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## **Reflection On Industrial Talk 2**

Qistina Batrisyia Binti Azman Shah's background, together with the thorough analytics report, offers a vivid picture of a vibrant atmosphere at Credence, with a focus on the convergence of individual progress and organisational success.

Qistina's path from a Bachelor of Computer Science in Data Engineering to her present work in Analytics Delivery at Credence shows the breadth of opportunities in the analytics profession. Her educational background qualifies her as an informed contributor, highlighting the importance of a strong foundation in data engineering for a successful career in analytics.

Credence, a subsidiary of Telekom Malaysia, is notable for its vibrant workplace culture. Open communication is more than a theory; it is a practice that fosters a climate in which employees feel heard and valued. This transparency is consistent with the fundamental principles of analytics, which state that data-driven insights are most effective when shared freely among team members and decision-makers..

Credence encourages career path flexibility as a strategic decision, understanding the dynamic nature of the analytics profession. Allowing employees to explore numerous roles within the firm not only improves their skill sets, but also helps to create a more versatile and adaptable workforce.

Continuous learning and development are more than simply buzzwords at Credence; they are ingrained in the company's culture. The active promotion of professional development through certification options and free e-learning emphasises the importance of staying ahead in a rapidly changing technological world, which is especially crucial in the analytics field.

Credence stresses empowerment and autonomy, which is consistent with analytics notions in which people are assigned tasks based on their skills. This freedom not only hastens personal and professional development, but it also instils a sense of responsibility and purpose in individuals.

At Credence, accomplishment is celebrated in more than just acknowledgment. The organisation actively celebrates individual and team accomplishments, fostering a good work atmosphere that promotes motivation and engagement. Performance incentives for extraordinary achievements are more than just monetary prizes; they represent gratitude for employees' hard work and dedication.

The suggestions and motivation part suits Credence's culture perfectly. The need for continual learning is consistent with the organisation's commitment to ongoing professional development. Teamwork is not simply a suggestion; it is a must in a close-knit group, reflecting the collaborative nature of analytics projects. Encouraging confidence and persistence is consistent with Credence's attitude in empowering employees to overcome problems.

Finally, combining Qistina's backstory with the analytics report yields an uplifting story of Credence's success and growth. It exemplifies a workplace culture in which employees are valued members of a collaborative and dynamic community that relies on analytics principles to empower decision-making and encourage continuous development.