

Analysis Factors That Caused Internship Students Recruited by the Company

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Abstract: Recruitment is one part of the function of human resource management. In the era of industrial revolution 4.0, recruitment carried out by companies is not only done by employees from within the company or outside parties who have never known the company at all. Recruitment of prospective employees is even carried out on students who are apprentices in the company. The Internship Program is not only beneficial for students who are apprentices in the company but also a valuable opportunity for the company not only to be able to be assisted by students who are apprentices, besides that the company can better identify prospective employees who will be recruited. This research conducted by the quantitative approach used descriptive analysis that used a questionnaire where the sample consists of 9 from 15 users (supervisor and HR staff of the company). This study aims to determine what factors are the cause of an internship student so that he can be recruited to become an employee of the company. This research is conducted by looking for information from users or companies that use student internships in their companies and then recruit them to become employees of the company.

1 INTRODUCTION

In the face of increasing competition in the labour market, Higher Education Institutions (HEIs) are called upon to better prepare graduates with employable skills (Chena, Shenb, and Gosling, 2018)

Work experience and internships provide students with a vehicle for transferring the advanced knowledge and skills acquired through their academic education into a work setting (Madigan, Johnstone, Cook, and Brandon, 2019).

Practical student internships are essential for appropriate career preparations to ensure a smooth transition to their professions after graduation. Tsaia, Chen, Hsub, and Yangc, 2017)

*Internship benefited not only for the student but also for the company and the economy, especially the government. The government helped by the existence of an internship because it can lower the potential of unemployment. It means that the existence of the internship very needed by the government to support the higher education provided by the university, especially the vocational higher education in the nation.

Student internships in the company are usually slow to have emotional closeness with the company.

One of the most critical functions so that companies can run their businesses to get profits is the quality of human resources in the company. The quality of high or low company human resources is determined by how the company recruits prospective employees who will work in the company. That is, it can recruit prospective employees in accordance with the qualifications needed in certain parts of the company. So that it can be said that the recruitment function in the management of human resources plays a crucial role in getting qualified employee candidates to be able to run the company in an era of increasingly fierce competition. The source of withdrawal of prospective employees can come from within and also from outside the company. Experience of interning in the company is sometimes used as a strong consideration for being recruited as an employee is students who have or are.

According to Silva, internships have proven a simplified work-integrated learning experience that facilitates the transition of students from higher education to employment and contributes to their career development.

In the writing that the writer conveyed, the author will elaborate further on why the company recruits

students who are apprentices in the company to become employees or company staff.

1.1 Recruitment

According to Bangun (2012), recruitment is a process of finding employment to fill the vacancy in a particular company. In the recruitment terminology, our employees are familiar with two types of recruitment: first is internal recruitment, which is recruiting prospective employees from within the company itself, for example, is the process of promotion of an employee to occupy a higher or level position within the company. An assistant manager is promoted or promoted to fill the vacant position of a Manager above. Alternatively, it could be that internal recruitment comes from the transfer of employees from one part to another. Internal recruitment is usually done by companies when there are not too many human resource needs. However, if a lot of human resources are needed, usually the supply of prospective workers is done through external recruitment.

While the recruitment externally recruits prospective employees to occupy certain positions from an employee and prospective recruited employees from outside the company. For this reason, an HR manager must accurately estimate or estimate the human resource needs of each department accurately every year or a specific period. Errors in estimating resource requirements Human companies result in inequality in fulfilling human resources within the company. This result, in turn, will cause the overall performance of the company to below or down. Today, in the era of industrial revolution 4.0. various ways can be used by companies to recruit competent human resources so that the company can optimally operate so that it can compete competitively in this era of industrial revolution 4.0 competition.

According to Bontis and Serenco (2007), Employee capabilities are one of the essential measures affecting firm performance. They have been found to reflect an employee's perception of her/his knowledge, skills, experience, network, ability to achieve results, and room for potential growth.

In recruiting Human Resources to occupy certain positions, there are various methods used. The methods commonly used are closed methods and open methods. Closed methods are usually used to recruit candidates who will fill fairly senior or high positions. It is said that the recruitment method is closed if the recruitment carried out by a company is not disseminated to the general public, so those who

know only the needs of the company's employees are only limited or internal circles of the company.

While the open method is a method of recruiting prospective employees by disseminating information on the needs of prospective employees within the company to parties outside the company through various available communication media, including existing social media. Usually, open methods are used to recruit prospective employees in certain positions if there is no person from within the company who can fill the position

Strategic human capital focuses on the valuable characteristics of people that can provide a strategic resource to the firm. The importance of human capital is the roles of social capital and coordination that drive unit performance.

1.2 Internship

An internship is the work practice of students within the company with the aim that students get a variety of work experience directly in the company according to their educational background. The internship enhances teaching and learning in higher education institutions as it provides students with unique opportunities to acquire practical and employable skills as well as appropriate workplace ethos. (Mensah, Appietu, Asimah, xxx)

Internships are useful not only for students who are looking for work experience, directly in the company before they graduate from university but also provide benefits for the company because they get personnel assistance for a particular field of work. Not only that the existence of student internships in the company provides benefits for companies to be able to recruit efficiently apprentice students who have proper qualifications and dedication for the company. There are several reasons why student internships can be one of the targets of recruitment of company human resources that are quite effective. When the internship is viewed as a guided learning experience, it becomes evident that the relationship between all stakeholders or contributors is central to the success of the experience (Brown, Willett, & Goldfine, 2018).

There are at least three main reasons why student internships are one of the targets of the company's HR receptors, namely:

1. Few companies for a few months can learn and recognize the personality of the student so that it becomes a material consideration for whether the student is eligible to be recruited by the company
2. Few companies can recognize the level of workability of the student concerned. So that the

company does not need to pass a particular exam for prospective employees who will be recruited.

3. For apprentice students who will be recruited as prospective employees, there is no need to provide specific outreach or orientation because they already know the conditions or company culture. There is a consensus on the importance of internships in companies in achieving a complete and comprehensive education during university studies (according to Collet et al., 2015; Rae, 2007; Rouvrais et al., 2018)

Moreover, from a student perspective, internships provide students with enhanced career development and preparation, relevant work experience, and more significant networking opportunities, among other benefits (Gerken, M., Rienties, B., Giesbers, B., & Könings, K. D., 2012).

1.3 Research Question

The research questions underlying this paper are:

- What factors have caused internship students to offer to work in the company
- How is the contribution of the ability, skill, and attitude factors in influencing the acceptance of an employee in the company

2 METHODOLOGY

This research is carried out by using a quantitative approach with descriptive methods. Respondents from this study were supervisors or staff of the human resources company where the student was an intern. The apprentice students who are the object of assessment from the supervisor and staff of this HR department are office administration and secretarial students. This study deliberately attempts to classify further the factors that influence the recruitment of internship students into the three main components of the competency element, which consists of skills, knowledge and attitude are added by factors related to soft skills. Even though there were 15 samples distributed to respondents, only nine respondents filled out and returned their answers. This research conduct by the quantitative approach used descriptive analysis that used questionnaire

3 RESULT

Through this research, the author succeeded in collecting data which became the primary

consideration in recruiting internship students in his company to become prospective junior employees. The factors that the author carefully covers the factors that are directly related to the competency factors, which include skill, knowledge and attitude.

3.1 Skill Aspects

Knowledge aspect is a factor that sufficiently determines someone can be recruited into the company. Skill can be said as a person's capacity or ability to perform tasks in a particular job. Ability can also be interpreted as a current assessment of what a person can do with a job. To be accepted as an employee, a candidate usually has to go through a specific ability test in accordance with the field of work. In some fields of workability test is an absolute requirement that must be mastered by a prospective worker. For example, for the profession of an aeroplane pilot, he must be able to drive an aeroplane without any lack. However, in other types of work, the workability is sometimes not a too high priority because a new employee usually has to be educated and trained so that he can carry out the tasks as desired by the company. This ability means that if there are deficiencies related to its ability, it is still understandable, as long as this is still within the limits of reasonableness.

a. Daily skills in general

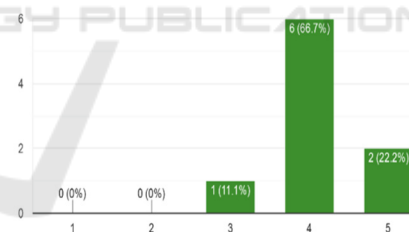


Figure 1: Degree of daily skill.

From the picture 1. above, It can be seen the work skill factors of the students who were recruited by the apprenticeship company, showing that they in general or majorities have excellent work skills and can even be said to be in an outstanding category. There is only one person in the moderate category. This result can be said to be reasonable considering the sample taken was selected people from the Office Administration Study Program who were offered an offer to work in the company, where of course the company already knew perfectly the work skills of the internship students.

b. Ability to use information technology

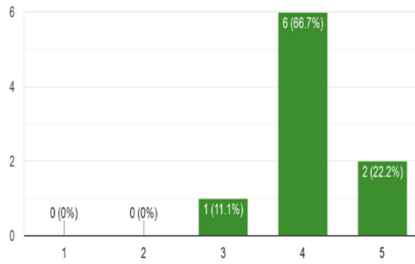


Figure 2: Degree of Information Technology Capability.

From the picture above, we can see that the ability to use information technology facilities in work from students given comments by supervisors or the HR department stated that 66.7% of students who were received directly turned out to have excellent IT skills and even 22.2% were assessed to be excellent information technology capabilities. In contrast, those who are given a moderate assessment are only one person.

c. Ability to carry out office administration tasks

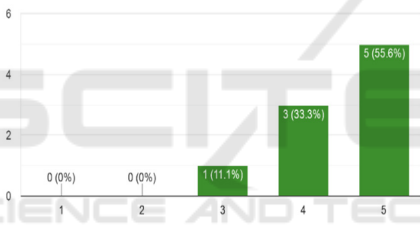


Figure 3: Degree of office administration skill.

The natural ability of the office administration field of the students offered to work after the internship showed the majority of the nine respondents stated to be very good. This result can be said to be reasonable, remembering that the student is a student in the Department of Administration.

3.2 Knowledge Aspect

The knowledge aspect of a person also plays a vital role, whether a particular institution accepts him. Knowledge includes exclusive insights into the field of work as well as insights on various things about the company that will be entered. Knowledge can also mean one's insight into various aspects that occur in their environment. An employee is not only required to have the excellent ability towards a job but also required to have good knowledge.

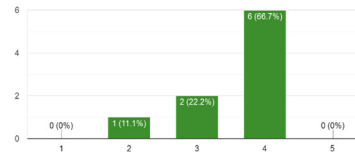


Figure 4: Degree of Knowledge.

3.3 Attitude Aspect

The attitude is the behaviour of someone when the person interacts with other people. They include a boss or subordinate or even with peers in the company. For certain types of work, attitude or commonly called attitude even becomes an essential thing to be assessed rather than other elements such as skill and knowledge. This behaviour is reasonable, considering that a person's attitude is difficult to correct if the assessment turns out to be of less value, different from skill or knowledge.

a. Everyday attitude

The everyday attitude of an employee within the company is an essential aspect, even often noticed by a boss. The attitude of a person who can be well received in his environment is an advantage in itself which gives a positive impact on the person concerned.

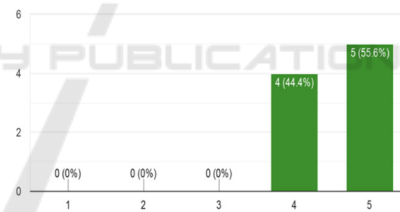


Figure 5: Degree of Daily Attitude.

From the picture above, we can see the apprentice students who got an offer to work at the company get a good and very good rating for all the students so that it can be said that a person who has a good attitude, especially very good, will undoubtedly be very liked by his environment. This result also means that the internship students offered to work in companies are those who also have a good or excellent attitude.

In addition to attitude factors in general, some elements of attitudes that are also examined relating to attitudinal factors are:

b. Ability to adapt to colleagues

The ability to bear adaptation with co-workers is a factor that is quite important to be considered by the HR department of the company because adaptability

will be very decisive in carrying out their duties properly. A person who has good self adaptability can quickly get along with other people in the company so that the impact is also positive for the company

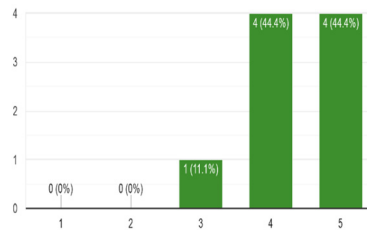


Figure 6: Degree of Speed of Adaptation.

From the picture above, we can see that from the aspect of adaptability to co-workers, children offered at work in their internships are children who are mostly quick to adapt to other colleagues in the company. This adaptability is undoubtedly a separate capital for an employee, considering that not everyone can quickly adapt to the work environment.

c. Dress/appearance

Appearance is a significant factor in working. Appearance reflects the personality of the person, because through his appearance both daily and at certain times, a person can judge the personality of that person. The student looks or outfits at the office is assessed by a boss or supervisor of student internships is how If the appearance is neat in accordance with the standards set by the company, this will provide a positive image not only for the student intern but also contribute positively to the company.

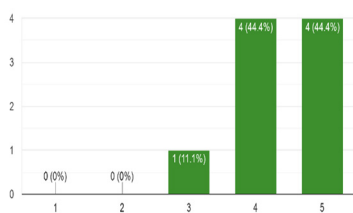


Figure 7: Degree of the daily performance.

From the picture above we can see the internship students seen from their appearance showing a good and very good judgment on the eyes of their supervisor or supervisor, so it is only natural that they are offered to join the apprenticeship company.

d. Attitude when making mistakes and give advice

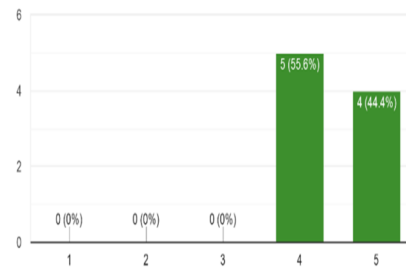


Figure 8: Degree of recognize the wrong and given advice.

The attitude of admitting mistakes and being prepared to accept input from others is a positive attitude that many people do not have. Usually, people are challenging to give input when making inevitable mistakes in work, thus causing recurring errors. From the picture above we can see the internship students have a positive attitude that is dominant enough in acknowledging mistakes and it is easy to accept input from their supervisors so that they can be told that they are not challenging people to advise when making mistakes.

e. The spirit of learning

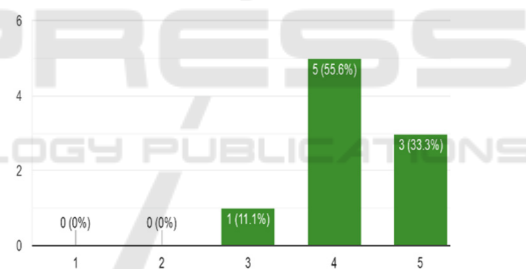


Figure 9: Degree of spirit to learn.

From the picture above, it can be seen that the majority of the 9 internship students recruited by the apprenticeship companies are those who have a good spirit of learning even some of which can be said to be very good or very high. So that they get a positive rating.

4 CONCLUSION

From the description presented above, the author can take some conclusions as follows:

- a. There are several main factors that influence an internship student can be recruited as an employee. These factors are factors of skill or skill and factors of attitude or attitude. For these

factors, both skill and attitude, students offered a job get good and very good ratings. This result is reasonable considering that skills or skills are factors that are very much considered by the company.

- b. Aspect Knowledge or knowledge is the only factor that can be tolerated by a company when a company recruits an apprentice student.

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