

# CHAPTER I

## INTRODUCTION

### 1.1. Background of the Apprenticeship

In order to improve the quality of human resources, education is needed that is able to increase the competence of the resources themselves. Education can be obtained while in lectures and there will be knowledge in the form of theories to be studied by students. As candidates for human resources who are prepared for the future, students must have the abilities and competencies that are in accordance with the field they are engaged in. This is so that students will be able to compete in the world of work and be able to compete with an increasingly global world. The knowledge gained by students during the learning process from books and the delivery of the lecturers they learn in college is not sufficient to meet the requirements to become competent and competitive human resources. For this reason, it is necessary to increase human resources both in quality and quantity. In this case the world of education plays an active role, even our government has made various efforts to improve human resources. One of the steps and efforts taken by the education sector to improve the quality and quantity of human resources is the implementation of Apprenticeship.

The development of education is expected to produce intelligent human beings who are cultured and have personality and the ability to develop. Through quality education, it is hoped that quality human resources will be produced, especially in mastering knowledge, skills and attitudes that are oriented towards increasing mastery of science and technology (IPTEK), professional abilities and work productivity. With quality education, the output of these educational institutions is expected to be able to compete in local, national and global life. The Bengkalis State Polytechnic has a responsibility in preparing its students to compete in the real world of work. One of them is by holding apprenticeship as one of the programs that must be followed by Bengkalis State Polytechnic students as one of the requirements for completing lectures.

Apprenticeship is a learning process to get to know the real world of work directly. Apprenticeship is carried out every year and is mandatory for every Bengkalis State Polytechnic student able to apply the knowledge they have learned to the world of work. Apprenticeship is a series of activities that include understanding scientific theory/concepts that are applied in work according to the profession in the field of study. Apprenticeship can add to students' discourse, knowledge and skills, and be able to solve scientific problems the theory obtained while in college. In general, the implementation of apprenticeship is intended to improve students' abilities and skills according to their fields to be applied directly in various activities in government and private agencies.

The Department of Business Administration is one of the majors at the Bengkalis State Polytechnic. The Department of Business Administration has 3 (three) Study Programs, 1 (one) of which is the D-III Study Program, namely the D-III Business Administration (upgrading D-IV Business Digital). In 2016, 2 (two) D-IV Study Programs were added, namely the D-IV International Business Administration and Public Finance Accounting.

The International Business Administration Study Program is one of the study programs at the Bengkalis State Polytechnic which concentrates on economics and trade. The curriculum of the Bengkalis State Polytechnic International Business Administration Study Program, every student who will complete the study must carry out the Apprenticeship that has been stipulated in the decision of the Director of Bengkalis State Polytechnic in a special regulation.

This Apprenticeship is carried out at PT. Indah Kiat Pulp and Paper Perawang Mill which was carried out for 24 weeks starting from January 09 to June 9, 2023. The author reason for choosing an Apprenticeship at PT. Indah Kiat Pulp & Paper Tbk Perawang Mill because this company is one of the largest companies in Asia, there are lots of opportunities to seek knowledge at PT. Indah Kiat Pulp & Paper Tbk Perawang Mill because the courses in the international business administration study program are very synchronous with the field of performance at PT. Indah Kiat Pulp & Paper Tbk Perawang Mill. During the apprenticeship the author was placed in the Industrial Relations division. In

several Industrial Relations activities it also implements activities that support the concept of human resource management which is one of the courses in international business administration. After carrying out apprenticeship students are required to make a apprenticeship report as a form of accountability for each activity carried out while carrying out apprenticeship.

### **1.2. Purposes of the Apprenticeship**

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

1. To find out the job descriptions during apprenticeship.
2. To know the place and time of apprenticeship
3. To find out the apprenticeship place systems and procedures.
4. To find out the obstacles and solutions during apprenticeship.

### **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.
- 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.
- 5) State Polytechnic of Bengkalis receives feedback from the world of work for curriculum development and learning process.