

CHAPTER I

INTRODUCTION

1.1 Background

Competition in the world of work in the current era of globalization is getting tougher, especially with the limited job opportunities available for new graduates. Students who have just completed higher education often face great challenges in finding a job that suits their field of study. This is exacerbated by the number of graduates who continue to increase every year, while job opportunities do not increase significantly. Therefore, work experience is a very important added value for college graduates in order to compete in the world of work. One of the steps to prepare students to face the world of work is by implementing an apprenticeship program or internship. The apprenticeship is one of the obligations that must be carried out by students on campus as part of the educational process and skill development in the world of work. The apprenticeship is usually carried out in the final semester or after students have completed a number of theoretical courses.

The purpose of this activity is to provide direct experience to students in facing the real challenges that exist in the industrial world or the world of work in accordance with their field of study. During the apprenticeship, students will be placed in companies, agencies, or institutions that are relevant to their majors. In these places, students will work under the guidance of competent mentors or supervisors. The tasks given during KP not only focus on developing technical skills, but also communication.

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study. During the apprenticeship, students will be placed in companies, agencies, or institutions that are relevant to their majors. In these places, students will work under the guidance of competent mentors or supervisors. The tasks given during the apprenticeship not only focus on developing technical skills, but also on communication, problem solving, and teamwork skills which are very important in the world of work. In addition, the apprenticeship also provides an opportunity for students to expand their professional network.

This can open up opportunities to get a job after graduation, because students already have experience and a better understanding of how to work in their chosen field. At the end of the activity, students are usually required to make a report or presentation containing the results and experiences gained during the apprenticeship implementation, which will then be assessed by the campus. Overall, the apprenticeship is one of the means to prepare students to be ready for the world of work and to bridge the gap between the theory learned in college and actual practice. In addition, the apprenticeship also helps students to explore their interests, as well as enrich knowledge and experience that can be useful in their future professional careers.

Politeknik Negeri Bengkalis (Polbeng) is a vocational college located in Bengkalis Regency, Riau Province. It was established in early 2000 by the Bengkalis Regency Government through the Gema Bahari Foundation under the initial name of Bengkalis Shipping Polytechnic. Initially, the institution offered three study programs: Ship Electrical Engineering, Ship Building Engineering, and Ship Mechanical Engineering. In 2001, Bengkalis Shipbuilding Polytechnic accepted the first batch of new students.

Along with the development of the needs of the industrial world, in 2006, Bengkalis Polytechnic added two new study programs, namely Business English and Informatics Engineering. In early 2008, Bengkalis Polytechnic submitted a proposal to upgrade its status from a Private University (PTS) to a State University (PTN). This process involved support from the Bangun Insani Foundation, the Bengkalis Regency Government, and the Bengkalis Regency Regional House of

Representatives. On July 29, 2011, Politeknik Bengkalis officially became a state university under the name Politeknik Negeri Bengkalis through the Regulation of the Minister of National Education (Permendiknas) No. 28 of 2011 concerning the Establishment, Organization and Work Procedures of Politeknik Negeri Bengkalis. This inauguration was carried out by the Minister of Education and Culture of the Republic of Indonesia on December 26, 2011.

Until 2024, Politeknik Negeri Bengkalis has 9 departments and 21 study programs, with more than 3,000 active students and more than 5,500 alumni. Polbeng is committed to becoming a leading vocational university with national and international standards, with a focus on developing intellectual abilities, skills in their fields, as well as emotional balance and spiritual appreciation through a quality teaching and learning process.

As a vocational university, Polbeng focuses on providing education that focuses on achieving competencies in accordance with the needs of the industrial world. Since its establishment, Politeknik Negeri Bengkalis has produced graduates who are spread across various government and private agencies, both at home and abroad. Politeknik Negeri Bengkalis (Polbeng) is a state vocational college located in Bengkalis Regency, Riau Province. Polbeng organizes practice-based education to produce graduates who are ready to work in various technical and non-engineering fields.

One of the important parts of the Polbeng curriculum is the implementation of internships or practical work which must be followed by students in certain semesters. This program is carried out in various government agencies and private companies, both local and national, to provide direct experience in the world of work. Currently, the implementation of practical work for Polbeng students is focused on increasing industrial competence and professional skills in accordance with the latest labor market needs.

Based on the explanation above, the author as a student of the Business Administration Study Program is required to carry out Internship Work activities for four (4) months. The author chose PT Perkebunan Nusantara IV Regional III

Pekanbaru as a place to carry out Internship Work because he wanted to get the opportunity to apply the knowledge or theoretical concepts obtained during lectures to the real world of work, as well as gain direct experience in applying concepts in accordance with the field of expertise. In addition, the author also has the opportunity to analyze problems related to the knowledge applied in the work in accordance with the study program taken.

During the Internship, the author was placed in the Management System (SM) section. This activity was carried out from February 4, 2025 to June 10, 2025. It is hoped that through this activity, the author can gain insight into the implementation of tasks properly and correctly, and be able to face the real world of work with the experience gained. Internship is a form of activity that must be followed by Bengkalis State Polytechnic students in order to complete their studies. To achieve optimal results, it is important to understand the objectives and benefits of carrying out these internship activities.

1.2 Purpose and Benefits of Apprenticeship

1.2.1 Purpose of Apprenticeship

Based on the background description presented above, the objectives of apprenticeship are:

1. Understand the job description at PT Perkebunan Nusantara IV Regional III Pekanbaru.
2. Understand the work systems and procedures implemented at PT Perkebunan Nusantara IV Regional III Pekanbaru.
3. Understand the location and timing of the apprenticeship at PT Perkebunan Nusantara IV Regional III Pekanbaru.
4. Understanding the types of activities and task descriptions carried out at PT Perkebunan Nusantara IV Regional III Pekanbaru.
5. Understanding the challenges faced during the apprenticeship and the solutions implemented to address them.

1.2.2 Benefits of Apprenticeship

With reference to the main objectives of the internship program, the benefits that can be gained from this internship program include:

1. Obtaining the opportunity to apply the knowledge or theoretical concepts obtained during lectures to the real world of work.
2. Being a means of comparison between the knowledge gained in the world of education and the reality in the world of work.
3. Train students in fostering a sense of responsibility and discipline in the work environment.
4. Obtaining work experience in order to improve the quality of self before entering the world of work.
5. Getting the opportunity to recognize and operate various equipment used in companies, agencies, or offices that carry out real work activities.

1.3 Significance of the Study

The internship work carried out provides significant benefits for various parties, namely students, companies, and Politeknik Negeri Bengkalis. Based on the objectives and benefits of the internship, this is expected to provide significant information for several parties:

1. For Students.

The implementation of the internship program provides several benefits for students, including:

- a. Students have the opportunity to apply the knowledge and theoretical concepts obtained during lectures to the real world of work.
- b. Students can develop professional relationships and gain work experience.
- c. Students gain practical experience in applying theories or concepts of science in accordance with their study program.

2. For the Company.

The benefits of implementing an apprenticeship program are also felt by companies or institutions receiving apprentices, among others:

- a. The establishment of cooperation between the world of education and the world of industry or companies that are recognized by academics and industry players as an effort to obtain alternative prospective workers who are qualified, dedicated and credible.
 - b. Companies get labor assistance from internship students, so that the work process becomes lighter and more efficient.
 - c. The company becomes better known by academics and the world of education.
3. For Politeknik Negeri Bengkalis.

The implementation of the internship program provides several benefits for Bengkalis State Polytechnic, including:

- a. Establish good cooperation or relationship between the campus and the company where students carry out internships.
- b. Bengkalis State Polytechnic can improve the quality of its graduates through the implementation of an internship program.
- c. Bengkalis State Polytechnic becomes better known in the industrial world or companies.