

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

In the era of globalization, the increasingly rapid development of the industrial sector demands a workforce equipped with the necessary competencies, skills, and adaptability. Therefore, higher education institutions not only play a role in providing theoretical instruction but also need to facilitate students in gaining hands-on learning experiences in the workplace. Andini et al. (2025) state that apprenticeship programs are an effective solution for bridging the gap between theory and practice because they provide students with opportunities to gain practical experience in the field, apply the theories they have learned in class, and develop the practical skills required in the workplace.

In line with this, Junianto et al. (2024) explain that apprenticeship programs provide vocational students with real-world experience in understanding workplace culture, improving their adaptability, and developing better work readiness. The experience gained during an apprenticeship helps students develop the technical and non-technical competencies needed to meet the demands of the industrial sector.

In addition, Firmansyah et al. (2024) state that apprenticeship experiences have a positive impact on students' work readiness because they enhance self-efficacy, broaden professional experience, and prepare students to face challenges in the workplace.

As a vocational higher education institution, Bengkalis State Polytechnic is committed to producing graduates who are competent, professional, and ready to enter the workforce. Therefore, the Applied Bachelor's Degree Program in International Business Administration requires every student to participate in an apprenticeship program as part of the learning process. Through this activity, students have the opportunity to integrate their academic knowledge with hands-on

work experience, enabling them to understand business processes, organizational culture, work systems, and professional responsibilities in the workplace (Politeknik Negeri Bengkalis 2025).

In accordance with the applicable regulations of the Applied Bachelor's Degree Program in International Business Administration at Bengkalis State Polytechnic, every student is required to complete an apprenticeship as one of the requirements for graduation. For the implementation of this apprenticeship program, the author selected PT Bukit Batu Hutani Alam as the apprenticeship site. The company was selected because it operates in the field of Industrial Plantation Forest (*Hutan Tanaman Industri*, HTI) management and plays an important role in supplying raw materials to the pulp and paper industry. As a company that implements a professional work system, PT Bukit Batu Hutani Alam provides an appropriate environment for the author to gain hands on work experience and understand how the knowledge acquired during the academic program is applied in a real world work environment (PT. Bukit Batu Hutani Alam, 2024).

During the apprenticeship at PT Bukit Batu Hutani Alam, the author was involved in various activities related to the company's administrative and operational functions. This involvement provided the author with an opportunity to apply the knowledge acquired during the academic program to actual workplace situations. Through these activities, the author not only gained a better understanding of administrative processes but also became familiar with the company's workflow, organizational structure, and various procedures supporting its operational activities. The apprenticeship activities were supported by several internal company documents and guidelines, including the Company Profile, Public Summary Report, and Standard Operating Procedures (SOPs) related to administrative activities and the Forest Fire Prevention Team (RPK) (PT Bukit Batu Hutani Alam, 2024).

The apprenticeship program was conducted for four months, from February 9, 2026, to June 6, 2026. Through this program, the author was expected to develop

knowledge, skills, and a professional attitude through hands-on work experience in an industrial setting. Additionally, the apprenticeship program served as a means for the author to apply the knowledge gained during the academic program to real world work practices, improve the ability to adapt to the workplace culture, and prepare for entering the workforce after completing the Applied Bachelor's Degree Program in International Business Administration at Bengkalis State Polytechnic.

1.2 Purposes and Benefits of the Apprenticeship

Purposes and benefits of the apprenticeship explain the objectives of the apprenticeship program and the benefits gained by students, including enhanced knowledge, practical skills, professional experience, and improved readiness to enter the workforce.

1.2.1 Purposes of the Apprenticeship

The apprenticeship program aims to provide students with the opportunity to gain direct work experience and apply the knowledge and skills they have acquired during their studies. The purposes of the apprenticeship is as follows:

1. To understand the duties and responsibilities at PT. Bukit Batu Hutani Alam.
2. To understand the workflows and procedures used in administrative activities at PT. Bukit Batu Hutani Alam.
3. To identify the hardware and software used to support administrative work at PT. Bukit Batu Hutani Alam.
4. To identify the equipment and tools used to support administrative and operational activities at PT. Bukit Batu Hutani Alam.
5. To understand the types of data and information required in the process of carrying out administrative tasks at PT. Bukit Batu Hutani Alam.
6. To understand the administrative documents used and produced during the apprenticeship.

1.2.2 Benefits of the Apprenticeship

The apprenticeship program provides students with the opportunity to expand their knowledge, enhance their skills, and prepare themselves for the professional work environment. The benefits gained from participating in the apprenticeship program are as follows:

1. To gain valuable work experience that serves as a foundation for entering the professional workforce after graduation.
2. To enhance knowledge and practical skills through direct involvement in various workplace activities.
3. To develop professionalism, discipline, responsibility, and the ability to adapt to the company's work environment.
4. To strengthen communication, teamwork, critical thinking, and problem solving skills through practical work experience.
5. To broaden understanding of the company's operational systems, work processes, and the technologies and equipment used to support daily operations.
6. To improve career readiness and self confidence by developing the competencies required to succeed in the professional world.

1.3 Significances of Apprenticeship

The apprenticeship program is an academic activity that provides students with the opportunity to gain hands on work experience and apply the knowledge and skills they have acquired during their studies in a real world work environment. The implementation of the apprenticeship program offers benefits and is of great importance to various parties, namely the students, the companies or institutions hosting the apprenticeship, and the Bengkalis State Polytechnic.

1.3.1 For Student

The apprenticeship program plays an important role for students as a means of gaining direct work experience in a professional environment. Through the apprenticeship program, students can apply the knowledge and skills acquired during their studies into real workplace practices. In addition, the apprenticeship program helps students develop communication skills, improve discipline, responsibility, adaptability, and prepare themselves to face the workforce after completing their education.

1.3.2 For Companies

For companies, the implementation of apprenticeship programs provides benefits by supporting work activities through student involvement in assisting with various tasks according to the company's needs and assigned fields. The presence of student apprentices can help facilitate administrative and operational activities, as well as contribute to completing tasks assigned by field supervisors during the apprenticeship period. Furthermore, apprenticeship programs serve as a form of collaboration between companies and educational institutions in developing human resources with the knowledge, skills, and readiness to enter the workforce.

1.3.3 For Bengkalis State Polytechnic

The apprenticeship program is one of the important activities for Bengkalis State Polytechnic in supporting the improvement of education quality and preparing students to be ready to enter the professional world. Through the implementation of the apprenticeship program, the institution can evaluate how well the knowledge gained by students during their studies can be applied according to industry needs. Therefore, the apprenticeship program is expected to support the development of graduates who possess professional abilities, practical skills, and work experience that meet the demands of the workplace.