

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

The era of globalization and increasingly rapid industrial development has led the workforce to demand human resources who possess not only academic abilities but also practical skills relevant to industry needs. Competition in the workforce requires strong job readiness in terms of knowledge, expertise, and information (Putri et al., 2025). Therefore, institutions of higher education play a strategic role in preparing students to compete and adapt in a dynamic professional environment. However, in practice, there is often a gap between the theoretical knowledge acquired during lectures and the real world conditions in the workplace. This gap calls for concrete efforts to integrate theory and practice in a balanced manner.

The implementation of these efforts takes the form of work placements or apprenticeships. According to Wibowo et al., (2025), field work placements are a type of academic activity designed to provide students with hands-on experience in applying the knowledge they have gained during their studies to the workplace. The activity serves as a vital bridge in aligning theory with practical experience in the field, enabling students to gain a more comprehensive understanding of the challenges and dynamics of the professional world.

In addition, Adini et al., (2025) state that apprenticeship programs have become an important component of the higher education system in various countries, including Indonesia. Apprenticeship programs play a crucial role in preparing students to face the realities of the working world. Upon entering a professional environment, participants will encounter various scenarios they may never have experienced before. A variety of such experiences, ranging from simple to complex, will stimulate the development of both technical and non-technical skills among interns.

Therefore, the apprenticeship will serve as a means for students to develop the various skills required in the workplace. The skills in question include not only

technical skills (hard skills) but also non-technical skills (soft skills), such as communication, teamwork, time management, discipline, and a sense of responsibility. In direct interaction with the work environment, students can learn about the work culture prevalent in the company.

The apprenticeship was conducted at PT. Nusantara Palm Oil, specifically in the Training Center Department's Learning & Development (L&D) subdepartment. According to Ashmos (in Puspitawati et al., 2024), Learning & Development (L&D) is a field that focuses on improving individual and organizational performance through learning and development, encompassing activities such as training, leadership development, organizational development, and online learning. Furthermore, Abogsesa and Kaushik (in Hidayah et al., 2025) state that structured training helps develop competent employees who are capable of performing their current jobs effectively while also preparing for future career challenges.

In line with this, the Learning & Development (L&D) subdepartment at PT. Nusantara Palm Oil plays a role in planning, managing, and supporting the implementation of various training programs. During the apprenticeship, the activities carried out included training administration, employee certificate data management, document filing, and the documentation of training activities. These activities demonstrate that structured and continuous training management plays an important role in enhancing employee competencies and supporting the overall effectiveness of the company's performance.

The implementation of this apprenticeship is expected to enhance students' practical knowledge of the professional world and help them develop more comprehensive competencies to prepare them for future professional challenges. In addition, the experience gained during this program is expected to support students' ability to apply the knowledge they have acquired during their studies in a more optimal, effective, and industry relevant manner.

1.2 Purpose and Benefit of the Apprenticeship

The Apprenticeship has several purposes and benefits that are expected to provide students with practical experience and an understanding of the working

environment. This experience is part of the students' learning process while carrying out activities in the workplace.

1.2.1 Purposes of Apprenticeship

In its implementation, the Apprenticeship has several purposes to be achieved through the activities, as follows:

1. To learn about the job description for the Learning & Development Subdepartment at PT. Nusantara Palm Oil.
2. To understand the work systems and procedures implemented in the Learning & Development Subdepartment at PT. Nusantara Palm Oil.
3. To learn about the location and schedule of the apprenticeship at PT. Nusantara Palm Oil.
4. To understand the types of activities and job descriptions within the Learning and Development Department at PT. Nusantara Palm Oil.
5. To identify the obstacles encountered during the apprenticeship and the solutions implemented to address them.

1.2.2 Benefits of Apprenticeship

Benefits are the expected outcomes that students can gain through the experiences and activities carried out during the Apprenticeship. The benefits of the Apprenticeship are as follows:

1. Improve understanding of the job descriptions within the Learning & Development Subdepartment at PT. Nusantara Palm Oil.
2. Improve understanding of the work systems and procedures applied in the Learning & Development Subdepartment at PT. Nusantara Palm Oil.
3. Get practical experience through direct involvement in the work environment and by following the working hours at PT. Nusantara Palm Oil.
4. Increase knowledge of various activities and tasks carried out in the Learning & Development Subdepartment at PT. Nusantara Palm Oil.
5. Improve the ability to identify problems and find appropriate solutions during the Apprenticeship.

1.3 Significances of the Apprenticeship

1.3.1 For Students

Apprenticeship programs play a vital role for students as a means of gaining hands-on work experience in the professional world. Through apprenticeships, students can apply the knowledge and skills they have acquired during their studies to a real-world work environment. In addition, apprenticeship programs also help students improve their communication skills, discipline, sense of responsibility, and to prepare students for the working world after they complete their education.

1.3.2 For Company

For companies, apprenticeship programs offer benefits by supporting operational activities through the involvement of students in assisting with tasks related to their assigned fields. The presence of student interns can also provide additional manpower for the company's administrative and operational activities. Furthermore, apprenticeship programs serve as a form of collaboration between the industry and educational institutions to support the development of high-quality human resources.

1.3.3 For State Polytechnic of Bengkalis

The apprenticeship program plays a very important role for the Bengkalis State Polytechnic as part of its efforts to improve the quality of education and produce graduates who are ready to enter the workforce. Additionally, apprenticeships serve as a means to evaluate the alignment between classroom learning and real world job requirements. As a result, the apprenticeship program is expected to help produce graduates with stronger competencies, skills, and work experience.