

Chapter 4

Internship Program: An Insight From Business School Students and Faculties in India

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ABSTRACT

India is the one of the biggest countries. Education is one among the significant priorities in the Indian scenario as it forms the first step of each and every career life and that it builds a bright future for every aspiring individual. In this competitive world, like all other fields, there is a rapid change in the field of education. Teachers and researches are approaching and experiencing the new methods for learning. In the current education system, especially in business schools, the term “learning” plays an important role. In Indian business schools, students are learning lessons from classrooms and applying them to real-world situations. This chapter explores internship programs.

INTRODUCTION

“Learning is the process whereby knowledge is created through the transformation of experience” - (David A. Kolb, 1984, P.38)

Education is the process of gaining knowledge, skills, beliefs and moral values. It includes a variety of the methods like teaching, training, discussions, learning & integrated learning sessions and research programs. Education is an essential part of human life and which help to improve their knowledge and skills. It also helps to improve confidence level of a person. As it is one among the fundamental rights of every citizen, Indian ministry provides compulsory education through universities and colleges for all students without any discrimination. In this modern world, each and everything is based on modern technology. The education provides the technical and other soft skills which are necessary for using the modern technology. Hence, without education, it may be difficult to handle updated or modern technologies.

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In the current competitive world, like all other fields there is a rapid change in the field of education also. Teachers and researches are approaching and experiencing the new methods for learning. In the current education system especially in business schools, the term “learning” plays an important role. In business schools, students are learning lessons from class rooms and apply them to real-world problems. Business school students class room lessons includes business accounting, business administration, data analytics, strategic management, economics, business statistics, entrepreneurship, finance, human resource management, operations management, project management, management information systems, international business, logistics, marketing, organizational psychology, organizational behaviour etc.

Apart from the class room experiences, the business schools in our country have incorporated experiential learning also in their curriculum. Experiential learning helps students to achieve their career goals during their graduation time itself. It is also an opportunity for students to learn work related experiences. However, experiential learning or learning by doing is a powerful technique to engage business school students. It is also the application of theories and academic lessons to the real-world experiences, either in the classroom or in the society/community. Generally speaking, it gives more opportunities and chances to the students to have the real-world work experience.

Experiential learning is the process of learning through experience. The importance of experiential learning includes insight into their own skills, their own interests, passions, and values, opportunities to collaborate with diverse organizations and people, positive professional practices and skill sets, gratification of assisting in meeting community needs, self-confidence and leadership skills (Kentstate University). Experiential learning enhances student personal, civic, and professional development (Simons et al, 2012)

The different forms of experiential learning are;

- Applied research project
- Case studies
- Performance based learning
- Field experience
- Internship
- Interactive simulations
- Industry/community research projects
- Apprenticeships
- Clinical experiences
- Fellowships
- Clinical experiences
- Service-learning

Background of the Study

Internship- a form of experiential learning is very popular with business schools, because it provides opportunities students to learn more about the theoretical knowledge with real world experience. Business school students in India has to do their compulsory internship program in their final semester. In the current job market, the employers or recruiters are preferring the candidates with good internship experience rather than class room subject knowledge. The internship programs provide many benefits to the students and employers. The benefits include communication skill, decision making skill, critical

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