

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

In today's increasingly competitive and dynamic industrial environment, higher education institutions are expected to produce graduates who possess not only strong theoretical knowledge but also practical competencies that meet industry demands. Rapid technological advancement, digital transformation, and evolving business practices require graduates to adapt quickly, solve problems effectively, and demonstrate professional skills in real workplace settings. Therefore, institutions are encouraged to integrate academic learning with practical experience to prepare students for the challenges of the workforce.

One of the strategies implemented by higher education institutions to bridge the gap between academic knowledge and professional practice is the apprenticeship program. Apprenticeships provide students with opportunities to experience real working environments, apply classroom knowledge, and develop technical and interpersonal skills. According to Ebert et al. (in Liana et al., 2025), apprenticeship is a practice-based learning process that enables students to acquire contextual understanding, practical competencies, and professional insights that cannot be fully achieved through classroom learning alone. Consequently, apprenticeship plays an important role in improving graduates' employability and readiness for professional careers.

For students of the International Business Administration Program, apprenticeships provide valuable opportunities to develop competencies in business administration, office management, communication, and organizational coordination. Throughout the apprenticeship period, students are expected to apply the knowledge acquired during their studies while enhancing analytical skills, problem-solving abilities, teamwork, and professional ethics. The apprenticeship program is conducted during the final semester and lasts for four months, allowing students to gain comprehensive exposure to industrial operations.

This apprenticeship was carried out at PT Nusantara Palm Chemicals in Dumai, specifically in the Health, Safety, and Environment (HSE) Department. As one of the departments responsible for maintaining occupational health, workplace safety, and environmental sustainability, the HSE Department plays an essential role in supporting the company's operational performance. According to Suhardono et al. (2023), the implementation of Health, Safety, and Environment (HSE) is an integral component of organizational management that aims to protect employees, preserve the environment, and ensure operational effectiveness through continuous monitoring and improvement. Furthermore, according to Birana et al. (2023), a well-established HSE system contributes to the development of a sustainable safety culture by encouraging employee awareness, compliance with safety procedures, and active participation in accident prevention.

Although the HSE Department is closely associated with occupational safety, its daily operations also involve extensive administrative and managerial activities. These include document control, report preparation, data recording, filing of occupational safety documents, inspection records, coordination among departments, and the management of information related to health, safety, and environmental programs. Effective administrative support is therefore essential to ensure that HSE activities are properly documented, organized, and implemented in accordance with company policies and regulatory requirements. Furthermore, effective implementation of an Occupational Safety and Health Management System (SMK3) requires systematic documentation, continuous monitoring, evaluation, and active participation from all organizational levels to create a safe and productive working environment (Febriyanti et al., 2024)

For students in the International Business Administration Program, undertaking an apprenticeship in the HSE Department provides valuable insights into the integration of business administration and occupational safety management. Through involvement in administrative tasks supporting HSE operations, students develop competencies in document management, data administration, communication, coordination, and professional workplace practices within an industrial environment. This experience not only strengthens their administrative

capabilities but also broadens their understanding of how effective administrative systems contribute to organizational performance and sustainable business operations.

1.2 Purpose and Benefit of Apprenticeship

An apprenticeship is a requirement that must be fulfilled by students at the State Polytechnic of Bengkalis as part of the academic requirements for completing their studies, specifically in the International Business Administration program. The purpose and benefits of this apprenticeship are as follows:

1.2.1 Purposes of Apprenticeship

The purposes of this apprenticeship are as follows:

1. To understand the HSE Department's job description and responsibilities at PT Nusantara Palm Chemicals.
2. To learn about the systems and work procedures implemented in the HSE Department at PT Nusantara Palm Chemicals.
3. To clearly determine the location and duration of the apprenticeship at PT Nusantara Palm Chemicals.
4. To identify the various types of activities and job details carried out during the apprenticeship program in the HSE Department.
5. To analyze the obstacles encountered during the apprenticeship and the solutions implemented to overcome them.

1.2.2 Benefits of Apprenticeship

The benefits of the apprenticeship are as follows:

1. To gain practical work experience by participating in daily activities within a professional working environment.
2. To apply the theoretical knowledge acquired during academic studies to real workplace situations.
3. To improve administrative, organizational, and computer skills required in the workplace.
4. To develop professional competencies, including communication, teamwork, problem-solving, responsibility, and time management.

5. To enhance self-confidence, adaptability, and career readiness for entering the professional workforce after graduation.

1.3 Significances of the Apprenticeship

This apprenticeship program is expected to benefit all stakeholders, including students, companies, and the university. The following are some of the benefits of the apprenticeship program:

1.3.1 For the Student

The apprenticeship program provides valuable opportunities for students to enhance their knowledge and gain practical work experience in a professional industrial environment. Through this program, students are able to apply the theoretical knowledge of administration and management acquired during their academic studies to real workplace situations. Furthermore, the apprenticeship helps students develop both technical and interpersonal skills, including document management, report writing, professional communication, teamwork, time management, and work discipline.

1.3.2 For the Company

For companies, the apprenticeship program can help support operational activities, particularly in the administrative aspects of the HSE Department. Students can contribute by assisting with document management, data archiving, and other administrative tasks. In addition, companies also play a role in supporting the development of competent and professional human resources as a form of contribution to the world of education.

1.3.3 For the State Polytechnic of Bengkalis

For the State Polytechnic Bengkalis, apprenticeship serve as a means to strengthen cooperation between educational institutions and the industrial sector. This activity also serves as a tool for evaluating the curriculum to ensure it remains relevant to the needs of the workforce. Through ongoing collaboration, it is hoped that the quality of graduates who are job-ready and highly competitive will be enhanced.