

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

The rapid advancement of science and technology has increased the demand for competent human resources in various fields. Qualified human resources are needed to balance technological progress with the mastery of relevant skills. Adequate expertise supports individuals in obtaining suitable jobs and achieving their career goals. According to Sutrisno (2020), the quality of human resources is a crucial factor that determines the competitiveness of a nation in the era of globalization. Therefore, the workforce must be able to apply scientific knowledge, uphold work ethics, and demonstrate professionalism in the workplace.

In today's era of globalization, technological developments cannot be avoided and continue to evolve rapidly. The government consistently strives to improve the quality of education at all levels, including higher education. Students must be equipped with the necessary capabilities to face the professional world in accordance with their respective fields after graduation. As stated by Suryani & Putra (2022), higher education must align its curriculum with the demands of the job market to produce graduates who are work-ready and adaptable to technological advancements.

Higher education plays a crucial role in preparing students with both academic and practical skills. One of the methods to bridge theoretical learning and real work experiences is through an Apprenticeship Program. According to Ningsih (2021), apprenticeships serve as a strategic platform for students to apply theoretical knowledge into practice, thereby increasing their understanding of real workplace dynamics.

As a vocational institution, State Polytechnic of Bengkalis is responsible for preparing its graduates to compete in the workforce, one of which is by requiring students to undergo an apprenticeship program as part of the academic curriculum.

According to the curriculum of the State Polytechnic of Bengkalis, the apprenticeship program is mandatory for all students in both Diploma III (D3) and Diploma IV (D4) programs. For Diploma III students, the apprenticeship is conducted after completing at least 4 (four) semesters and being declared eligible, with a duration of 1 month. Meanwhile, Diploma IV students conduct their apprenticeship after completing at least 6 (six) semesters and passing all requirements, with a minimum duration of 4 months. This program aims to allow students to apply their academic knowledge while gaining valuable real-world work experience.

In this apprenticeship, the writer completed an apprenticeship for 4 (four) months, from February 17 to June 17, 2025, and was placed at PT. Besmindo Materi Sewatama, specifically in the Human Resource Development (HRD) Division, under the Contractor Compliance and Performance Management (CCPM) section. The CCPM unit plays a vital role in managing contractor compliance with corporate regulations and operational standards.

During the apprenticeship, the writer gained hands-on experience in handling contractor compliance documentation, conducting performance analysis, and coordinating with relevant parties to ensure project execution aligns with company policies and procedures. This valuable experience provided deeper insights into how the corporate environment operates, especially in building a safe, orderly, and professional work culture through the role of CCPM. As highlighted by Rahmawati et al. (2023), exposure to real-world industry practices through apprenticeships enhances student competencies, self-confidence, and understanding of workplace expectations.

1.2 Purpose of the Apprenticeship

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

1. To describe job descriptions at PT. Besmindo Materi Sewatama, Duri.

2. To Identify the place and time apprenticeship at PT. Besmindo Materi Sewatama, Duri.
3. To explain apprenticeship workplace systems and procedures at PT. Besmindo Materi Sewatama, Duri.
4. To find out the obstacles and solutions during the implementation of the apprenticeship at PT. Besmindo Materi Sewatama, Duri.

1.3 Significances of the Apprenticeship

The apprenticeship that was carried out was very beneficial for several parties such as students, companies and the State Polytechnic of Bengkalis.

1.3.1 Significances for Students

As for some of the benefits of implementing a Apprenticeship program that students get, they are as follows:

1. Get a certificate from the company if you have completed a Apprenticeship program.
2. Students can develop working relationships and add experience to their resume.
3. Students have the opportunity to apply theoretical / conceptual knowledge in the real world of work.
4. Students gain practical experience in applying theoretical or conceptual knowledge to their course of study.
5. Students are given the opportunity to be able to analyze problems related to knowledge applied in the world of work according to their study program.

1.3.2 Significances for Companies

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

1. The company will receive labor assistance from apprentice students so that the work becomes a little lighter and easier.
2. The company will be recognized by academics and the world of education.

1.3.3 Significances 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:

1. There is cooperation or a good relationship between the campus and the company where the student interns.
2. State Polytechnic of Bengkalis can improve the quality of its graduates through student apprenticeship experiences.
3. State Polytechnic of Bengkalis will be better known in the industrial or corporate world.
4. State Polytechnic of Bengkalis receives input from organizations or companies regarding the capabilities of students participating in apprenticeship in the world of work.
5. State Polytechnic of Bengkalis receives input from the world of work for curriculum development and learning processes.