

## **CHAPTER I**

### **INTRODUCTION**

#### **1.1 Background of the Apprenticeship**

Education is one of the fundamental aspects in the development of a nation. Through education, individuals acquire the knowledge, skills and values needed to contribute to society. Quality education not only plays a role in educating the nation's life, but also becomes the main key in improving the competitiveness of human resources at the global level.

In the world of education, there are various paths that can be taken by students, one of which is vocational education. Vocational education emphasizes practice-based learning and skills, so that graduates are better prepared to go directly to the industrial world and the world of work. This education is very relevant in answering the needs of a competent and ready-to-use workforce.

Bengkalis State Polytechnic is one of the vocational higher education institutions in Indonesia that has an important role in producing skilled and professional workers. As a vocational campus, Bengkalis State Polytechnic prioritizes practice-based learning with a curriculum that is in line with industry needs.

Bengkalis State Polytechnic offers various study programs in engineering, business, and maritime that are designed to meet the needs of industries in various sectors. With adequate laboratory facilities and experienced teaching staff, Bengkalis State Polytechnic is committed to producing graduates who are ready to compete in the world of work.

Apprenticeship is one of the programs that must be followed by vocational students, including at Bengkalis State Polytechnic. This program aims to provide real work experience to students before they graduate and enter the real world of work. Through Apprenticeship, students can understand how the theory they have learned in college is applied in a real work environment.

In addition, Apprenticeship also provides opportunities for students to develop technical skills, expand professional networks, and improve adaptability to the

industrial world. Thus, this program becomes one of the important components in vocational education to ensure that graduates not only have theoretical understanding, but also practical experience relevant to their field.

One of the companies that has become a place for Apprenticeship for Bengkalis State Polytechnic students is PT. Ivo Mas Tunggal. The company is engaged in the oil palm plantation and processing industry, with various divisions that support its operations, including the Human Resource sector.

Apprenticeships in Human Resource at PT. Ivo Mas Tunggal provides an opportunity for students to understand more about human resource management in a large company. During the apprenticeship, students can learn about the recruitment process, employee administration, employee data management, and labor policies and regulations.

In addition, students can also develop interpersonal and communication skills needed in the world of work, as well as understand how the role of Human Resources in creating a productive and conducive work environment. Thus, the apprenticeship at PT. Ivo Mas Tunggal is a valuable experience for students in preparing themselves to enter the workforce after completing their vocational education.

## **1.2 Purpose of the Apprenticeship**

Apprenticeship activities for student of the Bengkalis State Polytechnic International Business Administration Study Program aim to:

1. To describe job descriptions at PT. Ivo Mas Tunggal
2. Understanding the Human Resource Management Process
3. Learn the Human Resource Department System and Workflow
4. To find out the obstacles and solutions during the Apprenticeship

## **1.3 Significances of the Apprenticeship**

The Apprenticeship activities carried out by them are very beneficial for several parties such as students, companies, and the Bengkalis State Polytechnic.

#### 1.3.1 Significances for Students

The implementation of the apprenticeship program provide various benefits for student, including the following:

1. Students get direct experience in applying knowledge in accordance with their field of study.
2. Students get the opportunity to implement the theoretical or conceptual knowledge gained during lectures into the real world of work.
3. Students have the opportunity to experience working in a real corporate environment.
4. To increase insight and deepen students' understanding of the professional world of work.
5. Students can foster a professional attitude that is important as a provision for entering the world of work.

#### 1.3.2 Significances for Company

The benefits of implementing an Apprenticeship program are also obtained by companies or institutions that accept Apprenticeship students, such as:

1. Apprentices can assist in the implementation of daily tasks, thus supporting the smooth operation of the company.
2. Through this apprenticeship, the company will be recognized by academia and education world.

#### 1.3.3 Significances for State Polytechnic of Bengkalis

The significances of implementing apprenticeship that will be obtained by the State Polytechnic of Bengkalis, namely:

1. Strengthen working relationships with business and industry, thus opening up opportunities for further collaboration.
2. Provide opportunities for students to analyze, and learn theories / concepts with the reality of applying knowledge and skills in an organization / company.
3. Strengthen working relationships with business and industry, thus opening up opportunities for further collaboration.