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Student competency development in MSIB internship at SEAMEO QITEP language library

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ABSTRACT

An internship is an activity designed to enhance students' soft skills. Currently, many Internship programs are organized, one of which is the MBKM, held directly by the Minister of Education and Culture. In its implementation, the internship serves as a starting point for students before they enter the workforce. Therefore, the location chosen by students should be considered and should align with the field of study they are pursuing. The purpose of this article is to describe the tasks that internship students must perform at SEAMEO QITEP in Language and to examine whether the internship program plays a significant role in enhancing student competencies. The method employed is a descriptive, qualitative approach with a case study design. Data was collected from internship reports and analyzed to assess the correlation between internship tasks and students' competencies. The research shows that internship students gain practical experience in human resource management, library management, and general administration. The competencies developed include communication, management, collaboration, and information management skills, which positively impact the development of soft skills and hard skills, such as critical thinking, problem-solving, and creativity. Additionally, the SEAQIL library plays a crucial role in supporting human resource development through the collection of library materials and digital library management.

ABSTRAK

Magang merupakan kegiatan yang dilakukan oleh mahasiswa untuk meningkatkan kompetensi softskill yang dimilikinya. Program magang saat ini sudah banyak diselenggarakan salah satunya yaitu program MBKM yang diselenggarakan langsung oleh Menteri Pendidikan dan Kebudayaan. Dalam implementasinya, magang merupakan sebuah awalan bagi mahasiswa sebelum terjun di dunia kerja yang sesungguhnya. Oleh karena itu, tempat yang digunakan oleh mahasiswa perlu diperhatikan dan sesuai dengan bidang keilmuan yang dijenjanginya. Tujuan penulisan artikel ini yaitu apa saja uraian tugas yang harus dikerjakan oleh mahasiswa magang di SEAMEO QITEP in Language, dan apakah program magang yang dilakukan oleh mahasiswa dapat berperan penting dalam peningkatan kompetensi mahasiswa. Metode yang digunakan yaitu deskriptif kualitatif dengan pendekatan studi kasus. Data yang digunakan diperoleh dari hasil laporan magang dan cenderung menggunakan analisis terhadap SEAQIL tentang keterkaitan magang dengan kompetensi yang dimiliki mahasiswa. Mahasiswa magang memperoleh pengalaman praktis dalam pengelolaan sumber daya manusia, pengelolaan perpustakaan, dan administrasi umum. Kompetensi yang dikembangkan meliputi kemampuan komunikasi, manajemen, kolaborasi, serta pengelolaan informasi yang berdampak positif pada pengembangan soft skill dan hard skill, seperti berpikir kritis, pemecahan masalah, dan kreativitas. Selain itu, perpustakaan SEAQIL berperan penting dalam mendukung pengembangan SDM melalui koleksi bahan pustaka dan pengelolaan perpustakaan digital.

Kata Kunci: kompetensi; magang; Magang dan Studi Independen Bersertifikat; MSIB

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INTRODUCTION

The progress of a nation is highly dependent on the quality of the resources it has. There are two main elements that determine the development of the nation, namely natural resources as the main foundation and human resources as the driving force These two components play a complementary role, where the sustainability and progress of a nation are greatly influenced by the quality of well-managed resources. In this context, human resources (HR) have a strategic position as the subject and goal of national development. Quality human resources are not only the spearhead of economic development, but also able to make a great contribution to various other sectors (Latif, 2024).

In many developing countries, the quality of human resources is still a major challenge. The lack of quality human resources is often the main obstacle to economic development. To overcome this, efforts are needed to improve the quality of human resources through continuous education and training. Education plays a central role in creating human resources who have knowledge, skills, and expertise that are relevant to the needs of the times. With good education, human resources are able to face the challenges of increasingly complex economic development and contribute to the welfare of the community (Latif, 2024).

The main purpose of education is to educate people's lives, as mandated in the 1945 Constitution. Education provides a foundation for humans to have the ability to solve various problems they face in their daily lives. Education in Indonesia is designed to achieve this main goal by providing broad and equitable access to all levels of society (Supriyatno et al., 2022). Furthermore, education also plays an important role in shaping the professionalism of human resources, which is one of the success factors in national economic development. Education that is integrated with the needs of the world of work can produce quality human resources who can encourage economic growth. This economic growth is often used as a benchmark for development success because it directly affects the welfare of the community. Therefore, strengthening the education system oriented to the development of human resource competencies is a strategic step to ensure the success of sustainable national development.

Graduate competencies, as one of the eight standards, play a crucial role in ensuring that students have skills that are in accordance with the demands of the world of work. In order for students to have relevant competencies, the government encourages various efforts, including work practice programs or internships. The program aims to provide students with hands-on experience in the world of work, train them in adapting, and help build relevant skills (Supriyatno et al., 2022). In response to this, one of the strategic initiatives that supports the development of student competencies is the Independent Learning Independent Campus (MBKM) program. Through the MBKM program, students have the opportunity to learn outside the study program, so that they can experience internships or work practices in the real world and can carry out community service projects in the village. Permendikbud Number 3 of 2020 explains that the MBKM program, students can teach in educational units, participate in student exchanges, conduct research, and others.

The MBKM program provides freedom for students to develop themselves through learning outside of their main study program. Based on Permendikbud Number 3 of 2020, students can fulfill their learning period in two ways: 1) follow the entire learning process in the study program; or 2) combine learning within the study program with activities outside the study program. This program can be participated in by active students from public and private universities throughout Indonesia. In its implementation, MBKM not only functions as a platform to improve technical skills (hard skills) but also as a forum to develop social skills (soft skills). This includes the ability to communicate, collaborate, think critically, and all the creativity that will certainly be very important in the modern work industry.

One of the core elements in the MBKM program is the Internship and Certified Independent Study (MSIB) activities. MSIB provides students with the opportunity to apply the theories they have learned in class to the context of the real world of work. Competencies include three main aspects: knowledge, skills, and attitudes. These three aspects are interrelated and form an important foundation for a person to carry out tasks effectively and efficiently. In addition, internships also help students develop various important skills, such as communication skills, adaptation, time management, teamwork, and accuracy in completing tasks. Not only as a means of skill development, internships also serve as the first step for students before entering the real world of work. Therefore, the place of internship implementation needs to be carefully chosen to suit the student's field of study (Sari et al., 2023).

In the academic context, the MBKM program, especially MSIB, provides a great opportunity for study programs to expand student opportunities to carry out internships and independent study activities. Through this policy, students can convert internship activities into 20 credits, according to the provisions of the activity hours that have been set. Furthermore, the partner who provides internship places has an important role in providing real-life experience that is relevant to the world of work. Through this experience, students can broaden their professional horizons while boosting their confidence. One example of the implementation of the MSIB program is at SEAMEO QITEP in Language (SEAQIL), an organization focused on the development of language education in Southeast Asia. The MSIB program at SEAMEO QITEP in Language provides students with valuable experience to engage directly in a variety of assignments relevant to their field of study. Students not only gain practical knowledge but also the opportunity to develop skills that support their readiness to enter the workforce.

During the internship, students are given responsibilities that cover various aspects of library management and human resource management. The SEAMEO QITEP in Language Library plays a central role in this activity by providing library materials specifically designed to support the information needs of employees and visitors. The library materials include reports, supporting documents, language collections, and various other references relevant to activities at SEAMEO QITEP in Language. Based on the background of the problem, this article will explain the overview of the implementation of MSIB activities at SEAMEO QITEP in improving competence based on the activities carried out by students during internships at SEAQIL.

Literature Review

Competence

Competence comes from the word competence, which means skill, ability, and authority. Etymologically, competence refers to the behavioral dimension that includes the expertise or excellence possessed by a leader or staff, including skills, knowledge, and good behavior. In essence, competence is a combination of knowledge, skills, and behaviors that a person possesses to support effective and optimal performance in a certain job or situation. Competencies include technical, conceptual, and interpersonal dimensions that complement each other, allowing individuals to work strategically, practically, and collaboratively.

Further, about competence related to experience, competence itself is a person's ability to carry out tasks or roles in which there is knowledge, skills, norms, and attitudes obtained from work experience (Supriyatno et al., 2022). Competence is defined as the ability that a person has to carry out a certain job or task based on knowledge, skills, basic attitudes, and values contained in a person (Sanusi et al., 2023). The same thing is explained by that competence is all the ability to carry out and perform a job or task based on skills and knowledge, as well as work attitudes demanded by the job. (Wijayanti, T. et al., 2021).

Competency is a fundamental characteristic that individuals possess and has a causal relationship with the fulfillment of the criteria needed to carry out a position. This competency consists of five types of characteristics, namely:

1. Motive: A consistent will and the cause of an action.
2. Innate Factors: Consistent character and response.
3. Self-Concept: An individual's description or perception of himself.
4. Knowledge: Information owned in a particular field.
5. Skills: The ability to perform specific tasks.

Another opinion states that competencies can be divided into two categories, namely basic competencies and discriminating competencies. Threshold competencies refer to key characteristics that are generally in the form of knowledge or basic skills, such as reading skills, that are needed to carry out a job. Meanwhile, differentiating competencies are competencies that distinguish a person from other individuals based on certain criteria that are relevant to performance in a job (Istianah, 2024).

Further studied in more depth about the competencies of intern students, there are four competencies that need to be mastered by students, namely critical thinking and problem-solving skills, communication skills, collaboration skills, and the ability to be creative and innovative (Kuncoro et al., 2020). As for other explanations, competence is a fundamental characteristic that reflects a person's ability to carry out work or tasks effectively (Septiana, 2023). Competencies include synergies between skills, knowledge, attitudes, and behaviors that allow individuals to adapt to situations and support success over a considerable period, which are described as follows (Septiana, 2023):

1. Beliefs and Values
   Interns who have strong beliefs and values, such as integrity, hard work, and responsibility, will be better prepared for challenges in the workplace. These values also help mahasiswa untuk menyesuaikan diri dengan budaya perusahaan dan menunjukkan sikap profesional.

2. Skills
   During the internship, students have the opportunity to apply the skills they have learned in the lectures, such as technical skills, the use of technology, data analysis, or communication skills. Internship programs also allow them to hone new skills relevant to the needs of the industry.

3. Experience
   The experience gained by students during the internship is a valuable learning in getting to know the world of work in real life. They learn to deal with complex work situations, understand workflows, and recognize practical challenges and solutions that are not always taught in the classroom.

4. Personality Characteristics
   Student personality traits, such as discipline, adaptability, and initiative, are crucial for success during an internship. Students who are proactive and open to learning tend to be more successful in absorbing experiences and adjusting to the work environment.

5. Motivation
   Intern motivation, both intrinsic (e.g., desire to learn) and extrinsic (e.g., getting career opportunities), encourages them to work hard, contribute to the maximum, and gain meaningful experiences. High motivation will improve the quality of student involvement in every assignment given.

6. Intellectual Abilities
   Students' intellectual abilities, such as analytical thinking, problem-solving, and creativity, are indispensable during internships. Students who are able to analyze situations and offer effective solutions will be considered a valuable asset by the company they intern for.

7. Organizational Culture

Interns must be able to adapt to the culture of the organization they work for. An understanding of the norms, values, and work practices in organizations helps students to adjust, interact effectively, and perform their duties well.

In the context of the internship program itself, this competency must refer to the Indonesian National Work Competency Standards (SKKNI), as stipulated in the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. 22/MEN/IX/2009 Article 7, which stipulates that the internship program must refer to national standards and special standards. This is strengthened by the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. 5 of 2012 concerning SKKNI, Article 1 paragraph (2), which explains that SKKNI is a guideline that determines work competency standards, including knowledge, skills, and work attitudes relevant to job duties and requirements. Thus, the internship program is required to comply with SKKNI, covering three main aspects: knowledge, skills, and work attitude, which are tailored to the tasks and requirements in various fields of work.

In general, internship activities are designed to instill and develop competencies in individuals on an ongoing basis. The competencies in question include (Chairunissa, 2024):

1. Professional Competence: The ability of an individual to complete a task or job according to the job description.
2. Personal Competencies: Individual capabilities that include work ethic, enthusiasm, and responsibility in carrying out tasks.
3. Social Competence: Social skills in the form of interaction, cooperation, and effective communication in the work environment.

It was further explained that social competencies include the ability to build good relationships with colleagues, superiors, or clients, including the ability to speak and listen effectively (Rakhmaniar, 2023).

Competence is influenced by internal factors and external factors. Internal factors are a person's commitment to doing something to be more disciplined with the applicable rules, emotional maturity is characterized by a person's interaction with the surrounding environment in carrying out applicable norms and culture, understanding of the tasks given, and the targets to be achieved in the world of work. As well as external factors, namely the support and guidance from mentors to provide direction as well as corrections for each work that has been done, the level of education is greatly influenced to provide for the real world of work, and academic achievements that can be a reflection of the results of assessing a person's abilities and relevant work experience (Supriyatno et al., 2022).

Competency factors include:

1. Trust and Values

Beliefs and values are the basic principles or beliefs that a person has and become a guide in action. This factor plays an important role in determining an individual's attitude and behavior when carrying out tasks. Strong belief in one's abilities and values that are in line with an organization's work culture can improve one's competence.

2. Skills

Skills are the practical abilities that a person has to complete a particular job. These skills can be technical (hard skills) or non-technical (soft skills). This factor has a direct effect on a person's competence because relevant skills ensure the individual's ability to perform tasks well.

3. Experience

Experience is knowledge or skills gained through previous practice or training. This factor helps a person in understanding the work situation, solving problems, and making better decisions. The more experience a person has, the higher their competence in a certain field.

4. Personal Characteristics

   Personal characteristics include the traits, personalities, or characteristics of individuals that affect the way they behave. These characteristics include openness, perseverance, and confidence. This factor affects how a person adjusts to the work environment and completes tasks.

5. Motivation

   Motivation is an internal drive that makes a person want to achieve a certain goal. This factor is very important because motivation affects the extent to which individuals strive to improve their competencies. Motivation can come from within the self (intrinsic) or outside the self (extrinsic).

6. Emotional Issues

   Emotional issues include psychological conditions that can affect an individual's performance and competence. Stress, anxiety, or other emotional problems can hinder a person from working optimally. Conversely, good emotional management can increase productivity and competence.

7. Intellectual Capacity

   Intellectual capacity refers to a person's cognitive abilities, such as critical thinking, problem-solving, and decision-making. This factor determines the extent to which a person can understand the complexity of a particular task or job. High intellectual capacity allows individuals to adapt and thrive in a work environment.

Independent Learning Independent Campus (MBKM)

The Independent Learning-Independent Campus Policy (MBKM) is one of the initiatives of the Ministry of Education, Culture, Research, and Technology designed to face global challenges, technological developments, social and cultural changes, and the ever-evolving needs of the world of work. The main goal of MBKM is to prepare students to become human resources that are adaptive, competent, and relevant to the needs of the times. In addition, this policy also aims to encourage the mastery of science in certain areas of expertise so that students are better prepared to enter the world of work (Aswita, 2021).

The MBKM policy has a vision to form students who are able to be globally competitive, able to compete at the international level, adaptive and creative, face change with innovation with character, by the values of Pancasila, uphold integrity, morality, and ethics. The MBKM program aims to produce graduates who have soft skills (such as communication, leadership, and cooperation skills) and hard skills (such as technical and practical skills in certain fields). The graduates produced are expected to be not only ready to work but also able to become future leaders who are superior, innovative, and have a personality (Kuncoro et al., 2022).

So the MBKM Program is an implementation of collaborative learning that combines theory and practice to produce competent graduates in various aspects. Through various platforms and approaches, MBKM prepares students to meet the needs of the times while making them agents of change who are able to face global challenges.

Internship

An internship is a training program or real work practice in order to master certain skills that are guided directly by an experienced instructor by providing practical experience to the intern (see on:

https://dspace.uii.ac.id/handle/123456789/42064). Apprenticeship is part of the training system between training at a training institution and working directly under the guidance and supervision of experienced instructors (Zulfallah & Hidayatulloh, 2021). Internship or work practice is a learning activity that provides insight and experience to students regarding direct activities in educational institutions and industries so that students have adequate competence in carrying out tasks that are in accordance with their field of expertise (see on: https://kampusmerdeka.ummetro.ac.id/magangpratik-kerja).

Overall, it can be interpreted more deeply that an internship program is a form of workplace-based learning that provides opportunities for participants to develop their competencies over a certain period of time through real work experience, with direct guidance from experts in the related field (Arisandi et al., 2022). This is in line with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number PER.22/MEN/IX/2009 Article 1 concerning the Implementation of Internships in the Country. The regulation defines an internship as part of a job training system that is carried out in an integrated manner, in which participants gain hands-on experience under the supervision of an instructor or experienced worker in the process of producing goods or services, in order to master a specific skill or expertise.

Thus, an internship can be understood as a training or practice process undertaken by students over a certain period, aiming to acquire certain skills or expertise through the guidance of experienced instructors. This program is one of the effective alternatives for students to improve their abilities and preparation before entering the world of work and provide an understanding of the role of internship programs in shaping students' job readiness (Arisandi et al., 2022). In addition, the gap between theoretical knowledge and practical demonstrations in the field is one of the bases of the internship program that needs to be carried out, especially in the field of library (Alam & Yesmin, 2024).

The practice of mastering certain skills under the guidance and supervision of experienced instructors can also be called internships, which involve having knowledge and skills in solving existing problems (Wisnumurti et al., 2023). Internships conducted at SEAMEO QITEP in Language as HRGA (Human Resources and General Affairs) include activities related to SEAQIL's human resources, such as managing daily and monthly attendance, managing and managing internship students in all activities at SEAQIL. Internships not only provide benefits to students who participate in internship programs, but also with internship activities, as well as companies that can get benefits, one of which is by improving the company's image in the community.

Library

Libraries, according to Law Number 43 of 2007 concerning Libraries, state that libraries are institutions that manage collections of written works, printed works, and/or recorded works professionally with a standard system to meet the needs of education, research, preservation, information, and recreation of users. Libraries are recognized as learning centers, educational resource centers, information centers, documentation centers, and reference centers. (Sen et al., 2023).

Libraries can be categorized into several types, including school libraries, college libraries, regional libraries, and city libraries (Fitriani & Harjanty, 2023). Libraries in general play a role in providing literary information services for users. However, the specific purpose varies based on the type of library, as each type of library serves different groups of people. As explained more fully, the various libraries are (Rahayu & Asmendri,2023):

1. National Library
   Functions to carry out government duties in the field of libraries with a position in the State Capital.

2. Public Library

   Managed by the Provincial, Regency/City, District, Village/Urban District, or community. This library aims to create a lifelong learning community through information and communication technology-based services.

3. School Library

   In its implementation, it is mandatory to meet the National Library Standards (SNP) and pay attention to the National Education Standards. This library serves the needs of students and educators.

4. College Library

   Managed with principles by the National Education Standards, supporting educational, research, and community service activities. In addition, this library service is also based on information and communication technology.

5. Dedicated Library

   Provide a collection of library materials that are tailored to the needs of users in their environment, as well as provide limited services to users outside of that environment.

Much more in-depth, a special library is a library created by the government or private agencies that aims to store collections as a means of relevant information to support internal performance, as well as to facilitate the provision of information needed by the community to help the process of finding information (see on: http://digilib.unila.ac.id/79511/). The SEAMEO QITEP in Language Library is a special library managed directly by SEAMEO QITEP in Language (Southeast Asian Ministers of Education Organization - Quality Improvement of Teachers and Education Personnel in Language). SEAMEO QITEP in Language itself is a regional center established by the Southeast Asia Ministers of Education (SEAMEO) on July 13, 2009. "SEAMEO QITEP in Language focuses on developing the quality of language teachers (Indonesian as a Foreign Speaker (BIPA), Arabic, Japanese, German, and Mandarin) as well as education staff. To be able to carry it out optimally, we are committed to always developing the quality of training, seminars, workshops, and other services. In providing quality programs, SEAQIL always innovates to meet the needs of language teachers and education personnel for continuous professional development" (see at: https://www.qiteplanguage.org/profil).

SEAMEO QITEP in Language has a library in which there are 1,693 library collections, which do not include activity report books, magazine books, language dictionaries, and collections of educational games. The classification system is the same as other public libraries that use e-DDC for the classification of public library books. However, in the classification of special library materials published by SEAMEO QITEP in Language has a different classification, which begins with (000) and ends with the writing of collection types such as activity reports, activity techniques, annual reports, collaboration books with SEAMEO, budget activity books for the next five years, etc.

METHODS

Metode yang digunakan pada program ini adalah praktik langsung dan pendampingan selama mahasiswa mengikuti kegiatan MSIB di SEAMEO QITEP in Language. Selama kegiatan MSIB berlangsung, mahasiswa menganalisis aktivitas yang dilakukan selama pelaksanaan magang dengan kompetensi yang dimiliki mahasiswa. Program magang MSIB di SEAMEO QITEP in Language dilaksanakan selama 4 bulan oleh mahasiswa dari Program Studi S1 Perpustakaan dan Sains Informasi Fakultas Ilmu Pendidikan Universitas Pendidikan Indonesia.

RESULTS AND DISCUSSION

Profile SEAMEO QITEP in Language

Figure 1. Logo SEAMEO QITEP in Language
Source: https://www.qiteplanguage.org/

SEAMEO QITEP in Language (SEAQIL) is a regional centre established by the Southeast Asia Ministers of Education (SEAMEO) on 13 July 2009. SEAQIL focuses on developing the quality of language teachers (BIPA, Arabic, Japanese, German, and Chinese) and education personnel through training, seminars, workshops, and other professional development programs. In its efforts to improve language education in Southeast Asia, SEAQIL is committed to innovation and collaboration with various parties, including other SEAMEO centers, schools, resource persons, and related institutions.

Table 1. Library Vision and Mission

Vision	Mision
To be a center of professional excellence in language education development and innovation that supports sustainable development in Southeast Asia.	Provide language teacher professionalism development programs through learning resources, research, capacity building, and networking.

Sumber: https://www.qiteplanguage.org/

Fields of Activity at SEAMEO QITEP in Language

SEAQIL carries out various activities aimed at improving the quality of language education in the Southeast Asian region. These fields of activity include:

1. Language Teacher Training
   SEAQIL organizes training to improve the professional and pedagogical competence of language teachers. One of the trainings provided is training on language teaching methodologies oriented towards Higher Order Thinking Skills (HOTS).

2. Seminars and Symposia
   SEAQIL holds seminars and symposiums that aim to share knowledge and experience in the field of language education. This activity was held in various formats, including online, offline, and hybrid, to reach a wider range of participants.

3. Development of Training Materials

SEAQIL is also involved in the development of training modules or books. This development process includes several stages, namely the preparation of the module framework; Development of module content; Validation of modules by experts, and testing the modules to ensure their effectiveness, especially on training modules.

Through these activities, SEAQIL is committed to supporting the sustainable development of language teacher professionalism. Such as how language teachers' efforts to continue to develop abilities, knowledge, and skills in teaching language, so that they can provide an optimal experience for their students. This professionalism not only includes a deep understanding of the material studied, but also pedagogic skills, the ability to be able to adapt to learning methods that suit the needs of students, and awareness of developments and changes in the world of language teacher education.

Internship activities with the position of Human Research and General Affairs Intern include the task of supporting the smooth operation of the company through human resource management and general administration. In this project, participants are involved in the organization of the internal library, including the management of archives, the organization of the borrowing system, and the maintenance of a collection of reading materials that support the development of employee knowledge. In addition, interns will also gain experience in writing letters and reports, coordinating internal activities, managing attendance, and developing systems and procedures that support operational efficiency. Through this position, interns will gain an in-depth understanding of the importance of administrative management and information management in an organization.

The competencies developed are 1) Frontliner; 2) Work culture and discipline; 3) Maintenance of institutional facilities; 3) Library management; 4) Make administrative letters related to SK (Decision Letter), ST (Letter of Assignment), PDLN Letter (Application for Foreign Service Travel), and other administrative letters needed; 5) Make a letter out according to the needs (Official Script).

Program MBKM di SEAMEO QITEP in Language

In general, students get knowledge and theory when they are in college, but in reality, knowledge can be obtained through internship programs. One of the programs held by the government is the MBKM program. In the internship activity at this time, the University of Education Indonesia collaborates with the Merdeka Campus by launching the MBKM program. This MBKM program has collaborated with 276 MSIB program partners, which were attended by 2,285 interns and 2,726 independent study students (see on: https://www.kemdikbud.go.id/main/blog/2024/02/kemendikbudristek-bersama-276-mitra-program-msib-kukuhkan-komitmen-lewat-penandatanganan-kerja-sama).

SEAMEO QITEP in Language opened this MSIB batch 7 activity with several divisions, one of which is the Human Research and General Affairs (HRGA) division. The division is in charge of services for staff needs, library management, work culture and discipline, making administrative letters (SK, ST, PDLN letters), maintaining institutional facilities, and making outgoing letters according to needs. The MSIB program was held on September 4, 2024, which began with the socialization of departure mobilization, and on September 19, 2024, the introduction of partners and the distribution of mentors by the MSIB PIC at SEAMEO QITEP in Language.

Debriefing interns is very necessary for internship activities and to improve students' knowledge and abilities. Internship programs have a very meaningful role for students to improve soft skills and hard skills, so that students have the ability to solve their problems. Internship activities that have been carried out by students can provide many changes, such as honing their soft skills and hard skills. The competencies

and skills that students acquire depend on how the students receive and learn new knowledge obtained in a company.

Internship Position as Human Resources and General Affairs (HRGA)

One of the tasks of the Human Research and General Affairs Division is to manage the library. Based on the results of field observations conducted by the author, the SEAMEO QITEP in Language Library has existed since July 13, 2019. The management activities carried out at the SEAMEO QITEP in the Language Library itself only include the initial stage of library development, which has turned into a Digital Library. The SEAMEO QITEP in Language Library Collection has collections of library materials such as reports, supporting documents, book manuscripts, library books focused on language, etc. Library management activities are carried out by the DDC classification guidelines for book classification and library book shelving. The activities carried out in the library still seem to be suboptimal, especially in library services, due to the lack of human resources and inadequate infrastructure. The lack of optimal library management causes a lack of users who come to read at the SEAMEO QITEP Language Library.

The competencies obtained during the internship and are tasked with managing the SEAMEO QITEP in the Language library are arranging library books, and activity reports based on DDC. In addition, they are able to communicate with the staff to introduce the updated digital library so that it contains the information needed for books.

In addition to managing the library, the Human Research and General Affairs (HRGA) division also has the task of making administrative letters related to SK, ST, PDLN letters, and other administrative letters, including official manuscripts. Students have the skills and knowledge to write incoming and outgoing letters well. Making an administrative letter requires precision in the language used; in addition, the information provided must be clear and not long-winded.

Making a summary of the student attendance list is also carried out in the Human Research and General Affairs (HRGA) division, so that students are able and understand how to recap attendance properly. In addition to making attendance records, students also recap active activities carried out during the 2024 fiscal year. The tasks given by the mentor can help students hone their skills and can add to the knowledge they do not yet have. Additionally, adding to your portfolio can be a plus and work experience that will come in handy when looking to apply for a job.

Discussion

The Independent Learning Independent Campus (MBKM) program at SEAMEO QITEP in Language has succeeded in bringing many positive changes. Students can accept and carry out assignments by job description, one of which is managing libraries, which can improve the efficiency and quality of library services, especially in inputting library material collections into the digital library, namely SLiMS. A librarian has duties and responsibilities in managing libraries with knowledge and knowledge that has been acquired through library education and training carried out in the field of librarianship, so that they have qualified qualifications and competencies (Julianti, 2022). The application of knowledge gained through the learning process in the classroom allows it to be applied directly through internship programs and collaborative projects with industry or internship partners (Al Munawar et al, 2025). The internship program provided experience to students and improved managerial and educational competence, especially for students of the Indonesian University of Education as an educational campus (Hadiapurwa et al., 2018). Activities that involve students in library management can build a sense of responsibility and leadership among intern students. The MBKM program is one of the programs that aims to create an environment

that supports students to continue to create, innovate, and excel, who have the potential to continue to develop themselves (Anggini et al., 2023). In innovating, it can bring changes that lead to positive things (Radinal, 2021).

SEAMEO QITEP in Language (SEAQIL) has been committed to improving the professionalism of language teachers through various training program activities, both training organized by SEAQIL itself and activities organized by ministries and regional centers established by the Southeast Asia Ministers of Education (SEAMEO). With the professionalism of teachers who aim to improve the quality of good education through training made to improve soft skills and hard skills carried out by SEAQIL, it greatly contributes to improving the quality of learning (Hermanto, 2019; Risdiany, 2021). This is supported by the statement that soft skills and hard skills are abilities needed by every human being (Yusuf et al., 2021). Training and training provided to human resources in the office is a way for several companies to provide knowledge, both hard and soft skills, to encourage their employees to improve one's performance (Astutik & Sulhan, 2022).

MBKM internship activities at SEAMEO QITEP in Language reflect true and meaningful learning that one can connect the experiences that have been gained from those they have faced, where students get the opportunity to learn through internship practices that have been carried out, namely at SEAMEO QITEP in Language, one of which is involved in the Human Research and General Affairs division (HRGA) who are trained to manage office administration, communication between staff, manage libraries and archive reports of activities that have been carried out by 21st century work competencies. MBKM provides opportunities for students to develop their various abilities and competencies (Piliano et al., 2023).

Libraries have an important role in increasing the motivation of students and students to study independently so that they can find relevant information that suits their needs. The library itself is a place to provide various kinds of information that is built to be managed and used for information and knowledge to be conveyed to the community (Andita, 2022). Students can easily develop themselves through the habit of reading in the library, so that optimal use of the library can create a generation with literacy and library management experience (Arya et al., 2024).

In addition to the library, internships at SEAQIL can improve the communication skills among staff, built by the HRGA division. Communication is the process of exchanging information from people who provide information through verbal or nonverbal methods, so that people can receive the information provided (Sihotang et al., 2024). The ability to communicate in the world of work is vital; the ability to communicate is very important both in communicating with internal and external parties for the smooth and successful operation of the organization (Wijayanti, S. H. et al., 2021). The internship position as an HRD provides great benefits, especially in communicating well with the staff and with internal and external parties involved in the activities carried out by SEAQIL.

The MSIB program provides great benefits for students to continue to develop themselves by utilizing technology that continues to develop and become a modern and relevant learning center in today's digital era. The MSIB program not only provides benefits to the interns involved, but also to the campus and the government, who can continue to collaborate to create a good and maximum world of education. These findings provide hope that the strategies used to improve the quality of education can be carried out through the MSIB program.

CONCLUSION

The conclusion that can be drawn is that students are one of the nation's successor factors to face the era of globalization. In seeing opportunities, students must be able to see what opportunities are around them

to be able to continue to improve their skills and knowledge. In addition, it is expected to be able to be sensitive and continue to hone their abilities to be able to continue to face the coming era of globalization. The MSIB program at SEAMEO QITEP in Language has succeeded in improving the competence and quality of library services through more effective and efficient management. This program has been introduced to take care of human resources in the world of work, obtained from the position of Human Resources and General Affairs (HRGA). To create students of good quality, of course, internship programs are very necessary in the world of lectures, so that students are able to apply theory during lectures to be used in the world of work. Internship programs play a very important role for students to be ready to enter the world of work. And students can gain personality competencies such as soft skills and hard skills, good communication and social skills. The MSIB program can be an effective model for the development of better and more dynamic libraries so that they are relevant in today's digital age world.

AUTHOR'S NOTE

The author states that the content of this article is free from acts of plagiarism and there are no other conflicts of interest in its publication activities.

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