

A Study on the Impact of Internship Experience on Employment Opportunities

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ABSTRACT

Internships are an important part of higher education as they help students gain practical experience and improve their employability. This study examines the impact of internship experience on employment opportunities among students and graduates. A quantitative research approach and descriptive research design were used, with data collected through structured questionnaires and secondary sources. The findings indicate that internships enhance practical skills, workplace readiness, and confidence, thereby improving employment prospects. The study concludes that internship experience plays a vital role in bridging the gap between academic learning and industry requirements and supports better career opportunities for students.

Keywords: Internship Experience, Employment Opportunities, Employability, Skill Development.

INTRODUCTION

Internships have become an essential component of higher education and professional development, providing students with practical exposure to workplace environments and industry practices. They serve as a bridge between academic learning and professional employment by enabling students to apply theoretical knowledge in real-world situations. Through internships, students acquire technical skills, communication abilities, problem-solving competencies, and professional networks that enhance their employability.

In today's highly competitive job market, employers increasingly value candidates who possess relevant work experience in addition to academic qualifications. Internship experiences help students develop industry-specific knowledge, gain confidence, and understand organizational culture, thereby improving their readiness for future employment opportunities. Furthermore, internships allow employers to evaluate potential candidates and identify talented individuals for future recruitment.

This study aims to examine the impact of internship experience on employment opportunities among students and graduates. The research focuses on understanding how internships influence skill development, career preparedness, job acquisition, and overall employability. The findings of this study will provide valuable insights for students, educational institutions, and employers regarding the significance of internship programs in enhancing career prospects and workforce readiness.

REVIEW OF LITREATURE

Pianda et al. (2024) Pianda, Hilmiana, Widiyanto, and Sartika (2024) conducted a bibliometric and systematic review on the impact of internship experiences on employability. The study reviewed 23 research articles and found that internships significantly enhance students' employability by improving technical skills, workplace readiness, and professional competencies. The authors concluded that internship experiences play a crucial role in bridging the gap between academic learning and industry expectations. **Visser (2026)** carried out a systematic review of 204 empirical studies to understand internship experiences from students' perspectives. The study revealed that internship experiences positively influence career development, professional identity formation, and employment readiness. It emphasized that meaningful internship experiences contribute significantly to future employment outcomes. **Li,**

Darodjat and Rattanapun (2026) examined the pathways through which internships affect employability. Their review identified skill development, professional networking, and identity formation as major factors linking internship experience to employment success. The findings highlighted that internships improve graduates' chances of securing suitable employment opportunities. **Jain, Vichore and Badra (2023)** explored student satisfaction with internship programs in India. The study found that learning experiences, organizational support, and placement assistance positively influence internship outcomes. Higher satisfaction levels were associated with greater confidence and enhanced employability among students. **Azizi and Kaur (2023)** conducted a systematic literature review on internship programs and found that internships provide practical exposure, industry knowledge, and professional competencies. The study concluded that structured internship programs contribute significantly to students' career preparedness and employability. **Jain and Singla (2024)** reviewed literature on employability and highlighted the growing importance of practical learning experiences in developing job-ready graduates. The study emphasized that experiential learning opportunities, including internships, improve employability skills and increase employment prospects. **Popoola, Vollem and Nti (2024)** analyzed discussions of computing interns through Reddit data. The findings showed that students viewed internships as valuable opportunities for gaining industry exposure, networking, and practical skills. Positive internship experiences were associated with increased confidence regarding future career opportunities. **Abaei, Shahin and Spichkova (2026)** studied a one-year software engineering internship program and found that extended internships improve graduates' readiness for professional careers. Students reported significant gains in technical competence, workplace communication, and problem-solving abilities, which enhanced their employment prospects. **Whalley et al. (2024)** investigated graduates' transition from education to employment. The study found that work-integrated learning experiences, including internships, help students develop transferable skills such as teamwork, client management, and time management, which are highly valued by employers. **Community Perspectives on Internship Outcomes (2024–2025)** Recent discussions among students and professionals indicate that internship experience is often considered a key factor in securing entry-level employment. Participants emphasized that internships provide relevant work experience, professional networks, and practical skills that strengthen employability and improve career opportunities after graduation.

STATEMENT OF PROBLEM

In today's competitive job market, employers increasingly seek candidates who possess not only academic qualifications but also practical work experience and industry-relevant skills. While educational institutions provide theoretical knowledge, many graduates face difficulties in securing employment due to a lack of workplace exposure and professional experience. Internships have emerged as an important means of bridging this gap by offering students opportunities to gain hands-on experience, develop employability skills, and understand workplace expectations.

However, the effectiveness of internship programs in improving employment opportunities varies depending on factors such as the quality of the internship, the skills acquired, organizational support, and the relevance of the internship to students' career goals. Despite the growing importance of internships, there is a need to understand the extent to which internship experiences influence employability and career outcomes.

Therefore, this study seeks to examine the impact of internship experience on employment opportunities and to identify how internship participation contributes to skill development, career readiness, and the ability of graduates to secure employment.

NEED OF THE STUDY

Internships have become an important part of higher education as they provide students with practical exposure to real work environments and help them develop industry-relevant skills. In the current competitive job market, employers increasingly prefer candidates who possess both academic knowledge and practical experience. Therefore, understanding the role of internships in improving employment opportunities has become essential.

The need for this study arises from the growing emphasis on employability and career readiness among students and graduates. While internships are widely recognized as beneficial, there is a need to examine how internship

experiences influence skill development, professional confidence, workplace preparedness, and employment prospects. This study will help identify whether internships contribute significantly to enhancing employability and improving career outcomes.

The findings of the study will be useful for students, educational institutions, and employers in understanding the value of internship programs. It will also provide insights into how internship experiences can be improved to better prepare students for successful careers and increase their chances of securing employment.

OBJECTIVE OF THE STUDY

- To examine the impact of internship experience on employment opportunities among students and graduates.
- To assess the role of internships in developing professional and employment skills.
- To analysis how internship experience on influences job readiness and career development.
- To evaluate the relationship between internship participate and job placement outcomes.

HYPOTHESIS

Null Hypothesis (H_0)

There is no significant impact of internship experience on employment opportunities among students and graduates.

Alternative Hypothesis (H_1)

There is a significant impact of internship experience on employment opportunities among students and graduates.

RESEARCH METHODOLOGY

Research methodology is a systematic process of collecting, analyzing, and interpreting data to achieve the objectives of the study. The present study aims to examine the impact of internship experience on employment opportunities among students and graduates. The study focuses on understanding how internships contribute to employability skills, job readiness, career development, and job placement outcomes. Data was collected and analyzed using both primary and secondary sources.

RESEARCH APPROACH

The present study adopts a Quantitative Research Approach as it involves the collection and analysis of numerical data through structured questionnaires. This approach helps in measuring the relationship between internship experience and employment opportunities among students and graduates.

RESEARCH DESIGN

A Descriptive Research Design has been used for the study. It helps in describing and analyzing the perceptions of students and graduates regarding the effectiveness of internship experiences and their influence on employment opportunities, professional skill development, job readiness, and career growth.

SOURCES OF DATA

Primary Data

Data was collected directly from students and graduates through structured questionnaires and personal interactions to gather information regarding internship experiences and employment outcomes.

Secondary Data

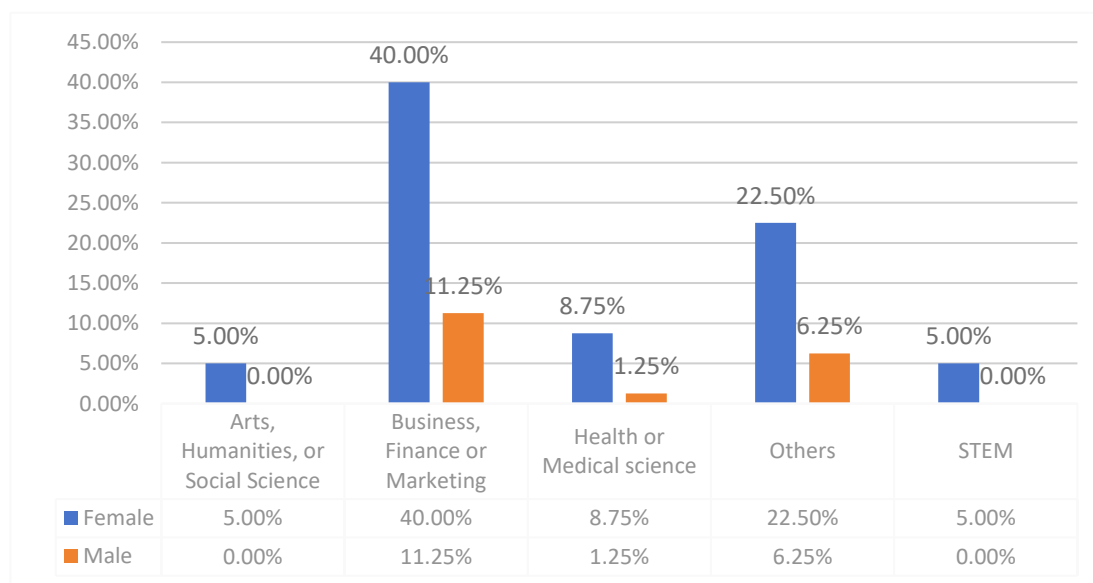
Data was collected from books, journals, websites, research articles, reports, dissertations, and other published sources related to internships, employability, career development, and employment opportunities.

LIMITATIONS OF THE STUDY

- The study is limited to the selected students and graduates.
- The sample size is restricted to the respondents surveyed.
- Responses are based on the opinions and experiences of the participants.
- The findings may not be applicable to all students and graduates.
- Time and resource constraints may influence the findings of the study.

Primary board of studying	Gender		Grand Total
	Female	Male	
Arts, Humanities, or Social Science	5.00%	0.00%	5.00%
Business, Finance or Marketing	40.00%	11.25%	51.25%
Health or Medical science	8.75%	1.25%	10.00%
Others	22.50%	6.25%	28.75%
STEM	5.00%	0.00%	5.00%
Grand Total	81.25%	18.75%	100.00%

DEMOGRAPHIC



Interpretation

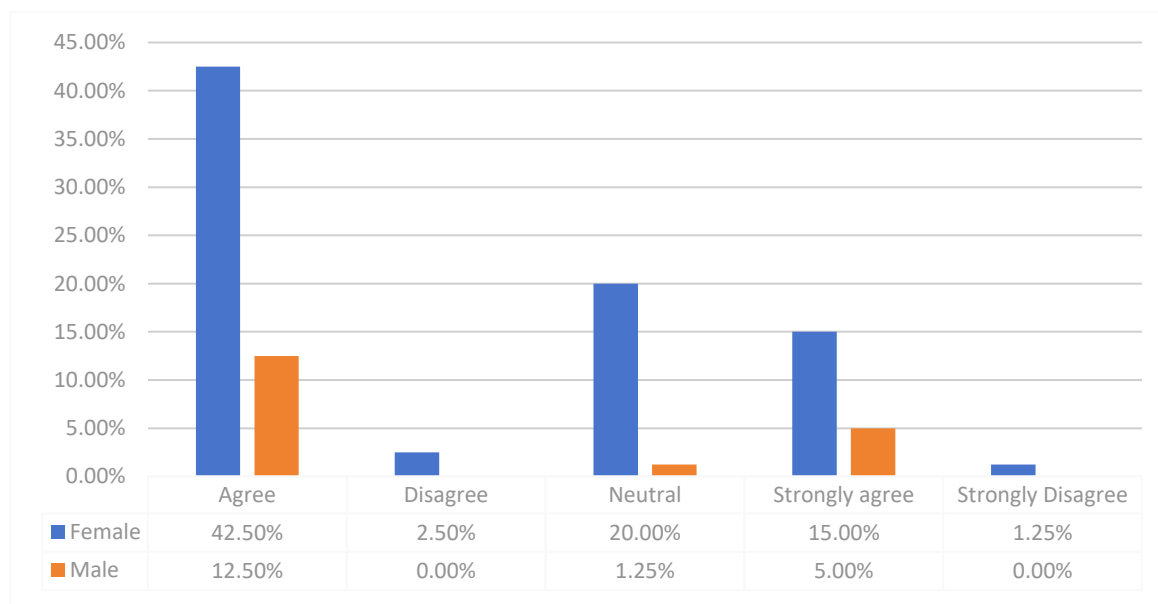
The graph indicates that the majority of respondents are from the Business, Finance, or Marketing discipline (51.25%), followed by the "Others" category (28.75%). Female respondents constitute a significantly larger proportion of the sample (81.25%) compared to male respondents (18.75%). Representation from Arts, Humanities, Social Science and STEM fields is relatively low.

Analysis

The dominance of business-related students suggests that the study findings are largely influenced by respondents from these academic backgrounds. The high proportion of female participants indicates that the results may reflect female students' perceptions more strongly than male students'. The limited representation of other disciplines may reduce the generalizability of the findings across all fields of study.

INDEPENDENT VARIABLE

Gender			
The internship enabled me to apply theoretical knowledge acquired during my studies in a real work environment	Female	Male	Grand Total
Agree	42.50%	12.50%	55.00%
Disagree	2.50%	0.00%	2.50%
Neutral	20.00%	1.25%	21.25%
Strongly agree	15.00%	5.00%	20.00%
Strongly Disagree	1.25%	0.00%	1.25%



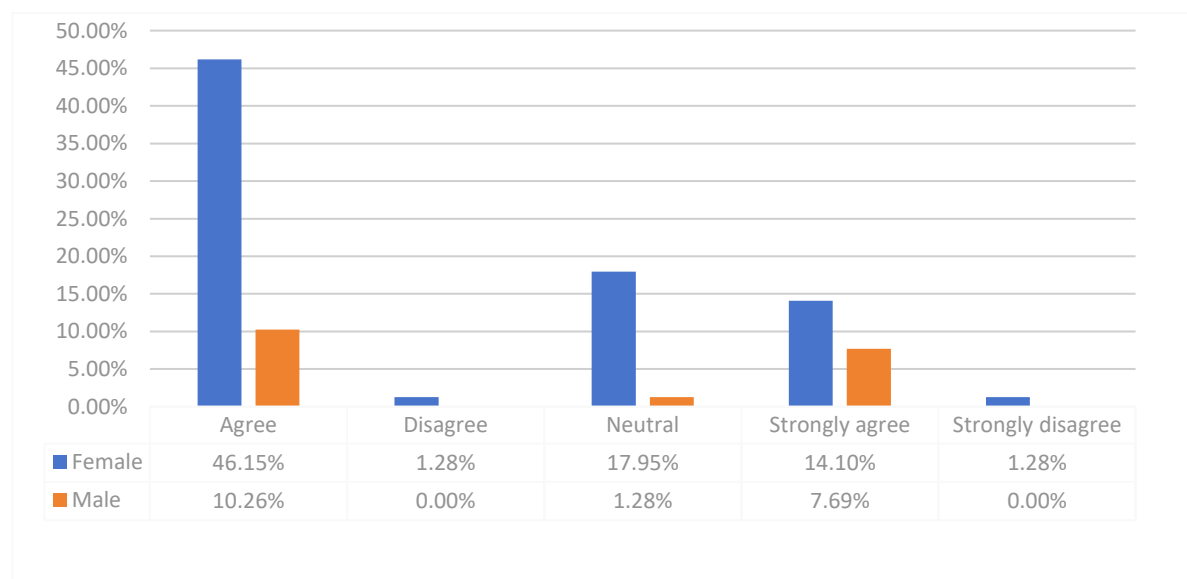
Interpretation

The graph shows that 75% of respondents either agreed or strongly agreed that their internship enabled them to apply theoretical knowledge in a real work environment. A smaller proportion (21.25%) remained neutral, while very few respondents disagreed.

Analysis

The results demonstrate that internships effectively bridge the gap between academic learning and practical application. Students were able to utilize concepts learned in the classroom within real workplace settings, thereby strengthening their understanding of theoretical knowledge. The low percentage of negative responses indicates that most students found their internship experience relevant and beneficial to their academic development

Gender			
The internship enhanced my understanding of organizational practices and workplace expectations	Female	Male	Grand Total
Agree	46.15%	10.26%	56.41%
Disagree	1.28%	0.00%	1.28%
Neutral	17.95%	1.28%	19.23%
Strongly agree	14.10%	7.69%	21.79%
Strongly disagree	1.28%	0.00%	1.28%
Grand Total	80.77%	19.23%	100.00%



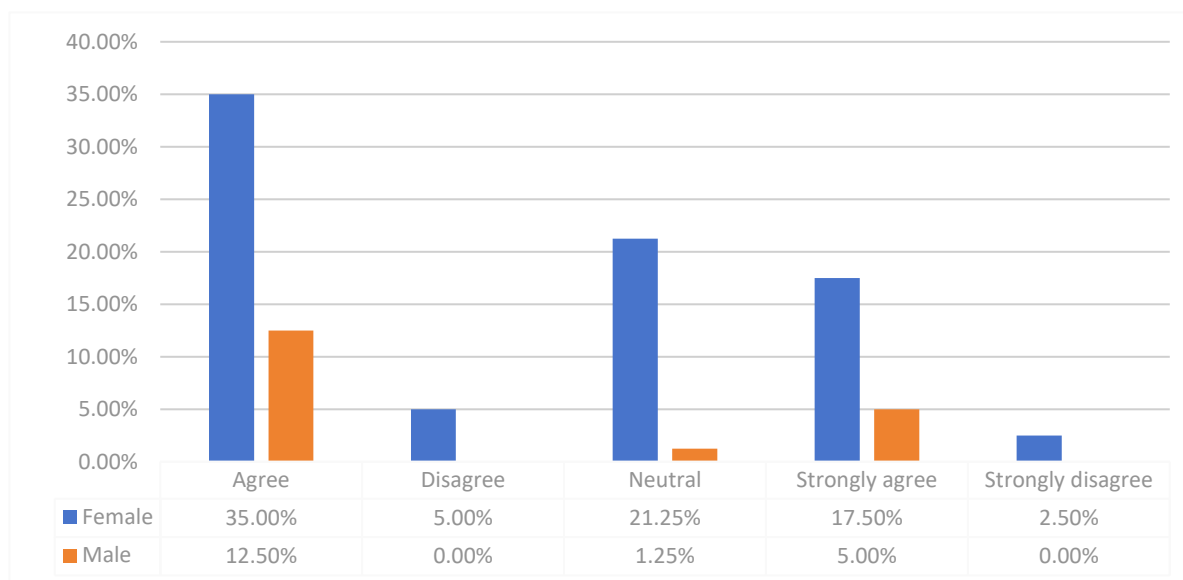
Interpretation

A large majority of respondents (78.20%) agreed or strongly agreed that their internship enhanced their understanding of organizational practices and workplace expectations. Only a small percentage expressed disagreement.

Analysis

The findings suggest that internships provide valuable exposure to professional environments and organizational culture. Through direct interaction with workplace systems and procedures, students gain practical insights that cannot be fully acquired through classroom learning alone. The overwhelmingly positive responses indicate that internships play a significant role in preparing students for future professional responsibilities.

Gender			
The internship has provided me with professional exposure that supports future employment opportunities	Female	Male	Grand Total
Agree	35.00%	12.50%	47.50%
Disagree	5.00%	0.00%	5.00%
Neutral	21.25%	1.25%	22.50%
Strongly agree	17.50%	5.00%	22.50%
Strongly disagree	2.50%	0.00%	2.50%
Grand Total	81.25%	18.75%	100.00%



Interpretation

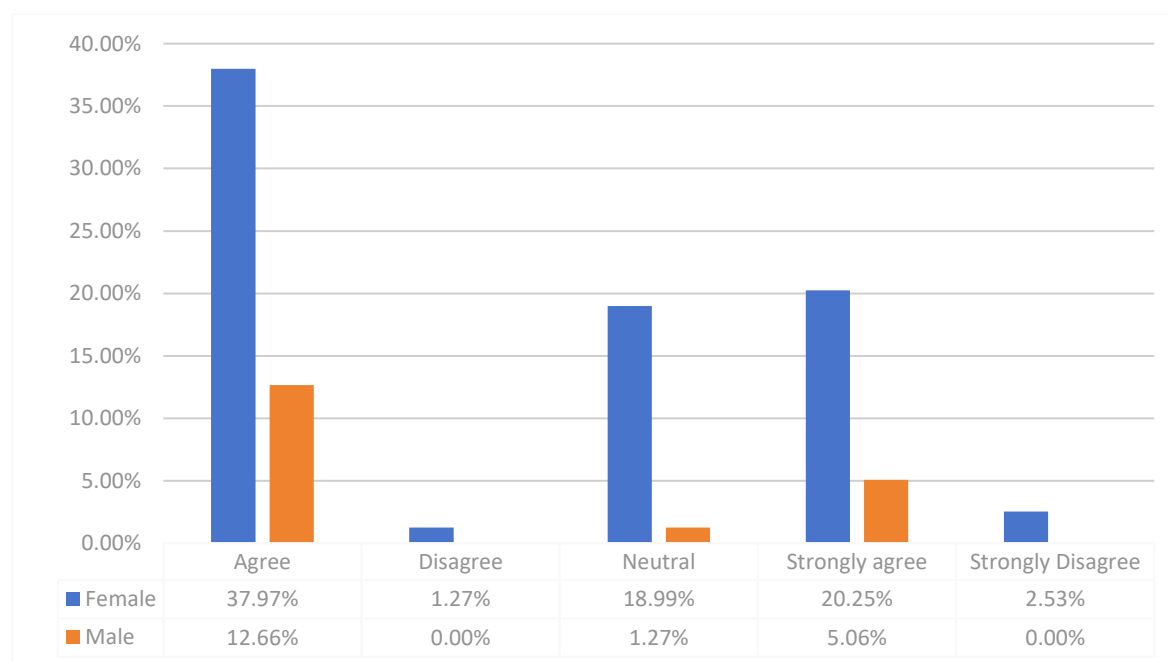
The graph reveals that 70% of respondents agreed or strongly agreed that their internship provided professional exposure that could support future employment opportunities. Around 22.5% remained neutral, while only a few respondents disagreed.

Analysis

The results indicate that internships contribute positively to career readiness by exposing students to industry practices and professional work environments. Such exposure helps students understand employer expectations, develop professional networks, and gain practical experience. The relatively high neutral responses may suggest that some students require longer or more intensive internship experiences to fully recognize their career benefits.

DEPENTEND VARIABLE

Gender			
The skills gained through my internship make me more employable	Female	Male	Grand Total
Agree	37.97%	12.66%	50.63%
Disagree	1.27%	0.00%	1.27%
Neutral	18.99%	1.27%	20.25%
Strongly agree	20.25%	5.06%	25.32%
Strongly Disagree	2.53%	0.00%	2.53%
Grand Total	81.01%	18.99%	100.00%



Interpretation

The graph shows that 75.95% of respondents agreed or strongly agreed that the skills acquired during their internship increased their employability. About 20.25% remained neutral, while only a small percentage disagreed.

Analysis

The findings highlight the importance of internships in developing skills that are valued in the job market. Students reported gaining practical, technical, communication, and problem-solving skills that enhance their confidence and employment prospects. The strong positive response suggests that internships are perceived as an effective means of improving employability and preparing students for successful careers after graduation.

SPSS TEST

Hypothesis Tests

5	The categories of 5.Duration of unemployment occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
6	The categories of 1.Lack of job opportunities is a major cause of youth unemployment. occur with equal probabilities.	One-Sample Chi-Square Test	.003	Reject the null hypothesis.
7	The categories of 2.Insufficient work experience makes it difficult to get a job occur with equal probabilities	One-Sample Chi-Square Test	.024	Reject the null hypothesis.
8	The categories of 3.There is a mismatch between educational qualifications and job market requirement occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.

N PAR TESTES

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
1.Unemployment causes financial difficulties for youths	44	1	5	3.64	1.036
2.Unemployment negatively affects self-confidence.	44	1	5	3.18	1.317
3.Unemployment increases stress and anxiety levels.	44	1	5	3.05	1.380
4.Unemployment affects social relationships and interactions.	44	1	5	3.23	1.379
Valid N (listwise)	44				

Case Processing Summary

	Cases Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
2.Unemployment negatively affects self-confidence.*	44	100.0%	0	0.0%	44	100.0%
3.Unemployment increases stress and anxiety levels.						

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	78.075 ^a	16	.000
Likelihood Ratio	59.111	16	.000
Linear-by-Linear Association	7.501	1	.006
N of Valid Cases	44		

FINDINGS

- The majority of respondents agreed that internships helped them apply theoretical knowledge in real workplace situations.
- Internship experiences improved students' understanding of organizational practices and workplace expectations.
- Most respondents believed that internships enhanced their professional skills and career readiness.
- Internships provided valuable practical exposure that supports future employment opportunities.
- A large percentage of students felt that the skills gained during internships increased their employability.
- Female respondents formed the majority of the sample, indicating higher participation in the study.

CONCLUSION

The study concludes that internship experience has a significant positive impact on employment opportunities among students and graduates. Internships help students develop practical skills, improve workplace readiness, and increase confidence, making them more employable and better prepared for successful careers.

SUGGESTIONS

- Educational institutions should strengthen collaborations with industries to provide quality internship opportunities for all students.
- Organizations should offer structured internship programs with proper guidance, mentoring, and meaningful work assignments.
- Students should actively participate in internships related to their field of study to enhance their skills, professional experience, and employment prospects.

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