

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

The Bengkalis Regency Government, through the Gema Bahari Foundation established a university under the name of Bengkalis Shipping Polytechnic, which has 3 (three) study programs, namely: Ship Electrical Engineering, Ship Building Engineering, and Ship Mechanical Engineering. In its journey, Bengkalis Shipping Polytechnic changed its name to Bengkalis Polytechnic and was under the Bangun Insani Foundation (YBI) Bengkalis, with 5 (five) study programs, namely: Shipping Engineering, Mechanical Engineering, Electrical Engineering, Civil Engineering, and Business Administration. In July 2001 Bengkalis Polytechnic accepted the first batch of new students. In 2006 Bengkalis Polytechnic added 2 (two) new study programs, namely Business English and Information Engineering.

As of December 26, 2011 Bengkalis Polytechnic officially became a State University under the name State Polytechnic of Bengkalis through the Regulation of the Minister of National Education (Permendiknas) No. 28 of 2011 concerning the Establishment, Organization and Work Procedures of the State Polytechnic of Bengkalis (OTK Polbeng), which was inaugurated by the Minister of Education and Culture of the Republic of Indonesia. Currently, State Polytechnic of Bengkalis has 8 (eight) majors including the Department of Shipping Engineering, Mechanical Engineering, Electronic Engineering, Civil Engineering, Commercial Administration, English, Informatics and Maritime Engineering.

State Polytechnic of Bengkalis is a vocational campus that educates its students to create a competent spirit in various fields. State Polytechnic of Bengkalis carries out a Apprenticeship program that must be followed by all final semester students. Apprenticeship is a means for students to develop themselves

when they will later enter the world of work. This Apprenticeship activity can make a meaningful contribution to the development of students to prepare themselves as well as possible before entering the world of work and for the development of competencies at the State Polytechnic of Bengkalis.

This Apprenticeship is carried out after State Polytechnic of Bengkalis students complete at least 4 (four) semesters and fully graduate. Apprenticeship is carried out for 4 (Four) months. Based on the above, the author as a student of the Business Administration Study Program is required to carry out Apprenticeship for 4 (Four) months. The author has chosen PT. Indah Kiat Pulp & Paper Tbk. as a place to carry out Apprenticeship activities because the author wants to get the opportunity to apply theoretical knowledge / concepts obtained during lectures into the real world of work and the author gains direct experience in applying theoretical knowledge / concepts in accordance with their field of expertise. Then the author has the opportunity to analyze problems related to science applied in work according to his study program.

During the implementation of Apprenticeship the author gets a place in the Industrial Relations Unit in the *Human Resources Department*. The implementation of this Apprenticeship starts from January 9, 2023 to June 9, 2023. The implementation of this Apprenticeship is expected to increase the author's insight into various good and correct task implementations and be able to face the real world of work with the experience he gains. Apprenticeship is one of the activities for State Polytechnic of Bengkalis students in completing their assignments. In order to achieve the expected results, it is necessary to know the purpose and benefits of holding the Apprenticeship. The objectives and benefits of Apprenticeship are as follows:

1.2 Purpose and Benefits of Apprenticeship

1.2.1 Purpose of Apprenticeship

The objectives of implementation of Apprenticeship are as follows:

- 1 To find out the specifics of the work carried out in the Industrial relations Unit.

- 2 To find out the expected targets of the work carried out in the Industrial Relations Unit
- 3 To find out the data needed during Apprenticeship in Industrial relations Unit.
- 4 To find out the documents and files produced during Apprenticeship in the Industrial relations Unit.
- 5 To find out the obstacles and solutions faced while doing Industrial Relations Unit Apprenticeship.

1.2.2 Benefits of Apprenticeship

The benefits of implementing Apprenticeship activities of the State Polytechnic of Bengkalis are as follows:

- 1 Get the opportunity to apply the knowledge of theory / concepts obtained during lectures into the real world of work.
- 2 As a comparison between the knowledge gained by students in the world of work and education.
- 3 Students can train a sense of responsibility and discipline in the world of work.
- 4 Gain experience in the world of work to improve themselves before being recruited into the world of work.
- 5 Obtain the opportunity to get to know and operate various equipment used by companies, agencies, and offices in carrying out actual work activities.

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 have the opportunity to apply theoretical knowledge and concepts acquired during lectures real world of work.

- 2) Students can develop work relationships and add experience to their resumes.
- 3) Students gain practical experience in applying theoretical/conceptual science according to their study program.
- 4) Students have the opportunity to be able to analyze problems related to science that are applied in work according to their study program.

2. For Companies

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

- 1) There is a collaboration between the world of education and the world of industry/companies so that it is known by academics and companies to get alternative candidates for employees who are known for their quality, dedication, and credibility.
- 2) The company will receive labor assistance from students who do apprenticeship so that the work becomes a little lighter and easier.
- 3) 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) There is good cooperation/relationship between the campus and the company where students do apprenticeship.
- 2) State Polytechnic of Bengkalis can improve the quality of its graduates through student apprenticeship experience.
- 3) State Polytechnic of Bengkalis will be better known in the industrial or corporate world