

ABSTRACT

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AN OVERVIEW OF THE WORK PROCESSES OF HUMAN CAPITAL STAFF AT PT JAYA KONSTRUKSI MANGGALA PRATAMA, TBK

In the era of the Industrial Revolution 4.0 and Society 5.0, substantial transformations have occurred, characterized by automation, digitalization, and artificial intelligence. However, Indonesia continues to face considerable challenges in adapting to these developments, as reflected in the high unemployment rate caused by a skills mismatch. In 2024, the Open Unemployment Rate reached 7.20 million individuals. Moreover, based on the Global Talent Competitiveness Index (GTCI), Indonesia ranked 80th globally despite its status as an upper-middle-income country. To address these challenges, the Indonesian government launched the Merdeka Belajar Kampus Merdeka (MBKM) program, aimed at enhancing student competencies through experiential learning. Pembangunan Jaya University participates in this program by offering the Professional Work Program (Kerja Profesi), which provides students with practical field experience. As part of this initiative, the intern undertook a six-month placement at PT Jaya Konstruksi Manggala Pratama, Tbk, serving in the Human Capital division. The primary responsibilities included recruitment, along with supporting roles in employee training, counseling, intervention design, analysis of urban workplace issues, managerial competency assessment, and job description evaluation. These activities represent the application of theoretical knowledge gained from academic courses such as Industrial and Organizational Psychology, Human Capital, Psychodiagnostics, Assessment Center, and Urban Psychology. The MBKM Professional Work Program contributes to the development of both technical and soft skills, while fostering a deeper understanding of psychological practices within organizational settings.

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