

# CHAPTER I

## INTRODUCTION

### 1.1 Background of Apprenticeship

Education plays an important role in exploring skills and developing student knowledge. The education provided in tertiary institutions includes material and practice, which are considered to be given on a small scale. To gain the ability to solve any problems that arise in the world of work, students need to take part in direct job training activities in a company or organization that is relevant to education. So that the competence of students is in accordance with what is expected. The procurement of apprenticeship programs for students is one way to improve the quality of graduate students, both in terms of skills and knowledge. An apprenticeship is a work placement activity in a company or organization that is relevant to education by providing work experience and new skills to students so they can practice working directly within a certain time frame.

The State Polytechnic of Bengkalis is the only state polytechnic in Riau Province. It consists of eight departments with 21 study programs. This campus emphasizes vocational education, where the educational process is carried out with more practical activities than theory. Each department and study program has different characteristics and advantages for achieving student competency. One way to achieve this goal is for students to take part in apprenticeships. The Apprenticeship Program is one of the compulsory subjects that must be taken by students of each department, one of which is the Language Department at the State Polytechnic of Bengkalis. The Diploma-III English Study Program is one of the study programs under the Language Department of the State Polytechnic of Bengkalis, which has the goal of producing professional and competent undergraduate graduates in the fields of business administration and hospitality that occur in industry or companies and can support theoretical knowledge from lecture material. With this apprenticeship program, students are expected to gain

knowledge from the company where the apprenticeship is held and be able to directly apply the theory got from the subjects taken at English Study Program.

The apprenticeship was held in the Training Section of the HRGA Department of PT. Wilmar Nabati Indonesia, Jl. Pulau Sumatera. PT. Wilmar Nabati Indonesia is a subsidiary of Wilmar International engaged in the oleochemical and food sectors. It was chosen because it is an international company that has spread across 50 countries and has good management system and training. Moreover, it is hoped that the intern will gain good knowledge and skills related to management and training when they have carried out the internship. The internship was carried out for four months, starting from February 2<sup>nd</sup> to June 2<sup>nd</sup>, 2023.

## **1.2 Purposes of the Apprenticeship**

The purposes of the apprenticeship are as follows:

- a. To find out the kinds of jobs done in the Training Section of Department HRGA at PT. Wilmar Nabati Indonesia
- b. To find out working procedures and business processes applied in the Training Section of Department HRGA at PT. Wilmar Nabati Indonesia
- c. To practice the knowledge got from the subjects taken at English Study Program in the internship program at Training Section of Department HRGA at PT. Wilmar Nabati Indonesia

## **1.3 Significances of the Apprenticeship**

### **1.3.1 Significance for the Apprentice**

- a. Provide a place for students to apply the knowledge and theory they have acquired in class at the internship site
- b. Students can improve their interpersonal skills. Having good interpersonal skills will enable interns to build good relationships with people during the internship.

- c. Students gain street smarts (practical intelligence), namely the ability to adapt quickly, sensitivity to environmental situations, and direct experience in the world of work.

### **1.3.2 Significance for State Polytechnic of Bengkalis**

- a. Help improve the quality of human resources for State Polytechnic of Bengkalis graduates through an apprenticeship program
- a. The State Polytechnic of Bengkalis received feedback regarding student competencies, including the abilities and knowledge of students participating in practical work.

### **1.3.3 Significance for the Company**

- a. Increase company productivity by helping carry out the duties and work of employees
- b. Improving the positive image of agencies or companies in society.