

ABSTRACT

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PROFESSIONAL WORK ACTIVITIES IN THE FIELD OF ORGANIZATIONAL AT PT RUANG KOLABORASI KARYA NUSANTARA (RKN)

This professional internship was carried out by the intern in the Organization Division of PT Ruang Kolaborasi Karya Nusantara (RKN), a company engaged in the development and empowerment of MSMEs, over a period of six months. The purpose of the internship was to enable the intern to develop competencies in human resource management and apply the management theories that have been learned. The intern was also expected to formulate data-based recommendations to support the division's effectiveness in assisting MSMEs. During the internship, the intern encountered several challenges, such as the lack of specific explanations regarding job descriptions, group dynamics during bonding activities, and difficulties in maintaining data confidentiality during the implementation of the 360-Degree Feedback. To overcome these challenges, the intern proactively sought information, managed time and focus during meetings, and applied ethical standards in data management. The results of this internship indicate that the intern significantly improved communication, data analysis, and teamwork skills. Recommendations were provided for the company to be more open to strategic collaboration with students, for the university to update its curriculum in line with industry needs, and for students to further develop interpersonal and time management skills. Overall, through this program, the intern gained hands-on experience relevant to their field of study and enhanced their readiness to enter the professional world.

Keywords: *Internship, Human Resource Management, Organization Division, Communication Skills, Data Analysis, Professional Experience.*