

# SPWI JOURNAL FOR SOCIAL WELFARE

(A Multi Disciplinary Peer-Review Bi-Quarterly  
Social Science Research Journal)

Volume 5 Issue 4, October - December 2022

*Editor*

Dr. D. Suresh



SOCIETY FOR PUBLIC WELFARE AND INITIATIVES

H. No. 5-11-559, Srinagar Colony, Naimnagar,

Hanmakonda, Warangal- 506009. Telangana State (India)

Website: [www.spwingo.org/www.spwijournal.com](http://www.spwingo.org/www.spwijournal.com)

Email: [spwi.ngo.2014@gmail.com](mailto:spwi.ngo.2014@gmail.com)/ [devathasuresh@gmail.com](mailto:devathasuresh@gmail.com)

[editor@spwijournal.com](mailto:editor@spwijournal.com) Ph: 9959026635

[spwijournalforsocialwelfare@gmail.com](mailto:spwijournalforsocialwelfare@gmail.com)

SPWI JOURNAL FOR SOCIAL WELFARE  
Volume 5 Issue 4, October - December 2022

ISSN 2581-6322



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Email: [spwi.ngo.2014@gmail.com](mailto:spwi.ngo.2014@gmail.com)/ [devathasuresh@gmail.com](mailto:devathasuresh@gmail.com)

[editor@spwijournal.com](mailto:editor@spwijournal.com) Ph: 9959026635

[spwijournalforsocialwelfare@gmail.com](mailto:spwijournalforsocialwelfare@gmail.com)

	<p><b>SPWI JOURNAL FOR SOCIAL WELFARE</b> (A Multi Disciplinary Peer-Review Bi-Quarterly Social Science Research Journal) <b>Volume : 5 Issue : 4 October-December 2022</b> <b>An ISO 9001-2015 Certified Journal</b></p>
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An ISO 9001-2015 Certified

# THE STUDY ON ACADEMIC INTERNSHIP PROGRAMS ON PERSONAL AND PROFESSIONAL DEVELOPMENT OF BUSINESS STUDENTS



**Chilumari Varapasad**

Asst. Professor

Vennela Institute of Business Administration,  
Anantharam, Bhongir, Yadadri-Bhongir District, TS

**Abstract:** *In this paper, the concept of Academic Internship programs for the personal and Professional development of Business Students is explained. The Internship Programmes will give more opportunities in employment and give valuable recommendations to the Institutes, Students, and recruiters. Student life is very complex in the development of their career. So they have to be followed Academic Internship programs for a better life than the before student career.*

**Keywords:** *A.I.P, Personal & Professional Growth, skills, Practical knowledge, employment Opportunities*

## Introduction

Academic Internship Programs can be facilitating good results in student career. The internship programmes are not only the development of personal growth as well as professional growth also. Internship programmes provide more opportunities for the enhancement of skills, knowledge, and experience in a selected profession. According to the present scenario Company Recruiters, Institutions and students giving importance of internship programs.

According to Gautt et al., Academic Internship Programmes are a bridge to link theory and practice by taking part in supervised and scheduled work.

According to Oehlert et al., the Internship programme is more attention should be paid to meeting the needs of the growing competitive job market.

### **Why internship Program?**

Most of the companies are looking those who are having skills and practical knowledge. Because they would like to save companies training cost & time by trained employees.

### **Why Business students to go internship Program?**

This present scenario young graduates entering corporate way. Before taking an opportunity, every organisation wants to see relevant experience. Management students play a key role in the organization. So, they require practical knowledge in the thinking process, problem-solving and decision-making skills with this:

1. They preview Roles and Responsibilities
2. They will have hands-on experience
3. They build Professional Network

### **Background of the Problem**

The students are the greatest asset and backbone of the nation. The student life is complex in development stages and they have been facing many of the challenges entire their career. So, they have been adjusting themselves by implementing conceptual knowledge against the present scenario. This is not enough to business students.

They must blend conceptual knowledge with Academic Internship Programs. It can be facilitating better results in student career.

Many previous studies have proved that internship programs improve the academic and professional performance of business students who follow an internship program during or after the completion of their institutional degree.

### **Review of the Literature**

Work-related learning and practical training in the form of internship programs are vital for Business students for their personal and professional development and to build their strong connections with the leading Business organizations. However, most of the research works until recently have focused on the advancement of students' knowledge and advantages of an internship program after its completion.

There is a limited amount of research work on how internship programs assist in the professional and personal growth and skills of Business students especially in developing countries like India. Much attention is paid on knowledge of facts in formal educational classes. If a student works hard, pays attention in class, and learns the

classroom material by heart, he will pass the examinations. In formal classes, the major focus is on what students know, but in an internship program, the major focus is on what students do.

Ronnestad and Skovholts stated that practicality of knowledge depends upon what students already know and how they associate their information with the situations they face in the real world of the work.

Raskin indicated through empirical research that there is a huge gap between the linkage of classroom knowledge and practical work. Students and academic faculty members pay very little attention on gaining full benefit from internship opportunities. Sometimes, students just observe the internship work environment without applying their classroom knowledge to the situations they encounter there, and sometimes, educational advisors or faculty members do not properly guide their students to get full advantage from the internship opportunities.

Harrison and Kennedy believed that an internship program can be made successful for students through proper recognition of internship plans and relevant industry participants, picking out motivational student interns, internship program evaluation, monitoring and feedback. They also identified that educational institutes and academic advisors should play a vital role in the implementation of an internship program.

Many previous studies have proved that internship programs improve the academic and professional performance of the Business students who follow an internship program during or after the completion of their institutional degree. Internship programs provide the opportunity to the Business students to gain fruitful experience by implementing their classroom concepts in the real work settings. Internship experience then has an impact on the professional growth and success of Business students and helps them to receive good Finance earnings in their first job. Students also learn required skills acquired for their professional success. Moreover, an internship helps Business students to develop good personal qualities and working habits as well as an appreciable confidence level. Internship opportunities make the students able to receive high-quality job offers sooner.

They help them to directly interact with corporate professionals and thus build a strong network for their first job. Furthermore, internship programs help educational institutions to get a reputation by strengthening their bonds with the Business world, availability of research grants, receiving positive feedback from corporate on their curriculum and increasing job opportunities for their students. Although the existing literature provides a good overview of the benefits of internship programs for the Business students, there is a lack of such empirical research this study will give the overview of internship programs to the Business students.

### **Objectives of the study**

1. To understand the Academic Internship Programs
2. To identify opportunities with Internship Programs
3. To determine strengths with Internship Programs

### **Need and importance of the study**

The number of universities/institutions in their point of view that internship programs are an excellent source for professional preparation of the student career. They will develop work-related experience and make it easy for the company recruiters to select flexible, experienced, and highly qualified students. This study is important because it gives valuable suggestions to the companies, institutions, and students to gain work-related experience.

### **Advantages with Internship Programs**

1. Enhancement of Employment skills.
2. Increase practical knowledge
3. Increasing employment.
4. High Pay
5. Setting proper goals
6. More opportunities.
7. Understand work environment
8. Increase problem-solving, thinking Process & decision-making skills.

### **Discussion**

The institution's point of view Academic Internship Programmes is an excellent source for the students. The Internship programmes will give a bundle of employment opportunities. Internship program's part time & full time during the academic degree and after. Most of the companies are looking forward trained students through internship programs. The trained students are getting good opportunities and high pay compared to other students. The internship programs will provide skills, knowledge, and experience in the related work environment.

### **Conclusion**

This internship programmes will not only development of personal growth as well as professional growth also. So, all technical institutions should be followed internship Programs for the development of student's life in their profession.

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