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Impact of Internship on Student Career Development in Karachi, Pakistan: Case of Karachi, Pakistan

Yumna Wasi

Student, Jinnah University for Women, Karachi, Pakistan

Samreen Lodhi

Supervisor, Jinnah University for Women, Karachi, Pakistan

Abstract:

The main objective of this research paper is to highlight, determine explore the impact of internship on student's career development in Karachi, that how internship helps the students to polish their skills and knowledge, how internship motivates the student and work as training for them. This research paper includes three variables that are career, skills and training. With the help of these variables survey was conducted to see the impact of internship on the student's life. Students of different universities of Karachi were selected to fill the questionnaires. The regression method was used to analyze the result of the test.

This research paper shows that the students of Karachi are highly agreed on the fact that the internship help the students to improve their skills, they also agreed upon that the internship help them in career development and also work as a training for them.

Keywords: *Internship, career, students, skills, knowledge, training.*

1. Introduction

Due to the increase in the competition in business world each organization wants skilled and well trained employees, to accomplish their organizational goals and objectives. Due to this trend, competition is increased among the student and internship play a key role for the development of employees. Internship provides a real world experience related to students' career, goals and interest. Internship is something that integrates the career related experiences into an undergraduate, education through participation under planned supervised work. An internship has a supervision component where an experienced professional will provide guidance and exposure to area of their career.

The main focused of this study is to determine the impact of internship on the student's career that how internship helps the students to increase their skills as well as their knowledge and To evaluate that how internship works as training for the students.

1.1. Problem Statement

The purpose of this study is to examine the impact of internship on the student's career in Karachi that how internship polishes the student's skills and increases their knowledge and how it works as training for the students.

1.2. Research Question

- How internship impact on the student's career
- How internship helps to increases students skills and knowledge
- How internship works as training for the students.

1.3. Significant of Study

This study has been conducted to find out the impact of internship on student's career that how internship plays a key role for the students to enhance their skills as well as increases their knowledge and how internship work as training for the students so that they will be able to work in a larger organization.

1.4. Limitation

Although this research has accomplished its objective, but the research is conducted at a particular period and data is collected in a limited time and due to the short of time this study has been only conducted on three variables i-e skill, knowledge, and training there are many other factors that can be used as the impact of internship on the student's career.

1.5. Objective

- To find out the impact of internship on the student's career
- To analyze that how internship helps to increase students skills and knowledge
- To evaluate that how internship works as training for the students.

1.6. Scope of the Study

The scope of this study is to highlight the impact of internship on the student's career, to describe that how internship helps to increase their skills as well as knowledge and to determine that how internship works as training for students.

2. Literature Review

In this research paper (Samuel, 2012) has highlighted the importance of internship in the Ghana, in his research paper he focused on how internship helps the students to polish their skills for their jobs life. He further focused on the polytechnic students to meet the need of industry for student's career.

According to (Jacqueline Robeck, 2013) in his research paper evaluate the enrichment of fashion merchandising internship in the university. He examines the relationship between the internship and university students for their job. He further describes the difference between the local fashion business and non-local fashion business on internship.

(P. M. C. Thilakerathne, 2014) in his research paper has described the importance of internship that it has been become the essential part for the student's life. He also determines the that internship play a significant role for the students development. Internship helps the student to discover about their professional life as well.

The purpose of (You, 2014) study is to identify the impact of internship in students life through his pro-test and pre-test he evaluate a positive relationship between the moral sensitivity and distress, he further evaluate that sometimes internship works as a therapy for the students as it helps them to get prepared about their careers.

In (coknaz, 2014) research, he has examined the difference between the intern and non-intern students how they faces things in their corporate life. He used different questionnaires for the evaluation his research. The result of his research shows that there is a positive relationship of the students having an internship in their corporate world.

In (Fernandez, 2007) research paper he focused on the relationship between the interns and their supervisor. Sometimes the negative behavior of the students resulted as a termination from their internship. Universities should train their students about the environment and the need of the internships.

(GOBLE, 2006) In his research, he explores the impact of internship in the student's career. He further evaluated that universities should focused on the environment of the corporate world so that they can train their students according to that environment. As internship plays a key role for the improvement of the student's performance.

According to (Richard Divine, 2010) study, he identifies that the some universities of Midwestern state seem confused for the internship either to include the internship in their curriculum, or not, then after conducting test he concluded his research paper that internship programs should be implemented in the curriculum as it provides potential benefits to the students in their further life.

(B. Remaud, 2010) Has compare the French engineering university with the other countries academic institute and explore that internship is very essential for all the institution as it play a dynamic role for the development of their profession. He also defines the internship as a need of the market as it results in a productive and effective student.

According to (Moghaddam, 2014) in his research paper he explores the value of internship in the business world internship helps the students to improve their personal and business traits. He further identifies a relationship between the students with the internship and the students without the internship the personality traits of the students with the internship are stronger then the students without the internship.

In this research paper researcher has identify that the internship provides a career exposure opportunities to the students it also provides a reliable working experience to the student, it helps them to polish their knowledge and skills as well as it also helps them to foster their profession. (Michael Papadimitriou, 2014)

(Harms, 2015) in his research paper he has analyzed the effects of internship on students as it increases the cognitive ability of the students. In his research paper through different statically test he compares the student with the internship and without the internship. And the result of the test determines that the internship has significant effect on the students.

This research paper identifies the increasing trend of internship. According to (BUKALIYA, 2012) internship plays a momentous role in the education institute. It provides great opportunity to the students to get working experiences of their profession, it also increases the rapport of the university as internship allows them to meet with the corporate world.

In this research paper (oğuzhan, 2013) has identified the difficulties that student faces in the Internship. He reveals the fact that in the internship, students are provided only basic rights and businesses do not contribute much for the interns so these few rights become barrier for their learning experiences and results in the demotivation of the students

3. Methodology

This research study is based on quantitative technique which explores the impact of internship on student's career that how it help the students to integrate the career related experiences into an undergraduate student. And how it helps the students to enhance their skills as well as knowledge. And how it works as training for them.

3.1. Hypothesis

- HO1: internship has no impact on the student's career.
- HA1: internship has impact on the student's career.
- HO2: internship does not help to increase student's skills and knowledge.
- HA2: internship help to increase student's skills and knowledge.
- HO3: internship does not work as training for the students.
- HA3: internship work as training for the students.

3.2. Model

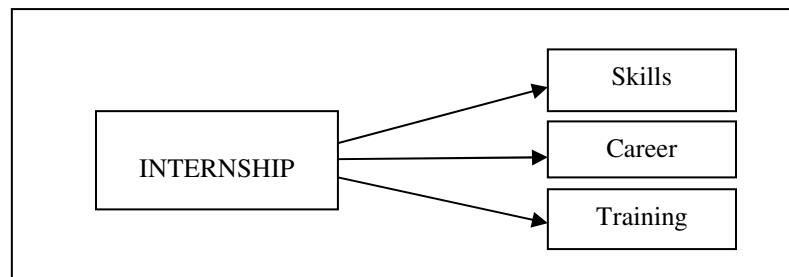


Figure 1

3.3. Research Design

The data has been collected for the research is primary which was gathered by the questionnaires through students of the University of Karachi. The students which were selected for the research questionnaires are above 20 years and onwards. Liker scale was used for the questionnaires to find out the relationship between the variables through spss (statistical package for social science) software.

3.4. Data Collection

The data has been collected from the students studying in the universities of Karachi. Quantitative technique is used for the primary data having the sample size of 200 students.

3.5. Sample Technique

In this research sampling random probability technique is used every student above 20 and onward got the chance to be selected for survey to fill the questionnaire.

3.6. Statistical Technique

SPSS (statistical package for social science) software is used for the analysis to determine the relationship between the variables.

3.7. Research Sample

Through e-mail, mail. Face to face survey 200 questionnaires were distributed. In which 35 was filled through mail, while other 165 were filled through face to face.

3.8. Data Type

The data type of this research paper is quantitative analysis. Because the main focused of this research paper is to determine the relationship between the variables, so for that purpose all the questionnaire's questions are close ended.

4. Data Analysis

4.1. Descriptive Analysis

Descriptive Statistics							
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Skills	200	1	3	1.75	.509	-.318	.172
Career	200	1	3	1.93	.448	-.336	.172
Training	200	1	3	1.89	.464	-.371	.172
Internship	200	1	3	1.93	.465	-.247	.172
Valid N (list wise)	200						

Table 1

➤ Result:

This descriptive analysis of the research paper study shows that, There were 15 different questions, all the questions, are related to separate category such as age, gender, training, career, skills, knowledge, internship etc. The questionnaire was distributed and collected from the 200 students of different universities of Karachi.

4.2. To Find out the Impact of Internship on Students Career Development

Correlations				
		internship		career
Spearman's rho	internship	Correlation Coefficient	1.000	-.068
		Sig. (2-tailed)	.	.340
		N	200	200
	Career	Correlation Coefficient	-.068	1.000
		Sig. (2-tailed)	.340	.
		N	200	200

Table 2

• Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.062	.135		15.223	.000
	Internship	-.071	.068	-.074	-1.039	.300

a. Dependent Variable: career

Table 3

➤ Result:

With reference to the above table, regression method is used to show the relationship between the internship and career. 200 sample size were distributed among the students to explore the result. In the following table beta -.074, standard deviation .068 shows that there is a positive relationship between the internship and career. Therefore the H_{A1} is accepted while H_{O1} is rejected.

4.3. To Analyze That How Internship Helps to Increase Students Skills

Correlations				
		internship	skills	
Spearman's rho	internship	Correlation Coefficient	1.000	.115
		Sig. (2-tailed)	.	.104
		N	200	200
	Skills	Correlation Coefficient	.115	1.000
		Sig. (2-tailed)	.104	.
		N	200	200

Table 4

- Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.503	.153		9.807	.000
	Internship	.128	.077	.117	1.656	.099

a. Dependent Variable: skills

Table 5

➤ Result:

In the above table regression method is used to analyze the result of relationship between the internship and the skills. The table shows that the students, mostly agreed upon that internship helps them to polish their skills. The table tells us that 200 sample sizes were distributed and collected from the students. And the test shows that constant=1-503, standard deviation=15.3, t=9.807, shows there is a positive relationship between the internship and the students skills, therefore HA2 is accepted while HO2 which tells the negative impact is rejected.

4.4. To Evaluate That How Internship Works as Training for Students:

Correlations				
			Internship	Training
Spearman's rho	Internship	Correlation Coefficient	1.000	.028
		Sig. (2-tailed)	.	.689
		N	200	200
	Training	Correlation Coefficient	.028	1.000
		Sig. (2-tailed)	.689	.
		N	200	200

Table 6

- Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.826	.141		12.989	.000
	internship	.036	.071	.036	.502	.616

a. Dependent Variable: training

Table 7

➤ Result:

Regression method is used to analyze the sample size of 200 students which were distributed among the students of the universities, the test is used to explore that either internship work as a training for the students for this purpose 200 questionnaire were distributed among the students, the table shows that test proved that t=.052, majority of the students strongly agreed upon the fact that the internship work as a training for the students career development. Therefore HA3 is accepted while HO3 which shows the negative impact of training is rejected.

5. Conclusion

This research paper explores the factors that influence the internship on the students' career development the study were examined through quantitative analysis. The variables of the study includes: skills, knowledge, training, and career. This research paper, let the people know about the internship benefits.

The study was conducted to determine the relationship between the variables. This research paper examines the impact of the internship on students' career development, the internship work as a training for the students' development internship also polishes the students' skills and help them to develop such skills that will help them in future to work in the organization.

Responses from the different universities show the positive relationship between the internship and the students. It helps them to explore their future opportunities. The majority of the students felt that the internship plays a vital role in the student's career development. The students having internship determine that they got benefit from the internship program. Internship helps them to boost up their skills and increase their motivational level. The study also explores that the students having internship are more efficient and trained then the students without the internship.

According to the research and survey that has been conducted from different universities, majority of the students has experienced and determine that there is a positive relation between the internship and their variables. Internship has a positive significant on the student career development. Internship helps the student to polish the skills and knowledge. It helps them to get experience about the corporate world. It works as training for the students, it help them to boost up their career development.

Statistically this study also shows a positive response generate from the students regarding the internship this survey shows result that internship has a positive impact on students career development. The analysis also shows that the students are highly influenced from the internship program.

6. Recommendations

Those people who want to select this topic as their research purpose can conduct the research on several other cities as this research paper has covered only one city. Several other variables can be used for the research purpose to describe the impact or effect of internship on student's life.

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