

## **CHAPTER I**

### **INTRODUCTION**

#### **1.1 Background of the Apprenticeship**

Human resources (HR), related to the formal design system in an organization to determine the effectiveness and efficiency to realize organizational goals, that human resources should be defined not by what resources do, but what resources produce. With the presence of human resources in the organization becomes more important because the organization itself is created by humans, and these resources are what make the organization survive and succeed.

In early 2000, the Bengkalis Regency Government, through the Gema Bahari Foundation, established a college under the name Bengkalis Shipbuilding Polytechnic, which has 3 (three) study programs, namely: Ship Electrical Engineering, Ship Building Engineering, and Ship Mechanical Engineering. In its journey, the Bengkalis Shipbuilding Polytechnic changed its name to Politeknik Bengkalis and was under the Yayasan Bangun Insani (YBI) Bengkalis, with 5 (five) study programs, namely: Shipbuilding Engineering, Mechanical Engineering, Electrical Engineering, Civil Engineering, and Business Administration.

Along with its development, Politeknik Bengkalis continues to improve both in academic aspects and supporting facilities. In 2011, Politeknik Bengkalis officially changed its status to a state university under the name Politeknik Negeri Bengkalis (Polbeng). After becoming a state university, Polbeng expanded the scope of its study programs by adding various majors in engineering and economics to meet the needs of a competent workforce in various sectors. With a commitment to improving the quality of vocational education, Polbeng continues to strive to produce graduates who are ready to compete in the world of work through a practice-based learning system and cooperation with various industries and local governments.

An internship is a practical work program that provides an opportunity for students or to gain hands-on experience in the world of work. Usually, internships

are carried out for a certain period of time in companies, government agencies, or other organizations, with the aim of honing skills and deepening understanding of the field being studied. During the internship, participants can be involved in various tasks in accordance with their majors or expertise, thus becoming better prepared to enter the workforce after graduation.

Internships are an important part of the educational process as a requirement for obtaining an applied bachelor's degree. For 8th semester International Business Administration students, this program is carried out for four months with freedom in choosing an internship location. Before determining the place of internship, the internship coordinator provides several recommendations to students for consideration. After considering the various options available, the author decided to undergo an internship at PT Ivo Mas Tunggal, hoping to gain valuable experience and understand more about work practices in the industrial world.

## **1.2 Purpose of the Apprenticeship**

Apprenticeship activities for students of the Bengkalis State Polytechnic International Business Administration Study Program aim to:

1. To understand the duties and responsibilities of work at PT Ivo Mas Tunggal.
2. To know the location and work schedule during the apprentice program.
3. To learn how to work and the rules that apply at PT Ivo Mas Tunggal.
4. Finding solutions to overcome problems that arise during the apprenticeship.

## **1.3 Significance Apprenticeship**

The apprentice program provides many benefits, both for students, companies, and Bengkalis State of Polytechnic.

### **1.3.1 Significances for Students**

The implementation of the apprenticeship program provides various benefits for students, including the following:

1. Adding Work Experience, Students get direct experience in the world of work according to their fields.

2. Improve Skills, Sharpen technical abilities and soft skills such as communication, teamwork, and problem-solving.
3. Understanding the Industrial World, Students learn about the work system, corporate culture, and rules that apply in the workplace.
4. Expand Professional Network, Opportunity to build relationships with professionals that can be useful for future careers.
5. Increase Confidence, by engaging in real work, students become more confident in facing the challenges of the world of work.
6. Preparing for a Future Career, Internships are an important provision for students in finding a job or starting a business after graduation.

#### 1.3.2 Significance for Companies

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

1. Provide Experience for Students, with internships, companies indirectly prepare future workers, introduce students to the real industrial world, and reduce recruitment risks.
2. Assist in Developing Interns' Skills, Internships help develop students' skills while benefiting companies, which are always looking for innovative, creative, and skilled workers.
3. Improves Company Performance and Performance, Internships are not only beneficial for branding, but also improve company performance. Interns help lighten the workload, speed up task completion, and support target achievement.

#### 1.3.3 Significances for State Polytechnic of Bengkalis

The significances of implementing apprenticeship that will be obtained by the State Polytechnic of Bengkalis include:

1. Improve Graduate Competencies, Students gain real work experience that helps improve their skills and readiness in the industrial world.

2. Strengthening Relationships with Industry, The internship program opens up opportunities for greater cooperation between institutions and the business world.
3. Adjust the Curriculum to the Needs of the Job Market, By understanding the demands of the industry, the campus can develop a more relevant curriculum.
4. Improve Institutional Reputation, Graduates who are ready to work provide a positive image for Politeknik Negeri Bengkalis in the industrial and academic world.
5. Playing a role in HR Development, the campus contributes to producing a quality workforce in accordance with the needs of the world of work.