Quality Internship By LMS Application:
Case Study At Bappeda Litbang Bone Bolango District

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Abstrak

Bappeda Litbang Bone Bolango Regency acts as a regional technical institution that has the authority in Regional Development Planning, Research and Innovation, and provides internship opportunities for students to hone their skills and gain work experience. However, the main challenge in conducting the internship program is the lack of e-learning utilization system such as the Learning Management System (LMS), which can improve the efficiency and effectiveness of the internship program. This study aims to examine the possibility of applying LMS in the internship program at Bappeda Litbang Bone Bolango Regency. The results of the study indicate that the application of LMS can improve the quality of interaction between students and mentors, as well as enrich the learning experience during the internship. With this digitalization, internship program is expected to be more efficient and effective, yet supporting the improvement of student professionalism.
Keywords: Internship, LMS, Bappeda Litbang, Bone Bolango, Digitalization, Professionalism.

INTRODUCTION

Learning Management System (LMS) is a software designed to produce, distribute, and organize the explanation of learning materials by online (Ginting et al., 2023). LMS also plays an important role in supporting the enforcement of internships. LMS is not only a tool for distributing materials, but also a platform that helping to improve the professionalism of interns by providing a more structured and easily monitored learning process. The application of LMS at Bappeda Litbang Bone Bolango Regency can facilitate interns in accessing information, documenting activities, and developing professional skills through more structured monitoring. Furthermore, it also can help to overcome administrative constraints and provide technology-based solutions that make the monitoring and evaluation are more efficient, so it contributes to improving the skills and professionalism of interns.

Badan Perencanaan Pembangunan Daerah Penelitian dan Pengembangan (Bappeda Litbang) of Bone Bolango Regency is a government institution that focuses on regional development planning, research and innovation to support sustainable regional development. However, Bappeda Litbang still has an obstacle because it has not fully utilized technology, especially in terms of managing internship student data. One of the main challenges is the difficulty in accessing information related to the enforcement of internship activities efficiently and organized.

(Andari, 2022), the application of LMS in the internship program at Bappeda Litbang Bone Bolango as an interactive and integrated online learning service platform that can be utilized by lecturers, interns, and mentors which can increase efficiency and effectiveness also improve the quality of internship activities. LMS offers convenience in monitoring student progress, managing reports, and storing data in a more structured and easily accessible way. This is important in supporting the improvement of student professionalism, because LMS allows them to apply the material learned during the internship by more regularly. Based on the results of interviews with civil servant and interns at Bappeda Litbang, all respondents agreed

that the application of LMS would make internships easier and improve the quality of the learning experience.

This study aims to analyze the role of LMS in improving the quality of student internships at Bappeda Litbang Bone Bolango Regency. The focus of this study includes the contribution of LMS to the development of student professionalism, the role of LMS in supporting internship activities, and the importance of implementing LMS to overcome various obstacles in internship programs. Thus, this study is expected to provide policy recommendations related to the application of more effective LMS in government agencies such as Bappeda Litbang Bone Bolango Regency.

LITERATURE REVIEW

Learning Management System (LMS) is a digital platform designed to facilitate the production, distribution, and organization of learning materials in an online setting (Ginting et al., 2023). The implementation of LMS has significantly transformed the education and training landscape, providing structured learning processes and real-time monitoring capabilities. In the context of internships, LMS plays a crucial role in supporting student learning by offering a centralized platform for accessing materials, tracking progress, and ensuring accountability (Wang et al., 2021). The integration of LMS into internship programs has been found to enhance the efficiency and effectiveness of supervision, allowing mentors to provide structured feedback and track the professional development of interns (Rahman & Setiawan, 2020).

Research by Andari (2022) highlights that the use of LMS in internships at government agencies, such as Bappeda Litbang Bone Bolango, offers significant benefits in terms of data management, documentation, and evaluation. The ability to monitor student performance, manage reports, and store data systematically provides a more structured and efficient learning experience for interns. Additionally, LMS allows for the automation of administrative processes, reducing the workload of mentors and ensuring that students receive timely feedback on their performance (Yusuf et al., 2021). This structured approach to learning contributes to the overall professionalism of students, as they are required to engage with learning materials in a more disciplined and systematic manner.

One of the key advantages of LMS is its ability to foster professional development among students by providing a structured learning environment. Interns who engage with LMS-based training modules are more likely to develop essential workplace skills, such as time management, self-discipline, and critical thinking (Smith et al., 2019). In addition, LMS platforms offer features such as quizzes, progress tracking, and certification programs that help students apply theoretical knowledge in practical settings (Anderson & Johnson, 2020). Research by Lee et al. (2022) suggests that LMS platforms contribute to skill development by offering interactive and self-paced learning experiences, which are particularly beneficial for interns working in government institutions.

In the case of Bappeda Litbang Bone Bolango, the absence of an integrated LMS poses challenges in managing internship activities efficiently. The reliance on conventional methods for tracking student progress and documenting internship experiences can lead to inefficiencies and inconsistencies in data management (Andari, 2022). Implementing an LMS tailored to the needs of Bappeda Litbang would not only streamline administrative processes but also provide students with a more structured and engaging learning experience. The use of digital logbooks, automated assessments, and progress-tracking tools could significantly improve the quality of internship programs and ensure that students develop the necessary skills for professional success.

Despite the benefits of LMS, several challenges need to be addressed to ensure its successful implementation in government internship programs. A study by Suharto et al. (2021) indicates that one of the main barriers to LMS adoption in government institutions is the lack of technical infrastructure and digital literacy among employees. Additionally, resistance to change

and the need for continuous training for both mentors and interns can hinder the effective utilization of LMS platforms (Mulyadi & Sari, 2020). Addressing these challenges requires a well-planned strategy, including investment in digital infrastructure, training programs for mentors and students, and the development of user-friendly LMS interfaces (Rahman et al., 2022).

Based on the existing literature, the integration of LMS into government internship programs is a critical step toward improving the quality of learning and professional development. Future research should explore best practices for LMS implementation in government agencies, focusing on strategies to overcome technical and organizational barriers. Furthermore, studies should investigate the long-term impact of LMS adoption on student learning outcomes and career readiness, ensuring that internship programs remain relevant and effective in preparing students for the workforce.

FINDINGS

1. Professionalism in Internship Sustainability

    The application of the Learning Management System (LMS) at Bappeda Litbang Bone Bolango Regency has significantly improved the quality of internship programs. The research findings highlight the positive impact of LMS in preparing students for the work environment. Notably, LMS enhances student readiness by providing access to learning materials relevant to Bappeda Litbang's tasks, such as regional development planning and enforcement evaluation. This aligns with the aspirations of the Director of Learning and Student Affairs, who emphasizes understanding industrial realities.

    LMS has proven to be an effective platform for competency development, covering both hard and soft skills essential in the workplace. The research supports that LMS contributes to instilling professional values such as work ethics, responsibility, and integrity—critical elements for interns working in regional development planning and research. Additionally, LMS facilitates flexible learning, allowing students to access materials without time and place constraints, increasing engagement between interns and supervisors.

    However, challenges such as the need for adequate training for civil servants and students, along with regular content updates, must be addressed to ensure long-term effectiveness. Overall, the findings confirm that LMS utilization at Bappeda Litbang has been effective in enhancing the quality of internship programs by bridging the gap between theory and practice.

2. The Role of Learning Management System (LMS) in Internship Activities

    Field observations reveal that Bappeda Litbang Bone Bolango Regency currently does not have a dedicated LMS for student internship activities. However, discussions with stakeholders indicate a strong need and interest in implementing an LMS. Interviews with civil servants and student interns confirm that LMS is seen as a crucial tool to integrate various aspects of internship activities, improving efficiency and effectiveness.

    The research findings show that LMS can address conventional internship challenges such as communication gaps, coordination difficulties, and documentation issues. The leadership team of Bappeda Litbang acknowledges LMS's potential in managing and archiving internship activity data more effectively, thus enhancing administrative quality. The overall findings suggest that while enthusiasm for LMS is high, preparation is needed, including technological infrastructure, training, and procedural adjustments for successful implementation.

3. The Urgency of Applying Learning Management System (LMS) in Internship Activities for Professional Development

    Observations and interviews with student interns highlight the urgent need for LMS in enhancing the internship experience. The students recognize LMS features such as logbooks, documentation, learning modules, and evaluation tools as valuable for structuring

their internship activities. These features facilitate a better understanding of materials, seamless documentation, and more efficient evaluation processes.

The findings also indicate that LMS contributes to fostering professionalism among interns. The improved work culture and individual behavior resulting from LMS usage align with organizational performance goals at Bappeda Litbang. This is consistent with previous studies on digitalization in education, which emphasize that LMS supports learning transformation by accelerating information distribution and evaluation.

DISCUSSION

The findings highlight the significant role of LMS in improving the quality of internship programs, ensuring professional development, and addressing operational challenges. The increased accessibility to learning materials and interactive modules supports student readiness, competency development, and professional ethics. Moreover, LMS serves as an effective tool for managing internship activities, fostering collaboration, and enhancing learning efficiency.

However, while the benefits of LMS are evident, challenges such as training needs, content updates, and technological infrastructure must be addressed. The leadership team at Bappeda Litbang must ensure sustainable development of LMS by collaborating with educational institutions and investing in necessary resources.

By integrating LMS into internship activities, Bappeda Litbang can modernize its approach to professional training, ensuring that students gain both theoretical knowledge and practical experience. The strategic implementation of LMS aligns with national education goals and the broader digitalization trend in learning, ultimately contributing to the development of competent human resources in regional planning and research.

CONCLUSION

Based on the findings and discussions, it is known that the student internship program at Bappeda Litbang Bone Bolango Regency has not yet utilized a Learning Management System (LMS). Given the rapid development of digital technology and the need for efficiency and effectiveness in internship activities, several recommendations can be implemented to improve the quality of the internship program. These recommendations include developing an LMS tailored to the specific needs of the internship program, providing supportive learning features, fostering collaboration between Bappeda Litbang and relevant stakeholders such as mentors and supervising lecturers, as well as conducting technical training and periodic evaluations. By implementing these measures, the internship program is expected to run more effectively, interactively, and provide optimal benefits for all stakeholders.

SUGGESTION

Here are some journal suggestions based on findings:
1. The Impact of Learning Management Systems on Internship Programs
   This journal could explore how LMS improves internship quality by enhancing student readiness and skill development for the workplace. Digitalization in Education: Overcoming Challenges in Internship Management with LMS It would focus on how LMS addresses operational challenges, such as communication gaps and documentation, in internship programs.
2. Integrating Technology into Internship Programs: The Role of LMS in Improving Efficiency and Effectiveness
   This article could examine how LMS improves the efficiency and effectiveness of internship activities, both administratively and educationally.
3. LMS as a Tool for Professional Development

This journal would explore how LMS fosters work ethics, responsibility, and accountability, helping students prepare for their future careers.
4. Sustainable Development in Education: Addressing Technological and Training Gaps
It would focus on the challenges of implementing LMS in internship programs, specifically addressing training and infrastructure needs.
5. Bridging Theory and Practice: The Role of LMS in Enhancing Student Learning in Regional Planning Internships
6. This journal could explore how LMS helps bridge the gap between theoretical knowledge and practical experience, particularly in regional development and public administration internships.

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