

ABSTRACT

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WORK DESCRIPTION OF HUMAN RESOURCE STAFF AT PT OMA KITA SEMUA

The Food and Beverage (F&B) industry in Indonesia plays a vital role in the economy but faces challenges such as intense competition, rapid business dynamics, and managing a diverse workforce. The professional internship program at PT Oma Kita Semua provided direct insights into the operations of the Human Resources (HR) Department in this sector. PT Oma Kita Semua, founded by Andry Susanto, operates in the F&B industry under the brand known as Oma Elly. The intern participated in the program as an HR Staff member in the People Department from July 22, 2024, to October 28, 2024, with a total duration of 560 hours or approximately 70 working days, conducted entirely on-site (Work From Office). The intern was involved in various tasks, including recruitment, psychology test administration, and the execution of psychoeducation programs. This professional internship highlighted the strategic role of the HR department in ensuring optimal company performance through effective workforce management, compliance with labor regulations, and adherence to food safety standards. Additionally, the ability to develop innovative psychoeducation programs significantly contributed to improving employee retention and productivity.

Keywords: internship, human resource staff, people department, food and beverage