CHAPTER V
CONCLUSION AND SUGGESTION

A. Conclusion

The job training program is a very valuable experience in supporting the development of professional competence. This activity successfully bridges the gap between the theoretical understanding gained in the academic environment and its application in the real world of work. Through this program, gained hands-on experience that strengthened technical skills and an understanding of the operational dynamics in an industrial environment.

The implementation of the training program provided space to implement the knowledge gained during their studies into a practical context. This significantly improved their ability to analyze problems, make sound decisions, and adapt to the needs and challenges of the workplace.

One of the main aspects that added value to the training was the opportunity to work alongside experienced professionals in the field. Through their guidance and direction, gained new insights into work efficiency, the importance of team collaboration, and industry best practices. These interactions were very helpful in broadening the understanding of the professional work ethic.

In addition, this training also contributes to building the ability to work under pressure, adaptively respond to change, and establish effective communication in the work environment. These competencies are essential in supporting readiness to face the challenges of the professional world.

Overall, this training program contributed significantly to the capacity development in both technical and non-technical aspects. This training also clarified

the direction and goals of the career to be achieved.

B. Suggestion

Future training programs can be improved in various ways to make them more effective. One important step is to structure training systematically by setting clear objectives, organized schedules and measurable evaluation mechanisms. The application of practice-based learning methods is also highly recommended, as it strengthens participants' technical skills and increases their confidence when facing the challenges of the working world. In addition, it is important to establish a consistent feedback system, where mentors or supervisors provide regular constructive feedback to support participants' development.

To broaden their horizons and cross-field skills, participants should also be given the opportunity to rotate to different departments. This will help them understand broader work dynamics and broaden their cross-professional understanding. Post-training support is equally important, such as mentoring programs, career consultations or short-term project assignments to facilitate a smooth transition into the workforce. Finally, utilizing cutting-edge technologies such as virtual simulations, online learning, and industry-based software can make the training process more interactive and efficient.