5

FINDINGS, SUGGESTION AND CONCLUSION

5.1 Findings of the study
5.2 Suggestion of the study
5.3 Conclusion of the study
5.1 Findings of the study

This analysis of the various dynamics of internship considers a sample size of 350, of which 224 are males and 126 are females.

A) Usefulness of Internships

1. Responses from both, intern and non-interns underscore the usefulness of internships for students to get a job. They believe that; it makes the resume look more attractive and thus more likely to be shortlisted.

2. Internships were also credited to for giving a flavour of the real practices in the world. 29.6% respondents believe that it helps to ‘gain an increased awareness of skills, attributes, personal qualities and value’ i.e. the internship is helpful to add the knowledge base skills, improves the personality as well as exposes one to the organizational values and culture.

3. The idea that an internship adds a lot of weight to the resume is the top claim in favour of internships in both the groups. That is, just as, 82.7% of the responses from the
group of interns claim the resume strengthening factor, 81.6% of the non-intern group endorse the role of internships.

4. The two groups – that of interns and non-interns - had significant divergences in the claim that internship were useful to gain an increased awareness of skills, attributes, personal qualities and values. While 52% of the group of interns credited this outcome, only 36.7% thought it to be an outcome of the internship process.

5. A significant difference between the sexes was regarding the point that internships allowed application of class-room teaching to real work situation. Only 28.9% of the females endorsed it whereas 41.7% of the men backed the idea.

6. Among all the non-interns, more than 80 percent of the responses asserted unequivocally, that an internship experience could provide some leverage at the interview.

B) Other Benefits of Internships

7. The candidates rank ‘building character, maturity and confidence in academic learning’ when asked about the other benefits of the internship. 78.5% respondents believe that the internships helps to build the personality in terms of understanding the work environment, develop maturity for taking decisions and build confidence to face any situation in the organizational environment.

8. The survey also shows that the ones who have interned are more positive about internships then the ones who have not been on an internship. The group of interns had on an average, 4.04 ‘other benefits’ to mention compared to 3.81 benefits mentioned by the non-interns.
9. Only about 1 in 2 males thought of internships as a chance to know the kind of work they liked, which was the least frequent reply. From the females, the least frequent reply was “learning business related skills”.

10. Internships function to build character, maturity and confidence in academic learning was the dominant perception. 73.39% of the male non-intern group and 86.36% of the female non-interned group’s perception backed this benefit.

C) Advantages of summer internships over semester internships

11. Internships during the summers are more preferred than the internships during the semester. The highest percentage has been given to ‘summer time is an easy way to get the experience when your schedule isn’t as cramped.’ i.e. 81.8% respondents believe that the summer internships is an easy time job where the schedule of an individual doesn’t get affected.

12. Both Males and Females Intern prefer the summer time for an internship against an internship during the semester.

13. Summer internships play an important role for business networking, the group of non-interns think, and the males in the group are more emphatic about it.

D) Information source for internships

14. The analysis of the survey reveals that the most important sources are considered to be the internship sites and career fairs on college campus. As many as 74.5% of the sample replied this as being the case.

15. Career service offices and the cold calling method was the least frequent choice and only 1 in 3 candidates chose this source for information on internships.
16. The group of interns approved internship sites for being the main sources of information whereas for the non-interns, career fairs at college played that role.

E) The essentials for a good internship

17. For the group of male’s interns, payment details played the most important role while the group of females was more particular about work timings. This is one of the few areas where preferences of males and females diverge significantly. More than 80% of the females were particular about concern, clearly showing a sense of greater constraints among the females and a more pecuniary mindset among the males.

F) Exploiting interns

18. 83.42% students believe that training allowance must be paid during internship. Followed with 64.57% students believe on the fact that for some employers, internship are about taking advantage of free labour rather than to train employees and students.

19. It is a widespread opinion that some employers treat internships as an opportunity to make maximum use of free labour and also exploit them without paying them. 22.85% of the interning candidates said that they have to buy boss’s food and organise their holidays, while 39.42% of the intern group said that employers have a “slave driver” attitude towards internships.

20. 69.38% of the males and 77.98% of the females opinionated that, for some employers, the internship has become about taking advantage of free labour rather than training.

21. Employers have a “slave driver” attitude to internships figured more prominently in the group of non-interns for both, males and female responses than in the group if interns.
G) The effect of internship on career plans

22. The top ranked effect of an internship was to enhance employability. 75.45% of the males and 81.53% of the females perceived that internships enhance future employability.

23. 76.5% students believe that internship helps to enhance their employability. Followed with 64.8% response in favour that internship helps the students to identify their most interested area or a particular field.

H) Correlation between internships and job performance

24. 79% of the males believe that the employer assigns or attributes successful job performance to experiential learning through internship whereas 12% males have the negative response on the same.

25. From the female sample data collection, it can be said that 81.6% female have a similar response to what males believe that the employer assign a successful job performance to experiential learning through internship whereas 10.5% females give a negative response for the same and the remaining respondents have no answers for this study.

I) Internship and competence

26. 72% males believe that the students who have completed their internship are more competent enough and knowledgeable than non-internship students, whereas 28% males have the negative response on the same.
5.2 **Suggestion of the Study**

The present study has given an insight in the field of internship effectiveness and development, but still more research is needed since there are more interesting findings that can be made with future research.

1. A single-case analysis was conducted where the students view was compared with theory and therefore it might be interesting to also conduct studies from a managerial perspective.

2. Our quantitative data has been narrowed down from the introduction and certain concepts has been left out that could be interesting to observe and find similarities and dissimilarities with our Thesis.

3. The same study could be conducted on other institutes with more universities and in different parts of India.

4. To conduct a qualitative study involving a larger sample would obviously result in findings when it would be more prone to generalization.

5.3 **Conclusion of the study**

The survey results indicate significantly more full-time opportunities for under post graduates with internship experience. Additionally, while even average-performing interns were significantly more likely to receive full-time job offers than non-interns, high-performing interns were more likely to receive higher starting salaries. Finally, the study shows that high intern performance results in enhanced employer-perceived value of the internship program.

Internship programmes will help students grow and further develop their decision-making and critical thinking skills. If they are a college student or higher, they will be
more likely to know what to expect but May still experience some uncertainty on how to
best utilize their college experience in the future.

An important thing that students must consider is the steps they need to take to
make their college years more successful. Although getting good score and taking the
initiative to get some real world experience will prove invaluable once they enter today's
competitive job market.

Organizations seek interns who are motivated and exhibit a "go-getter" attitude. Employers also want people doing internships in their company who have a strong work ethic and are dependable and work well independently and in a team environment. Many Human Resource Departments report that they seek many of their full-time employees from interns exhibiting these skills who have previously interned with their organizations. Following these tips will increase the likelihood that your internship will turn into a full-time job offer.