

PROBLEMS AND BENEFITS EXPERIENCED BY WOMEN STUDENT ON AN INTERNSHIP TRAINING PROGRAM (ITP)

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Abstract : Internship Training Program is a much-needed activity that bridges the gap between holding a degree and getting a job. The purpose of the study was to study the problems and benefits of the Internship Training program faced by M.com women students of Alagappa University. The study aims to find out the role of demographic factors influencing the problems and benefits of Internship Training program. The data was collected through the structured questionnaire method which was prepared through an extensive review of the literature. The data were analyzed using techniques such as percentage analysis, Ranking through Weighted average, and Anova. As this study centered on problems of Internship Training Program (ITP), it is found that the students are facing the problem like a timing problem, finance problem, and no cooperation by supervisors. The potential benefits from ITP are career guidance, entrepreneurship development, gaining work experience, networking with professionals and improved skills and knowledge. All these problems are more or less solvable only and all the benefits are highly useful. It is suggested that both Educational institutions and Industries should take necessary measures to overcome this problem in the period ahead.

IndexTerms - Internship, Training, Problems, Benefits, Placement, Technology.

1. INTRODUCTION

This is women's era; where women's domination is more not only in education but also in employment. Today each business needs a representative who is magnificent in every single proficient aptitude. Getting a degree isn't sufficient for a degree holder. Notwithstanding that they need work experience too. There comes the requirement for Internship. It is unequivocally prompted that understudies and graduates should accept the open door to finish an Internship Training Program to guarantee that they have an upper hand over their friends. An entry level position is a time of preparing offered by a business to give the understudies presentation to the workplace, frequently inside a specific industry, which identifies with their field of study. Length of Internship can be as short as a week or up to a year. They can be paid or unpaid. Temporary positions should be possible in a scope of divisions, including deals, showcasing, building, visual depiction, the executives, I.T. what's more, many, some more. An expanding nearness of worldwide organizations, quick financial development, globalization, person's goals and urbanization have affected the job and attractive quality of entry level positions. All through a temporary position, an understudy will have the option to build up an assortment of delicate abilities, including relational abilities, individual adequacy, introduction aptitudes, inventive critical thinking and impacting aptitudes. 'At work' experience is more important than class contemplates. Understudies will have the option to comprehend what an occupation is about just in the event that they have worked in that condition. Temporary jobs gives incredible chances to talk straightforwardly to individuals who have involvement with the job, the understudies hope for; and their insight into the activity and workplace will give the assistants a more prominent comprehension of what it is about and what understudy need to do to advance. A temporary position can grant the understudies a genuine knowledge into the universe of work, enabling them to expand on the hypothesis they learned at schools and helping them to increase handy abilities that will help reinforce your CV and make the understudies increasingly employable. Entry level positions offer the understudies, opportunity to test their abilities, all things considered, circumstances, investigate their profession choices and addition an understanding into an association or vocation way. Numerous businesses use temporary positions as a time for testing and will as of now have plans to enlist consistently. Thusly, it is crucial that understudies establish a decent connection; turn up on schedule, be energetic and show their adaptability, versatility and responsibility. In Alagappa University, M.Com students are going to Internship every year. This investigation studies the Problems and benefits of Internship training programs on women students (in M. Com).

2. REVIEW OF LITERATURE

The researchers found that among five engineering colleges, the students are facing the problem of short internship timings and afraid to ask questions as their major problem since it rank 1 and 2. Besides these problems they are also facing the problems of uncomfortable timings, unresponsive

officials, work is not used, too much work and other problems. All these problems are more or less solvable only. It is suggested that both Educational institutions and Industry should take necessary measures to overcome this problem in the period ahead. (Gurumoorthy, 2019) Internship was dealing with many challenges that covered lack of reasonable guidance and guide to college students all through the internship, lack of adequate finances and so on. Internship has to be planned and carried out as a legitimate learning experience (Gashaw 2019). Based on the study of two aspects of demographic characteristics, age and gender amongst UIC scholars, and their impact on scholars' UIC motivation as capability enhancements to enhance UIC performance, it's far found out that precise categories of UIC performance rely upon a scholar's particular kind of UIC motivation (Ching-Ying 2019). Interview participants consider internships are important for college kids with regard to three areas: enabling profession discovery, providing possibilities for improvement of profession abilities and helping students with full-time job acquisition (Matusovich 2019). The role of universities as know-how collation, advent and verbal exchange hubs and their linkage to society had evolved substantially over the previous couple of decades because of the acceleration in technological changes and diversity inside the technological landscape (Phani 2018). Business environment, motivation (pull/push), training and skill development, networking and marketplace information, socio-cultural and economic are the size reflecting perception of ladies marketers on performance. Psychometrically homes of the proposed scale have been examined and the model health became set up thru CFA (Pooja Jha 2018). The encouragement of college college students, instructors and researchers for the industrial visits became the handiest mechanism. The position of presidency as a policy-maker and fund company for research, inside the triple helix version appears to be very weak (Arabella Bhutto 2018). An effective learning revel in relies upon on college students' growing competence in their potential to enforce a strategic intervention, which is better obtained through hands-on revel in in place of a study room setting (Maria 2018). While having access to the cutting-edge status, identify troubles and advocate promotional measures for university - enterprise interaction works in Ethiopia, The observe found out that university -industry linkage is at its infant stage within the U.S.A. and the common varieties of interactions are restricted to student internship program, consultancies and training programmes (Ayenew 2017). The notoriety is fundamental for establishments wishing to draw in and keep understudies inside the present competitive advanced education setting. The asset primarily based view and layout hypothesis, this exploration that Higher Education Institutions (HEIs) need to perceive the effect of free assets in addition to of asset setups when trying to accomplish a solid, wonderful notoriety (Carolyn 2016). They have a look at is to look at the interface among inspirations and cooperation channels concerning college enterprise co-activity. The reason, we directed a contextual analysis in a medium-sized advanced education business enterprise in Portugal (Mário 2015). The impact of college capacity intensifying on college industry-linkages (UILs) and to recognize numerous fundamental achievement additives to manage improvements of college industry information movements in developing nations. The broad genuine proof from a brilliant instance of scholarly establishment building endeavours to improve UILs as regards to a growing nation. The Higher Education Development Project (HEDP) is utilized (Daniel Schiller 2009). The women empowerment through enterprises helped in empowering rural women economically, socially and individually (Vasanthakumari 2008). The research analyzes the trends and problems of rural women entrepreneurs in India. The women have creative ability, easy adaptability and ability to cope with setbacks (Sankaran 2009). The intermingling of globalization, improvement of the records society and quickening exchange add to what may be excellent named any other worldview of statistics advent in advanced education (John 2008). The Universities and other advanced education establishments (HEIs) are a vast asset arrange for high statistics at the organizations. So as to create extra grounded connections with industry HEIs have built up Science Parks. To discover 'protected estimation' of a Science Park area within the UK the formal and informal connections created with nearby HEIs with the aid of autonomous Science Park firms are contrasted and the connections made through a tantamount collecting of free high innovation firms not located on a Park (Westhead 1995). The advancements within the intensity of science and improvement in Japan, with a specific spotlight on the ongoing 'regionalisation' of improvement arrangements and technique support for brand new college industry linkages (Fumi 2008). The Despite expanding enthusiasm among arrangement creators and scholastics, there have been now not many endeavours at social event precise records on the character and degree of studies coordinated efforts among faculties and enterprise (Calvert 2003).

3. OBJECTIVES

1. To study the socio – economic factors of women students.

- To investigate the Students regarding problems and benefits of Internship Training Program (ITP).

4. STATEMENT OF THE PROBLEM

Many students are left unemployed because of lacking work experience. Internship Training Program is the most preferred activity for mutual benefit and growth of industries as well as institutions. Interns get both opportunities for their career building and challenges through Internship. This study identifies the problems and benefits of internship training program for M.Com women students from the Alagappa University.

5. SCOPE OF THE STUDY

The major scope of this study is that internship provides the best podium for students especially girls, to learn the latest practices, work related technological advancements, and their implementation and impact on the industry. Because of this internship students will be benefited a lot and be ready to face the working environment even before finishing their degree.

6. RESEARCH METHODOLOGY

In this study, Alagappa University, Karaikudi, Sivaganga District in Tamilnadu has been purposively selected by the researcher. The researcher has adopted convenience sampling method to identify the students of the present study. For the study researcher has collected both primary and secondary data. Structured questionnaire is used to collect primary data from the sample respondents.

7. DATA ANALYSIS AND INTERPRETATION

7.1 Internship Information about student

Internship/ training program about student such as internship arrangement and department of going internship. In this internship program arrangement two categories first one self arrangement second arranged by the department. Department is consist of accounts, marketing manufacturing, human resource, service department and other departments.

Table1
Internship/ Training Program Details

S.No	Particular	No of Respondents	Percentage
1	Internship/ training program Arrangement		
	Self- Arrangement	25	62.50
	Department – Arrangement	15	37.50
	Total	40	100.00
2	Internship/ trainingprogram Departments		
	Accounts	2	5.00
	Marketing	2	5.00
	Manufacturing	13	32.50
	Human Resource	10	25.50
	Service	5	12.50
	Other	8	20.00
	Total	40	100.00

Source: Primary Data (Calculated)

Table1 reveals that 62.5 percent of student's arrangement of internship/training program is the self arrangement. The 37.5 percent of student's arrangement of internship/training program is in our department. Hence, the majority of the students going internship/ training program in the self-arrangement.

The results indicate that 32.5 percent of the student's going to internship/training is the manufacturing department and 25.5 per of students going to the internship/training program is the human resource management department. The 20 percent of students going to the internship/training program is other department and 12.5 percent of students going to the service department and 5 percent of students

going to the accounts and marketing department. Hence the majority of students going to an internship/training program in the manufacturing department.

7.2 Problems faced by women students in ITP

In internship training program, women students face a lot of problem like family problem, finance problem, Timing problem, Work burden and Uncooperative supervisor.

Table 2
Actual score of problem faced by the Women Student on ITP

S.No	Particulars	5	4	3	2	1	Total
1.	Family	16	4	3	11	6	40
2.	Finance	9	11	5	11	4	40
3.	Timing	24	4	10	1	1	40
4.	Work burden	4	27	5	2	2	40
5.	Uncooperative Supervisor	3	22	4	7	4	40

Source: Primary Data(Computed Table)

Table 2 discuss that the actual score gained for the each statement of problem. The researcher has given the actual score as per the descending order from 5-1 (5-Always, 4- Often, 3-Sometimes, 2-Rarely, 1-Never).

Weight score and Rank of problem faced by women students in ITP

The following table will display the weighted average score and rank of the problem which is faced by women students in ITP. Mean score can be calculated by using the following formula.

$$\text{Mean Score} = \frac{\text{Total Weight Score}}{\text{Total Respondents}}$$

Table 3
Weight score and Rank of problem faced by women students in ITP

S.No	Particulars	Weight					Total	Mean	Rank
		5	4	3	2	1			
		Weight Score							
1.	Family	80	16	9	22	6	133	3.33	III
2.	Finance	45	44	15	22	4	130	3.25	IV
3.	Timing	120	16	30	2	1	169	4.23	I
4.	Work burden	20	108	15	4	2	149	3.73	II
5.	Uncooperative Supervisor	15	88	12	14	4	133	3.33	III

Source: Primary Data (Computed Table)

Table 3 shows the weighted average score and rank of the problem which is faced by women students in ITP. The researcher has give weight from actual score on to base of descending order from 5-1 (5 weight for always selected respondents, 4 weight for often selected respondents, 3 weight for sometimes selected respondents, 2 weight for rarely selected respondents, 1 weight for never selected respondents).

In the above table, Timing is the major problem which is faced by the women students on ITP, as it is ranked I. Followed by work burden as Rank II, Family and Uncooperative supervisor as rank III and Finance as rank IV.

7.3 Benefits experienced by women students on ITP

In internship training program, women students enjoying a lot of benefits like Career guidance, Entrepreneurship development, Gaining work experience, Networking with professionals and Improved skills and knowledge.

Hypothesis

- 1.Ho: There is a significant relationship between benefits obtained from ITP and Department
- 2.Ha: There is no significant relationship between benefits obtained from ITP and Department

Table 4

Analyses of Variance of benefits gained by students in ITP and Departments

ANOVA						
Particulars		Sum of Squares	df	Mean Square	F	Sig.
Career guidance	Between Groups	38.425	5	7.685	11.131	.000
	Within Groups	23.475	34	.690		
	Total	61.900	39			
Entrepreneurship development	Between Groups	13.423	5	2.685	6.272	.000
	Within Groups	14.552	34	.428		
	Total	27.975	39			
Gaining work experience	Between Groups	26.731	5	5.346	35.164	.000
	Within Groups	5.169	34	.152		
	Total	31.900	39			
Networking with professionals	Between Groups	11.798	5	2.360	2.974	.025
	Within Groups	26.977	34	.793		
	Total	38.775	39			
Improved skills and knowledge	Between Groups	31.200	5	6.240	5.829	.001
	Within Groups	36.400	34	1.071		
	Total	67.600	39			

Source: Primary Data (Computed Table)

Table 4 shows that there is a significant relationship between career guidance and Department as the significant value are .000. Hence the null hypothesis is accepted.

From table 4, it is clear that there is a significant relationship between Entrepreneurship development and Department as the significant value is .000. Hence the null hypothesis is accepted.

Table 4 indicates that there is a significant relationship between gaining work experience and Department as the significant value is .000. Hence the null hypothesis is accepted.

Table 4 shows that there is no significant relationship between networking with professionals and Department as the significant value are .025. Hence the null hypothesis is rejected.

Table 4 shows that there is a significant relationship between improved skills and knowledge and Department as the significant value are .001. Hence the null hypothesis is accepted.

8. CONCLUSION

Internships play a vital role in molding the students for future career pathways. Internship Training Program comes with both advantages and disadvantages. As this study centered on problems of Internship Training Program (ITP), it is found that the students are facing the problem like timing problem, finance problem and no cooperation by supervisors. The potential benefits from ITP are career guidance, entrepreneurship development, gaining work experience, networking with professionals and improved skills and knowledge. All these problems are more or less solvable only and all the benefits are highly useful. It is suggested that both Educational institutions and Industry should take necessary measures to overcome this problem in the period ahead.

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