

## I. INTRODUCTION

### 1.1. Company History.

In Indonesia, PT XYZ is a well-known FMCG Food and Seasoning company. The holding company founded the PT XYZ in 1972 and several years later around, starting from 1993, the company has launched some of seasoning and condiment products which now has evolved into a market-leading brand for the local and international markets.

With an eye on the future, PT XYZ leads the industry with several product improvements. PT XYZ generates happiness for people and families, thus with its vision and mission, the company offering a taste experience for all tastes and assisting consumers in enjoying tasty, nutritious, and high-quality cuisine. All of this is represented in company's products, which range from MSG to seasoning flour, sauces, coconut milk, and easy-to-use spices.

### 1.2. Vision and Mission.

The vision of the PT XYZ is to become Indonesia's leading manufacturer of healthy and flavorful foods. While the mission of the PT XYZ is to make life easier for everyone by providing easy-to-make, healthy food.

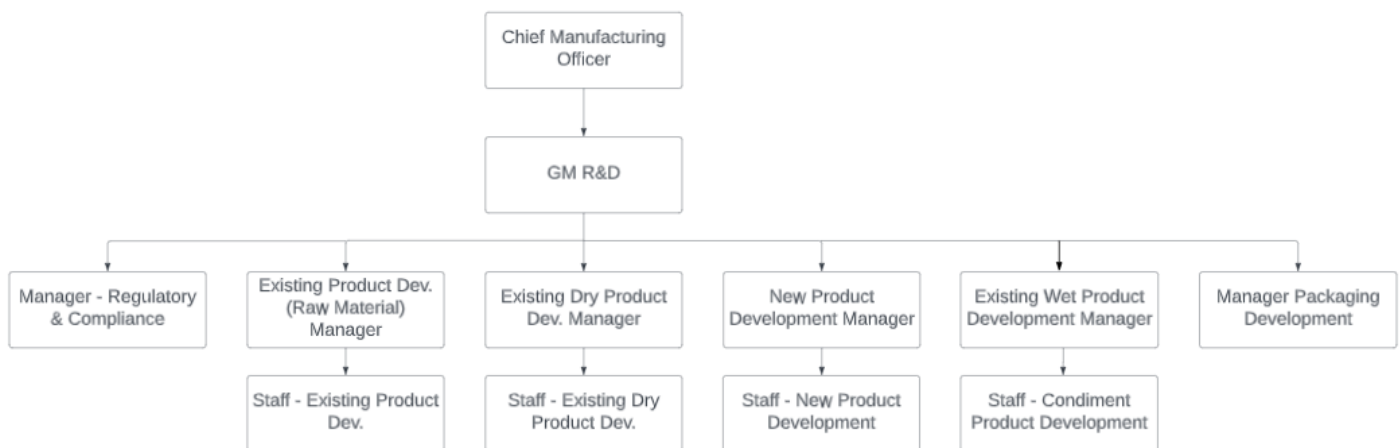
### 1.3. Main Activity.

PT XYZ is Indonesia's leading food and beverage company. *Monosodium Glutamate* was first manufactured in 1968, then expanded into other products such as seasoned flours, coconut cream, instant seasonings, stocks, condiments and other seasonings. With its vision and mission, the company is committed to continuing to provide high-quality food to consumers. The corporation is known for providing high-quality items in a variety of industries, including consumer goods, electronics, and

industrial equipment. To be at the forefront of technical breakthroughs, PT XYZ lays a considerable emphasis on research and development (R&D). Their committed research and development teams are always looking for new materials, techniques, and technologies to increase product quality and provide unique solutions.

Since malnutrition is a problem in Indonesia that must be addressed together, therefore, to combat the spread of malnutrition, the company thinks that the quality of nutrition and nutrients ingested by Indonesians must be improved. Many products that have been manufactured by this company have been fortified with fiber, vitamins, calcium, etc.

#### 1.4. Organizational Structure.



**Figure 1.** The organizational structure of Research and Development at PT XYZ

**Figure 1** shows the organizational structure of PT XYZ's R&D organizational structure. The Chief Manufacturing Officer in PT XYZ is the senior executive in charge of supervising all areas of a company's manufacturing operations, which guarantees that manufacturing processes are efficient and cost-effective while keeping product quality and safety requirements. While the role of Head of R&D is a senior executive who is in charge of directing and managing an organization's research and development responsibilities. This position is critical in fostering innovation, enhancing existing goods or processes, and contributing to the long-term development and profitability of the organization. The manager of the R&D itself is divided into 6 divisions which are the regulatory, packaging, existing

product (raw materials), existing dry product, existing wet product, and the new product development manager. From the manager itself, they also have their own staff which are responsible to assist their manager regarding the project that they handle.

#### **1.5. Student's Unit or Department.**

The Research and Development (R&D) department is an important aspect of every FMCG company, especially in sectors that rely on innovation, technological advancement, and product development. Their major job is to promote innovation, enhance existing goods or processes, and contribute to the long-term growth and competitiveness of the business. The R&D itself is divided into 6 divisions, which are the regulatory, packaging, existing product (raw materials), existing dry product, existing wet product, and the new product development. The writer's division is the existing product (raw materials) which have the main purpose of to conduct a research, testing, and search of the new raw materials from the suppliers so it can be used as an alternative substitute for the existing raw materials ingredients.