

CHAPTER 1

INTRODUCTION

1.1 Background of the Apprenticeship

In facing the increasingly competitive job market, every student needs to prepare themselves to pursue careers that match their competencies before or after officially graduating. Obtaining employment depends not only on hard skills but also on soft skills, such as communication, teamwork, adaptability, and problem-solving abilities. A study conducted by Nurhayati et al. (2024) found that participation in internship programs significantly improves students' soft skills and professional competencies, enabling them to adapt more effectively to workplace demands. Similarly, Pramestie and Prabowo (2025) stated that internship experience, supported by hard skills and soft skills, has a positive and significant influence on students' work readiness. Therefore, developing both hard skills and soft skills during higher education is one of the key factors in preparing graduates to compete successfully in the world of work.

To meet these demands and achieve the educational objectives of higher education, theoretical knowledge alone is insufficient. Students also need opportunities to apply the knowledge they have acquired in real working environments. Internship programs provide practical experience that strengthens students' technical competencies while fostering professional attitudes. Research conducted by Syawitri et al. (2024) revealed that internship experience and soft skills have a positive and significant influence on students' work readiness. This finding is supported by Syafira and Umam (2024), who explained that internship programs improve students' work readiness by enhancing practical experience and strengthening the soft skills required in professional environments. This indicates that practical experience plays an essential role in preparing graduates to enter the workforce.

Practical Work (Internship) is an intra-curricular activity that forms part of the curriculum at the State Polytechnic of Bengkalis. In general, this program aims to improve students' knowledge, practical abilities, and professional skills through direct involvement in industrial and office activities. In addition, research conducted by Nada and Ubaidillah (2024) concluded that internship experience, supported by strong soft skills and high learning motivation, significantly enhances students' work readiness to face the professional world.

After completing the internship program, students are expected to gain industrial experience involving planning, implementation, coordination, and problem-solving in the workplace. These experiences contribute to the development of professional competencies and prepare graduates to compete in today's job market.

State Polytechnic of Bengkalis is a higher education institution that produces skilled graduates through Diploma III programs, leading to the Associate Degree, and Diploma IV programs, leading to the Bachelor of Applied Degree. The State Polytechnic of Bengkalis has several departments, namely Naval Architecture, Mechanical Engineering, Civil Engineering, Informatics Engineering, Electrical Engineering, Language, Business Administration, and Maritime Administration. In addition, the State Polytechnic of Bengkalis continuously strives to improve students' competencies by organizing industrial training and internship programs. These efforts support the Polytechnic's mission of producing work-ready graduates and creating a strong link and match between higher education and industry.

Based on the above, the Author, as a student of the International Business Administration Study Program, is required to undertake a four-month internship program. The Author chose PT. Surya Palma Industri Sejahtera as the place to carry out the internship. During the internship period, the Author was assigned to the Maintenance Office Department. The internship was conducted from February 9 to July 9, 2026. Through this internship, the Author is expected to broaden knowledge regarding the proper implementation of work tasks and gain valuable practical experience as preparation for entering the professional working environment.

1.2 Purpose of the Apprenticeship

The apprenticeship program is designed to provide various benefits for students, particularly by enabling them to gain practical work experience and develop a better understanding of the professional working environment. Through this program, students have the opportunity to apply the knowledge they have acquired during their academic studies while also enhancing their skills and broadening their insights as part of the learning process in the workplace.

1.2.1 Purpose of Apprenticeship

Based on the description of the background presented above, the Purpose of Apprenticeship is:

1. To find out the job descriptions and activities at PT. Surya Palma Industri Sejahtera.
2. To understand the systems and procedures implemented at PT. Surya Palma Industri Sejahtera.
3. To identify the place and duration of the apprenticeship program at PT. Surya Palma Industri Sejahtera.
4. To understand the types of activities and job descriptions within the Maintenance Department at PT. Surya Palma Industri Sejahtera
5. To identify the challenges and solutions implemented at the Maintenance Office of PT. Surya Palma Industri Sejahtera.

1.2.2 Benefits of the Apprenticeship

The apprenticeship program offers a range of benefits that students are expected to achieve through the practical experiences and activities they undertake during the program. These benefits contribute to both their personal and professional development. The benefits of the apprenticeship program include the following:

1. Enhancing Practical Skills

The apprenticeship enables students to apply the theoretical knowledge acquired during their studies to real workplace situations, thereby improving their practical and technical skills.

2. **Developing Professional Competencies**

Students gain valuable experience in communication, teamwork, problem-solving, time management, and adaptability, which are essential competencies in a professional environment.

3. **Understanding the Work Environment**

Through direct involvement in workplace activities, students become familiar with organizational structures, work ethics, professional responsibilities, and industry standards.

4. **Preparing for Future Careers**

The apprenticeship helps students build confidence, expand their professional network, and gain relevant work experience, making them better prepared for future employment opportunities.

1.3 Significances of the Apprenticeship

The apprenticeship program provides many benefits for several parties, such as students, companies, and the State Polytechnic of Bengkalis. Based on the objectives and benefits of the apprenticeship, it is expected to give useful information and positive contributions to several parties:

1. **For Student**

There are several benefits from the implementation of apprenticeship programs obtained by students, namely as follows:

- a) Students gain practical experience in applying theoretical/conceptual science according to their study program.
- b) Students gain broader knowledge and understanding regarding work culture and professional ethics in the company.

- c) Students can develop work relationships and add experience to their resumes.
- d) 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 the company

The benefits of implementing apprenticeship programs are also obtained by companies/institutions that accept apprenticeship students will receive labor assistance from students who do apprenticeship so that the work becomes a little lighter and easier.

3. For State Polytechnic of Bengkalis

There are several benefits from the implementation of the apprenticeship program obtained by the State Polytechnic of Bengkalis, namely as follows:

- a) There is good cooperation/relationship between campuses and companies where students do apprenticeship.
- b) State Polytechnic of Bengkalis can improve the quality of its graduates through student Job Training experience.
- c) State Polytechnic of Bengkalis will be better known in the industrial or company world.
- d) State Polytechnic of Bengkalis receives feedback from organizations /companies on the abilities of students participating in apprenticeship in the work place.
- e) State Polytechnic of Bengkalis receives feedback from the work place for curriculum development a State Polytechnic of Bengkalis and learning processes.