

## **CHAPTER I**

### **INTRODUCTION**

#### **1.1 Background of On The Job Training**

The diversity over life necessities in this more developed and modern age makes the industry in Indonesia is diverse as well. This means work force competition is getting fierce, ready to work human resources who are aligned with business world's demands becomes an absolute thing in order to respond global challenges in which are loaded with competition. One is supposed to be informed about anything that matters in order to meet that particular competition trait. That is why, information media sector becomes a target of job seekers.

In this business world nowadays, information media plays a vital role in providing news about current issues, products, and service. As information is very much always needed by many, employment in this sector is likely be available often for certain periods. Thus, it is an important thing for college students to not only be in a class room (for theory) and laboratory (for practice), but also hands-on practices in a business world so that later they are more prepared stepping into the working force.

Based on the narration above, education institutions has applied learning system in the curriculum in accordance with the business world's needs in which case is known as on the job training (OJT). Therefore, the writer decided to conduct the OJT at JawaPos Radar Malang since it is the biggest mass media in Malang, East Java in online news division.

Almost everyone is able to use internet these days even it is considered as one of main life necessities. As internet goes massive, news distribution has to adapt. Now, news is not only available in printed form, but also online. With website address of <https://radarmalang.jawapos.com>, Radar Malang online has over 10,000 page views daily. Other than website, Radar Malang utilizes Instagram to deliver and promote the news, product, and services.

Radar Malang's Instagram is under a username of 'jawaposradarmalang' with more than 16,000 followers. The news is posted daily and most of the times more than once in a day. The process of posting news in Instagram is quite interesting. Therefore, the writer took **"The Process of Posting News in JawaPos Radar Malang's Instagram"** as the title of this OJT report.

## **1.2 On the Job Training Purposes**

On the job training purposes can be divided into two; they are the purposes for the students of D3 English Program and for D3 English Program itself. Each of the purposes are explained as below:

### **1.2.1 On the Job Training Purposes for the Students of D3 English Program**

One of the purposes of work training for the students of D3 English Program is to provide information, experiences, and training for the students before they are truly jumping into the work force world after graduating. The students are expected to have some pictures or knowledge in regards of work training (on the job training) site that they are going to choose so that they are able

to adapt with work environment, work colleagues, and the work that they are going to do, also the students will get more familiar with their work situation and be able to work optimally. There are several specific purposes for the writer in performing on the job training.

The first one is to gain working experiences that are truly fresh and as much as knowledge in which are never obtained during college or school due to a reason that the writer never works or doing internship at all in JawaPos Radar Malang before.

The second, the writer is able to apply the acquired knowledge during college into the works that are performed in JawaPos Radar Malang. This is an effective way to apply knowledge into work so that the knowledge grants merit. By applying knowledge into work, not only gives self-satisfaction but also affects work quality.

The third, JawaPos Radar Malang provides information service in forms of newspaper and online news whereas information will always be needed which means employment has potential to be always available in the future. By performing on the job training in that particular company, the writer aims to widen the chance for herself to work full time in JawaPos Radar Malang in the future or in any company or institution which runs under the same field.

The last purpose is to develop skills and self-competence. By performing on the job training in JawaPos Radar Malang, the writer is able to sharpen her capability in writing news either in Bahasa Indonesia and English and also sharpen her skill of interacting with colleagues and management.

### **1.2.2 On the Job Training Purposes for D3 English Program**

The purpose of OJT for D3 English Program generally is to execute one of the learning curriculum contents. This OJT is mandatory to be taken and performed by all students of D3 English Program in the final semester.

Specifically, the purpose of OJT for D3 English Program is to facilitate students applying knowledge, which is obtained during college, into practice directly to the business world that later they pour the OJT experiences into a form of report. Then, this OJT report is meant to make the thesis preparation easier for the students in the final semester.

The second purpose is to improve the image of D3 English Program in the eyes of education world and society also company or institution by which the students choose. The rationale ground is with students performing the OJT means the program has participated in improving local economy either in a small or big scale. The next purpose is to provide resources of operational support in the business world that later feedback for education institution is generated in order to create curriculum stabilization which are competency-based and business world's needs-oriented.

The last purpose is to improve the popularity of D3 English Program, University of Merdeka Malang. By performing OJT in which the students carry out, it means that the program is attempting to prepare professional, independent, qualified, and competency possessed graduate so that the students are prepared to step into work force world. This later on affects unemployment scale from which

it is hoped that it is going to go lower. In the event of unemployment level decreased within D3 English Program graduate, it is going to improve the credibility and quality program. This is going to cause more candidates for students to be keen in applying to D3 English Program in University of Merdeka Malang.

### **1.3 The Significance of on the Job Training *on the Job Training***

The significance of this OJT can be divided into three which are the significance for the students of D3 English Program, for the D3 English Program itself, and for the company or institution in which the students has performed OJT. Each significance is described as the following:

#### **1.3.1 The Significance of on the Job Training for the Students of D3 English Program**

OJT that is done by the students of D3 English Program is able to improve, widen, and strengthen the students' skill as attributes to step into employment in accordance to their areas of expertise also develop the professional attitude which is needed by students at work. OJT can also improve the knowledge in professional industry aspects at work and widen the students' perspective about the kind of works that are available in related area.

The next significance is OJT motivate students to be more eager and keen in improving quality and skill of self so that they can jump straight into the business world right after college. The last one is OJT trains students to be able to

create a detail and reliable (the main report and its data in it can be accounted for) scientific report which bases on what they have done while performing OJT.

### **1.3.2 The Significance of on the Job Training for D3 English Program**

One of the significances of OJT for D3 English Program is that as a means to execute one of the learning curriculum contents. The second is OJT provides facility for program to figure out the application of knowledge which is acquired by the students during college in a form of scientific report.

The other significance is OJT is able to improve the image of D3 English Program in the eyes of education world and society also company or institution by which the students choose. The next one is this OJT facilitate the program to dispense resources of operational support in the business world that later feedback for education institution, which in this case is D3 English Program, University of Merdeka Malang, is generated in order to create curriculum stabilization which are competency-based and business world's needs-oriented.

The last significance is OJT can improve the popularity of D3 English Program, University of Merdeka Malang. By performing OJT in which the students carry out, it means that the program is attempting to prepare professional, independent, qualified, and competency possessed graduate so that the students are prepared to step into work force world. This later on affects unemployment scale from which it is hoped that it is going to go lower. In the event of unemployment level decreased within D3 English Program graduate, it is going to improve the credibility and quality program. This is going to cause more

candidates for students to be keen in taking D3 English Program in University of Merdeka Malang.

### **1.3.3 The Significance of on the Job Training for the Company**

One of the significance of OJT for the company, JawaPos Radar Malang specifically, is that the company comes by with temporary additional workers that are free of any costs or at least they are paid as minimum as it gets. With this temporary additional workers, there is a possibility that the company will assess whether the students whom are performing OJT have the potential to be full time workers or employees after they graduate. It implies that the company does not have to spend times, budget, and resources to conduct recruiting process and employees training.

The next significance is that OJT is a medium for the company to support education program in Indonesia and to improve the image of company in the eyes of society. By supporting the education program of Indonesia government, the company then have participated in developing human resources quality with competence.

## **1.4 The Procedure of On the Job Training**

There are three procedures in performing this OJT. They are Pre-departure, OJT Implementation, and Final Report Writing and Assessment. Each procedure is described as the following:

#### **1.4.1 On The Job Training Pre-departure**

Before performing OJT, the students are firsthand given guidelines briefing by the program. The guidelines briefing of this OJT was held in D3 English Program, University of Merdeka Malang on Friday, May 12<sup>th</sup>, 2018 at 08.30 a.m to 03.00 p.m. In this guidelines briefing, the students were given the information about anything that is related to OJT from the beginning to the report writing. The program emphasized that this OJT is mandatory to be performed by the student with no exception.

#### **1.4.2 On The Job Training Implementation**

The writer performed OJT on May 14<sup>th</sup>, 2018 to August 14<sup>th</sup>, 2018 at the office of JawaPos Radar Malang. OJT implementation was started from Monday to Saturday, from 08.30 a.m to 03.00 p.m. The writer only had to work half-day on Saturday. The writer was assigned in online division of JawaPos Radar Malang. Every day the writer recorded everything that was performed and experienced while in OJT in that company for report writing necessity.

#### **1.4.3 Final Report Writing and Assessment**

Right after OJT was over, the writer must start composing OJT report meticulously and in detail so that there would be less revision after. The writing of this final report referred to books or article references, the writer's notes during OJT, the example of final report writing from the previous graduate class, and the revision from counselors. After made sure that there was no more correction on the report from the counselors, then it comes the time this final report to be



submitted in order for it to be assessed of its credibility and quality before the board of examiners.