evidence of impairment.

An impairment loss in respect of loans and receivables is recognised in profit or loss and is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the asset's original effective interest rate. The carrying amount of the asset is reduced through the use of an allowance account.

An impairment loss in respect of available-for-sale financial assets is recognised in the profit or loss and is measured as the difference between the asset's acquisition cost (net of any principal repayment and amortisation) and the asset's current fair value, less any impairment loss previously recognised. Where a decline in the fair value of an available-for-sale financial asset has been recognised in other comprehensive income, the cumulative loss in other comprehensive income is reclassified from equity and recognised to profit or loss.

Impairment losses recognised in profit or loss for an investment in an equity instrument is not reversed through the profit or loss.

If, in a subsequent period, the fair value of a debt instrument increases and the increase can be objectively related to an event occurring after the impairment loss was recognised in profit or loss, the impairment loss is reversed, to the extent that the asset's carrying amount does not exceed what the carrying amount would have been had the impairment not been recognised at the date the impairment is reversed. The amount of the reversal is recognised in the profit or loss.

2. Significant accounting policies (continued)

(e) Impairment (continued)

(ii) Non-financial assets

The carrying amounts of non-financial assets are reviewed at the end of each reporting period to determine whether there is any indication of impairment.

If any such indication exists, then the asset's recoverable amount is estimated. For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the "cash-generating unit").

The recoverable amount of an asset or cash-generating unit is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the 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 asset.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its recoverable amount. Impairment losses are recognised in profit or loss.

Impairment losses recognised in prior periods are assessed at the end of each reporting period for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount since the last impairment loss was recognised. An impairment loss 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 had been recognised. Reversals of impairment losses are credited to profit or loss in the year in which the reversals are recognised.

2. Significant accounting policies (continued)

(f) Employee benefits

(i) *Short-term employee benefits*

Short-term employee benefit obligations in respect of salaries, annual bonuses, paid annual leave and sick leave are measured on an undiscounted basis and are expensed as the related service is provided.

The Company's contributions to the Employees Provident Fund are charged to the profit or loss in the year to which they relate. Once the contributions have been paid, the Company has no further payment obligations.

(ii) *Defined benefit plan*

The Company's net obligation in respect of defined benefit retirement plans is calculated separately for each plan 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. Any unrecognised past service costs and the fair value of any plan assets are deducted. The discount rate is the yield at the end of the reporting period on high quality corporate bonds that have maturity dates approximating the terms of the Company's obligations and that are denominated in the same currency in which the benefits are expected to be paid. The calculation is performed once every three years by a qualified actuary using the projected unit credit method. When the calculation results in a benefit to the Company, the recognised asset is limited to the net total of any unrecognised past service costs and the present value of any future refunds from the plan or reductions in future contribution to the plan.

When the benefits of the plan are improved, the portion of the increased benefit relating to past service by employees is recognised in profit or loss 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 profit or loss.

(g) Government grants

Government grants received and held in trust by the Company. The purpose and usage of the government grants are as follows:

(i) *Apprenticeship fund*

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

2. Significant accounting policies (continued)

(g) Government grants (continued)

(ii) SME training and coordinating fund

The fund is the government allocation to finance activities as laid down in the SME training blueprint.

(h) 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 deregistration.

(i) Income tax

Income tax expense comprises current and deferred tax. Income tax expense is recognised in profit or loss except to the extent that it relates to items recognised directly in equity or other comprehensive income.

Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted or substantively enacted by the end of the reporting period, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised using the liability method, providing for temporary differences between the carrying amounts of assets and liabilities in the statement of financial position and their tax bases. Deferred tax is not recognised for the following temporary differences: the initial recognition of goodwill, the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss. Deferred tax is measured at the tax rates that are expected to apply to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the end of the reporting period.

2. Significant accounting policies (continued)

(i) Income tax (continued)

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which temporary difference can be utilised. Deferred tax assets are reviewed at the end of each reporting period and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

(j) Incomes

(i) *Dividend income*

Dividend income is recognised in profit or loss on the date that the Company's right to receive payment is established, which in the case of quoted securities is the ex-dividend date.

(ii) *Income from fees, services, rental of exhibition booths and penalties on late payment of levy*

Income from fees, services, rental of exhibition booths and penalties on late payment of levy is recognised when the right to receive payment is established.

(iii) *Goods sold*

Revenue from the sale of goods is measured at fair value of the consideration received or receivable, net of returns and allowances, trade discounts and volume rebates. Revenue is recognised when the significant risks and rewards of ownership have been transferred to the buyer, recovery of the consideration is probable, the associated costs and possible return of goods can be estimated reliably, and there is no continuing management involvement with the goods.

(iv) *Interest income*

Interest income is recognised as it accrues, using the effective interest method in profit or loss.

3. Property, plant and equipment

Property, plant and equipment comprise of the following:

	Note	2010 RM	2009 RM
Property	(a)	27,895,562	29,510,020
Plant and equipment	(b)	3,165,836	3,696,854
		<u>31,061,398</u>	<u>33,206,874</u>

(a) Property

	Freehold land RM	Building RM	Total RM
Cost:			
At 1 January 2009	1,591,200	31,477,765	33,068,965
Additions	-	811,387	811,387
At 31 December 2009/ 1 January/31 December 2010	<u>1,591,200</u>	<u>32,289,152</u>	<u>33,880,352</u>
Accumulated depreciation:			
At 1 January 2009	-	2,826,205	2,826,205
Charge for the year	-	1,544,127	1,544,127
At 31 January 2009/ 1 January 2010	-	4,370,332	4,370,332
Charge for the year	-	1,614,458	1,614,458
At 31 December 2010	<u>-</u>	<u>5,984,790</u>	<u>5,984,790</u>
Carrying amounts:			
At 1 January 2009	<u>1,591,200</u>	<u>28,651,560</u>	<u>30,242,760</u>
At 31 December 2009	<u>1,591,200</u>	<u>27,918,820</u>	<u>29,510,020</u>
At 31 December 2010	<u>1,591,200</u>	<u>26,304,362</u>	<u>27,895,562</u>

3. Property, plant and equipment (continued)

(b) Plant and equipment

	Motor vehicles RM	Renovation RM	Furniture and office fittings RM	Office equipment RM	Electric and electronic equipment RM	Total RM
Cost:						
At 1 January 2009	715,432	615,099	1,777,262	688,357	12,378,350	16,174,500
Additions	97,320	304,934	12,873	47,622	70,542	533,291
Disposals	(105,256)	(388,091)	(499,332)	(53,101)	(220,121)	(1,265,901)
At 31 December 2009/ 1 January 2010	707,496	531,942	1,290,803	682,878	12,228,771	15,441,890
Additions	-	87,621	36,992	38,859	440,447	603,919
Disposals	-	-	-	(6,988)	(40,217)	(47,205)
At 31 December 2010	<u>707,496</u>	<u>619,563</u>	<u>1,327,795</u>	<u>714,749</u>	<u>12,629,001</u>	<u>15,998,604</u>
Accumulated depreciation:						
At 1 January 2009	271,546	418,016	849,559	437,734	9,796,786	11,773,641
Charge for the year	139,403	20,625	222,694	46,101	758,300	1,187,123
Disposals	(105,255)	(348,820)	(492,813)	(49,401)	(219,439)	(1,215,728)
At 31 December 2009/ 1 January 2010	305,694	89,821	579,440	434,434	10,335,647	11,745,036
Charge for the year	131,989	51,102	226,717	68,756	650,887	1,129,451
Disposals	-	-	-	(2,455)	(39,264)	(41,719)
At 31 December 2010	<u>437,683</u>	<u>140,923</u>	<u>806,157</u>	<u>500,735</u>	<u>10,947,270</u>	<u>12,832,768</u>
Carrying amounts:						
At 1 January 2009	<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 2009	<u>401,802</u>	<u>442,121</u>	<u>711,363</u>	<u>248,444</u>	<u>1,893,124</u>	<u>3,696,854</u>
At 31 December 2010	<u>269,813</u>	<u>478,640</u>	<u>521,638</u>	<u>214,014</u>	<u>1,681,731</u>	<u>3,165,836</u>

4. Receivables, deposits and prepayments

	2010 RM	2009 RM
Deposits and Prepayments		
Advances on branch office rental	54,479	54,479
Advances on franking machines	35,841	19,364
Advances on travelling expenditure	19,517	-
Deposit on medical benefits	33,500	33,500
Deposit on office telephones	253	253
Deposit on parking rental	1,547	1,547
Deposit on photocopy machine	500	-
Deposit on safe deposit box	200	200
Deposit on store rental	7,380	7,380
Deposit on water and electricity (store)	18,590	18,590
Prepayments on maintenance and services	340,222	947,890
Other receivables		
Accrued interest on fixed deposits	6,241,739	6,232,084
Accrued interest (penalty on late payment of levy)	-	22,777
	<u>6,753,768</u>	<u>7,338,064</u>

5. Staff loans

	2010 RM	2009 RM
Motor vehicle loans	147,625	185,723
Computer loans	30,711	62,055
Housing loans	5,992,716	5,683,731
	<u>6,171,052</u>	<u>5,931,509</u>

Staff loans are granted to eligible employees of the Company, bears interest of 4% per annum (2009: 4% per annum), and are repayable over the term stipulated in the individual agreements with the eligible employees up to a maximum of 5 years, 8 years and 25 years for computer loans, motor vehicle loans and housing loans, respectively.

6. Investments

	2010 RM
Current	
Available-for-sale financial assets	240,609,072
Market value of quoted investments	240,609,072

	2009 RM
Current	
At cost	335,000,000
Less: Allowance for diminution in value	(29,084,322)
	305,915,678
Market value of quoted investments	310,647,936

7. Cash and cash equivalents

	2010 RM	2009 RM
Fixed deposits are placed with:		
Licensed banks	299,353,849	248,850,262
Other financial institutions	331,617,093	334,177,184
	630,970,942	583,027,446
Cash and bank balances	20,620,043	25,900,187
	651,590,985	608,927,633

8. Retirement benefits

	2010 RM	2009 RM
Present value of unfunded obligations	4,480,816	3,132,977
Recognised liability for defined benefit obligations	4,480,816	3,132,977
Analysed as:		
Current portion	-	-
Non-current portion	4,480,816	3,132,977
	4,480,816	3,132,977

8. Retirement benefits (continued)

Liability for defined benefit obligations

The Company recognised liability for defined benefit obligations based on the actuarial valuation report dated 18 June 2010. 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 months 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 option to retire at the age of 50 and 45 for males and females respectively.

Movements in the present value of defined benefit obligations

	2010 RM	2009 RM
Defined benefit obligations at 1 January	3,132,977	2,790,265
Current service costs and interest	1,347,839	556,013
Benefits paid by the plan	-	(213,301)
Defined benefit obligations at 31 December	4,480,816	3,132,977

Expenses recognised in profit or loss

	2010 RM	2009 RM
Current service cost	1,347,839	399,786
Interest on obligation	-	156,227
Net benefit expenses	1,347,839	556,013

Actuarial assumptions

Principal actuarial assumptions at the end of the reporting period (expressed as weighted averages):

	2010 RM	2009 RM
Discount rate	7.0%	7.0%
Average salary income	5.0%	5.0%

9. Employers' fund

	2010 RM	2009 RM
Balance as at 1 January	597,949,462	675,747,022
Add : Levy collected	221,397,549	237,446,118
Small Enterprises Training Incentive Grant	-	9,037,996
1Malaysia Financial Assistance Fund	3,166,609	-
Credited Back From General Reserves – re-registration	116,558	89,003
	822,630,178	922,320,139
Less : Training grant disbursed	(269,632,841)	(301,131,765)
Transferred to General Reserves II – deregistration (Note 10)	(478,266)	(1,231,319)
Forfeiture of levy	(2,438,380)	(20,081,866)
Overpayment of levy refunded	(5,667,438)	(1,925,727)
Balance as at 31 December	544,413,253	597,949,462

10. General Reserves II

	2010 RM	2009 RM
Balance as at 1 January	1,952,590	721,271
Add : Transfer from Employers' Fund (Note 9)	478,266	1,231,319
	2,430,856	1,952,590
Less : Transferred to General Reserves I – forfeiture due to failure to re-register within two years	(1,152,411)	-
Balance as at 31 December	1,278,445	1,952,590

11. Government grants

	Note	2010 RM	2009 RM
Apprenticeship fund	(a)	6,170,683	6,349,157
Small and medium enterprises training coordinating fund	(b)	1,368,144	2,556,127
		<u>7,538,827</u>	<u>8,905,284</u>

(a) Apprenticeship fund

	2010 RM	2009 RM
Balance as at 1 January	6,349,157	6,051,767
Add : Government allocation	4,000,000	4,000,000
	<u>10,349,157</u>	<u>10,051,767</u>
Less : Payment for apprentices' course fees	(4,178,474)	(3,702,610)
Balance as at 31 December	<u>6,170,683</u>	<u>6,349,157</u>

(b) Small and medium enterprises training coordinating fund

	2010 RM	2009 RM
Balance as at 1 January	2,556,127	3,148,983
Add : Government allocation	-	1,000,000
	<u>2,556,127</u>	<u>4,148,983</u>
Less : Expenses	(1,187,983)	(1,592,856)
Balance as at 31 December	<u>1,368,144</u>	<u>2,556,127</u>

12. Net surplus for the year

	2010 RM	2009 RM
Net surplus for the year is arrived at after crediting:		
Dividend from investment in unit trust	13,561,600	5,032,501
Fee income	2,193,003	2,169,756
Gain on disposal of plant and equipment	1,042	23,999
Reversal of diminution in value of investments in unit trust	-	65,196,822
Gain on disposal of investments in unit trust	5,521,012	-
Rental of exhibition booths	7,440	3,625
and after charging:		
Audit fees	40,000	23,000
Depreciation	2,743,910	2,731,251
Personnel expenses:		
- Expenses related to defined benefit plans	1,347,839	556,013
- Wages, salaries and others	7,864,689	6,717,734
- Contributions to Employees Provident Fund	1,251,089	1,105,641
Rental of premises	151,427	152,154
Loss on disposal of plant and equipment	3,962	50,173
Loss on disposal of investments in unit trust	3,840,886	-

The number of employees of the Company (including Directors) at the end of the year was 179 (2009 – 165 employees).

13. Income tax benefit/ (expense)

	2010 RM	2009 RM
- Current year	19,280	30,666
- Reversal on over provision of previous year	-	(39,768)
	19,280	(9,102)

The Company is 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 2009 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. Tax recoverable is subject to approval by the Inland Revenue Board.

14. Key management personnel compensation

The key management personnel compensations are as follows:

	2010 RM	2009 RM
Directors:		
Fees	163,819	162,919
Remuneration	340,220	334,691
	<u>504,039</u>	<u>497,610</u>

15. Financial instruments

Certain comparative figures have not been presented for 31 December 2009 by virtue of the exemption given in paragraph 44AA of FRS 7.

15.1 Categories of financial instruments

The table below provides an analysis of financial instruments categorised as follows:

- (a) Loans and receivables (L&R);
- (b) Other liabilities (OL); and
- (c) Available-for-sale financial assets (AFS)

	Carrying amount RM	L & R RM	AFS RM
2010			
<i>Financial assets</i>			
Other receivables	6,241,739	6,241,739	-
Deposits	61,970	61,970	-
Staff loans	6,171,052	6,171,052	-
Investment	240,609,072	-	240,609,072
Fixed deposits	630,970,942	630,970,942	-
Cash and bank balances	20,620,043	20,620,043	-
	<u>904,674,818</u>	<u>664,065,746</u>	<u>240,609,072</u>

15. Financial instruments (continued)

15.1 Categories of financial instruments (continued)

	Carrying amount RM	OL RM
2010		
<i>Financial liabilities</i>		
Employers' fund	544,413,253	544,413,253
General reserve II	1,278,445	1,278,445
Government grants	7,538,827	7,538,827
Other payables	2,912,476	2,912,476
Accrued expenditure	793,392	793,392
	<u>556,936,393</u>	<u>556,936,393</u>

15.2 Net gains or losses arising from financial instruments

	2010 RM
Net gains/(losses) arising on:	
Available-for-sale financial assets	
- Recognised in other comprehensive income	11,028,051
- Reclassified from equity to profit or loss	(2,226,029)
	<u>8,802,022</u>

15.3 Financial risk management

The Company has exposure to the following risks from its use of financial instruments:

(a) Credit risk

Credit risk is the risk of a financial loss to the Company if the counterparty to a financial instrument fails to meet its contractual obligations.

Risk management objectives, policies and processes for managing the risk

The Company's exposure to credit risk is minimal. Credit risk mainly arises from the Company's fixed deposits placed with licensed bank and other financial institutions, and the interest receivable from those placements. The exposure to credit risk is monitored on an ongoing basis.

Exposure to credit risk, credit quality and collateral

As at the end of the reporting period, the maximum exposure to credit risk arising from cash and bank balances, fixed deposits, investments in unit trust, other receivables and deposits are represented by the carrying amount in the statement of financial position.

15. Financial instruments (continued)

15.3 Financial risk management (continued)

(b) Currency risk

The Company does not have significant exposure to foreign currency risk as its transactions and balances are substantially denominated in Ringgit Malaysia.

(c) Liquidity risk

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they fall due. The Company's exposure to liquidity risk arises principally from its obligation to disburse various training grants.

The Company maintains a level of cash and cash equivalents and bank facilities deemed adequate by the management to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they fall due.

(d) Interest rate risk

At the reporting date the interest rate profile of the Company's interest-bearing financial instruments were:

	2010 RM	2009 RM
Fixed rate instruments:		
<i>Financial assets</i>		
Fixed deposits	630,970,942	583,027,446
Staff loans	6,171,052	5,931,509
	<u>637,141,994</u>	<u>588,958,955</u>

15. Financial instruments (continued)

(d) Interest rate risk (continued)

(i) *Effective interest rates and repricing analysis*

In respect of interest-earning financial assets, the following table indicates their effective interest rates at the end of reporting period, in which they reprice or mature, whichever is earlier.

← 2010 →				
2010 Financial assets:	Range of interest rate per annum %	Total RM	Within 1 year RM	More than 1 year RM
<i>Fixed rate instruments:</i>				
Short term deposits at:				
Licensed banks	2.94	299,353,848	299,353,848	-
Other financial institutions	3.26	331,617,094	331,617,094	-
Staff loans	4.00	6,171,052	-	6,171,052

← 2009 →				
2010 Financial assets:	Range of interest rate per annum %	Total RM	Within 1 year RM	More than 1 year RM
<i>Fixed rate instruments:</i>				
Short term deposits at:				
Licensed banks	2.87	248,850,262	248,850,262	-
Other financial institutions	3.05	334,177,184	334,177,184	-
Staff loans	4.00	5,931,509	-	5,931,509

15. Financial instruments (continued)

(d) Interest rate risk (continued)

(ii) *Interest rate risk sensitivity analysis*

Fair value sensitivity analysis for fixed rate instrument

The Company does not account for any fixed rate financial assets and liabilities at fair value through profit or loss, and the Company does not designate derivatives as hedging instruments under fair value hedge accounting model. Therefore, a change in interest rates at the end of the reporting period would not affect profit or loss.

Cash flow sensitivity analysis for variable rate instruments

As the Company's placements with financial institutions are at fixed interest rates, therefore the Company is not exposed to a risk of change in cash flows due to changes in interest rates.

(e) Fair value of financial instruments

The carrying amounts of cash and cash equivalents, receivables, deposits and prepayments, other payables and accrual, approximate their fair values due to the relatively short term nature of these financial instruments.

The fair value of other financial assets and liabilities, together with the carrying amounts shown in the statement of financial position, are as follows:

	Carrying amount	Fair value
2010	RM	RM
Investments in unit trust	240,609,072	240,609,072

16. Capital management

The Company's objective when managing capital is to maintain a strong capital base, so as to sustain its human resources development activities. There were no changes in the Company's approach to capital management during the financial year.

17. Related parties

Identity of related parties

For the purposes of these financial statements, parties are considered to be related to the Company if the Company has the ability, directly or indirectly, to control the party or exercise significant influence over the party in making financial and operating decisions, or vice versa, or where the Company and the party are subject to common control or common significant influence. Related parties may be individuals or other entities.

Key management personnel are defined as those persons having authority and responsibility for planning, directing and controlling the activities of the Company either directly or indirectly. The key management personnel include all the Directors of the Company.

During the year, there are no transactions with key management personnel, as defined above, other than as disclosed in Note 14.

18. Significant changes in accounting policies

FRS 139, *Financial Instruments: Recognition and Measurement*

The adoption of FRS 139 has resulted in several changes to accounting policies relating to recognition and measurement of financial instruments. Significant changes in accounting policies are as follows:

Investments in equity security

Prior to the adoption of FRS 139, current investments were carried at the lower of cost and market value, determined on an aggregate portfolio basis by category of investments. With the adoption of FRS 139, current investments are now categorized and measured as available-for-sale as detailed in Note 2(a).

19. Comparative figures

FRS 101, *Presentation of Financial Statements (revised)*

Arising from the adoption of FRS 101 (revised), income statements for the year ended 31 December 2009 have been re-presented as statement of comprehensive income. All non-owner changes in equity that were presented in the statement of changes in equity are now included in the statement of comprehensive income as other comprehensive income. Consequently, components of comprehensive income are not presented in the statement of changes in equity.

Supplementary information on the breakdown of retained earnings

		2010 RM	2009 RM
Retained earnings consist of the following:			
- Retained earnings unallocated		284,584,977	249,715,655
- Retained earnings allocated to specific usage under trust funds		95,060,225	97,144,315
		<u>379,645,202</u>	<u>346,859,970</u>
Trust funds as at 31 December are as follows:		2010 RM	2009 RM
	Note		
Motor Vehicle Loan Fund	1	800,000	800,000
Computer Loan Fund	2	300,000	300,000
Housing Loan Fund	3	14,548,390	14,028,746
Educational Sponsorship Fund	4	474,253	493,000
Retrenched Workers Training Fund	5	9,138,080	9,138,080
Apprentices Fund (off the job)	6	205,653	1,598,993
Apprentices Fund (on the job)	7	4,927,198	-
Training and Consultancy Fund (SMETAP)	8	4,820,835	4,819,826
General Reserve I	9	41,294,564	59,820,331
SME Training Coordinating Fund	10	10,000,000	-
SME TNA Consultancy Fund	11	4,750,511	4,767,646
National HRD Conference Fund	12	1,412,040	1,377,693
1 Malaysia HRDF Skill Upgrading Fund	13	555,310	-
1 Malaysia financial assistance fund	14	1,833,391	-
Total		<u>95,060,225</u>	<u>97,144,315</u>

This supplementary information does not form part of the audited financial statements.

Notes to trust funds

These comprise funds which have been created to fund 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 if they obtained the Cumulative Grades Point Average (CGPA) below 2.5 for certificate, diploma and degree or below 3.0 for master degree and doctorate, respectively.

(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 monthly allowances of apprentices during on the job and off the job charged by training providers for conducting 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.

This supplementary information does not form part of the audited financial statements.

Notes to trust funds (continued)

(vi) *Small and Medium Enterprises (“SME”) 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 Human Resources Development (“HRD”) Conference*

The National HRD Conference Fund was established as a revolving fund to self-finance in organizing the Company'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.

(ix) *1Malaysia HRDF Skill Upgrading Fund*

The fund is also established to provide financial assistance and opportunity for SMEs Malaysian workers to send their workers for training in certification program that would generate high income to support the Government's Vision in attaining High-Income Economy by the year 2020. It will encourage employers to upgrade their knowledge and skills in the areas of innovation, creativity and high value-added.

(x) *1Malaysia Financial Assistance Fund*

The 1Malaysia Financial Assistance Fund is established to assist small employers who have insufficient levy balance to send their workers for training. The Company is of the view that training should not stop during the unfavorable economic climate. Continuous training and skills upgrading will ensure workers with the right skills when the economy improves.

This supplementary information does not form part of the audited financial statements.

Notes to trust funds (continued)

1. Motor Vehicle Loan Fund

	2010 RM	2009 RM
Balance as at 1 January/ 31 December	800,000	800,000

2. Computer Loan Fund

	2010 RM	2009 RM
Balance as at 1 January/ 31 December	300,000	300,000

3. Housing Loan Fund

	2010 RM	2009 RM
Balance as at 1 January	14,028,747	13,436,319
Add : Interest on housing loan	229,898	209,284
Interest on investments	304,040	398,207
	14,562,685	14,043,810
Less : Government subsidies	(14,295)	(15,064)
Balance as at 31 December	14,548,390	14,028,746

4. Educational Sponsorship Fund

	2010 RM	2009 RM
Balance as at 1 January	493,000	500,000
Less : Expenses for Educational Sponsorship Fund	(18,747)	(7,000)
Balance as at 31 December	474,253	493,000

This supplementary information does not form part of the audited financial statements.

Notes to trust funds (continued)

5. Retrenched Workers Training Fund

	2010 RM	2009 RM
Balance as at 1 January	9,138,080	4,682,710
Add : Transferred from SME TNA Consultancy Fund (Note 11)	-	5,000,000
	9,138,080	9,682,710
Less : Expenses for Retrenched Workers Training Fund	-	(544,630)
Balance as at 31 December	9,138,080	9,138,080

6. Apprenticeship Fund (Off the Job)

	2010 RM	2009 RM
Balance as at 1 January	1,598,993	-
Add : Transfer from General Reserve I (Note 9)	-	2,000,000
	1,598,993	2,000,000
Less : Expenses for Apprentices Fund (off the job)	(1,393,340)	(401,007)
Balance as at 31 December	205,653	1,598,993

7. Apprenticeship Fund (apprentice allowances)

	2010 RM	2009 RM
Balance as at 1 January	-	-
Add : Transfer from General Reserve 1 (Note 9)	5,000,000	-
	5,000,000	-
Less : Expenses for Apprentices Fund (apprentice allowances)	(72,802)	-
Balance as at 31 December	4,927,198	-

This supplementary information does not form part of the audited financial statements.

Notes to trust funds (continued)

8. Training and Consultancy Fund

	2010 RM	2009 RM
Balance as at 1 January	4,819,826	4,631,738
Add : Participation fees	2,181,470	2,159,819
	7,001,296	6,791,557
Less : Expenses for Training and Consultancy Fund	(2,180,461)	(1,971,731)
Balance as at 31 December	4,820,835	4,819,826

9. General Reserves I

	2010 RM	2009 RM
Balance as at 1 January	59,820,331	41,827,468
Add : Forfeiture of levy	3,590,791	20,081,866
	63,411,122	61,909,334
Less : Transferred to 1Malaysia HRDF Skill Upgrading Fund (Note 13)	(2,000,000)	-
Transferred to 1Malaysia Financial Assistance Fund (Note 14)	(5,000,000)	-
Transferred to Apprenticeship Fund (Off The Job) (Note 6)	-	(2,000,000)
Transferred to Apprenticeship Fund (apprentice allowances) (Note 7)	(5,000,000)	-
Transferred to Small and Medium Enterprises Training Coordinating Fund (Note 10)	(10,000,000)	-
Expenses for re-registration of employers	(116,558)	(89,003)
Balance as at 31 December	41,294,564	59,820,331

This supplementary information does not form part of the audited financial statements.

Notes to trust funds (continued)

10. Small and Medium Enterprises Training Coordinating Fund

	2010 RM	2009 RM
Balance as at 1 January	-	-
Add : Transfer from General Reserve 1 (Note 9)	10,000,000	-
Balance as at 31 December	10,000,000	-

11. SME TNA Consultancy Fund

	2010 RM	2009 RM
Balance as at 1 January	4,767,646	10,000,000
Less : Transferred to Retrenched Worker Training Fund (Note 5)	-	(5,000,000)
Consultant's fees	(16,000)	(220,000)
Expenses for SME TNA Consultancy Fund	(1,135)	(12,354)
Balance as at 31 December	4,750,511	4,767,646

12. National HRD Conference Fund

	2010 RM	2009 RM
Balance as at 1 January	1,377,693	998,315
Add : Income received from National HRD Conference Fund	1,227,387	1,229,015
	2,605,080	2,227,330
Less : Expenses for National HRD Conference Fund	(1,193,040)	(849,637)
Balance as at 31 December	1,412,040	1,377,693

This supplementary information does not form part of the audited financial statements.

Notes to trust funds (continued)

13. 1Malaysia HRDF Skill Upgrading Fund

	2010 RM	2009 RM
Balance as at 1 January	-	-
Add : Transfer from General Reserve 1 (Note 9)	2,000,000	-
	<u>2,000,000</u>	-
Less : Expenses for 1Malaysia HRDF Skill Upgrading Fund	(1,444,690)	-
Balance as at 31 December	<u>555,310</u>	-

14. 1Malaysia Financial Assistance Fund

	2010 RM	2009 RM
Balance as at 1 January	-	-
Add : Transfer from General Reserve 1 (Note 9)	5,000,000	-
	<u>5,000,000</u>	-
Less : Expenses for 1Malaysia Financial Assistance Fund	(3,166,609)	-
Balance as at 31 December	<u>1,833,391</u>	-

This supplementary information does not form part of the audited financial statements.

PEMBANGUNAN SUMBER MANUSIA BERHAD

(No. Syarikat 545143-D)

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

PENYATA KEWANGAN

BAGI TAHUN BERAKHIR 31 DISEMBER 2010

Pejabat Berdaftar:

Aras 7, Wisma PSMB

Jalan Beringin

Damansara Heights

50490 Kuala Lumpur

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Laporan Para Pengarah bagi tahun berakhir 31 Disember 2010

Para Pengarah dengan ini membentangkan laporan dan penyata kewangan Syarikat yang telah diaudit bagi tahun berakhir 31 Disember 2010.

Aktiviti utama

Seperti yang digariskan di dalam Akta Pembangunan Sumber Manusia Berhad, 2001, objektif utama Syarikat adalah untuk pengenaan dan pemungutan levi pembangunan sumber manusia bagi tujuan menggalakan latihan pekerja, dan penubuhan dan pentadbiran Kumpulan Wang Pembangunan Sumber Manusia.

Fungsi Syarikat adalah:

- (a) bagi menilai dan menentukan jenis dan takat latihan dan latihan semula pekerja selaras dengan keperluan sumber manusia bagi industri;
- (b) bagi menggalakan dan meningkatkan latihan tenaga manusia; dan
- (c) bagi menentukan terma dan syarat yang atasnya apa-apa bantuan kewangan atau faedah lain akan diberikan.

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

Keputusan

Lebih bersih bagi tahun

RM
14,394,096

Rizab dan Peruntukan

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

Para Pengarah Syarikat

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

Para Pengarah yang memegang jawatan sejak tarikh laporan yang lalu:

Hasnah Binti Ismail – Pengerusi

Dato' Mohd. Shariff bin Hussin – Timbalan Pengerusi

Amirnuddin Bin Mazlan – Ketua Eksekutif

Abdul Wahab bin Abu Bakar

Christopher Sakayaraj (ahli silih ganti kepada Abdul Wahab bin Abu Bakar)

Seow Mee Cheong @ Seow Hon Cheong

Andrew Hong Tat Beng (ahli silih ganti kepada Seow Mee Cheong @ Seow Hon Cheong)

Raja Dato' Abd. Aziz bin Raja Muda Musa

Davies Danavaindram (ahli silih ganti kepada Raja Dato' Abd. Aziz bin Raja Muda Musa)

Para Pengarah Syarikat (sambungan)

Dato' Low Kian Chuan
Tan Keat Hui (ahli silih ganti kepada Dato' Low Kian Chuan)
Datuk Mohd. Ilyas bin Zainol Abidin
Reginald Thomas Pereira (ahli silih ganti kepada Datuk Mohd. Ilyas bin Zainol Abidin)
Datuk Ketheeswaran a/l M. Kanagaratnam
Datuk Santhakumar a/l C. Sivasubramaniam (ahli silih ganti kepada Datuk Ketheeswaran a/l M. Kanagaratnam)
Dr. Mohd. Mazlan bin Che Mat
Mohd. Fadzli bin Mustafa (ahli silih ganti kepada Dr. Mohd. Mazlan bin Che Mat)
Fu Wing Hoong
Yap Ching Kiat (ahli silih ganti kepada Fu Wing Hoong)
David Wong Nan Fay
Cheah Kok Hoong (ahli silih ganti kepada David Wong Nan Fay)
Dato' Hafsah binti Hashim
Fadzilah binti Ahmad Din (ahli silih ganti kepada Dato' Hafsah binti Hashim)
Haji Saari bin Salleh
Zainuddin bin Yahaya (ahli silih ganti kepada Haji Saari bin Salleh)
Mohd. Ghaus bin Ab. Kadir
Dr. Mohd. Rashahidi @ Rusdi bin Mohamood (ahli silih ganti kepada Mohd. Ghaus bin Ab. Kadir)
Agnes Maria Sam @ Maria binti Abdullah – dilantik pada 1 Mei 2010
Dr. Palaniappan a/l Ramanathan Chettiar
Abdul Jalil bin Md. Taib

Menurut kepada seksyen 7, Akta Pembangunan Sumber Manusia Berhad, 2001, menyatakan bahawa ahli-ahli kepada lembaga pengarah (termasuk jawatan Pengerusi dan Timbalan Pengerusi) akan dilantik oleh Menteri yang diberi tanggungjawab terhadap Sumber Manusia, iaitu Menteri Sumber Manusia.

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 berkaitan 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 pada akhir tempoh pelaporan 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 2010 tidak dipengaruhi secara berkesan oleh sebarang butiran, urusanniaga atau peristiwa penting dan luar biasa sifatnya dan tiada sebarang butiran, urusanniaga 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' HAJI MOHD. SHARIFF BIN HUSSIN

Timbalan Pengerusi

AMIRNUDDIN BIN MAZLAN

Pengarah

Kuala Lumpur,

Tarikh : 26 Mei 2011

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

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

Pada pendapat para Pengarah, penyata kewangan dibentangkan di muka surat 154 hingga 184, telah disediakan mengikut peruntukan Piawaian Laporan Kewangan (FRS) dan Akta Syarikat, 1965 di Malaysia supaya memberi gambaran yang benar dan saksama mengenai kedudukan Syarikat pada 31 Disember 2010 dan hasil operasinya serta aliran tunainya bagi tahun berakhir pada tarikh tersebut.

Ditandatangani mengikut resolusi para Pengarah:

DATO' HAJI MOHD. SHARIFF BIN HUSSIN

Timbalan Pengerusi

AMIRNUDDIN BIN MAZLAN

Pengarah

Kuala Lumpur,

Tarikh: 26 Mei 2011

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Pengisytiharan berdasarkan kepada

Seksyen 169(16) Akta Syarikat, 1965

Saya, **WAN MOHD NAZARUDIN BIN WAN CHIK**, pegawai yang terutama bertanggungjawab ke atas pengurusan kewangan Pembangunan Sumber Manusia Berhad, dengan tulus ikhlas memperakui bahawa penyata kewangan yang dibentangkan pada muka surat 154 hingga 184, 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 pada 26 Mei 2011.

WAN MOHD NAZARUDIN BIN WAN CHIK

Pengurus Besar Kewangan

Pembangunan Sumber Manusia Berhad

Di hadapan saya,

Jaapar Bin Md. Jani
Pesuruhjaya Sumpah
No. W 487

Laporan juruaudit kepada para ahli Pembangunan Sumber Manusia Berhad

(No. Syarikat: 545143-D)

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Laporan kepada Penyata Kewangan

Kami telah mengaudit penyata kewangan Pembangunan Sumber Manusia Berhad, yang merangkumi penyata kedudukan kewangan Syarikat pada 31 Disember 2010, penyata pendapatan komprehensif, penyata perubahan dalam ekuiti dan penyata aliran tunai Syarikat untuk tahun berakhir pada tarikh tersebut, serta ringkasan dasar perakaunan yang penting dan nota-nota lain seperti yang dibentangkan pada muka surat 154 hingga 184.

Tanggungjawab Pengarah ke atas Penyata Kewangan

Para Pengarah Syarikat bertanggungjawab dalam penyediaan dan pembentangan penyata kewangan ini yang memberi gambaran yang benar dan saksama menurut Piawaian Pelaporan Kewangan dan Akta Syarikat, 1965 di Malaysia dan untuk kawalan dalaman sedemikian sebagaimana yang ditentukan oleh Para Pengarah adalah perlu untuk memastikan penyediaan penyata kewangan yang bebas daripada salah nyata ketara, sama ada disebabkan penipuan atau kesilapan.

Tanggungjawab Juruaudit

Tanggungjawab kami adalah untuk menyatakan pendapat tentang penyata kewangan berdasarkan audit yang dilaksanakan. Kami telah melaksanakan audit tersebut menurut piawaian pengauditan yang diluluskan di Malaysia. Piawaian tersebut mewajibkan kami mematuhi tuntutan etika di samping merancang dan melaksanakan audit untuk memperoleh keyakinan yang munasabah sama ada atau tidak penyata kewangan tersebut bebas daripada salah nyata yang ketara.

Sesuai audit melibatkan pelaksanaan prosedur mendapatkan bukti audit mengenai amaun dan pendedahan di dalam penyata kewangan. Prosedur yang dipilih bergantung pada pertimbangan kami, termasuk penilaian risiko salah nyata yang ketara pada penyata kewangan, sama ada disebabkan oleh penipuan atau kesilapan. Dalam membuat penilaian risiko tersebut, kami mengambil kira kawalan dalaman yang bersesuaian untuk entiti tersebut dalam membuat penyediaan penyata kewangan yang memberi gambaran yang benar dan saksama bagi tujuan merangka prosedur audit yang bersesuaian dengan keadaan, tetapi bukan bertujuan untuk menyatakan pendapat mengenai keberkesanan kawalan dalaman entiti. Sesuai audit juga termasuk penilaian kesesuaian dasar perakaunan yang diguna pakai dan kemunasabahan anggaran perakaunan yang dibuat oleh Para Pengarah, serta penilaian pembentangan penyata kewangan secara keseluruhan.

Kami percaya bahawa bukti audit yang kami peroleh adalah mencukupi dan bersesuaian untuk memberikan asas yang munasabah untuk pendapat kami.

Pendapat

Pada pendapat kami, penyata kewangan tersebut telah disediakan selaras dengan Piawaian Pelaporan Kewangan di Malaysia dan Akta Syarikat 1965, di Malaysia untuk memberikan gambaran yang benar dan saksama mengenai kedudukan kewangan Syarikat pada 31 Disember 2010 dan prestasi kewangan dan aliran tunai untuk tahun kewangan berakhir pada tarikh tersebut.

Laporan mengenai keperluan perundangan dan badan pengawasan lain

Menurut keperluan dalam Akta Syarikat 1965 di Malaysia, kami juga melaporkan pendapat kami, rekod perakaunan dan rekod lain, serta daftar yang wajib disimpan di bawah Akta oleh Syarikat telah disimpan dengan sewajar selaras dengan peruntukan Akta tersebut.

Hal-hal lain

Laporan ini disediakan hanya untuk ahli Syarikat, sebagai satu badan sahaja, selaras dengan peruntukan Seksyen 174 Akta Syarikat 1965 di Malaysia dan bukan untuk sebarang tujuan yang lain. Kami tidak akan bertanggungjawab kepada mana-mana pihak lain untuk kandungan laporan ini.

KPMG

Nombor Firma: AF 0758
Akauntan Berkanun

Hasman Yusri Bin Yusoff

Approval Number: 2583/08/12(J)
Akauntan Berkanun

Petaling Jaya,

Tarikh : 26 Mei 2011

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Penyata kedudukan kewangan pada 31 Disember 2010

	Nota	31.12.2010 RM	31.12.2009 RM
Aset			
Hartanah, loji dan peralatan	3	31,061,398	33,206,874
Jumlah aset tetap		31,061,398	33,206,874
Pelbagai penghutang	4	6,753,768	7,338,064
Pinjaman kepada kakitangan	5	6,171,052	5,931,509
Cukai diperolehi		19,280	87,006
Pelaburan	6	240,609,072	305,915,678
Simpanan tetap	7	630,970,942	583,027,446
Tunai dan baki bank	7	20,620,043	25,900,187
Jumlah aset semasa		905,144,157	928,199,890
Jumlah aset		936,205,555	961,406,764
Tabung terkumpul			
Lebihan terkumpul		379,645,202	346,859,970
Rizab Nilai Saksama		(4,856,856)	-
Jumlah tabung terkumpul		374,788,346	346,859,970
Liabiliti			
Manfaat persaraan	8	4,480,816	3,132,977
Jumlah liabiliti		4,480,816	3,132,977
Dana majikan	9	544,413,253	597,949,462
Rizab Am II	10	1,278,445	1,952,590
Geran Kerajaan	11	7,538,827	8,905,284
Pelbagai pemiutang		2,912,476	2,508,685
Perbelanjaan terakru		793,392	97,796
Jumlah liabiliti semasa		556,936,393	611,413,817
Jumlah liabiliti		561,417,209	614,546,794
Jumlah tabung terkumpul dan liabiliti		936,205,555	961,406,764

Nota-nota di muka surat 160 hingga 184 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Penyata pendapatan komprehensif bagi tahun berakhir 31 Disember 2010

	Nota	2010 RM	2009 RM
Pendapatan			
Dividen amanah saham		13,561,600	5,032,501
Yuran		2,193,003	2,169,756
Pendapatan dari pelupusan levi		3,590,791	20,081,866
Denda levi		337,836	1,780,608
Faedah simpanan tetap		19,402,932	24,259,927
Faedah pinjaman PSMB		6,242	11,716
Faedah baki bank		207,548	271,094
Pendapatan dari pinjaman perumahan		519,643	592,427
Pendapatan dari Persidangan PSM		1,227,387	1,229,015
Pendapatan dari program SMETAP		2,181,470	2,159,819
Terimaan untuk perkhidmatan		9,500	18,000
Jualan barang-barang		61,233	10,640
Sewaan		7,440	3,625
Pembetulan kemerosotan nilai pelaburan		-	65,196,822
Lebih daripada pelupusan pelaburan		5,521,012	-
Lebih daripada pelupusan loji dan peralatan		1,042	23,999
Jumlah Pendapatan		48,828,679	122,841,815
Perbelanjaan			
Perbelanjaan tabung pendidikan		(18,747)	(7,000)
Perbelanjaan dari Persidangan PSM		(1,193,040)	(849,637)
Perbelanjaan pendaftaran semula majikan		(116,558)	(89,003)
Perbelanjaan tabung pekerja yang berhenti		-	(544,630)
Perbelanjaan program SMETAP		(2,180,461)	(1,971,731)
Perbelanjaan tabung juruperunding SME TNA		(17,135)	(232,354)
Perbelanjaan tabung perantisan (Off the job)		(1,393,340)	(401,007)
Perbelanjaan tabung perantisan (Elaun perantis)		(72,802)	-
Bayaran Tabung Kemahiran 1Malaysia		(1,444,690)	-
Bayaran Tabung bantuan kewangan 1Malaysia		(3,166,609)	-
Pengiklanan dan percetakan		(546,795)	(229,183)
Bayaran audit		(25,000)	(23,000)
Bonus		(1,412,293)	(901,021)
Susutnilai		(2,743,909)	(2,731,251)
Bayaran Lembaga Pengarah	14	(163,819)	(162,919)
Gaji Pengarah	14	(340,220)	(334,691)
Caruman KWSP		(1,251,089)	(1,105,641)

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Penyata pendapatan komprehensif bagi tahun berakhir 31 Disember 2010 (sambungan)

	Nota	2010 RM	2009 RM
Yuran perundangan dan profesional		(832,047)	(528,318)
Rugi atas pelupusan pelaburan		(3,840,886)	-
Rugi atas pelupusan loji dan peralatan		(3,962)	(50,173)
Bayaran perubatan		(250,986)	(214,820)
Pembaikan kecil		(59,921)	(44,556)
Bekalan pejabat		(387,719)	(248,219)
Lain-lain perbelanjaan		(1,376,654)	(1,130,593)
Elaun lebih masa		(99,079)	(58,877)
Peruntukan manfaat persaraan	8	(1,347,839)	(556,013)
Sewaan		(151,427)	(152,154)
Pembaikan dan penyelenggaraan		(1,718,068)	(2,018,014)
Gaji dan elaun		(6,264,340)	(5,678,460)
Caruman PERKESO		(88,977)	(79,376)
Latihan pekerja		(194,513)	(147,840)
Setem dan pos		(260,395)	(149,993)
Pengangkutan dan bungkusan		(27,927)	(66,337)
Perjalanan dan penginapan		(592,898)	(398,284)
Utiliti		(869,718)	(931,318)
Jumlah Perbelanjaan		(34,453,863)	(22,036,413)
Lebihan sebelum cukai		14,374,816	100,805,402
Cukai – bagi tahun semasa	13	19,280	(9,102)
Lebihan bersih pada tahun	12	14,394,096	100,796,300
Pendapatan Komprehensif Lain, selepas cukai			
Perubahan bersih dalam nilai saksama aset-aset kewangan sedia untuk dijual		11,028,051	-
Untung bersih yang direalisasi melalui jualan aset-aset kewangan sedia untuk dijual		(2,226,029)	-
Pindahan dari/(ke) Tabung Amanah		2,084,090	(19,967,765)
Pendapatan/(perbelanjaan) komprehensif lain bagi tahun semasa selepas cukai		10,886,112	(19,967,765)
Jumlah pendapatan komprehensif bagi tahun semasa		25,280,208	80,828,535

Nota-nota di muka surat 160 hingga 184 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Penyata perubahan ekuiti bagi tahun berakhir 31 Disember 2010

Pendapatan Terkumpul				
	Tidak diperuntukan	Peruntukan kepada Tabung Amanah	Rizab Nilai Saksama	Jumlah
	RM	RM	RM	RM
Pada 1 Januari 2009	168,887,120	77,176,550	-	246,063,670
Jumlah pendapatan komprehensif bagi tahun semasa	80,828,535	-	-	80,828,535
Transaksi Tabung Amanah pada tahun semasa	-	19,967,765	-	19,967,765
Pada 31 Disember 2009/ 1 Januari 2010	249,715,655	97,144,315	-	346,859,970
- kesan adaptasi FRS 139	18,391,136	-	(13,658,878)	4,732,258
Pada 1 Januari 2010, dinyatakan semula	268,106,791	97,144,315	(13,658,878)	351,592,228
Jumlah pendapatan komprehensif bagi tahun semasa,	16,478,186	-	8,802,022	25,280,208
Transaksi Tabung Amanah pada tahun semasa	-	(2,084,090)	-	(2,084,090)
Pada 31 Disember 2010	284,584,977	95,060,225	(4,856,856)	374,788,346

Nota-nota di muka surat 160 hingga 184 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Penyata aliran tunai bagi tahun berakhir 31 Disember 2010

	2010 RM	2009 RM
Tunai dari aktiviti mengurus		
Tunai dari operasi mengurus		
Terimaan tunai dari pelanggan	28,096,981	5,469,913
Bayaran tunai kepada pembekal dan pentadbiran	(60,116,088)	(15,092,163)
Perubahan tunai dari operasi mengurus	(32,019,107)	(9,622,250)
Tunai dari dana majikan		
Bayaran kepada majikan	(272,133,670)	(303,057,492)
Terimaan dari majikan	221,397,550	237,446,118
Perubahan tunai selepas dana majikan	(82,755,227)	(75,233,624)
Tunai dari kumpulan wang amanah		
Bayaran kepada majikan	(4,611,299)	-
Bayaran kepada penyedia latihan berdaftar	(6,376,072)	(6,451,325)
Bayaran untuk aktiviti PKS	(1,187,983)	(1,592,856)
Bayaran untuk Persidangan PSM Kebangsaan	(1,193,040)	(849,637)
Bayaran untuk Elaun Perantis	(1,466,141)	(401,007)
Bayaran untuk Tabung Pembiayaan Pendidikan	(18,747)	(7,000)
Terimaan dari peruntukan kerajaan	4,000,000	14,000,000
Terimaan dari majikan berdaftar	2,181,470	2,159,819
Terimaan dari Persidangan PSM Kebangsaan	1,227,387	1,229,015
Perubahan tunai selepas kumpulan wang amanah	(90,199,652)	(67,146,615)
Faedah diterima	19,607,068	25,724,894
Pulangan balik cukai/(pembayaran cukai)	67,726	(9,102)
Tunai bersih digunakan dalam aktiviti operasi	(70,524,858)	(41,430,823)

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(Ditubuhkan di Malaysia)

Penyata aliran tunai bagi tahun berakhir 31 Disember 2010 (sambungan)

	2010 RM	2009 RM
Aliran tunai dari aktiviti pelaburan		
Perolehan tanah dan bangunan	-	(811,387)
Perolehan loji dan peralatan	(603,919)	(533,291)
Pembelian pelaburan	(55,465,929)	-
Pendahuluan kakitangan	(19,517)	-
Perolehan dividen	13,561,600	5,032,501
Pinjaman kepada kakitangan	(239,543)	(1,109,447)
Hasil jualan dari pelupusan pelaburan	155,948,989	-
Hasil jualan dari pelupusan loji dan peralatan	6,529	74,172
Tunai bersih dari aktiviti pelaburan	113,188,210	2,652,548
Pertambahan/(pengurangan) bersih dalam tunai dan bersamaan tunai	42,663,352	(38,778,275)
Tunai dan bersamaan tunai pada awal tahun	608,927,633	647,705,908
Tunai dan bersamaan tunai pada akhir tahun	651,590,985	608,927,633

(i) *Tunai dan bersamaan tunai*

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

	2010 RM	2009 RM
Simpanan tetap	630,970,942	583,027,446
Tunai dan baki bank	20,620,043	25,900,187
Baki pada 31 Disember	651,590,985	608,927,633

Nota-nota di muka surat 160 hingga 184 adalah merupakan sebahagian dari penyata kewangan ini.

Pembangunan Sumber Manusia Berhad

(Syarikat Berhad dengan Jaminan)

(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

Seperti yang digariskan di dalam Akta Pembangunan Sumber Manusia Berhad, 2001, objektif utama Syarikat adalah untuk pengenalan dan pemungutan levi pembangunan sumber manusia bagi tujuan menggalakan latihan pekerja, dan penubuhan dan pentadbiran Kumpulan Wang Pembangunan Sumber Manusia.

Fungsi Syarikat adalah:

- (d) bagi menilai dan menentukan jenis dan takat latihan dan latihan semula pekerja selaras dengan keperluan sumber manusia bagi industri;
- (e) bagi menggalakan dan meningkatkan latihan tenaga manusia; dan
- (f) bagi menentukan terma dan syarat yang atasnya apa-apa bantuan kewangan atau faedah lain akan diberikan

Penyata kewangan telah diluluskan oleh Lembaga Pengarah pada 26 Mei 2011.

1. Asas Penyediaan Penyata Kewangan

(a) Penyata Pematuhan

Penyata-penyata kewangan Syarikat telah disediakan menurut Piawaian-piawaian Pelaporan Kewangan (FRSs), prinsip-prinsip perakaunan yang diterima secara umum dan peruntukan Akta Syarikat, 1965 di Malaysia.

Syarikat belum mengaplikasikan piawaian-piawaian, pindaan-pindaan dan interpretasi-interpretasi perakaunan berikut, yang telah dikeluarkan oleh Lembaga Piawaian Perakaunan Malaysia (MASB) tetapi belum berkuatkuasa untuk Syarikat:

FRS-FRS, Interpretasi dan pindaan berkuatkuasa untuk tempoh tahunan bermula pada atau selepas 1 Mac 2010

- Pindaan kepada FRS 132, Instrumen Kewangan: Pembentangan – Pengelasan Terbitan Hak

FRS-FRS, Interpretasi dan pindaan berkuatkuasa untuk tempoh tahunan bermula pada atau selepas 1 Julai 2010

- FRS 1, Kali-pertama Penggunaan Piawaian Laporan Kewangan (disemak)
- FRS 3, Penggabungan Perniagaan (disemak)
- FRS 127, Penyatuan dan Pengasingan Penyata Kewangan (disemak)

1. Asas Penyediaan Penyata Kewangan (sambungan)

(a) Penyata Pematuhan (sambungan)

FRS-FRS, Interpretasi dan pindaan berkuatkuasa untuk tempoh tahunan bermula pada atau selepas 1 Julai 2010

- Pindaan kepada FRS 2, Pembayaran Berasaskan Saham
- Pindaan kepada FRS 5, Aset Bukan Semasa yang Dipegang untuk Jualan dan Penamatan Operasi
- Pindaan kepada FRS 138, Aset Tidak Ketara
- Interpretasi IC 12, Perjanjian Konsesi Perkhidmatan
- Interpretasi IC 16, Lindung Nilai untuk Pelaburan Bersih dalam Operasi Luar Negeri
- Interpretasi IC 17, Pengagihan Aset Bukan Tunai kepada Pemilik
- Pindaan kepada Interpretasi IC 9, Penilaian Semula Derivatif Terbenam

FRS-FRS, Interpretasi dan pindaan berkuatkuasa untuk tempoh tahunan bermula pada atau selepas 1 Januari 2011

- Pindaan kepada FRS 1, Kali-pertama Penggunaan Piawaian Laporan Kewangan
 - Pengecualian Terhadap daripada Perbandingan FRS 7 Pendedahan bagi Pengguna Kali-Pertama
 - Pengecualian Tambahan bagi Pengguna Kali-Pertama
- Pindaan kepada FRS 2, Pembayaran Berasaskan Penyelesaian Tunai Saham Kumpulan
- Pindaan kepada FRS 7, Instrumen Kewangan: Pendedahan – Memperbaiki Pembentangan tentang Instrumen Kewangan
- Interpretasi IC 4, Menentukan sama ada Pengaturan Mengandungi Pajakan
- Interpretasi IC 18, Pindahan Aset daripada Pelanggan-pelanggan
- Pembaikan kepada FRS-FRS (2010)

FRS-FRS, Interpretasi dan pindaan berkuatkuasa untuk tempoh tahunan bermula pada atau selepas 1 Julai 2011

- Interpretasi IC 19, Penghapusan Liabiliti Kewangan yang mempunyai Instrumen Ekuiti
- Pindaan kepada Interpretasi IC 14, Syarat Prabayaran Pembiayaan Minima

FRS-FRS, Interpretasi dan pindaan berkuatkuasa untuk tempoh tahunan bermula pada atau selepas 1 Januari 2012

- FRS 124, Pembentangan Pihak-pihak Berkaitan (disemak)
- Interpretasi IC 15, Perjanjian untuk Pembinaan Hartanah

1. Asas Penyediaan Penyata Kewangan (sambungan)

(a) Penyata Pematuhan (sambungan)

Syarikat berhasrat untuk mengguna pakai piawaian, pindaan dan tafsiran yang dinyatakan di atas:

- dari tempoh kewangan bermula 1 Januari 2011 bagi piawaian, pindaan dan interpretasi-interpretasi yang akan berkuatkuasa untuk tempoh tahunan yang bermula pada atau selepas 1 Mac 2010, 1 Julai 2010 dan 1 Januari 2011, kecuali FRS 3 (disemak), FRS 127 (disemak), Pindaan kepada FRS 2, Pindaan kepada FRS 5, Pindaan kepada FRS 138, Pindaan FRS 1 dan kesemua Interpretasi IC yang tidak berkaitan dengan Syarikat; dan
- dari tempoh tahunan bermula 1 Januari 2012 bagi piawaian, pindaan dan interpretasi-interpretasi yang akan berkuatkuasa untuk tempoh tahunan bermula pada 1 Julai 2011 dan 1 Januari 2012, kecuali Interpretasi IC 19 dan Interpretasi IC 15 yang tidak berkaitan dengan Syarikat.

Penggunaan kali pertama piawaian, pindaan dan interpretasi-interpretasi yang dinyatakan di atas tidak dijangka akan mempunyai impak yang penting terhadap Penyata Kewangan Syarikat.

(b) Asas pengukuran

Penyata Kewangan telah disediakan berdasarkan kos sejarah, melainkan dinyatakan dalam nota-nota kepada penyata kewangan.

(c) Matawang

Penyata Kewangan ini dipersembahkan dalam Ringgit Malaysia (RM), yang merupakan matawang digunakan Syarikat. Semua maklumat kewangan dipersembahkan dalam RM kecuali dinyatakan sebaliknya.

(d) Penggunaan anggaran dan penilaian

Penyediaan penyata kewangan yang mengikuti FRS-FRS memerlukan pihak pengurusan membuat penilaian, anggaran dan andaian yang memberi kesan kepada penggunaan polisi perakaunan dan jumlah aset, liabiliti, pendapatan dan perbelanjaan yang dilaporkan. Keputusan sebenar mungkin berbeza daripada anggaran-anggaran ini.

Anggaran dan andaian asas disemak dari semasa ke semasa. Semakan ke atas anggaran perakaunan diiktiraf dalam tempoh di mana anggaran-anggaran disemak dan dalam tempoh berkaitan di masa depan.

Tidak terdapat sebarang bahagian penting dalam ketidakpastian anggaran dan penilaian kritikal dalam menggunakan polisi perakaunan yang mempunyai kesan ketara ke atas jumlah diiktiraf dalam penyata kewangan.

2. Dasar-dasar perakaunan penting

Dasar perakaunan berikut digunakan oleh Syarikat dan selaras dengan dasar yang digunakan pada tahun penyata kewangan ini, dan telah digunapakai secara konsisten oleh Syarikat selain nota 2(a) – Instrumen Kewangan.

(a) Instrumen-instrumen Kewangan

Hasil adaptasi FRS 139, Instrumen Kewangan: Pengiktirafan dan Pengukuran, berkuatkuasa dari 1 Januari 2010, instrumen kewangan dikategorikan dan diukur menggunakan polisi perakaunan yang dinyatakan seperti dibawah. Sebelum 1 Januari 2010, polisi kewangan yang berbeza telah digunapakai.

(i) *Pengiktirafan dan pengukuran permulaan*

Instrumen kewangan diiktiraf dalam penyata kewangan hanya apabila Syarikat menjadi pihak kepada peruntukan kontrak instrumen tersebut.

Instrumen kewangan diiktiraf permulaannya pada nilai saksamanya, ditambah kos-kos urusaniaga yang berkaitan dengan pengambilalihan atau pengeluaran instrumen kewangan, untuk instrumen kewangan yang tidak diiktiraf pada nilai saksama melalui penyata pendapatan, kos transaksi diagihkan secara langsung semasa pembelian atau dinyatakan di instrumen kewangan.

(ii) *Kategori-kategori Instrumen Kewangan dan pengukuran berikutnya*

Syarikat mengelaskan instrumen kewangan seperti berikut:

Aset-aset Kewangan

(a) *Pinjaman dan Penghutang*

Kategori pinjaman dan penghutang mengandungi pelbagai penghutang serta tunai dan setara tunai.

Aset kewangan yang dikategorikan sebagai pinjaman dan penghutang akan diukur seterusnya pada kos pelunasan menggunakan kaedah faedah efektif.

(b) *Aset-aset kewangan sedia untuk dijual*

Kategori aset kewangan sedia untuk dijual termasuk pelaburan di dalam ekuiti dan instrumen debt securities yang tidak dipegang untuk diperdagangkan.

Pelaburan di dalam instrumen ekuiti yang mempunyai harga pasaran yang dinyatakan di dalam pasaran aktif dan nilai saksamanya tidak boleh diukur dengan tepat akan diukur pada kos. Aset-aset kewangan lain yang dikategorikan sebagai aset kewangan sedia untuk dijual akan seterusnya diukur pada nilai saksama dengan memperakukan untung atau rugi di dalam pendapatan komprehensif lain. Semasa penamatan pengiktirafan, untung atau rugi terkumpul yang telah diperakukan di dalam pendapatan komprehensif lain akan diklasifikasikan semula dari ekuiti kepada penyata pendapatan.

Semua aset-aset kewangan, kecuali yang telah diukur pada nilai saksama melalui penyata untung atau rugi, akan dinilai untuk penurunan nilai.

2. Dasar-dasar perakaunan penting (sambungan)

(a) Instrumen-instrumen Kewangan (sambungan)

(ii) *Kategori-kategori Instrumen Kewangan dan pengukuran seterusnya (sambungan)*

Liabiliti-liabiliti kewangan

Semua liabiliti kewangan diukur seterusnya pada kos pelunasan.

(b) Hartanah, loji dan peralatan

(i) Pengiktirafan dan pengukuran

Hartanah, loji dan peralatan dinyatakan pada kos ditolak susutnilai terkumpul dan kerugian penurunan nilai terkumpul, jika ada.

Kos adalah termasuk kos pebelanjaan yang diagihkan secara terus semasa perolehan aset tersebut dan lain-lain kos yang diagihkan secara terus bagi membawa aset kepada keadaan penggunaan yang dikehendaki, dan kos penyelenggaraan bagi menempatkan peralatan ditempat yang sepatutnya. Kos adalah termasuk perbelanjaan yang menyumbang secara langsung kepada perolehan aset dan kos-kos lain yang menyumbang secara langsung untuk membawa aset kepada keadaan boleh digunakan dan kos meroboh dan mengalih barangan dan menyediakan tapak dimana aset ditempatkan. Pembelian perisian komputer yang menjadi bahagian penting terhadap fungsi peralatan tersebut akan dipermodalkan sebagai sebahagian dari peralatan.

Hartanah, loji dan peralatan yang mempunyai usia penggunaan aset yang berbeza akan dikira sebagai item yang berbeza (komponen penting) di dalam harta, loji dan peralatan.

Untung dan rugi dari pelupusan hartanah, loji dan peralatan akan ditentukan berdasarkan perbezaan antara kutipan penghapusan bersih dengan amaun dibawa bersih hartanah, loji dan peralatan yang diiktiraf di dalam "pendapatan lain" atau "perbelanjaan lain" masing-masing di dalam penyata pendapatan.

(ii) Susutnilai

Susutnilai dikira atas nilai yang boleh disusut, iaitu kos aset, atau nilai gantian untuk kos, ditolak nilai baki.

2. Dasar-dasar perakaunan penting (sambungan)

(b) Hartanah, loji dan peralatan (sambungan)

(ii) *Susutnilai (sambungan)*

Susutnilai diiktiraf di dalam penyata pendapatan menggunakan kaedah garis lurus sepanjang usia kegunaan bagi setiap harta, loji dan peralatan. Tanah pegangan bebas tidak disusutnilai. Harta, loji dan peralatan di dalam pembinaan tidak disusutnilai sehingga aset telah siap untuk kegunaannya.

Anggaran usia kegunaan bagi tempoh semasa dan perbandingan adalah seperti berikut:

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

Kaedah susutnilai, usia kegunaan dan nilai lebihan akan dinilai pada tarikh laporan.

(iii) *Kos berikut yang diiktiraf*

Kos penggantian sebahagian peralatan dari hartanah, loji dan peralatan yang diiktiraf dalam amaun dibawa peralatan tersebut jika ada kemungkinan faedah ekonomi masa depan terangkum di dalamnya mengalir ke Syarikat dan kosnya boleh diukur dengan pasti. Kos penyelenggaraan harian hartanah, loji dan peralatan yang diiktiraf dalam penyata pendapatan seperti yang dikenakan

(c) Akaun belum terima

Sebelum 1 Januari, akaun belum terima pada mulanya diperakukan pada kos dan seterusnya dinyatakan pada kos setelah ditolak peruntukan hutang ragu.

Berikutan adaptasi FRS 139, penghutang dan akaun belum terima dikategorikan dan diukur sebagai pinjaman dan akaun belum terima selaras dengan Nota 2(a) .

(d) 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.

Tunai dan bersamaan tunai (selain deraf bank) dikategorikan dan diukur sebagai pinjaman dan akaun belum terima selaras dengan polosi nota 2(a).

2. Dasar-dasar perakaunan penting (sambungan)

(e) Penurunan nilai

(i) Aset-aset kewangan

Semua aset kewangan (kecuali aset kewangan yang dikategorikan sebagai nilai saksama melalui penyata pendapatan) disemak pada setiap tarikh pelaporan untuk sebarang bukti penurunan nilai yang dihasil daripada satu atau lebih peristiwa yang mempunyai impak atas ketidaktentuan aliran tunai aset pada masa hadapan. Jangkaan kerugian atas peristiwa masa hadapan tidak diiktiraf walau betapa besar kemungkinannya. Bagi instrumen ekuiti, penurunan nilai saksama di bawah nilai kos yang ketara atau berpanjangan merupakan tanda penurunan nilai.

Penurunan nilai bagi pinjaman dan penghutang diiktiraf dalam penyata pendapatan dan dikira sebagai perbezaan di antara jumlah dibawa aset dan nilai semasa anggaran aliran tunai masa hadapan. Jumlah dibawa aset dikurangkan melalui penggunaan akaun elaun.

Kerugian penurunan nilai akibat aset-aset kewangan sedia untuk dijual diiktiraf di dalam untung atau rugi dan diukur sebagai perbezaan antara kos pembelian aset (bersih daripada pembayaran pokok dan pelunasan) dan nilai saksama aset semasa, ditolak dengan sebarang kerugian penurunan nilai yang telah diiktiraf sebelum ini. Jika penurunan di dalam nilai saksama aset kewangan sedia untuk dijual telah diiktiraf di dalam pendapatan komprehensif lain, rugi terkumpul di dalam pendapatan komprehensif lain akan diklasifikasikan semula daripada ekuiti dan diiktiraf dalam untung atau rugi.

Kerugian penurunan nilai diiktiraf dalam untung atau rugi bagi pelaburan dalam instrument ekuiti tidak akan ditambah balik melalui untung atau rugi.

Jika, di dalam tempoh berikutnya, nilai saksama instrumen hutang meningkat dan peningkatan tersebut boleh dikaitkan secara objektif dengan kejadian yang berlaku selepas kerugian penurunan nilai telah diiktiraf di dalam untung atau rugi, kerugian penurunan nilai tersebut akan ditambah balik, sejauh mana nilai aset dibawa tidak melebihi jumlah nilai aset dibawa yang asal dimana penurunan nilai tidak diiktiraf pada tarikh penurunan nilai ditambah balik. Jumlah yang ditambah balik akan diiktiraf di dalam untung atau rugi.

2. Dasar-dasar perakaunan penting (sambungan)

(e) Penurunan nilai (sambungan)

(i) Aset-aset kewangan lain

Jumlah dibawa aset-aset kewangan lain, disemak pada setiap tarikh pelaporan untuk menentukan sama ada wujud sebarang tanda penurunan nilai.

Sekiranya tanda tersebut wujud, jumlah perolehan semula akan dianggarkan.

Bagi tujuan pengujian penurunan nilai, aset adalah dikumpulkan menjadi kumpulan-kumpulan kecil aset yang menjana aliran tunai daripada penggunaan berterusan yang mana sebahagian besarnya adalah bebas daripada aliran tunai ke dalam aset-aset lain atau kumpulan-kumpulan aset lain ("unit penjanaan tunai").

Jumlah perolehan semula bagi aset atau unit yang menjana tunai adalah nilai penggunaannya dan nilai saksamanya ditolak kos untuk jualan yang mana lebih tinggi. Dalam mengukur nilai penggunaan, anggaran aliran tunai masa hadapan ditolak kepada nilai semasanya menggunakan kadar diskaun sebelum cukai yang menggambarkan penilaian pasaran semasa bagi nilai masa wang dan risiko khusus untuk aset itu.

Kerugian penurunan nilai diiktiraf jika jumlah dibawa aset atau unit penjanaan tunainya melebihi jumlah perolehannya. Kerugian penurunan nilai adalah diiktiraf dalam penyata pendapatan.

Kerugian penurunan yang diiktiraf dalam tempoh sebelumnya dinilai pada setiap tarikh pelaporan bagi mengesan sebarang tanda bahawa kerugian telah berkurangan atau tidak lagi wujud. Kerugian penurunan nilai ditambah balik jika ada perubahan dalam anggaran yang digunakan untuk menentukan jumlah perolehan semula sejak pengiktirafan terakhir kerugian penurunan nilai. Kerugian penurunan nilai ditambah balik hanya setakat jumlah aset dibawa tidak melebihi jumlah dibawa yang mungkin ditentukan, nilai bersih daripada susutnilai atau pelunasan, jika tiada kerugian penurunan nilai diiktiraf. Tambah balik kerugian penurunan nilai dikreditkan ke penyata pendapatan pada tahun tambah balik itu diiktiraf.

2. Dasar-dasar perakaunan penting (sambungan)

(f) Manfaat pekerja

(i) *Manfaat jangka pendek*

Kewajipan manfaat pekerja jangka pendek dari segi gaji, bonus tahunan, cuti tahunan berbayar dan cuti sakit dikira pada asas tiada pengurangan dan dibelanjai apabila perkhidmatan diberikan.

Sumbangan Syarikat kepada dana pencen berkanun dicajkan pada penyata pendapatan dalam tahun berkaitan. Apabila sumbangan telah dibayar, Syarikat tidak mempunyai kewajipan terhadap pembayaran selanjutnya.

(ii) *Pelan manfaat penakrifan*

Kewajipan bersih Syarikat dari segi rancangan persaraan manfaat tertakrif dikira berasingan untuk setiap rancangan dengan menganggarkan jumlah manfaat masa hadapan yang diperolehi pekerja hasil perkhidmatan mereka dalam tempoh semasa dan sebelumnya; bahawa manfaat dikurangkan untuk menentukan nilai semasa. Sebarang perkhidmatan lalu dan nilai saksama aset rancangan yang tidak diiktiraf adalah ditolak. Kadar pengurangan adalah hasil pada akhir tarikh pelaporan ke atas bon korporat berkualiti tinggi yang mempunyai tarikh matang sejajar dengan kewajipan Syarikat dan dikira dengan nilai mata wang sama di mana manfaat tersebut dijangka dibayar. Pengiraan dilakukan setiap 3 tahun oleh aktuari berkelayakan menggunakan kaedah unit kredit diunjurkan. Apabila pengiraan tersebut menghasilkan manfaat kepada Syarikat, aset yang diiktiraf adalah terhad kepada jumlah bersih sebarang kos perkhidmatan lalu yang tidak diiktiraf dan nilai semasa sebarang pulangan masa hadapan daripada rancangan atau pengurangan dalam sumbangan masa hadapan kepada rancangan berkenaan.

Apabila manfaat-manfaat bagi satu rancangan diperbaiki, bahagian manfaat yang meningkat berkaitan perkhidmatan masa lalu pekerja yang diiktiraf di dalam penyata pendapatan pada asas garis lurus terhadap tempoh purata sehingga manfaat-manfaat itu menjadi nyata. Apabila manfaat itu menjadi nyata serta-merta, perbelanjaan itu diiktiraf serta-merta di dalam penyata pendapatan.

(g) Geran Kerajaan

Geran kerajaan yang diterima diletakkan dibawah tabung amanah oleh Syarikat. Tujuan dan kegunaan geran kerajaan adalah seperti berikut:

(i) *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.

2. Dasar-dasar perakaunan penting (sambungan)

(g) Geran Kerajaan (sambungan)

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

Tabung ini digunakan untuk membiayai aktiviti yang terkandung dalam pelan rancangan Latihan PKS.

(h) 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.

(i) Cukai pendapatan

Cukai pendapatan mengandungi cukai semasa dan tertunda. Perbelanjaan cukai diiktiraf di dalam penyata pendapatan kecuali pada tahap di mana ia berkaitan dengan perkara yang diiktiraf secara langsung dalam ekuiti atau pendapatan komprehensif lain.

Cukai semasa adalah jangkaan cukai yang perlu dibayar ke atas pendapatan boleh cukai bagi tahun tersebut, menggunakan kadar cukai yang digubal atau telah digubal secara substantif sebelum atau pada akhir tarikh pelaporan dan sebarang pelarasan kepada cukai yang perlu dibayar berkaitan dengan tahun-tahun terdahulu.

Cukai tertunda diiktiraf dengan kaedah liabiliti, untuk membuat peruntukkan bagi perbezaan sementara antara jumlah dibawa aset dan liabiliti dalam penyata kedudukan kewangan serta asas-asas cukainya. Cukai tertunda tidak diiktiraf untuk perbezaan sementara berikut: pengiktirafan awal muhibah, pengiktirafan awal aset atau liabiliti dalam urusan niaga yang bukannya penggabungan perniagaan dan tidak menjejaskan sama ada perakaunan atau keuntungan atau kerugian yang boleh dikenakan cukai.

Cukai tertunda dikira pada kadar cukai yang dijangka akan digunakan pada perbezaan sementara apabila ia ditambah balik berdasarkan undang-undang yang digubal atau digubal sebahagiannya pada tarikh pelaporan.

2. Dasar-dasar perakaunan penting (sambungan)

(i) Cukai pendapatan (sambungan)

Aset cukai tertunda diiktiraf sehingga ke tahap di mana kemungkinan bahawa terdapatnya keuntungan masa hadapan yang dikenakan cukai supaya perbezaan sementara boleh digunakan. Aset cukai tertunda disemak pada setiap tarikh pelaporan dan dikurangkan hingga tiada kemungkinan manfaat cukai berkaitan akan direalisasikan.

(j) Pendapatan

(i) *Pendapatan dividen*

Pendapatan dividen diiktiraf didalam penyata untung atau rugi pada tarikh Syarikat berhak menerima bayaran diperolehi, dimana dalam kes quoted securities pada tarikh ex-dividend.

(ii) *Pendapatan yuran, perkhidmatan dan denda terhadap levi tertunggak*

Pendapatan dari yuran, perkhidmatan, sewa petak pameran dan denda terhadap levi tertunggak diiktiraf apabila hak untuk menerima bayaran diiktiraf.

(iii) *Jualan barangan dan perkhidmatan*

Hasil jualan barangan dinilai pada nilai saksama bayaran diterima dan belum diterima, elaun dan pulangan bersih, diskaun perniagaan dan rebat. Jualan diiktiraf apabila risiko utama dan ganjaran pemilikan telah dipindahkan kepada pembeli, terdapat kebarangkalian pertimbangan untuk dipulangkan, kos yang terlibat dan kemungkinan pulangan barang dapat dianggarkan dengan tepat dan tiada lagi penglibatan pengurusan dengan barang tersebut.

(iv) *Pendapatan faedah*

Pendapatan faedah diiktiraf dalam penyata pendapatan apabila ia terakru, menggunakan kaedah hasil efektif.

3. Hartanah, loji dan peralatan

Hartanah, loji dan peralatan adalah seperti di bawah:

	Nota	2010 RM	2009 RM
Hartanah	(a)	27,895,562	29,510,020
Loji dan peralatan	(b)	3,165,836	3,696,854
		<u>31,061,398</u>	<u>33,206,874</u>

(a) Hartanah

	Tanah Pegangan Bebas RM	Bangunan RM	Jumlah RM
Kos:			
Pada 1 Januari 2009	1,591,200	31,477,765	33,068,965
Tambahan	-	811,387	811,387
Pada 31 Disember 2009/ 1 Januari 2010/ 31 Disember 2010	<u>1,591,200</u>	<u>32,289,152</u>	<u>33,880,352</u>
Susutnilai terkumpul:			
Pada 1 Januari 2009	-	2,826,205	2,826,205
Caj pada tahun semasa	-	1,544,127	1,544,127
31 Disember 2009/ 1 Januari 2010	-	4,370,332	4,370,332
Caj pada tahun semasa	-	1,614,458	1,614,458
Pada 31 Disember 2010	-	5,984,790	5,984,790
Jumlah dibawa:			
Pada 1 January 2009	<u>1,591,200</u>	<u>28,651,560</u>	<u>30,242,760</u>
Pada 31 December 2009	<u>1,591,200</u>	<u>27,918,820</u>	<u>29,510,020</u>
Pada 31 December 2010	<u>1,591,200</u>	<u>26,304,362</u>	<u>27,895,562</u>

3. Hartanah, loji dan peralatan

(b) Loji dan peralatan

	Kenderaan RM	Ubahsuai RM	Perabot dan kelengkapan pejabat RM	Perkakasan pejabat RM	Peralatan elektrik dan elektronik RM	Jumlah RM
Kos:						
Pada 1 Januari 2009	715,432	615,099	1,777,262	688,357	12,378,350	16,174,500
Tambahan	97,320	304,934	12,873	47,622	70,542	533,291
Pelupusan	(105,256)	(388,091)	(499,332)	(53,101)	(220,121)	(1,265,901)
Pada 31 Disember 2009/ 1 Januari 2010	707,496	531,942	1,290,803	682,878	12,228,771	15,441,890
Tambahan	-	87,621	36,992	38,859	440,447	603,919
Pelupusan	-	-	-	(6,988)	(40,217)	(47,205)
Pada 31 Disember 2010	<u>707,496</u>	<u>619,563</u>	<u>1,327,795</u>	<u>714,749</u>	<u>12,629,001</u>	<u>15,998,604</u>
Susutnilai terkumpul:						
Pada 1 Januari 2009	271,546	418,016	849,559	437,734	9,796,786	11,773,641
Caj pada tahun semasa	139,403	20,625	222,694	46,101	758,300	1,187,123
Pelupusan	(105,255)	(348,820)	(492,813)	(49,401)	(219,439)	(1,215,728)
Pada 31 Disember 2009/ 1 Januari 2010	305,694	89,821	579,440	434,434	10,335,647	11,745,036
Caj pada tahun semasa	131,989	51,102	226,717	68,756	650,887	1,129,451
Pelupusan	-	-	-	(2,455)	(39,264)	(41,719)
Pada 31 Disember 2010	<u>437,683</u>	<u>140,923</u>	<u>806,157</u>	<u>500,735</u>	<u>10,947,270</u>	<u>12,832,768</u>
Jumlah dibawa:						
Pada 1 Januari 2009	<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>
Pada 31 Disember 2009	<u>401,802</u>	<u>442,121</u>	<u>711,363</u>	<u>248,444</u>	<u>1,893,124</u>	<u>3,696,854</u>
Pada 31 Disember 2010	<u>269,813</u>	<u>478,640</u>	<u>521,638</u>	<u>214,014</u>	<u>1,681,731</u>	<u>3,165,836</u>

4. Pelbagai penghutang, deposit dan prabayar

	2010 RM	2009 RM
Wang Cagaran dan Prabayar		
Pendahuluan sewa pejabat cawangan	54,479	54,479
Pendahuluan mesin franking	35,841	19,364
Pendahuluan diri kakitangan	19,517	-
Deposit kemudahan perubatan	33,500	33,500
Deposit telefon pejabat	253	253
Deposit sewa parkir	1,547	1,547
Deposit mesin photostat	500	-
Deposit peti simpanan keselamatan	200	200
Deposit sewa stor	7,380	7,380
Deposit air dan elektrik (stor)	18,590	18,590
Prabayar penyelenggaraan dan perkhidmatan	340,222	947,890
Pelbagai penghutang		
Faedah simpanan tetap terakru	6,241,739	6,232,084
Faedah terakru – (denda levi)	-	22,777
	<u>6,753,768</u>	<u>7,338,064</u>

5. Pinjaman kepada kakitangan

	2010 RM	2009 RM
Pinjaman kenderaan	147,625	185,723
Pinjaman komputer	30,711	62,055
Pinjaman perumahan	5,992,716	5,683,731
	<u>6,171,052</u>	<u>5,931,509</u>

Pinjaman kepada kakitangan diberikan kepada kakitangan Syarikat yang layak dengan kadar faedah sebanyak 4% setahun (2009: 4% setahun) dan layak dibayar balik dalam tempoh yang ditetapkan di dalam perjanjian individu yang berkecualan sehingga maksimum 5 tahun, 8 tahun dan 25 tahun bagi pinjaman komputer, pinjaman kenderaan dan pinjaman perumahan masing-masing.

6. Pelaburan

	2010 RM
Semasa	
Aset-aset kewangan sedia untuk dijual	240,609,072
Pada nilai pasaran	240,609,072

	2009 RM
Semasa	
Pada kos	335,000,000
Tolak: Peruntukan kemerosotan nilai pelaburan	(29,084,322)
	305,915,678
Pada nilai pasaran	310,647,936

7. Tunai dan bersamaan tunai

	2010 RM	2009 RM
Simpanan tetap di:		
Bank berlesen	299,353,849	248,850,262
Syarikat kewangan berlesen	331,617,093	334,177,184
	630,970,942	583,027,446
Baki tunai dan di bank	20,620,043	25,900,187
	651,590,985	608,927,633

8. Manfaat persaraan

	2010 RM	2009 RM
Obligasi tidak berdana pada nilai semasa	4,480,816	3,132,977
Obligasi manfaat bagi liabiliti yang diiktiraf	4,480,816	3,132,977
Dianalisis sebagai:		
Bahagian semasa	-	-
Bahagian bukan semasa	4,480,816	3,132,977
	4,480,816	3,132,977

8. Manfaat persaraan (sambungan)

Liabiliti untuk obligasi manfaat penakrifan

Syarikat mengiktiraf liabiliti untuk obligasi manfaat penakrifan berdasarkan laporan penilaian aktuari bertarikh 18 Jun 2010. 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 opsi untuk bersara pada umur 50 tahun bagi lelaki dan 45 tahun bagi wanita.

Pergerakan dalam nilai semasa untuk obligasi manfaat penakrifan

	2010 RM	2009 RM
Obligasi manfaat penakrifan pada 1 Januari	3,132,977	2,790,265
Kos perkhidmatan dan faedah semasa	1,347,839	556,013
Manfaat yang dibayar	-	(213,301)
Obligasi manfaat penakrifan pada 31 Disember	4,480,816	3,132,977

Perbelanjaan diiktiraf dalam penyata pendapatan

	2010 RM	2009 RM
Kos perkhidmatan semasa	1,347,839	399,786
Faedah atas obligasi	-	156,227
Perbelanjaan bersih manfaat	1,347,839	556,013

Andaian-andaian aktuari

Anggaran aktuari yang digunakan pada tarikh pelaporan (dinyatakan sebagai purata wajaran):

	2010 RM	2009 RM
Kadar diskaun	7.0%	7.0%
Purata pendapatan penggajian	5.0%	5.0%

9. Dana majikan

	2010 RM	2009 RM
Baki pada 1 Januari	597,949,462	675,747,022
Tambah : Levi dikutip	221,397,549	237,446,118
Insentif geran latihan perusahaan kecil	-	9,037,996
Tabung Bantuan Kewangan 1Malaysia	3,166,609	-
Dikreditkan semula dari Rizab Am 1 –pendaftaran semula	116,558	89,003
	822,630,178	922,320,139
Tolak : Bayaran geran latihan	(269,632,841)	(301,131,765)
Pindahan ke Rizab Am II – Pembatalan		
Pendaftaran Majikan (Nota 10)	(478,266)	(1,231,319)
Pelupusan levi	(2,438,380)	(20,081,866)
Pulangan balik levi	(5,667,438)	(1,925,727)
Balance as at 31 December	544,413,253	597,949,462

10. Rizab Am II

	2010 RM	2009 RM
Baki pada 1 Januari	1,952,590	721,271
Tambah : Pindahan dari Dana Majikan (Nota 9)	478,266	1,231,319
	2,430,856	1,952,590
Tolak : Pindahan ke Rizab Am I – pelupusan levi kerana gagal berdaftar semula selepas dua tahun	(1,152,411)	-
Baki pada 31 Disember	1,278,445	1,952,590

11. Geran Kerajaan

	Nota	2010 RM	2009 RM
Tabung Perantisan	(a)	6,170,683	6,349,157
Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana	(b)	1,368,144	2,556,127
		<u>7,538,827</u>	<u>8,905,284</u>

(a) Tabung Perantisan

	2010 RM	2009 RM
Baki pada 1 Januari	6,349,157	6,051,767
Tambah : Peruntukan kerajaan	4,000,000	4,000,000
	<u>10,349,157</u>	<u>10,051,767</u>
Tolak : Bayaran yuran perantis	(4,178,474)	(3,702,610)
Baki pada 31 Disember	<u>6,170,683</u>	<u>6,349,157</u>

(b) Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana

	2010 RM	2009 RM
Baki pada 1 Januari	2,556,127	3,148,983
Tambah : Peruntukan kerajaan	-	1,000,000
	<u>2,556,127</u>	<u>4,148,983</u>
Tolak : Perbelanjaan	(1,187,983)	(1,592,856)
Baki pada 31 Disember	<u>1,368,144</u>	<u>2,556,127</u>

12. Lebih Bersih

	2010 RM	2009 RM
Lebih bersih diperolehi selepas ditambah:		
Dividen dari pelaburan unit amanah	13,561,600	5,032,501
Pendapatan yuran	2,193,003	2,169,756
Lebih daripada pelupusan loji dan peralatan	1,042	23,999
Pembetulan kemerosotan nilai pelaburan	-	65,196,822
Lebih daripada pelupusan pelaburan	5,521,012	-
Sewaan stan pameran	7,440	3,625
dan selepas ditolak:		
Bayaran audit	40,000	23,000
Susutnilai	2,743,910	2,731,251
Perbelanjaan kakitangan:		
- Perbelanjaan berkaitan Pelan manfaat penakrifan	1,347,839	556,013
- Upah, gaji dan lain-lain	7,864,689	6,717,734
- Caruman KWSP	1,251,089	1,105,641
Sewaan premis	151,427	152,154
Rugi daripada pelupusan loji dan peralatan	3,962	50,173
Lebih daripada pelupusan pelaburan	3,840,886	-

Bilangan pekerja Syarikat (termasuk Pengarah) pada akhir tahun adalah seramai 179 (2009 – 165 orang).

13. Cukai Pendapatan

	2010 RM	2009 RM
- Tahun semasa	19,280	30,666
- Lebihan peruntukan bagi tahun sebelum	-	(39,768)
	19,280	(9,102)

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 2009 hingga 2017. Pelepasan ini diberi melalui surat Kementerian Kewangan rujukan (8.09)248/40/7-1458(7) bertarikh 14 April 2008. Pulangan balik cukai tertakluk kepada kelulusan Lembaga Hasil Dalam Negeri.

14. Ganjaran kakitangan pengurusan utama

Ganjaran kakitangan pengurusan utama adalah seperti berikut:

	2010 RM	2009 RM
Pengarah:		
Elaun	163,819	162,919
Gaji	340,220	334,691
	<u>504,039</u>	<u>497,610</u>

15. Instrumen kewangan

Perbandingan tertentu tidak didedahkan bagi 31 Disember 2009 selaras dengan pengecualian yang dinyatakan dalam FRS 7 perenggan 44AA.

15.1 Kategori-kategori instrumen kewangan

Jadual di bawah memberikan analisis instrumen kewangan yang dikelas seperti berikut:

- (a) Pinjaman dan penghutang (L&R);
- (b) Lain-lain liabiliti (OL); dan
- (c) Aset-aset kewangan sedia untuk dijual (AFS).

	Jumlah dibawa RM	L & R RM	AFS RM
2010			
Aset-aset kewangan			
Pelbagai penghutang	6,241,739	6,241,739	-
Deposit	61,970	61,970	-
Pinjaman kepada kakitangan	6,171,052	6,171,052	-
Pelaburan	240,609,072	-	240,609,072
Simpanan tetap	630,970,942	630,970,942	-
Baki tunai dan dibank	20,620,043	20,620,043	-
	<u>904,674,818</u>	<u>664,065,746</u>	<u>240,609,072</u>

15. Instrumen kewangan (sambungan)

15.1 Kategori-kategori instrumen kewangan (sambungan)

	Jumlah dibawa RM	OL RM
2010		
Liabiliti-liabiliti Kewangan		
Dana majikan	544,413,253	544,413,253
Rizab Am II	1,278,445	1,278,445
Geran kerajaan	7,538,827	7,538,827
Pelbagai pemiutang	2,912,476	2,912,476
Perbelanjaan terakru	793,392	793,392
	<u>556,936,393</u>	<u>556,936,393</u>

15.2 Untung atau rugi bersih hasil dari instrumen-instrumen kewangan

	2010 RM
Untung/(rugi) bersih pada:	
Aset-aset kewangan sedia untuk dijual	
- Pendapatan komprehensif lain yang diiktiraf	11,028,051
- Diklasifikasikan semula dari ekuiti kepada untung atau rugi	(2,226,029)
	<u>8,802,022</u>

15.3 Pengurusan risiko kewangan

Syarikat ini mempunyai pendedahan kepada risiko-risiko yang dihasilkan daripada penggunaan instrumen-instrumen kewangannya seperti berikut:

(a) Risiko kredit

Risiko kredit ialah risiko kerugian kewangan kepada Syarikat jika pelanggan atau pihak berurusanniaga kepada instrumen kewangan gagal melaksanakan kewajipan kontraknya.

Objektif-objektif pengurusan risiko, polisi-polisi dan proses-proses untuk menguruskan risiko

Pendedahan syarikat terhadap risiko kredit adalah minimum. Risiko kredit terhasil terutamanya daripada simpanan tetap syarikat yang dilaburkan di bank berlesen dan institusi kewangan lain dan faedah yang diperolehi daripada pelaburan tersebut. Pendedahan terhadap risiko kredit dikawalselia secara berterusan.

Pendedahan kepada risiko kredit, kualiti kredit dan kolateral

Pada akhir tempoh pelaporan, pendedahan maksima kepada risiko kredit yang terhasil daripada baki tunai dan dibank, simpanan tetap, pelbagai penghutang deposit adalah diwakili oleh jumlah dibawa dalam penyata kedudukan kewangan.

15. Financial instruments (continued)

15.3 Financial risk management (continued)

(b) Risiko matawang

Syarikat tidak mempunyai pendedahan terhadap risiko matawang asing kerana segala transaksi dan baki menggunakan Ringgit Malaysia (RM).

(c) Risiko kecairan

Risiko kecairan ialah risiko bahawa Syarikat tidak dapat memenuhi obligasi kewangan apabila mencapai tempoh tamat. Pendedahan Syarikat kepada risiko kecairan terhasil terutamanya daripada obligasi untuk membayar balik pelbagai geran latihan.

Syarikat mempertahankan satu tahap tunai dan baki bank serta kemudahan bank yang secukupnya yang ditentukan oleh pengurusan untuk memastikan, wujudnya kecairan yang mencukupi untuk memenuhi liabiliti apabila mencapai tempoh tamat.

(d) Risiko kadar faedah

Pada tarikh laporan, profil kadar faedah instrumen-instrumen kewangan Syarikat adalah:

	2010 RM	2009 RM
Instrumen kadar tetap:		
<i>Aset-aset kewangan</i>		
Simpanan tetap	630,970,942	583,027,446
Pinjaman kepada kakitangan	6,171,052	5,931,509
	<u>637,141,994</u>	<u>588,958,955</u>

15. Instrumen kewangan (sambungan)

(d) Risiko kadar faedah (sambungan)

(i) Kadar faedah efektif dan analisa harga

Bagi menunjukkan hasil faedah terhadap aset kewangan, jadual dibawah menunjukkan kadar faedah efektif pada akhir tempoh pelaporan, analisa harga atau matang, yang mana terdahulu.

← 2010 →				
2010 Aset kewangan:	Jumlah kadar faedah setahun %	Jumlah RM	Dalam tempoh setahun RM	Lebih dari setahun RM
<i>Instrumen kadar tetap:</i>				
Deposit jangka pendek di:				
Bank berlesen	2.94	299,353,848	299,353,848	-
Syarikat kewangan berlesen	3.26	331,617,094	331,617,094	-
Pinjaman kepada kakitangan	4.00	6,171,052	-	6,171,052

← 2009 →				
2009 Aset Kewangan:	Jumlah kadar faedah setahun %	Jumlah RM	Dalam tempoh setahun RM	Lebih dari setahun RM
<i>Instrumen kadar tetap:</i>				
Deposit jangka pendek di:				
Bank berlesen	2.87	248,850,262	248,850,262	-
Syarikat kewangan berlesen	3.05	334,177,184	334,177,184	-
Pinjaman kepada kakitangan	4.00	5,931,509	-	5,931,509

15. Instrumen Kewangan (sambungan)

(d) Risiko kadar faedah (sambungan)

(ii) *Analisa kepekaan risiko kadar faedah*

Analisa kepekaan nilai saksama bagi instrumen kadar tetap

Syarikat tidak melaporkan sebarang kadar tetap aset dan liabiliti kewangan pada nilai saksama melalui untung atau rugi, dan Syarikat tidak menggunakan derivatif-derivatif sebagai hedging instruments dibawah nilai saksama hedge accounting model. Oleh itu, perubahan kadar faedah pada akhir tempoh pelaporan tidak memberi kesan kepada untung atau rugi.

Analisa kepekaan aliran tunai bagi instrumen kadar berubah

Pelaburan Syarikat dalam institusi kewangan pada diberikan kadar faedah yang tetap, justeru, Syarikat tidak terdedah kepada risiko perubahan aliran tunai jika terhadap perubahan ke atas kadar faedah.

(e) Nilai saksama instrumen kewangan

Jumlah yang dibawa bagi tunai dan bersamaan tunai, penghutang, deposit dan prabayar, pelbagai pemutang dan akruan, akan dianggarkan pada nilai saksama berikutan sifat jangka pendek terhadap instrumen-instrumen kewangan ini.

Nilai saksama aset dan liabiliti kewangan yang lain, bersama dengan jumlah yang dibawa dinyatakan di dalam penyata kedudukan kewangan, seperti berikut:

	Jumlah dibawa RM	Nilai saksama RM
2010		
Pelaburan unit amanah	240,609,072	240,609,072

16. Pengurusan Modal

Objektif Syarikat ketika menguruskan modal adalah dengan mengekalkan asas modal yang kukuh, bagi mengekalkan aktiviti-aktiviti sumber manusia yang ditetapkan. Tiada sebarang perubahan dalam pendekatan Syarikat terhadap pengurusan modal semasa dalam tempoh kewangan tahunan ini.

17. Pihak-pihak berkaitan

Identiti pihak-pihak berkaitan

Untuk tujuan penyata kewangan ini, pihak-pihak dianggap berkaitan dengan Syarikat mempunyai keupayaan, secara langsung atau tidak langsung, untuk mengawal pihak berkenaan atau mengenakan pengaruh yang ketara terhadap pihak berkenaan dalam membuat keputusan kewangan dan operasi, atau sebaliknya, atau di mana Syarikat dan pihak berkenaan adalah tertakluk kepada kawalan umum atau pengaruh umum yang besar. Pihak-pihak berkaitan mungkin individu atau entiti lain.

Kakitangan utama pengurusan adalah ditakrifkan sebagai mereka yang mempunyai kuasa dan bertanggungjawab untuk merancang, mengurus dan mengawal aktiviti Syarikat sama ada secara langsung atau tidak langsung. Kakitangan pengurusan utama termasuk semua Pengarah Syarikat, dan ahli pengurusan kanan tertentu Syarikat.

Sepanjang tahun, tiada transaksi melibatkan kakitangan pengurusan utama seperti yang dinyatakan di atas, selain yang dinyatakan pada Nota 14.

18. Perubahan-perubahan penting dasar perakaunan

FRS 139, Instrumen-instrumen Kewangan: Pengiktirafan dan pengukuran

Adaptasi terhadap FRS 139 telah mengakibatkan beberapa perubahan terhadap polisi-polisi perakaunan berkaitan dengan pengiktirafan dan pengukuran instrument-instrumen kewangan. Perubahan ketara terhadap polisi-polisi kewangan adalah seperti berikut:

Pelaburan dalam equity security

Sebelum mengadaptasi FRS 139, nilai pelaburan semasa ditentukan pada nilai terendah diantara kos dan nilai pasaran, yang ditentukan oleh asas agregat portfolio mengikut kategori-kategori pelaburan. Dengan pengadaptasian FRS 139, pelaburan semasa kini dikategorikan dan diukur sebagai aset kewangan sedia untuk dijual seperti yang dinyatakan secara terperinci dalam Nota 2(a).

19. Angka-angka perbandingan

FRS 101, Persembahan Penyata Kewangan (disemak)

Hasil dari adaptasi FRS 101 (disemak), penyata pendapatan bagi tahun berakhir 31 Disember 2009 telah dipersembahkan semula sebagai penyata pendapatan komprehensif. Semua perubahan non-owner didalam ekuiti yang telah dipersembahkan di dalam penyata perubahan ekuiti telah dimasukkan ke dalam pendapatan komprehensif sebagai pendapatan komprehensif lain. Justeru, komponen pendapatan komprehensif tidak dinyatakan di dalam penyata perubahan ekuiti.

Maklumat tambahan terhadap pecahan Lebihan Terkumpul

		2010 RM	2009 RM
Lebihan Terkumpul termasuk:			
- Lebihan Terkumpul yang tidak diperuntukan		284,584,977	249,715,655
- Lebihan Terkumpul yang diperuntukan untuk kegunaan spesifik dibawah Kumpulan Wang Amanah		95,060,225	97,144,315
		<u>379,645,202</u>	<u>346,859,970</u>
Kumpulan Wang Amanah pada 31 Disember adalah seperti dibawah:	Nota	2010 RM	2009 RM
Tabung Pinjaman Kenderaan	1	800,000	800,000
Tabung Pinjaman Komputer	2	300,000	300,000
Tabung Pinjaman Perumahan	3	14,548,390	14,028,746
Tabung Pembiayaan Pendidikan	4	474,253	493,000
Tabung Latihan Pekerja Yang Dihentikan Kerja	5	9,138,080	9,138,080
Tabung Perantisan (Off the Job)	6	205,653	1,598,993
Tabung Perantisan (Off the Job & On the job)	7	4,927,198	-
Tabung Latihan dan Juruperunding (SMETAP)	8	4,820,835	4,819,826
Rizab Am I	9	41,294,564	59,820,331
Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana	10	10,000,000	-
Tabung Juruperunding TNA PKS	11	4,750,511	4,767,646
Tabung Persidangan PSM Kebangsaan	12	1,412,040	1,377,693
Tabung Peningkatan Kemahiran 1 Malaysia	13	555,310	-
Tabung Bantuan Kewangan 1 Malaysia	14	1,833,391	-
Jumlah		<u>95,060,225</u>	<u>97,144,315</u>

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota 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 sekiranya menamatkan pelajaran dan mendapat Himpunan Purata Nilai Gred (CGPA) di bawah 2.5 untuk peringkat sijil, diploma dan ijazah atau di bawah 3.0 untuk ijazah sarjana dan ijazah kedoktoran jika berkenaan.

(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 elaun bulanan perantis semasa latihan “on the job” dan “off the Job” yang dikenakan oleh penyedia latihan untuk perantis di bawah Skim Perantisan.

(iv) *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.

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota Kumpulan Wang Amanah (sambungan)

(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.

(ix) *Tabung Peningkatan Kemahiran 1Malaysia*

Tabung ini telah ditubuhkan bagi memberikan bantuan kewangan dan peluang kepada Pekerja PKS di Malaysia untuk menghantar pekerja mereka menghadiri program-program persijilan yang akan menghasilkan pendapatan yang tinggi bagi menyokong visi Kerajaan dalam mencapai Ekonomi berpendapatan tinggi pada tahun 2020. Ianya akan menggalakkan majikan untuk meningkatkan pengetahuan dan kemahiran kakitangan mereka di dalam bidang inovasi, kreativiti dan nilai tambah yang tinggi.

(x) *Tabung Bantuan Kewangan 1Malaysia*

Tabung Bantuan Kewangan 1Malaysia ditubuhkan bagi membantu majikan kecil yang tidak mempunyai baki levi mencukupi untuk menghantar pekerja mereka menghadiri latihan. PSMB berpendapat latihan tidak perlu dihentikan walaupun pada masa keadaan ekonomi yang tidak menentu. Latihan berterusan dan peningkatan kemahiran akan menentukan pekerja mempunyai kemahiran yang sepatutnya apabila keadaan ekonomi bertambah baik.

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota Kumpulan Wang Amanah (sambungan)

1. Tabung Pinjaman Kenderaan

	2010 RM	2009 RM
Baki pada 1 Januari/ 31 Disember	800,000	800,000

2. Tabung Pinjaman Komputer

	2010 RM	2009 RM
Baki pada 1 Januari/ 31 Disember	300,000	300,000

3. Tabung Pinjaman Perumahan

	2010 RM	2009 RM
Baki pada 1 Januari	14,028,747	13,436,319
Tambah : Faedah pinjaman	229,898	209,284
Faedah pelaburan	304,040	398,207
	14,562,685	14,043,810
Tolak : Subsidi kerajaan	(14,295)	(15,064)
Baki pada 31 Disember	14,548,390	14,028,746

4. Tabung Pembiayaan Pendidikan

	2010 RM	2009 RM
Baki pada 1 Januari	493,000	500,000
Tolak : Perbelanjaan	(18,747)	(7,000)
Baki pada 31 Disember	474,253	493,000

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota Kumpulan Wang Amanah (sambungan)

5. Tabung Latihan Pekerja Yang Diberhentikan Kerja

	2010 RM	2009 RM
Baki pada 1 Januari	9,138,080	4,682,710
Tambah : Pindahan dari Tabung Juruperunding TNA PKS (Nota 11)	-	5,000,000
	9,138,080	9,682,710
Tolak : Bayaran yuran pelatih	-	(544,630)
Baki pada 31 Disember	9,138,080	9,138,080

6. Tabung Perantisan (Off the Job)

	2010 RM	2009 RM
Baki pada 1 Januari	1,598,993	-
Tambah : Pindahan dari Rizab Am I (Nota 9)	-	2,000,000
	1,598,993	2,000,000
Tolak : Perbelanjaan elaun perantis	(1,393,340)	(401,007)
Baki pada 31 Disember	205,653	1,598,993

7. Tabung Perantisan (Elaun perantis)

	2010 RM	2009 RM
Baki pada 1 Januari	-	-
Tambah : Pindahan dari Rizab Am 1 (Nota 9)	5,000,000	-
	5,000,000	-
Tolak : Bayaran elaun perantis	(72,802)	-
Baki pada 31 Disember	4,927,198	-

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota Kumpulan Wang Amanah (sambungan)

8. Tabung Latihan dan Juruperunding

	2010 RM	2009 RM
Baki pada 1 Januari	4,819,826	4,631,738
Tambah : Yuran penyertaan	2,181,470	2,159,819
	7,001,296	6,791,557
Tolak : Perbelanjaan	(2,180,461)	(1,971,731)
Baki pada 31 Disember	4,820,835	4,819,826

9. Rizab Am I

	2010 RM	2009 RM
Baki pada 1 Januari	59,820,331	41,827,468
Tambah: Pelupusan Levi	3,590,791	20,081,866
	63,411,122	61,909,334
Tolak : Pindahan kepada Tabung Peningkatan Kemahiran 1Malaysia (Nota 13)	(2,000,000)	-
Pindahan kepada Tabung Bantuan Kewangan (Nota 14)	(5,000,000)	-
Pindahan kepada Tabung Perantisan (Off The Job) (Nota 6)	-	(2,000,000)
Pindahan kepada Tabung Perantisan (Elaun perantis) (Nota 7)	(5,000,000)	-
Pindahan kepada Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana (Nota 10)	(10,000,000)	-
Perbelanjaan pendaftaran semula majikan	(116,558)	(89,003)
Baki pada 31 Disember	41,294,564	59,820,331

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota kepada Kumpulan Wang Amanah (sambungan)

10. Tabung Penyelaras Latihan Perusahaan Kecil dan Sederhana

	2010 RM	2009 RM
Baki pada 1 Januari	-	-
Tambah : Pindahan dari Rizab Am 1 (Nota 9)	10,000,000	-
Baki pada 31 Disember	10,000,000	-

11. Tabung Juruperunding TNA PKS

	2010 RM	2009 RM
Baki pada 1 Januari	4,767,646	10,000,000
Tolak : Pindah ke Tabung Latihan Pekerja Yang Diberhentikan Kerja (Note 5)	-	(5,000,000)
Yuran juruperunding	(16,000)	(220,000)
Perbelanjaan	(1,135)	(12,354)
Baki pada 31 Disember	4,750,511	4,767,646

12. Tabung Persidangan PSM Kebangsaan

	2010 RM	2009 RM
Baki pada 1 Januari	1,377,693	998,315
Tambah : Pendapatan daripada Tabung Persidangan PSM Kebangsaan	1,227,387	1,229,015
	2,605,080	2,227,330
Tolak : Perbelanjaan	(1,193,040)	(849,637)
Baki pada 31 Disember	1,412,040	1,377,693

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

Nota Kumpulan Wang Amanah (sambungan)

13. Tabung Peningkatan Kemahiran 1Malaysia

	2010 RM	2009 RM
Baki pada 1 Januari	-	-
Tambah : Pindahan dari Rizab Am 1 (Nota 9)	2,000,000	-
	<u>2,000,000</u>	<u>-</u>
Tolak : Perbelanjaan	(1,444,690)	-
Baki pada 31 Disember	<u>555,310</u>	<u>-</u>

14. Tabung Bantuan Kewangan 1Malaysia

	2010 RM	2009 RM
Baki pada 1 Januari	-	-
Tambah : Pindahan dari Rizab Am 1 (Nota 9)	5,000,000	-
	<u>5,000,000</u>	<u>-</u>
Tolak : Perbelanjaan	(3,166,609)	-
Baki pada 31 Disember	<u>1,833,391</u>	<u>-</u>

Maklumat tambahan ini tidak termasuk sebahagian daripada penyata kewangan yang diaudit.

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