

CHAPTER I

INTRODUCTION

1.1. Background of the Apprenticeship

Facing the ongoing era of globalization, many people are forced to think and work hard to support their needs. Competition to get a job now is very tight due to the large number of applicants and the small capacity of jobs that are contested by many people, especially for students who graduate in the thousands every year. By the phenomenon that occurs, every student must prepare themselves either before or after being declared a graduate in finding a better job. Hard skills are the main answer to get the job. But having hard skills is not enough, it must also be balanced with soft skills in facing various challenges when doing the job. Developing hard skills and soft skills while in college at State Polytechnic of Bengkalis, is the key and the best way to achieve success and face competition in the world of work.

State Polytechnic of Bengkalis is one of the vocational higher education institutions established in the early 2000s by the Bengkalis Regency Government through the Gema Bahari Foundation, which established the institution under the name Bengkalis Maritime Polytechnic. It offers three programs of study: Marine Electrical Engineering, Marine Construction Engineering, and Marine Mechanical Engineering. Over time, the Bengkalis Maritime Polytechnic changed its name to Bengkalis Polytechnic and came under the Bengkalis Bangun Insani Foundation (YBI), offering five programs of study: Maritime Engineering, Mechanical Engineering, Electrical Engineering, Civil Engineering, and Business Administration.

July 29, 2011 Bengkalis Polytechnic officially became a state polytechnic (PTN) under the name State Polytechnic of Bengkalis through Minister of National Education Regulation (Permendiknas) No. 28 of 2011 concerning the Establishment, Organization, and Operational Procedures of Bengkalis State Polytechnic. State Polytechnic of Bengkalis was officially inaugurated by the

Minister of Education and Culture of the Republic of Indonesia on December 26, 2011. Currently, State Polytechnic of Bengkalis has 8 (eight) departments, namely Naval Architecture, Mechanical Engineering, Information Technology, Electronic Engineering, Civil Engineering, English, Business Administration, and Maritime.

The Business Administration Department is one of the departments in the State Polytechnic of Bengkalis. The Business Administration Department has 3 (three) Study Programs: D-IV International Business Administration Study, D-IV Public Financial Accounting, and D-IV Digital Business which has been upgraded previously from D-III Business Administration. The International Business Administration Study Program focuses on various aspects of business and management from a global perspective. The main areas of focus in this study program include International Management, International Marketing, International Finance, International Trade, International Business Law and Ethics, and Global Human Resources. This program is designed to prepare students to face business challenges in an ever-changing and competitive global environment.

According to the curriculum of the State Polytechnic of Bengkalis International Business Administration study program, every student who will complete their studies is required to carry out practical work as regulated in special regulations issued by the Director of the State Polytechnic of Bengkalis. This practical work is carried out after students have completed a minimum of 6 (six) semesters and are declared full graduates. Apprenticeship is a platform for students to develop themselves when entering the professional world of work. This Apprenticeship activity can give a meaningful contribution to the development of students to prepare themselves as well as possible before entering the professional world of work and for developing competence at the State Polytechnic of Bengkalis.

During this practical work, the author chose PT. Bumi Laksamana Jaya Bengkalis head office and was placed in the Human Resources & General division to carry out practical work and get the opportunity to apply the knowledge or theoretical concepts obtained during lectures into the real world of work and also the author gets direct experience in applying knowledge or theoretical concepts in

accordance with his field of expertise. The author carried out this practical work for 4 (four) months starting from February 03, 2025 to June 06, 2025. The implementation of this practical work is expected to broaden the author's knowledge about various good and correct task implementation and be able to face the real world of work with the experience gained.

1.2. Purposes of the Apprenticeship

From the implementation of apprenticeship, several objectives were obtained to be achieved. The purposes are:

1. To find out the job description in the Human Resources & General division PT Bumi Laksamana Jaya Head Office Bengkalis.
2. To find out the work system and procedures at PT Bumi Laksamana Jaya Head Office Bengkalis.
3. To find out the place and time of the apprenticeship at PT Bumi Laksamana Jaya Head Office Bengkalis.
4. To find out the kind and description the activity in the Human Resources & General division PT Bumi Laksamana Jaya Head Office Bengkalis.
5. To find out the obstacles and solutions at PT Bumi Laksamana Jaya Head Office Bengkalis.

1.3. Significances of the Apprenticeship

1.3.1. For Students

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

1. Students have the opportunity to apply the knowledge and theoretical concepts gained during study to the world of work.
2. Students will develop relevant hard and soft skills needed in the industry, including communication skills, time management, and teamwork.
3. Students gain practical experience in applying theoretical/conceptual knowledge in accordance with their study program.

4. Students will develop working relationships and connections with professionals in the industry that can open up career opportunities in the future.

1.3.2. For company

The benefits of implementing an internship program are also obtained by companies or institutions that receive interns, including the following:

1. The cooperation between the world of education and the world of industry/companies thus recognized by the academic world and companies to obtain alternative prospective employees known for quality, dedication, and credibility.
2. Gaining new perspectives and new ideas from students who may have innovative approaches to challenges.
3. Enhance the company's image as a supporter of education and professional development, thus the company will be better recognized by academia and the education world.

1.3.3. 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:

1. Establishment of good cooperation / relationship between the campus and the company where students carry out apprenticeships.
2. State Polytechnic of Bengkalis will be able to improve the quality and career development of its graduates through the apprenticeship program.
3. State Polytechnic of Bengkalis will be better known in the industrial or corporate world and improve the company's image as a supporter of education and professional development.