

# CHAPTER I

## INTRODUCTION

### 1.1 Background of the Apprenticeship

During globalization, every individual is expected to improve their quality and have competence in order to compete in various sectors, especially in industry. These demands arise because as college graduates, they are expected to be problem solvers for various problems that arise. To achieve comprehensive educational goals in higher education, it is important for students not to rely solely on theoretical knowledge from college. Therefore, the ability to apply the knowledge obtained is needed so that students can train the aspects needed to enter the industrial world readily.

State Polytechnic Of Bengkalis is a public higher education institution located in Riau province, Indonesia. The campus is located in the city of Bengkalis and was established in early 2000 at the initiative of the Bengkalis Regency Government through the Bahari Gema Foundation. In its development, the name of the institution was later changed to State Politeknik of Bengkalis and its management was transferred to Humanity Development Foundation. In July 2001, State Politeknik of Bengkalis began accepting new students for its first batch. Since then, the campus has produced many graduates who now work in various sectors, both in government agencies and in private companies, as well as in national and multinational companies spread throughout Indonesia.

State Polytechnic Of Bengkalis has a great responsibility in efforts to improve the quality of human resources (HR), especially in achieving high quality student standards. To fulfill and achieve educational goals in higher education, it is important for students to apply the knowledge gained during the study period. This is done so that students can practice various aspects needed to enter the industrial world. One of the methods used to achieve the goal is through the implementation of apprenticeship programs.

In line with the above, universities require their students to take part in an

internship program, especially in odd semesters. The aim is for students to have practical skills and direct experience in the field. Thus, students not only have theoretical knowledge, but also the practical skills needed to face the challenges of the world of work. Thus, the internship program is an important step in preparing students to become competent professionals who are ready to compete in the dynamic industrial world.

The implementation of apprenticeship activities provides a new perspective that makes it easier for students to think and understand the material they have learned. Here, the theory they have learned in the classroom will be implemented in the context of the real world of work, so that students can more easily understand and internalize the knowledge they have gained. Thus, apprenticeship not only provides practical experience, but also prepares students to face challenges in the world of work after they graduate.

As a college graduate, it is expected to be a reliable problem solver, who can face and overcome various problems that arise in the work environment. To achieve comprehensive educational goals in college, it is important for students not to rely solely on theoretical knowledge gained from college. Theoretical knowledge is indeed a strong foundation, but without the ability to apply it, the knowledge will not be maximized. Therefore, students need to develop practical skills through various activities such as apprenticeship and field projects. These activities provide opportunities for students to apply the knowledge they have learned, practice the skills needed, and gain real experience in the industrial world. Thus, they will be better prepared to face challenges in the world of work after graduation, have high confidence, and be able to contribute significantly in advancing the industry where they work.

Based on the foregoing, the author as a Student of the Business Administration Department of the International Business Administration Study Program is required to carry out apprenticeship activities for a minimum of 4 months and a maximum of 6 months. The author chose a place of Apprenticeship at PT Perkebunan Nusantara IV Regional I Sei MAngei PKS Unit is a state-owned company with PMDN capital, built in 1996. The establishment of the Sei Mangkei

PKS with a capacity of 30 tons of FFB / hour began on April 21, 1997 carried out by the Implementing Contractor PT. Kesco Teguh Prakarsa and Trikarya Presindo as the Planning and Supervisory Consultant. The PKS was completed on January 21, 1999, commissioning on March 8 to 17, 1999 and full operation began on April 25, 1999. In 2010 an increase in processing capacity was carried out by constructing a mill with a processing capacity of 45 tons of FFB / hour by PT Nindya Karya, bringing the total processing capacity to 75 tons of FFB / hour. Sei Mangkei Palm Oil Mill is one of the Work Units of PT Perkebunan Nusantara IV which is located in block 113 Afdeling 2 Kebun Dusun Hulu, Nagori Sei Mangkei District Bosar Maligas Simalungun Regency, North Sumatra Province, ± 165 Km southeast of Medan City.

The implementation of the apprenticeship began on March 04, 2024 until June 30, 2024. The implementation of apprenticeship is expected to broaden the author's knowledge to be able to face the real world of work.

## **1.2 Purpose of the Apprenticeship**

The apprenticeship activities State Polytechnic of Bengkalis students, especially the D-IV International Business Administration study program have the following objectives:

### **1.2.1 Purpose of Apprenticeship**

The general objective of the internship program is to introduce and prepare learners for the world of work with practical experience in a real work environment. Hopefully, it will improve learners' readiness and competence in the job market after graduation.

### **1.2.2 Specific Purpose of Apprenticeship**

The specific objectives that are expected to be achieved in the Internship activities are as follows:

1. Gain an in-depth understanding of the management process in the company PT Perkebunan Nusantara IV Regional I Sei mangkei PKS Unit.

2. Understand the roles and responsibilities in various departments or work units.
3. To find out the documents used in the work process of PT Perkebunan Nusantara IV Regional I Sei mangkei PKS Unit.
4. To know the Apprenticeship system and procedures used in the implementation of work at PT. Perkebunan Nusantara IV Regional I Sei mangkei PKS Unit.
5. To find out the obstacles faced in completing work at PT Perkebunan Nusantara IV Regional I Sei mangkei PKS Unit.

### **1.3 Significances of the Apprenticeship**

The apprenticeship carried out provides significant benefits for various parties, including students, State Politeknik of Bengkalis, and the Company:

1. For students  
Apprenticeship enhances their knowledge and skills through direct involvement in various activities at PT Perkebunan Nusantara IV Regional I PKS Sei Mangkei. The experience provides valuable insight into the world of work and prepares them before entering a professional career, to improve knowledge and skills through direct involvement in various agency activities, especially at PT Inti Indosawit Subur and gain experience in the world of work to prepare and improve themselves before entering the world of work.
2. For State Polytechnic of Bengkalis  
The apprenticeship program is expected to help establish cooperation and good relations with various related parties.
3. For the Company  
Apprenticeship brings benefits by providing labor assistance from students who do apprenticeship. The helps ease the workload and simplify the work process in the company.