

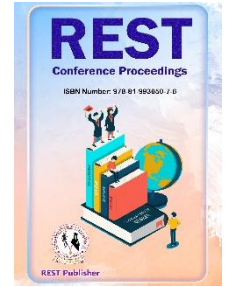


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# A Study of Impact of Internship Program on Competency Development Among Management Students with Reference to Amravati City

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**Abstract:** This research paper presents a comprehensive study on the impact of internship programs on competency development, specifically focusing on management students and young professionals in Amravati city. In the current academic and professional landscape, internships are increasingly recognized as a critical component in bridging the gap between theoretical knowledge and practical application. The primary objective of this study is to analyse how internship experiences contribute to the development of key competencies such as communication, leadership, teamwork, problem-solving, adaptability, time management, and industry-specific technical skills. The research is grounded in the understanding that internships provide students with real-time exposure to professional environments, allowing them to translate academic learning into meaningful work experiences. The study adopts a mixed-method approach, incorporating both qualitative and quantitative research techniques. Data was collected through structured questionnaires and in-depth interviews with interns from various academic disciplines who completed their internships in different sectors within Amravati. Additionally, feedback was gathered from industry mentors and supervisors to evaluate the interns' performance and skill development. The findings of the study reveal that internship programs significantly enhance the professional competencies of students, making them more confident, responsible, and industry-ready. The study also emphasizes the importance of structured internship programs, proper mentoring, and alignment between academic curriculum and industry requirements in ensuring the effectiveness of internships.

**Keywords:** Internship programs, Competency development, Management students, Amravati City.

## 1. INTRODUCTION

In the rapidly evolving global economy, the demand for a competent and industry-ready workforce has intensified. Educational institutions are increasingly expected to go beyond traditional classroom teaching and provide experiential learning opportunities that prepare students for real-world challenges. One such widely accepted and effective tool for bridging the gap between academic knowledge and professional skills is the internship program. Internships serve as a transitional phase for students, offering them a platform to apply theoretical concepts in practical settings while simultaneously developing essential competencies such as communication, leadership, teamwork, critical thinking, time management, and technical proficiency. These competencies are crucial for professional success and personal growth in today's dynamic job market. This research paper focuses on studying the impact of internship programs on competency development with specific reference to Amravati city, a growing educational and industrial hub in Maharashtra. Amravati hosts numerous colleges, universities, and businesses, making it an ideal setting to analyse the relationship between internship experiences and skill enhancement. Despite the growing emphasis on internships, there remains a need to evaluate how effectively these programs contribute to shaping the capabilities of young individuals in smaller cities like Amravati. The study investigates various factors such as the structure of internship programs, duration, mentorship, organizational support, and the nature of tasks assigned, all of which influence the development of competencies among interns. By examining the perspectives of students who have completed internships, along with insights from employers and academic institutions, this research aims to provide a holistic understanding of the internship ecosystem in Amravati. The study also seeks to identify gaps between academic training and industry expectations and offer suggestions for enhancing internship programs. Ultimately, the research intends to highlight the importance of well-designed internships as a strategic tool for competency development, contributing to the employability and overall professional growth of students in Amravati.

## 2. RESEARCH METHODOLOGY

This study employs a descriptive research design to analyse the impact of internship programs on competency development among management students in Amravati city. Primary data was collected through a structured questionnaire administered to students who had completed at least one internship during their academic course. The questionnaire included both closed and open-ended questions aimed at evaluating improvements in key competencies such as communication, leadership, problem-solving, time management, and the application of theoretical knowledge. A sample of 100 management students from various colleges in Amravati was selected using stratified random sampling to ensure representation across different academic levels and specialization areas. Additionally, inputs were gathered from internship supervisors and faculty mentors to gain a well-rounded perspective on students' competency development. Secondary data was sourced from academic journals, internship reports, and institutional documents to support and validate the primary findings. The collected data was analyzed using basic statistical tools such as percentage analysis and graphical representation, while qualitative responses were examined through thematic analysis. This approach helped in gaining in-depth insights into how internships contribute to bridging the gap between academic learning and industry readiness.

**Objectives:** To study the impact of internships in improving managerial skills. To analyse the effect of internship duration on students' skill development

## 3. REVIEW OF LITERATURE

Several studies have emphasized the significance of internship programs in enhancing students' competencies and preparing them for the professional world. According to Gault, Leach, and Due (2010), internships play a critical role in developing essential workplace skills such as communication, teamwork, and problem-solving. Academic literature also points out that well-structured internships contribute to the practical application of theoretical knowledge, thereby bridging the gap between classroom learning and real-world industry demands (Divine et al., 2007). Moreover, the presence of effective mentorship during internships significantly influences competency development, as noted by Callahan and Bending (2004), who argue that guidance from experienced professionals enhances learning outcomes. In the Indian context, studies by Sharma (2015) and Ramesh & Kumar (2018) underline the growing importance of internships in management education, especially in tier-two cities, where industry exposure is limited but gradually expanding. These studies collectively support the idea that internships, when aligned with academic objectives and supported by industry mentors, serve as a powerful tool for competency building. However, literature also reveals challenges such as mismatched expectations, lack of structured feedback, and limited task involvement, which can hinder the overall effectiveness of internship programs. This review provides a foundation for the present study by highlighting both the potential and the limitations of internships in shaping student competencies, particularly in the context of emerging educational hubs like Amravati city.

## 4. SCOPE OF THE RESEARCH

The study aims to assess the impact of internship programs on competency development among management students in Amravati city. It focuses on identifying key competencies enhanced through internships, including Communication skills, leadership ability, Problem solving capabilities, Practical application of knowledge. The research examines how internship programs help bridge the gap between academic learning and industry expectations, preparing students for professional careers. The scope of the study includes: Management students from various colleges and institutions within Amravati city. The study evaluates: Students' perceptions of the internship program, The role of mentorship in competency development, The alignment of internship tasks with academic curriculum. The research also provides insights and recommendations on how internship programs can be optimized to enhance the development of essential managerial competencies.

**Limitations of The Study:** Time and Cost are the major limitations of the study. The study is limited only to Amravati City. As the findings are drawn only on the basis of information collected or provided by the respondents, personal bias of the respondents may affect the study.

## 5. HYPOTHESIS OF THE STUDY

- **Null hypotheses (H0):** There is no significant impact of internships on improving managerial skills among students.
- **Alternative Hypotheses (H1):** There is significant impact of internship on improving managerial skills among students.

**Hypothesis Testing**

**TABLE 1.** Observed

Specialization	Highly Relevant	Somewhat Relevant	Not Relevant	Total
Marketing	30	8	2	40
Finance	10	12	3	25
HR	5	8	2	15
Operations	2	6	2	10
Other	1	6	3	10
Total	48	40	12	100

**TABLE 2.** Expected

Specialization	Highly Relevant	Somewhat Relevant	Not Relevant
Marketing	19.2	16.0	4.8
Finance	12.0	10.0	3.0
HR	7.2	6.0	1.8
Operations	4.8	4.0	1.2
Other	4.8	4.0	1.2

**TABLE 3.** Chi Square Test

Observed Value (O)	Expected Value (E)	(O-E)	(O-E) <sup>2</sup>	(O-E) /E
30	19.2	10.8	116.64	6.075
8	16.0	-8	64	4.00
2	4.8	-2.8	7.84	1.63
10	12.0	2	4	0.33
12	10.0	2	4	0.40
3	3.0	0	0	0.00
5	7.2	-2.2	4.84	0.67
8	6.0	2	4	0.67
2	1.8	0.2	0.04	0.02
2	4.8	-2.8	7.84	1.63
6	4.0	2	4	1.00
2	1.2	0.8	0.64	0.53
1	4.8	-3.8	14.44	3.01
6	4.0	2	4	1.00
3	1.2	1.8	3.24	2.70
<b>Chi Square Total</b>				<b>23.68</b>

Degree of freedom (do): 8

Critical Value: @ 0.05 = 15.507

Chi – Square Statistics (X): 23.68

P – value: 0.0026

**Result:** Since  $X > \text{critical value}$  and  $p < 0.05$ , so we reject the null hypothesis. There is a statistically significant relationship between Specialization and Task Relevance.

**6. FINDINGS AND CONCLUSION**

The study found that a majority of management students experienced noticeable improvement in their communication and interpersonal skills during internships, as they regularly interacted with clients, team members, and supervisors in a professional setting. Internships helped students apply theoretical concepts learned in the classroom to real-life business situations, enhancing their practical understanding and industry awareness. Students reported that handling real-time tasks and meeting deadlines during internships improved their time management skills and taught them how to take responsibility for their work. Exposure to the corporate environment boosted students' confidence and helped them develop a more professional attitude, which is essential for future career

growth. The study revealed that internships with proper mentorship and well-defined roles had a greater impact on competency development compared to unstructured or poorly managed internship experiences.

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