

CHAPTER I

INTRODUCTION

1.1. Background of the Apprenticeship

According to Melati, D (2024) There are several terms used by universities and industries that refer to internships, including Field Work Practice (PKL), Practical Work (KP), Industrial Work Practice (Prakerin), On-the-Job Training (OJT), or Internship. An internship is a type of instruction and training that helps students develop their competence. An educational program in the field, the Practical Work Program (internship) aims to expose and develop students' skills in the real world of work. Understanding the principles and concepts of science as they relate to the profession of study is one of the activities included in Practical Work (KP). Another phrase that's frequently used in the hospitality sector is "on-the-job training," which refers to teaching someone how to do a job by doing it. From the above understandings, it can be concluded that internship is a form of direct learning in the world of work that can shape the competence of apprentices by actually doing the job.

State Polytechnic of Bengkalis is a state university that has produced many experts with educational levels ranging from Diploma II, Diploma III which is equivalent to an Associate Expert degree, to Diploma IV with an Applied Bachelor degree. Currently, State Polytechnic of Bengkalis has 8 departments with 21 study programs, including the Department of Marine Engineering, Mechanical Engineering, Electrical Engineering, Civil Engineering, Commercial Administration, Language, Informatics Engineering, and Maritime Engineering.

As a Vocational campus, State Polytechnic of Bengkalis educates its students to become a competent workforce in various fields and is able to practice their skills directly. One of the implementations of this vocational education is the implementation of a practical work program that must be followed by all final semester students. This Practical Work Program aims to help students develop themselves before entering the world of work, make a significant contribution to the development of students, and prepare them as well

as possible for the world of work and competency development at State Polytechnic of Bengkalis.

State Polytechnic of Bengkalis holds the responsibility of producing superior, character-driven, and competent human resources, particularly in enhancing the quality of its students. In this era of globalization, it is essential for individuals to master science and technology, including the work systems of goods ports. Those without education and skills in mastering their job are more likely to be left behind in today's global competition. The intense competition in the job market today has prompted many universities to anticipate these changes. Consequently, the college has introduced a breakthrough by implementing an Apprenticeship program.

An "internship" or "apprenticeship" is an educational and training program that offers students or participants the opportunity to gain practical experience in a work environment relevant to their major. These programs typically last for a set period, ranging from a few weeks to several months, and are designed to equip participants with practical knowledge and skills pertinent to their chosen field of work.

This work practice is carried out after State Polytechnic of Bengkalis students have completed a minimum of seven semesters and completed all their assignments. This work practice lasts for four to six months. Based on these provisions, the author chose PT Indah Kiat Pulp and Paper Tbk-Perawang Mill because in addition to this company being one of the largest in Asia, choosing PT Indah Kiat Pulp and Paper as an internship site provides students with hands-on industrial experience, technical skill development, career opportunities, and an understanding of sustainable business practices. and as a place to carry out Work Practices activities. The authors want to get the opportunity to apply the knowledge and theoretical concepts gained during college to the real world of work and gain hands-on experience in applying knowledge and theoretical concepts in accordance with their field of expertise.

The author's Practical Work was placed in one of the important departments in the company, namely in the Logistics department or Port

Operations, specifically the Invoice management section. The implementation of this Practical Work started from February 05 to June 30, 2024. It is expected that this Practical Work will broaden the author's knowledge about various good and correct task implementation and be able to face the real world of work with the experience gained and contribute to the overall operation and success of the company.

1.2. Purpose of the Apprenticeship

The purpose of the Job Training program conducted at PT. Indah Kiat Pulp and Paper Tbk-Perawang Mill are:

1. To find out job descriptions and activities in PT. Indah Kiat Pulp and Paper Tbk-Perawang Mill.
2. To find out the systems and procedures at PT. Indah Kiat Pulp and Paper Tbk-Perawang Mill.
3. To find out the place and time of the internship at PT. Indah Kiat Pulp and Paper Tbk-Perawang Mill.
4. To find out the documents and files produced during the internship at PT. Indah Kiat Pulp and Paper Tbk-Perawang Mill.
5. To find out the obstacle and solutions during the internship at PT. Indah Kiat Pulp and Paper Tbk-Perawang Mill

1.3. Significances of the Apprenticeship

The practical work 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 the job training programs obtained by the writer, namely as follows:

- a) Learn how to speak and how to interact with others, to put the knowledge and abilities learned in lectures to use while working in internships.
- b) Applying accountability and self-control in handling given responsibilities, including time and information management
- c) Being aware of the realities of the workplace so that they may communicate and mingle with staff members who have real-world work

experience.

2. For Companies

- a) Building positive relationships that can benefit both agencies and institutions as well as potential sources of employees, companies have the chance to identify and evaluate possible new hires through employment training programs.
- b) Job training students who do well can actually contribute to the company's increased productivity as a way of education and productivity, particularly in the student apprenticeship area.
- c) Innovation Opportunities Job training students often come with new knowledge and skills that they got from college. This can open opportunities for companies to adopt innovative ideas and the latest practices they bring.

3. For Academic

Implementing internship programs brings several benefits to the academic field, including:

- a) Enhancing Relationships Between Companies and Academics: Internship programs serve as a means to foster strong relationships between companies and academic institutions. Through this collaboration, companies can provide valuable insights and information about the job market to graduates, especially those in International Business Administration. This not only helps in preparing work-ready graduates but also opens opportunities for future collaborations.
- b) Improving Student Abilities: Internships allow students to develop practical skills relevant to their field of study. By engaging directly in a work environment, students can enhance both their technical and non-technical skills, leading to the creation of high-quality graduates who are ready to compete in the global job market.
- c) Measuring Teaching Effectiveness: Internship programs can also be used as a tool to assess the effectiveness of educators in delivering lecture material that aligns with current developments in the industrial world.