

ABSTRACT

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OVERVIEW OF THE WORK PROCESS OF HUMAN CAPITAL (HC) STAFF AT PT JAYA KONSTRUKSI MANGGALA PRATAMA, TBK

In today's rapidly evolving industrial era, the role of human resources (HR) is increasingly crucial in maintaining business sustainability and enhancing company competitiveness. As a result, companies are expected to manage their workforce optimally through the implementation of Human Capital Management (HCM) as an effective development strategy. In line with these industrial demands, higher education institutions play a strategic role in preparing job-ready graduates, one of which is through internship or professional work programs. Universitas Pembangunan Jaya (UPJ) implements the Professional Work Programs (Kerja Profesi/KP) as a practice-based learning approach aligned with students' fields of study. The intern completed a six-month KP at PT Jaya Konstruksi Manggala Pratama, Tbk and was placed in the Human Capital (HC) division. During the internship, the intern handled various tasks such as organizing employee training, participating in the recruitment process, conducting competency assessments, providing employee counseling, analyzing and updating job descriptions, developing articles and posters on urban stress, and designing intervention, monitoring, and evaluation plans for work-related stress. These activities represent the practical application of several academic courses, including Psychodiagnostics, Industrial Diagnostics, Training, Interview and Observation, Counseling, Assessment Center, Urban Psychology, and Intervention Design to Evaluation, as well as Human Capital. Beyond academic learning, the experience also enhanced the intern's soft skills, such as adaptability in a professional setting, effective communication, and time management—all essential skills for the workplace.

Keywords: professional work, mbkm, human capital (HC) staff