Development of the Internship Program Database System for Unsoed Management Department

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ABSTRACT

The database is very necessary to find out the data of students who are doing their internships or completed to facilitate the process of data collection and assessment of individual student conversions. The more students who do internships, the better because students will gain experience in the world of practitioners, but on the other hand, an efficient student information system will be needed to support it. This research contributes to the development of a database system to synergize the MBKM internship program and other internships. This research will be made qualitatively with the method of interview structure both students and institution. FGD of students using secondary data and after that a data processing system will be made. Then next stage is how to develop the database system that integrated with the programs.

Keywords: Database System, Model Development, Study Program Development

1. Introduction

Human resource development is also a strategic plan of the Ministry of Education and Culture for 2020-2024, by managing and maximizing the demographic bonus which is the key to achieving an advanced and socially just nation, one of which is the Higher Education transformation policy through the *kampus merdeka* program. The program provides opportunities for students to hone their abilities and talents so that they are ready to become professionals in a field and gives each student the right to be active and study for one semester in other study programs, following the Regulation of the Minister of Education and Culture (Permendikbud) Number 3 of 2020 concerning National Standards for Higher Education (SN Dikti).

Universities are encouraged to transform higher education based on the independent campus policy through the policy of the eight main indicators. There are 1) graduates get decent jobs; 2) students gain off-campus experience; 3) lecturers have activities outside the campus; 4) teaching practice

on campus; 5) lecturer's work can be used by the community and get international recognition; 6) study programs in collaboration with world-class partners; 7) collaborative and participatory class.

This policy was launched in order to prepare our students. Facing changes in social, cultural, world of work and rapid technological advances, student competencies must be prepared to be more responsive to the needs of the times. Link and match not only with the world of industry and the world of work but also with a rapidly changing future. Especially for the Internship program, so far students have lacked work experience in the real industry/professional world so they are not ready to work.

Workplace supervisors of students were expected their role was to create an environment where the student was part of the team. Students expected to feel that they belonged and believed they could contribute to the way the team functioned (Fleming, 2019). Moreover preplacement preparation is needed so students are aware of positive behaviors and the potential power relationships or tensions they may be exposed to.

The internship program is experiences for students. During the program, students will gain hard skills as well as soft skills. Meanwhile, the industry gets talent which, if suitable, can be recruited immediately, thereby reducing the cost of recruitment and initial/induction training. Students who are familiar with the workplace will be more confident in entering the world of work and careers. Through this activity, industrial problems will flow to universities so that updating teaching and learning materials for lecturers and research topics in universities will be more relevant.

The number of Internship Programs offered by DIKTI and various Corporate Internship Programs provides problems with reporting systems and conversion of company values for each student who participates in the Internship Program. Students need to choose them. Therefore, this research was created to synergize the *kampus merdeka* program (MBKM) internship program and other internships with the Unsoed FEB Management Study Program to facilitate the students.

The purpose of this research is to identify the needs of students and meets the department assignment. The students explore the needs and internship assignment of Management Department of Unsoed.

2. Literature Review

2.1 Focus Discussion Group

Focus group discussion is frequently used as a qualitative approach to gain an in-depth understanding of social issues. The method aims to obtain data from a purposely selected group of individuals rather than from a statistically representative sample of a broader population. Even though the application of this method in conservation research has been extensive, there are no critical assessment of the application of the technique. In addition, there are no readily available guidelines for conservation researchers (O, et.al, 2017).

Here we assess the strength and weaknesses of the focus group discussion technique based on a review of its application in conservation in the last two decades. We first briefly explain the

procedure of the technique and then provide an overview of the different forms of focus group discussion. On the basis of a critical analysis of the relevant literature, we discuss the merits and potential pitfalls of the technique. Finally, we provide guidelines for reporting future applications of the technique and suggestions to address key psychological biases that can impact group interactions.

2.2 Basic Structure of Information Systems

The development of this system is carried out with the aim of helping analyze the decision-making process. The design of the information system consists of making use case diagrams, data flow diagrams. Cloud computing is a model for enabling convenient on-demand network access to a shared pool of configurable computing resources (such as networks, servers, storage, applications, and services). The system must be able to follow events that develop by updating to monitor changes (Chopvitayakun, 2015).

Practice programming is adopted (Patwardhan, 2016). Several steps can be taken:
- Planning (Requirements). At this stage, an analysis is carried out to find out all information regarding software requirements, such as the usability of the software desired by the user and the limitations of the software.
- System Design (Design). The design provides a complete picture of the flow and appearance of the desired information system.
- Implementation (Implementation). All designs are converted into program codes. The resulting program code is still in the form of modules that will be integrated into a complete system.
- Verification (Verification). Testing is to find out whether the software is following the desired design and see if there are still shortcomings.
- Maintenance (Maintenance). The finished software will be operated by the user. So it needs maintenance which includes error correction, improvement of system unit implementation, and improvement of system services according to new needs.

3. Research Methodology

The research methodology used in this study is as follows:
- Focus Discussion Group
- Decision Support System
- System Design
- Literature study: to gain an understanding relevant to the research.
- Observation: field observations to obtain the necessary data.
- Interview: holding questions and answers to obtain the necessary information.

4. Results and Discussion

The findings some researches and analysis of the surveys and interviews have been integrated and focus on the following themes: Belonging to the workplace team; the impact on the workplace team, the impact on individual behaviors in the workplace, student behaviors that impact on the

workplace (Flaming, 2019). Work integrated learning experiences provide opportunities for students to become part of a community of practice.

From the results of the FGD conducted by institutions represented by lecturers and student representatives of MBKM internship students and conducted on students who have participated in internships in the previous period and who will do internships, in July 2022, the next step is to formulate the results. Given the small number of participants in a focus group discussion and the general design as a one-off encounter, one cannot exhaustively discuss a topic just by conducting a single group discussion, for about six or eight students are allowed (O, et.al, 2017). The results of the focus group discussions are presented as follows:

- Internship is an interesting opportunity for students where this need also facilitates the institution to get the opportunity for student internships.
- Internships contribute to students as well as institutions because internships are part of what is currently one of the priorities in the ongoing system.
- Internships require data so that students and institutions can record all activities properly.
- The data required is personal data and progress as well as the final result of the internship.
- There is a need for evaluation and feedback from students and institutions for the future development of MBKM internships.

These results became the basis for the development of a data system that was created to facilitate management departments in developing databases. Database development is carried out by creating a website to be able to reach the student's personal data needs and the internship program that is followed.

Conceptual database design is the process of building a model from the data used in an organization and does not depend on physical considerations. The final result of this stage is a data dictionary that contains all the attributes and their keys (primary key, alternate key, and foreign key) and entity relational diagram.

Physical Database Design Physical database design is the process of creating a description of the database implementation on secondary storage that describes the basic relations, file organizations, and indexes used to achieve efficient access to data, and any associated integrity constraints and security measures. The main objectives for this relational model include:

- Create relational tables and constraints on these tables and the information obtained in the logical data model.
- Identify specific storage structures and methods of accessing data to achieve optimal performance of the database system.
- Designing security protection for the system.

The steps taken for the development of this model are based on needs and convenience. The needs of students and institutions are stated in the form of need identification which is carried out with focus group discussions to uncover problems and determine alternative steps to be taken.

5. Conclusion and Suggestion

5.1 Conclusion

Development of database system is very important. Database system helps the institution to manage the internship program well. By developing this system, program has an easier data system for both students and institutions. The use of this database system will record all internship activities from the initial process to the final process.

5.2 Suggestion

The design that has been made can be maximized by application and regularity in data collection. This will provide data compatibility and also provide more benefits for users.

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