

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

The development of science and technology is increasingly fast, which is then followed by the need for human resources who can master adequate science and technology also. It is intended that the development of science and technology can be accompanied by mastery of science and technology by these human resources. The prosecution of adequate and reliable expertise in their respective fields is useful for obtaining competitive customized jobs in order to achieve the desired goals.

When it has adequate expertise, it will give birth to human data sources (HR) that are ready to use both in terms of science, morals, attitudes and other criteria that support. Human Resources (HR) expertise can be channeled through trainings organized by government and private institutions that aim to improve skills in order to become qualified and reliable HR and can become professional individuals in carrying out their duties. The reliability of human resources can be channeled through four things, namely through knowledge, skills, attitudes and habits. With the fulfillment of these four things, it is hoped that it can produce quality resources both in the business world and the world of education as implemented by the Bengkalis State Polytechnic Education Institution.

Field Apprenticeship (KP) or Apprenticeship is one of the requirements that every student must fulfill. At this time the smooth flow of information between the industrial world and the world of education is very important in order to create harmony between the two. Therefore, Apprenticeship is a good place for students to interact directly with the industrial world.

Field Apprenticeship is a learning process by knowing directly scope of the real world of work. Each student is required to go directly into the world of work which is their respective fields, to each student is expected to be able to directly

apply the knowledge they have learned before into the world of work. In addition, with Apprenticeship, students can add to their knowledge, skills, and experience at work which can later be applied in the real world of work. To do Apprenticeship, students must complete their studies up to eight semesters and graduate in that semester.

The International Business Administration Study Program expect that with Apprenticeship students can find out firsthand how the business world really is, and can broaden the horizons of each student that they more skilled, responsive, and able to compete and efficiently in the future. Therefore, after completing Apprenticeship, each student is required to make a work report when carrying out Apprenticeship to students can be accountable for the results obtained from the Apprenticeship.

The Author chose PT Indofood CBP Sukses Makmur Tbk Pekanbaru as one of the places to carry out Apprenticeship activities for four months. During the implementation of Apprenticeship (KP) the Author got a place in the Human Resource & Development Department (HRD). The implementation of this Apprenticeship starts from March 01 to June 30, 2024. This Apprenticeship is also expected to broaden the Author's knowledge about various good and correct task implementation and to be able to face the real world of work with the experience gained. Apprenticeship is one of the activities for Bengkalis State Polytechnic students in completing their assignments. In order to achieve the expected results, it is necessary to know the objectives and benefits of holding the Apprenticeship. The objectives and benefits of Apprenticeship are as follows:

1.2 Purpose of the Apprenticeship

Apprenticeship (KP) is one of the activities for State Polytechnic of Bengkalis students in completing their studies. To achieve the expected results, it is necessary to know how the objectives of the Apprenticeship which are as follows:

1. Job description at PT Indofood.
2. Work system and work procedures at PT Indofood.
3. The place of implementation of Apprenticeship practice work at PT Indofood.
4. Type and description of activities at PT Indofood.
5. Obstacles and solutions during the implementation of the Apprenticeship program at PT Indofood.

1.3 Significances of the Apprenticeship

The Apprenticeship carried out is very beneficial for several parties such as students, companies and State Polytechnic of Bengkalis.

1. For Students

There are several benefits from the implementation of Apprenticeship programs obtained by students, namely as follows:

- 1) Students can develop work relationships and add experience to their resumes.
- 2) Students have the opportunity to apply theoretical/conceptual knowledge in the real world of work.
- 3) Students have the opportunity to be able to analyze problems related to science according to their study program.
- 4) Students gain practical experience in applying theoretical/conceptual science according to their study program.
- 5) Students get a certificate from the company if students have completed the Apprenticeship program.
- 6) Students get pocket money and transportation according to the agreement between the Apprenticeship participants and the company.

2. For Companies

The benefits of implementing Apprenticeship programs are also obtained by companies/institutions that accept Apprenticeship students, such as:

- 1) The company will receive labor assistance from students who do Apprenticeship to the work becomes a little lighter and easier.
 - 2) The company will be recognized by academics and the world of education.
3. For State Polytechnic of Bengkalis
- There are several benefits from implementing the Apprenticeship program obtained by the State Polytechnic of Bengkalis, which are as follows:
- 1) State polytechnic of Bengkalis can improve the quality of its graduates through student Apprenticeship experience.
 - 2) State polytechnic of Bengkalis will be better known in the industrial or corporate world.
 - 3) State polytechnic of Bengkalis receives feedback from the world of work for curriculum development and learning processes.
 - 4) State Polytechnic of Bengkalis received feedback from organizations/companies on the ability of students who take part in Apprenticeship in the world of work.