

RESUME

PERSONAL PARTICULARS

Name : PUBALAN A/L NAGAPPIN
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48200 Serendah, Selangor Darul Ehsan.



D.O.B : 15 July 1981
Sex : Male
Race : Indian
Age : 42 years
Telephone No. : +6012 – 3809046
Place of Birth : Hospital Besar KL
Nationality : Malaysian
Marital Status : Married
Height/Weight: 169cm / 65 Kg
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EDUCATION

June 2004 – May 2008 : National University of Malaysia (UKM), Bangi, Selangor.
July 2002 – May 2003 : Polytechnic Ungku Omar (PUO), Ipoh, Perak.
June 2000 – May 2002 : Polytechnic Sultan Salahuddin Abdul Aziz Shah (PSA), S.Alam, Selangor.
1993 – 1999 : SMK Seri Garing (SEGAR), Rawang, Selangor.
1988 – 1993 : SRJK Tamil, Rawang, Selangor.

QUALIFICATION

2008 : Bachelor's Degree in Mechanical Engineering with honours. (CGPA – 3.07)
2003 : Diploma in Mechanical Engineering – (CGPA – 3.33)
2002 : Certificate in Mechanical Engineering – (CGPA – 3.65)
1999 : SPM – Grade 2 (Aggregate – 24)
1997 : PMR – 4A, 3B, 1C
1993 : UPSR – 2A, 2B, 2C

SKILLS

Computer : Literate in computer such as Microsoft office (Windows 8)
Language : English, Bahasa Malaysia and Tamil (spoken and written).

ACADEMIC ACTIVITIES

- Attend Career Seminar, UKM 2008.
- Participate in “Program Kembara Industri” at Institute Latihan Perindustrian (ILP), Jitra Kedah. (2008)
- Participate in ties long ‘Thoranam’ program at UKM for Malaysian Book of Records (2007)
- Vice president -2 of Indian Society Kolej Keris Mas (KKM), UKM (2005 / 2006)
- Vice president -2 for ‘Fiesta Cahaya’ program by Indian Society KKM, UKM (2005 / 2006)
- President for Indian Culture Exhibition during ‘Fiesta Cahaya’ in KKM, UKM (2004 / 2005)
- Vice secretary of Indian Society KKM, UKM (2004 / 2005)
- Committee member of Publicity during blood donation week, UKM (2004)
- Participate in “Millennium Invention Exhibition 2003” at Politeknik Ungku Omar
- Quarter Master and Corporal of Red Crescent Society (PBSMM), SMK SEGAR (1997 ~ 1999)
- Committee member of school prefect, SEGAR (1998 ~ 1999)
- Member of school sport prefect, SEGAR (1996 ~ 1999)
- Member of Polibrigade, PSA (2000 ~ 2001)
- Participate in running competitions in Malaysia (1995 ~ 1999)

TRAINING ATTENDED / OTHER QUALIFICATIONS

- Training of Competitive Advantage of Malaysian Automotive Parts Industry MAJAICO – (Central Japan Industries Association, ChuSanRen Japan – 2 Months)
 - Toyota Production System & Floor Management Development System (Toyota ASSB)
 - Quality Improvement & Kaizen of Clear Visualization Training by Perodua.
 - Total Productive Maintenance by Proton
 - Quality Control Cycle (QCC) by Toyota ASSB
 - CCCF Training & Visit Toyota Suppliers Companies at Thailand
 - Automotive Core Tools Training
 - Internal Auditing for ISO/TS 16949:2009 Training
 - Internal Auditing ISO 14001 Training
 - Customer Oriented Process (COP) Analysis Training
 - Aspects & Impacts ISO EMS 14001 Training.
 - ISO/TS 16949 Awareness Training
 - IATF 16949:2016 Requirements + Risk & Opportunity Training
 - Internal Auditing for IATF 16949:2016
 - Kaizen - Continuous Process Improvement Training
 - APM Production System
 - Presentation Skills Training
 - Enterprise Risk Management Workshop
 - Emergency Preparedness & Response (ERP) Training.
 - Environmental, Health & Safety Legal Requirements Training.
 - Emergency Response Team (ERT) and Fire Fighting Training.
 - Personal Development Leadership Management Training
 - Schlumberger Injury Prevention Program
 - Empower the Safety & Health Committee Enhances the Safety & Health at the Workplaces
 - Inventory Control-Enhancing Performance and Profitability
 - Packaging in Storage Operation
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- ❖ Train The Trainer (TTT) – Certified Trainer by HRDF
 - ❖ Lean Production System Trainer (APM Internal Trainer & Support Malaysia Automotive Institute (MAI) for LPS Training)
 - ❖ Panel of develop National Occupational Skill Standard (NOSS-JPK) (Pull Production Operation & LPS Process Flow Operation)
 - ❖ Certified APM Manufacturing System (AMS) Trainer & Auditor for APM Group
 - ❖ Panel to Conduct a Domestic Inquiry (APM)
 - ❖ Qualify TS16949 Lead Auditor APM

WORKING EXPERIENCE

1. Post : PRODUCTION MANAGER – HOD

Production Injection Plastics, Assembly, Painting,
Metal Section, Powder Coating & Packing Section.

Place : Givi Asia Sdn. Bhd., Bukit Beruntung, Rawang, Selangor..

Duration : From July 2019 to Present

Function / Responsibility:

- Manage the production floor at all 6 sections
- Responsible for the implementation of production plan & meet the production schedule to ensure the normal operation of production
- Arrange & monitor the Customers orders follow the required date with related section
- Responsible for maintaining sufficient production and distribution supply chain to meet the company's supply needs
- Evaluate performance against production targets and adjust resource allocation as needed to optimize the quality and cost efficiency of operation
- Identify problems in production process and guide improvement plan, shift scheduling, overtime level, training, etc. with report all activities to Top Management
- Responsible for organizing the formulation, implementation, inspection, supervision and control of various management systems of the production department
- Conduct team meetings as required to achieve proper communication and development of the team
- Arrange stock take for monthly & yearly and manage to maintain minimum stock variance
- Manage and upgrade equipment and product quality problems, responsible for the maintenance and repair of production equipment with Maintenance team
- Manages direct reports and assigns work to staff as needed. Provides coaching and training, and responsible for performance evaluation monitoring.
- Work with other Management team to set strategic goals and vision for the plant
- Responsible for reasonable arrangement of overtime hours of each section, improve manufacturing methods, improve production efficiency & reduce production cost;
- Motivating, supporting and providing guidance to production staff
- Conduct regular inspections of machinery, floor, workers & the environment

Achievement

- Manage & reduce outstanding orders for Boxes (>70,000 units) & Racks (40,000 units) in year 2020 & 2021 after Covid19 MCO period with maintain the monthly normal orders
- Reduce the production stock variance cost average RM 120,000 to RM 15,000 (Year 2021 to 2022)
- Reduce production manpower from 140 pax (2020) to 105 pax (2022) with utilize manpower, improve productivity & maximize capacity
- Implement JIT system between Injection & Assembly production with proper production plan link between both section and able reduce WIP stock at store
- Implement morning exercise to staff before start production as discipline them for caring their health condition & self-readiness before start production
- Achieved Sales target RM 65mil in year 2022 by support full-fill sales orders from Customers follow their time frame. Average Sales turn over RM55 mil to RM60 mil/year

2. Post : MANAGER – HOD
Production Engineering, Continual Improvement Section (CIS)@LPS
(Plant 1,2 &3) &
Production Extrusion (Plant 3)
Place : Auto Parts Manufacturers (APM) Plastics, Bukit Beruntung, Rawang.
Duration : July 2008 to July 2019

Function / Responsibility:

2.1 Production Engineering (Plant 1, 2 &3)

- Design & set-up production line & process for new Projects / Model Parts
- Organize Team for documents preparation (Project Schedule, Control Plan, PFMEA, SOP, MQC, PQCT, Process Layout Chart, Part Flow Chart, Line Layout, Process Time Study & etc) for new models –Perodua, Honda, Toyota, Proton, Nissan & etc
- New model parts costing studies/ analysis (Cycle time, WIP boxes, tools, Jig)
- Co-ordinates to ensure that tooling are ready for trial production and subsequent mass production.
- Ensure Plant/Process Layout Chart and new line set-up meet Customer requirement
- Ensure the floor operation follow Material Information Flow Chart (MIFC) standard
- Analysis & study current production process for further improvement
- Study & Improve Production efficiency
- Analysis & monitor production Overall Equipment Efficiency (OEE)
- Ensures the implementation of authorized Quality procedures (QMS)
- Ensures the fulfillment of production product quality, cost and line & improvement
- Ensures all products meet drawing specifications and achieve the desired quality level.
- Prepare & conduct process Improvement Action Plan (IAP) & Cost Management Activity
- Conduct process quality audit at assign plant / area

2.2 Continuous Improvement Section (CIS) - (Plant 1, 2 &3)

- Implement Lean Production System by eliminating waste process (MUDA) and increased productivity in APM Interior Group.
- APM Interior Group LPS Trainer – Provide training to all level of staffs
- Apply Standardized Work and One Piece Flow at production line.
- Lead & Execute AMS activities at all 3 plants
- Prepare MIFC & Identify area/item to improve to achieve short Lead Time & Lean System
- Co-ordinate AMS main 13 items documents preparation with related department
- Lead and conduct MAJAICO (Malaysia-Japan Automotive Industries Cooperation) activity at APM Interior Group – Involved in 5 Majaico projects
- Implement and Organized Milk-run system at APM Interior group
- Implement Kanban production system at APM Interior Group
- Support and follow-up with oversea consultant (Japanese) during his visit for improvement activities at APM.
- Support APM group of companies to improve production system (Joined Toyota ASSB & APM Shock Absorber team project-New plant shifting)
- Organize & Coordinate SGA, QCC & Suggestion Scheme activities
- Organize Waste Walk & CCCF activities
- Organize & Coordinate 5S activity at all 3 plants (Layout, PIC, notes, etc)

- Identify area to reduce Manpower & holding stock and execute related action to reduce Cost
- Identify proper System / Flow to improve current part process flow
- Assist other department HODs for Execute the Continual Improvement Projects & Cost Management

2.3 Production Extrusion (Plant 3)

- Ensures the achievement of production schedules at acceptable Quality and Cost with implementation of authorized Quality Procedures.
- Ensuring that all production resources are efficiently utilized and all products fully comply with all Quality requirements.
- Production Planning Preparation & review daily
- Control rejection, scrap, downtimes, quality, cost, etc
- Ensuring that the workplace is always kept clean and order to promote safe working environment and to enhance employee morale.
- Ensuring product development to meet the schedule of customers.
- Ensure smooth production flow and avoid high work-in-progress.
- Overall supervision of production staff and ensure they are adequately trained to perform their duties.
- Responsible to conduct monthly stock count activity & Yearly Stoke Take
- Monitor monthly production Miscellaneous Issue (MI) Cost & minimum Stock Variance and execute countermeasure for achieve the target.
- Arrangement for IATF, Customer Audit, Internal Audit, etc related to operation process
- Monitor & Improve Plant Safety and CCCF Activities
- Exercise manpower control and discipline and allocation of jobs to various Operators.
- To maintain harmony and cooperation among all employees.
- To maintain effective information system and confidentiality of all technical documents.
- Liaise with other department to ensure that the production is running smoothly.
- To execute company policy and objective and convey messages to all staff
- Responsible for performance evaluation of production staffs.
- Ensuring all production targets are met.
- Continue improvement of plant facilities; workers skill and knowledge through training to achieve better production efficiency without sacrificed of product quality.
- Reduce operation Expenses include Manpower reduction base on current Business Sales

Achievement (Major)

- Achieved all new development parts follow schedule related to Prod. Engineering scope
- Used very minimum manpower & lean process for new projects parts
- Not extend any production floor for additional new business which rearrange floor & implement lean process with proper layout
- Reduced manpower from 48pax (year 2016) to 26pax (year 2018) at Extrusion plant by implement Kaizen (Plant Sales turn-up maintain)
- Reduced Extrusion Plant Miscellaneous Issue (MI) Cost average >RM15,000/month (Year 2016) to <RM 5,000/month (Year 2018)
- Reduced Plant floor usage 45% without reduce any machine or lines (Maintain all process)
- Reduced Injection Plant WIP stock by implement On-line Assembly process
- Reduced Extrusion Plant WIP stock by implement On-line Endcap & Assembly process

- Reduced Extrusion Customer complaint issue average 15 cases (2015) to 2 cases (2018)
- Increased production efficiency (OEE) average 78% (2017) to 86% (2018)
- Continuously achieved yearly targeted cost saving by implement improvement projects
- Implemented 85% of incoming raw materials / parts under Milk-run system at APM Interior Group (4 plants with 8 RM stores) – 2008 ~2011
- Save part transport cost by implement Milk-run System – RM126K (2009), RM261K (2010) & RM280K (2011).
- Reduced space of part storage area (4 plants) – From 18,000 ft² to 2100ft²
- Stock reduction from 7 days (2008) to 1.5 days (2010) and delivery lead time from 5 days (2008) to 1 day (2011).
- Improve cash flow – Reduced parts holding cost from RM2.2Mil (2008) to RM 800K (2011) (include new additional parts)
- Reduced unnecessary manpower at production line by implement LPS (>10 manpower – 2010, 2011)
- Implement one piece flow production system (reduced WIP)
- Work load balancing for most of production line (Increase production output)
- Conduct Cost Reduction Activities for vendors by provide training

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3. Post : Quality Assurance (Supervisor)

Place : Vivar Printing, Rawang.

Duration : April 2005 ~ June 2005

Function / Responsibility:

- Prepare quality reports (printing sheets)
- Check papers, paints and printing quality for each production before start new printing set
- Check outgoing product quality and quantity
- Check machine operating system for every shift

4. Post : QA Supervisor and Technical Assistant

Place : Auto Parts Manufacturers (APM) Plastics, Bukit Beruntung, Rawang.

Duration : June 2003 ~ June 2004

Function / Responsibility:

- Arrange manpower for every shift (QA dept)
- Check and setting all production machine before start the shift
- Prepare and check quality reports and QA worksheets
- Check and assure machine chemical output and product quality for every hour of production
- Check incoming materials and approved it.
- Contact supplier if the incoming materials have a quality problem and request countermeasure
- Handle customers problem (product quality)
- Arrange machine and test new product (chemical, fabric, new parts)
- Attend internal plant meeting (production, store and QA department) to discuss quality and production problem (once a week)

5.. Post : Technician

Place : Auto Parts Manufacturers (APM) Seat Division, Serendah, Selangor.

Duration : May 2002 ~ July 2002

Function / Responsibility:

- Do maintenance work in the plant (machine, mechanical parts repairing)
- Produced and repair seats skidboard, involve in new projects (inside plant)

6. Post : Trainee (Industrial Training)

Place : Auto Parts Manufacturers (APM) Seat Division, Serendah, Selangor.

Duration : July 2001 ~ November 2001

Function / Responsibility:

- Maintenance dept.(maintenance works, help technician in new projects)
- QA dept.(check product quality, prepare quality reports)
- Production dept.(direct involve to the production line)
- Logistic and Finish Goods dept.(arrange incoming parts in logistic section, involve in FG parts sending system)

Other working experience:

Operator & Store keeper

- Direct involve in manufacturing process (mattress) as operator - Siong Bee Sdn. Bhd. Rawang.(year 2000)
- Arrange incoming goods in store, paste quality and Sirim stickers to electrical parts, Arrange delivery parts – Fiamma Rawang. (year 2000)

PERSONAL STRENGTHS

- ❖ Self-motivated with high level of commitment and discipline
- ❖ Able to conduct training (LPS Trainer)
- ❖ Able to work independently as well as participate in team
- ❖ Able manage a big group of team / staff
- ❖ Fast learner with positive learning attitude
- ❖ High interest when learning new things
- ❖ Pleasant personality with assertive communication skills

HOBBIES / INTERESTS

- ❖ Reading books, Surf internet, Play Chess, Listening music, Repairing electrical / mechanical parts and plumber jobs.

REFERENCE

Name : Mr. Daniel Lee
Designation : General Manager
Company : APM Plastics Sdn. Bhd
Tel. No. : 017-3383122

Name : Mr.Ng Sek Onn
Designation : Senior Manager
Company : APM Plastics Sdn. Bhd.
Tel. No. : 012-3188811

Name : Mr.On Hai Swee
Designation : Managing Director
Company : Givi Asia Sdn. Bhd.
Tel. No. : 012-3083300