

ABSTRACT

This report details the Practical experience as a Talent Acquisition Intern at the Indonesian Export Financing Institution (Indonesia Eximbank). This Professional Work program fulfills the requirements for the Professional Work course in the Management Study Program, Faculty of Humanities and Business, at Universitas Pembangunan Jaya. Through this activity, the Practitioner gained direct insight into the human resources (HR) function, specifically in talent recruitment processes, from needs planning and selection to employee onboarding.

In today's competitive business landscape, a skilled workforce is paramount. However, many fresh graduates often do not fully meet corporate expectations regarding job readiness and practical experience, even for entry-level positions that frequently demand prior experience. This reality is underscored by data indicating a high rate of unemployment among young individuals with limited work experience, contrasting with prevailing job requirements.

The Professional Work program at Universitas Pembangunan Jaya bridges this gap by offering students direct exposure to the industry. As a Talent Acquisition Intern, the Practitioner was involved in various recruitment processes, including CV screening, interview scheduling, and candidate assessment documentation. This experience provided valuable understanding of recruitment dynamics, employer branding, candidate management, and effective communication. This report not only fulfills academic obligations but also illustrates the crucial role of the Talent Acquisition unit in effective recruitment and evaluates the challenges of job readiness among fresh graduates, aspiring to foster greater synergy between higher education and the professional world in developing competent graduates.

Keywords: Human Resources, Job Readiness, Fresh Graduate, Professional Internship, Indonesia Eximbank.