

Conference Paper

Identification of Some Factors that Motivated Last Vocational Student at the University of Indonesia to choose the Multinational Company (MNC) as their Internship Company Workplace (Case study of Office Administration and Secretary Student)

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Abstract

This study was conducted on the alumni of the Office of Administration and Secretarial students of the Vocational Program at the University of Indonesia who recently finished their internship as a last Student in Campus. The survey was conducted on all students and alumni who received an internship task in foreign companies with the amount of population 32 person and only about 24 student that participated.

In some Universities, internship becomes the part of the final assignment that further transforms as a prerequisite before finishing the studies. The students are generally free to choose the institution that can be their internship workplace as long as it is relevant to their major of study, whether in a government institution/company or in a private company/institution. Some students chose their internship assignment in a government institution, while the others in a private institution. In private sectors, students can also choose between a local private company or a foreign company that is usually called a Multinational Company (MNC). There are some reasons why they chose the Multinational Company (MNC) as their internship workplace. In this research, the author will identify some factors that influence the students in choosing their internship workplaces. Especially, if there are some dominant reasons that influenced them.

Keywords: student, vocational, university, internship, multinational company

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1. Introduction

Internship become the part of work training, usually internship done by university last student or student of Vocational high school (SMK) usually called PKL = Program Kerja

Lapangan) as one of prerequisites before finishing their study. (<https://www.google.com/search?q=definisi+magang&ie=utf-8&oe=utf-8>)

The definition of internship based on Undang-Undang No. 13 tahun 2003 about labor-ship especially pasal 21 – 30. And more specifically regulated in regulation of Minister of Labor and Transmigration RI no. Per.22/Men/IX/2009 about implementation of internship in the country.

Internship in big company or in international famous company for some student become the ideal dream that wants since a long time. Some attractive facilities imagined in the mind of student if can get internship in big company especially in Multi-national company. There are some attractive factors that motivates student to join in the foreign company, such as: good company images, good future carrier, until good compensation and benefit provided to worker. These factors become the main causes why a lot of student want to get internship program in these company.

In some company whether local or foreign company, student internship program or usually called on the job training (OJT) is part of Human Resource Management policy in internal company. This policy not only benefit for Corporate Social Responsibility program but also for company goals especially in preparing recruitment policy in Human Resources Department. Where the candidate (internship student) can be evaluated when they still in the company. And can offered to become the new worker for the outstanding candidate.

2. Methodology of Research

In this study, the writer use the Descriptive Qualitative Method in collecting information about the the population. This study collect information from the population that consist of 32 person that had internship program in Foreign company, in which only 24 student that answer the questions that have given to them. The questioners distributed by Social Media with the assistance of Google Drafts. The respondents are the 2016 alumni's of Study Program of Office and Secretary Administration, Vocational Program University of Indonesia that chose Foreign Company or MNC Company as their internship workplace

3. Result and Discussion

From the research of the 2016 alumni of Office Administration and secretary Study Program and have internship Program in Multinational Company mentioned some aspect

TABLE 1: Internship workplace companies.

The Companies	
- ExxonMobil	- 3M Indonesia
- DoubleTree by Hilton Jakarta	- CNOOC SES Ltd.
- Total E&P Indonesia	Female Daily Magazines
- PT Robert Bosch Indonesia	PT Biersdorf Indonesia
- PT United Tractors	PT Thiess Contractors Indonesia
- Sarulla Operations Ltd	PT NISSAN MOTOR INDONESIA
- PT. Nestle Indonesia	

that can categorized into some critical factors. These important factors can be categorized into:

1. Factors that influenced the option of Internship workplace
2. The duration time of internship in MNC company
3. The Working Culture
4. Compensation have given to the internship student.

3.1. The aspect of choosing the place of internship

1. In the case of choosing the place of internship, the majority of respondents choose state that the dominant influencer that influenced them in choosing the place of internship is friend, about 37.5%. Naturally, the student always communicate in the peers so that they can communicate and motivate each other to look for foreign company as their place of internship. Friends in this terminology can be meaning the peers at the same level of study or their seniors that had got internship before, even friends at the outside of campus. The second position that also influence student in choosing the place of internship are their parents. Parents usually have a good enough in giving suggestions their children, especially in the field of education
2. When asked about the reason why they choose foreign company as their internship workplace, majority of respondents (about 54.2%) answered that the

assumption of better carrier future image become the dominant reason why they chose the MNC as their internship workplace. This is can be understood because as the usual human being usually hope better condition in the future. The second factor that influence them in choosing MNC as their internship workplace caused by the company big name. Some respondents clarify that the company famous name also become the second factor in attract student to get internship in the company.

3. When asked about the dominant factor that determined the acceptance, some of them answered the recommendation from someone become the first factor that someone can be accepted.

This situation is natural because usually the company consider reference from someone they have known, about 29.2%. This references can be come from parents, relatives. Friends or teacher or lecturer. The second factor after reference of someone is public speaking skill, about 25%. More detail can be seen in Figure 3.

4. Any Kinds of Entering Test for internship Student.

For entering Multinational Company there some kinds of test must be followed by the students. But actually the kinds of test has differentiate, according to each company Human Resources Policy. Some Companies only view the CV of candidate, while the others decided GPA student 3.00. While in others company they must face Academic Potential test. The others company only give interview for the candidate of internship student.

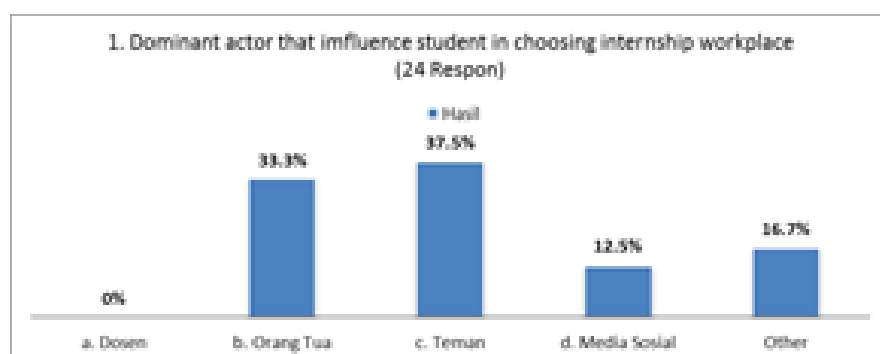


Figure 1: Proportion of dominant influencer.

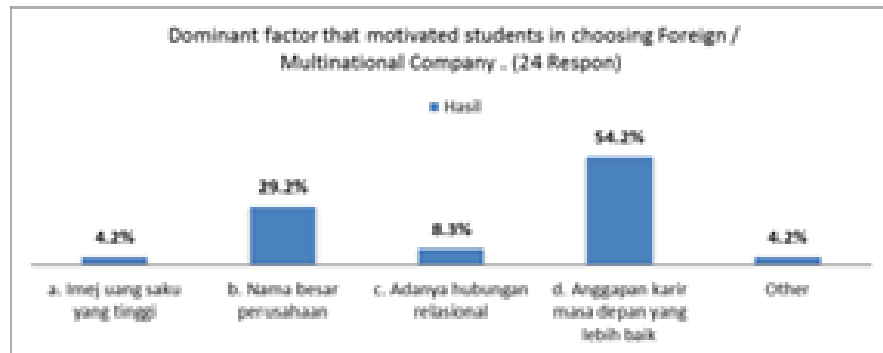


Figure 2: Dominant factor in motivating student.

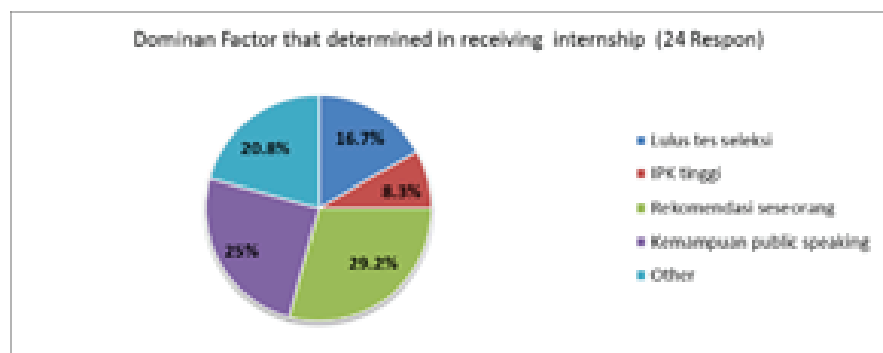


Figure 3: Dominant factor that determined in receiving internship in the company

TABLE 2: Some kinds of entering test for internship students.

Interview	CV, Interview, dan Medical Check Up
Interview	CV, Interview, Medical Checkup
Interview	Interview with Head of Department
Interview	Wartegg, pauli, drawing test, IQ
Interview	Psikotest
interview	TPA
interview	Wawancara & Psikotest
Interview or psikotest	No Test
Psikotest, interview	

3.2. The aspect of duration time of internship

From the questioner distributed to the respondents, majority of them take internship in the company between 3 until 5 months, although the compulsory that must be taken by student as the last student only 3 month. Majority of them also has offered to extend their internship. It means that their performance good enough besides from the sides of the company maybe needs worker to do their work. When offered to extend their

internship, some student didn't ready with some reasons like: hurry to finish their last full paper, or taking preparation to face the S1 entry test

3.2.1. The duration time of internship

But as a whole the writer can be concluded that a lot of them has offered to extend their internship in their company. When asked why they agree to extend their internship, the dominant the answers is because they feel have comfortable with the working atmosphere in the company

3.3. Aspect of allowance

Job satisfaction is one factor that must be considered by the company in order the worker can work satisfied. So that they can produce work quality as demanded by the company. Whether formal or non-formal worker or internship student, ideally company must be considered the job satisfaction in order to produce good quality output. Job satisfaction defined as the degree of enjoyable feeling that come from the value of someone job or job experience (Colquitt, LePine, Wesson in [3]; 131).

According to Colquitt, Lepin and Wesson again, that cited by Wibowo (2014;132) the kinds of job satisfaction among other are:

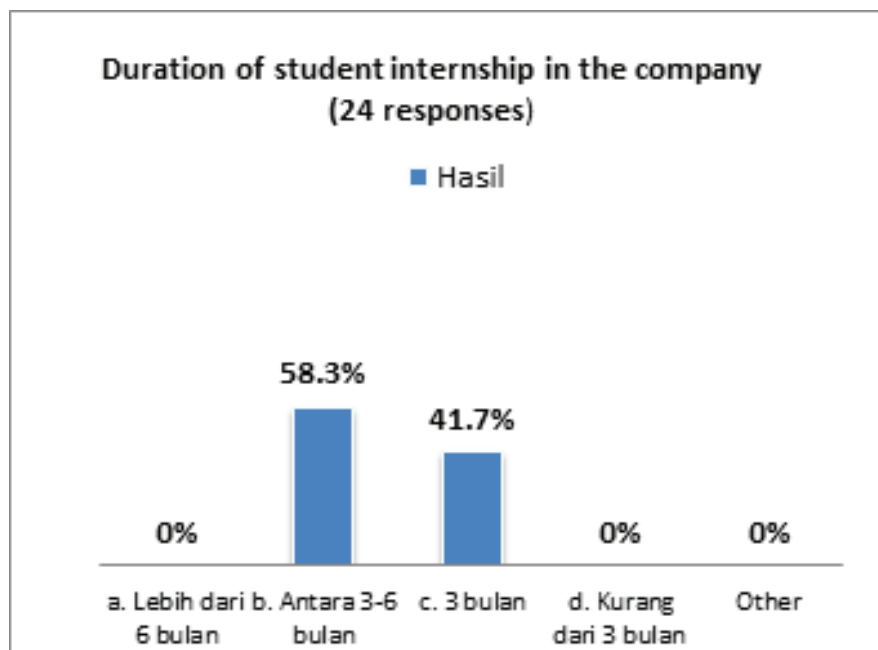


Figure 4: Duration time of internship.

1. Pay satisfaction (satisfaction because of pay satisfaction as the payment to someone)
2. Promotion Satisfaction (satisfaction because of the job promotion)
3. Supervision Satisfaction (satisfaction because of supervision attention given to someone)
4. Coworker Satisfaction (satisfaction because they have a friend)
5. Satisfaction with the work it self
6. Altruism (Satisfaction because they can help other people)
7. Status (satisfaction because of have special status given to them)
8. Environment (satisfaction because of have enjoyable working atmosphere)

One of the example of job satisfaction is a giving money because of something they do. For worker, giving compensation is normal, usually called salary or wages with other benefits received by the worker. While for the internship student it called pocket money or money allowance

Money allowance is one of attractive factor that endorsed student to get internship there. The company that give big money allowance to the internship student can become the student favorite company. Beside give allowance in form of money, some company give other form of allowance such as, transport fee, free member of sport club, etc. Although not all MNC company give allowance to internship student, some of them even not give allowance to them. It depends on the policy of the company. As can we see in the Figure 5, 8.3% respondent (from 24 responses) stated no allowance when they got internship While, 91.7% of responses said got it. It means, majority foreign company or MNC have given allowance to the student when they got internship there.

The amount of money allowance. the amount of money allowance given to the student depend on each internal company policy. Even there are the company that have not given money allowance at all. But, as we see in Figure 6, majority student receive Rp. 1.500.000 until Rp. 2.500.000 monthly when they got internship in foreign company.



Figure 5: Allowance.

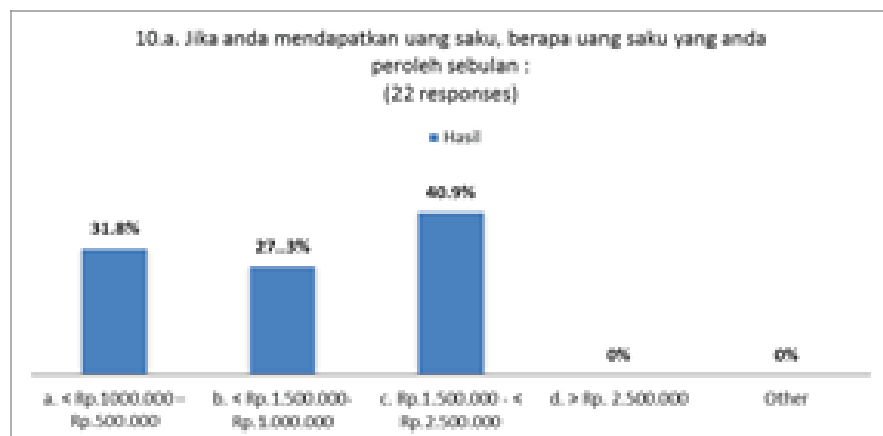


Figure 6: The amount of money allowance.

4. Work/Organizational Culture

“Organizational culture usually known as corporate culture firstly introduced by Petti-grew in *Jurnal of Administrative Science Quarterly*, 1979; since then, that concept known and used to various interest. The study show that the dominant organizational culture proved support the accomplishment of organizational objectives. The success of some company such as Johnson & Johnson, Astra International, General Electric can’t be separated from the professional organizational culture. The changes of business envi-ronment that more competitive demanded the changes of application of innovative dominant values and oriented to the customer ” (Wibowo 2011;106).

While organizational culture according to Schein in Wibowo’s book (2011;107):

(2011;177) a pattern of basic assumption that was learned by a group as it solved its problems of external adaptation and internal integration, that has worked well enough

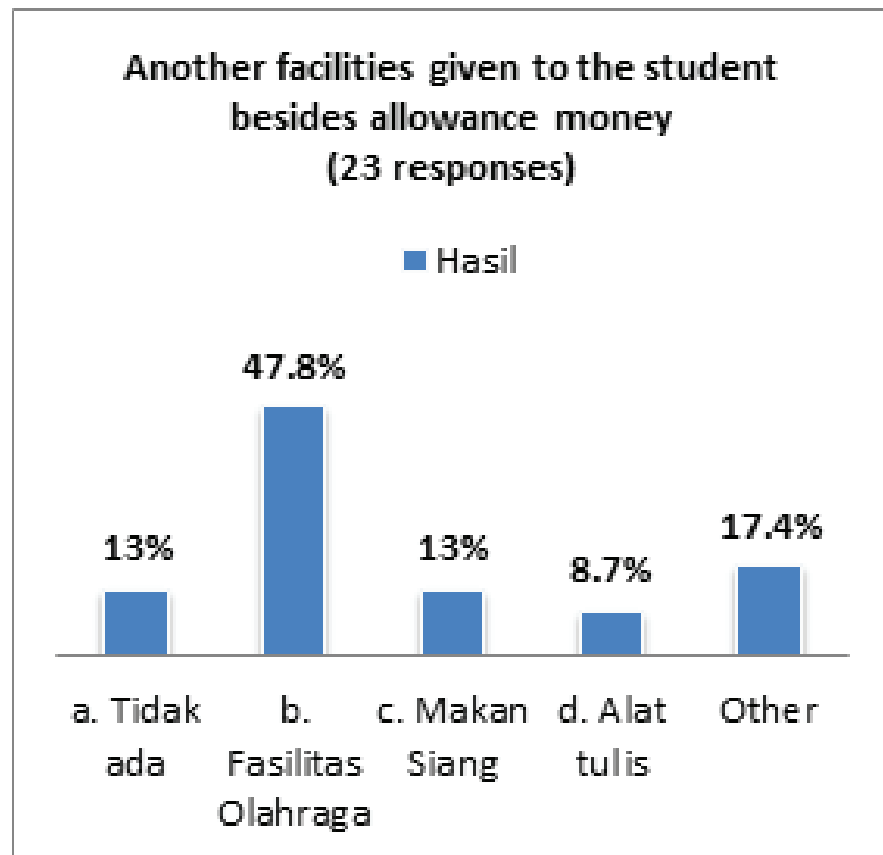


Figure 7: Another facilities given.

to be considered valid and therefore, to be ought to new members as the correct way to perceive, think and feel in relation to those problems.

5. Discipline of Work

One of the part of organizational culture is discipline of work that applied in the company. The discipline of work reflect the corporate culture existed in that place. From the study among the last student that got internship in Multinational company can be seen as follows:

6. The Discipline of Presence

One of the aspect of organizational culture is how the company giving interest in the absence. Not only for the formal staff but also for the student that got internship in the company. They must be obedient to the company rule at that time. In the case

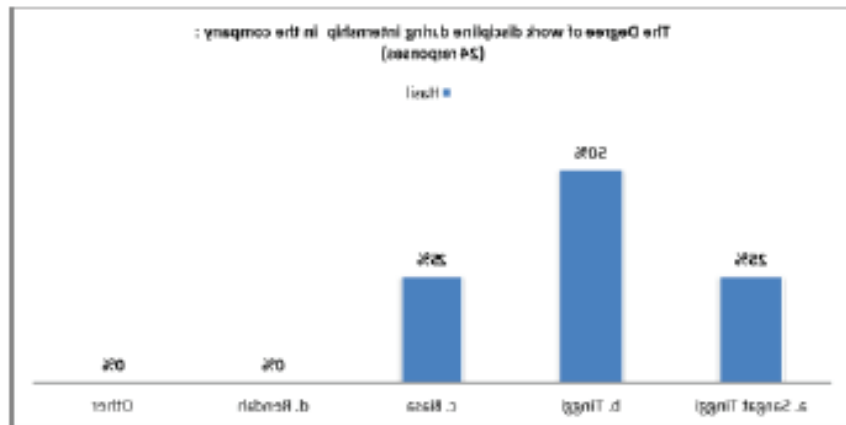


Figure 8: Work Discipline.

of absence or presence, 41,7 of total respondent (24 student) stated that the rules of absence relatively usual or normal.

This view can be accepted because in some company, the student cannot be demanded as strict as internal staff. However in the matter of absence, some respondent also demanded to be discipline, because the discipline in presence is part of self-responsibility in the company. The aforementioned situation can be seen in Figure 9.

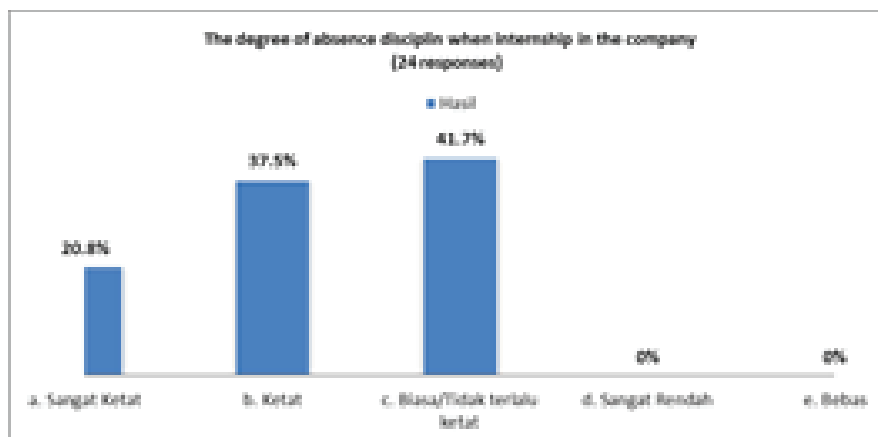


Figure 9: Degree of absence discipline.

Penalty or sanction toward indiscipline of company rules is something that natural in order to every element of the organization can be obeyed the company rules. The sanction given to the student for the indiscipline usually varies according to each company, from low sanction until serious sanction.

Based on Figure 9, the kind of sanction for internship student that applied in foreign company still only for low sanction like warning to him, about 73.9% respondent. Its normal, because the indiscipline done by the student so that the sanction is low.

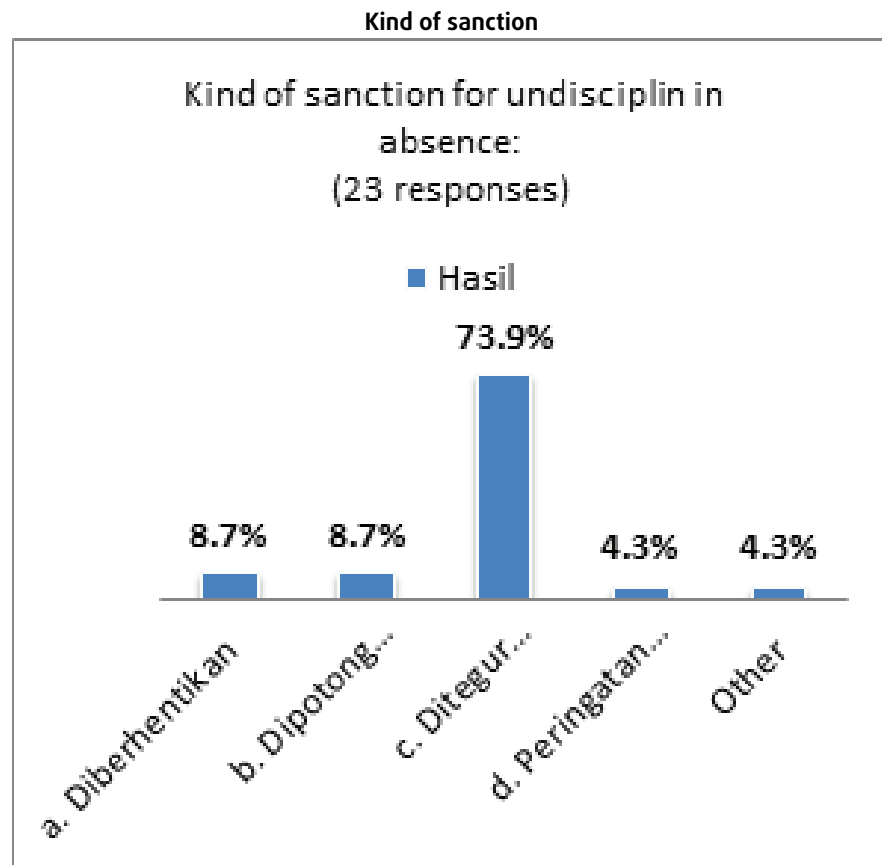


Figure 10: Sanction of indiscipline in absence.

7. Conclusion

Based on the aforementioned problem, the author concludes some factors related to the factor that influences last student in their internship at the Multinational company:

First, Related to the choices of internship workplace, majority students that choose internship in Multinational company influenced by friends or their relations like seniors, etc. While at the same time why they more like get internship in MNC, are more influenced by the assumption of " future better carrier in Multinational company than in the other place

Second, In relation with the duration of internship, in general, their duration of internship in Multinational Company is about three to six months. Although the obligation must be taken only three months. Majority of them had offered extend/continue

their internship in the company, mostly of them agree to extend their internship because they had felt suitable with the atmosphere there.

Third, in the aspect of money allowance, majority of student had been given money allowance about Rp. 1.500.000-2.500.000 a month, although some student had under Rp. 1000.000. In other word the writer can said that student that got internship in MNC company have got more money than the other that got internship in local company or government institution. Besides that, they got free sport memberships as addition of their allowance facility.

Last, in the aspect of organizational culture, especially in discipline of presence and working. From the aspect of discipline of presence and working, in Multinational company, internship student demanded to be discipline in presence although as disciple as internal company worker. The indiscipline in presence will have low sanction such as warning as well as indiscipline of working

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