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INTRODUCTION OF INTERNSHIP

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INTRODUCTION OF INTERNSHIP

1.1 Introduction to Internship

An internship is on-the-job training for many professional jobs, similar to an apprenticeship, more often taken up by college and university students during his undergraduate or master degree in their free time to supplement their formal education and expose them to the world of work. Internships offer various occasion to interns during internship programs to expand familiarity in their choose area of work , to find out what they have an importance in an exacting in specific line of business, develop professional network links, build interpersonal skill or get some credit points if it's a “sandwich course” they are in.

Employers too benefit from an internship arrangement as it gives access to interns with some skills to execute relevant tasks for the employer. Many interns end up with permanent service with the same organisation in which they are interned. Their worth to the organisation may be greater than before by the fact that they require modest or less training.

An internship may be compensated, non compensated or some time to some extent paid. Paid internships is usually the norm in fields like medical and health science, engineering, laws and politics, business, graphic design accounting, banking and

finance, information technology , media, journalisms, hospitality and tourisms where as unpaid Internships are common. At NGO/ Not for-profit organizations and think tanks and are deemed voluntary. Internships may be part-time or full-time; in general, they are part-time during the academy year and full-time in the summer vacations. They usually last for six weeks to two months, its tenure vary from organisation to organisation, it may be shortening or long based on the organisation for which they intern.

Since the 1990's economic reforms in India, that's bought a sea change in business and academic culture, internships have found a prominent place in the life of a business and management studies. An increasing presence of multinational companies, rapid economic growth, globalization, individual's aspirations, urbanization have all influenced the role and desirability of internships.

1.1.1 Distinctiveness of Internship

1. Internship leads to the intern's individual development through challenging occupational coursework.
2. A typical and worthy extra-curricular activity that helps develops credentials for their semester.
3. It is designed and planned through consultation with the college or university so as to fit into the undergraduate practice.
4. Internship involves closed direction or mentoring by a specialized expert.
5. It includes work experiences that go together with classroom learning.
6. It too ends in an appraisal process at the wrapping up of the internship.

7. It builds upon the association of any academy institute or university with has employers.

8. It is mainly victorious when the intern, the college or university, and the employer all share conscientiousness in making it a valuable practice.

9. Profession linked occurrence has a lot of names in the college or university. In addition to “internship,” the other include as follows:

- Cooperative education
- Practicum
- Externship
- Apprenticeship
- Article-ship

10. Across the university or college, these occasion to achieve career related practice can differ in many means. They are as follows:

- Internship may be compensated or not compensated i.e. paid or unpaid.
- Internship may be requisite as part of the curriculum or discretionary.
- Get academic credit during semester or no credit associated with the practice.
- Internship can be from five hours to forty hours a week, fulltime in summer holiday or part-time during academic year.
- It can take place throughout the summer holidays or during other breaks of the year.

- Internship can be opt during off campus or it can take place during on campus.

These experiences are win-win situations for all involved.

1.1.2 The Meritoriousness of nailing an internship

1. Real world experience:

Participating in an internship allows an intern to get a perspective on potential employment once they are done studying. It helps them by apply the concepts that they learned in their classrooms. Such an exposure creates a smoother transition for Interns from the classroom to the work-station.

2. Personal development:

Personal development includes building up of soft-skills such as personal work ethic, inter-personal skills, and also the technical hard skill like execution, and refining of analytical capabilities. Both the categories have been shown to play an important part in the building up of human capital. Internship programmes facilitate the build-up of such capital to some extent.

3. Networking:

Interns during their short stint would likely get to know a lot of pros and this knowledge would help them find new opportunities and make new connections. That is they could use these contacts for future references or for work related advice.

4. Choices:

Decisions about careers are quite perplexing, more so when one has not discovered what one really wants to do. However exposure beyond formal learning can go a long way resolving such early age dilemmas. So, with the knowledge and experience that Interns

collect from their internships, individuals would be better placed to make choices about their future career.

5. Payback to students:

- Prospect to work in career associated or trained environment.
- Offer career consciousness to the Intern.
- Furnish the students the possibility to assess, reflect upon and try a line of business.
- Make available precious know-how which assists to lock desired professions.
- Can help to earn money or to get credit for semester.
- Provide specialized networking links.
- Formulate classroom education more motivating.
- Assist the intern to build up job related skills & abilities.
- Enlarge self-possession as they categorize skills, abilities and talents for intern.

6. Payback to the employer:

- It helps to evaluate the intern for possible full time employment.
- Provide quality candidates to employer.
- Intern contributes new liveliness and thoughts to the work area.
- Scheduling can be elastic to meet up the employer's requirements.
- Cost saving.

7. Payback to the Department or College or University

- Build up tie with alumni and the other member of society.
- Formulate the transmit process easier for interns.
- Curriculum can be doing well through response from employers.
- Assist with retention and graduation and post graduate.
- Strengthen the students' ties to the university when the know-how is facilitated by

Department or college.

1.1.3 Grandness of Internship

For Graduate or Post Graduate college students, internships play an important role in determining how their next step in life will work out. Companies give more attention to students who take the initiative in seeking internships, as it shows a level of proactiveness and responsibility on their part. When a student willingly agrees to sacrifice their free time usually their breaks or summer vacations in order to learn more, that says a lot about the kind of values they hold.

The period of internship varies depending upon the nature of the job, size of the organisations etc. Internships endow with the technical know-how and experience about the business world that cannot be learned inside the four walls of classrooms. For instance fresh engineering graduates or diploma holders are moved from workshop to workshop to work with the seniors, before they are placed on a particular job. In addition, Internship practice truly enhances or contributes to important facts in the selected field of learning.

Internships also help students to improve their other personality attributes such as get better oral and written communication, management, direction, time, and project management skills.

Internship is a process of training by which intern cans develop his future job performance. It is essential to acquire proficiency in the job. Training which interns got during his internship improves knowledge and skills which helps their performance turns excellent. Student who gone for internship have better market value in business world.

Better market value means that other organizations are always willing to appoint that student who has gone for internship at high remuneration.

Internship programmed provide first hand learning experience to intern. It seeks to bring relatively permanent change in an intern that will improve his ability to perform on the job. In many internship programmed student get stipend which instill their interest in the work. Internship programmed is a service functions for the business organization which provide management with professionals support in meeting the organizational objectives. Through internship the knowledge and skills of interns for doing particular job is increasing. The main objective of internship programmed is to achieve a change in the behavior of trained.

Internship is practical education. Through internship programmed intern acquire more knowledge of the job and learn or sharpen the needed skills, attitudes and values associated with efficient performance off their job.

Internship helps to modified Knowledge and skills i.e. what student know, how they will work. Thus Internship programmed is an act of imparting or improving or updating knowledge and skills of a student which they learn in the form or theory. Through Internship process intern acquire more knowledge of the job and to learn or sharpen the needed skills, attitudes and values associated with efficient performance of their jobs.

Internship is a process that is as much beneficial to the employees as to the organization. On the other hand, the organization can realize its dreams of more production at low cost and on other hand increased efficiency of employees enable them to produce more qualitatively better goods in less time

Internship is virtually a practical training of the theoretical knowledge. During internship period no salary is given to intern normally stipend is given to the interns. Sometimes internship is a part of course of study of the student. An intern is placed in a new job and is told how it is to be performed. Coaching and instruction are given by experienced workers

Over and done with internship programmed, intern gets opportunities to start career in his preferred work areas. At the same interval they can improve good network with employer of corporation who offer them internship programmed.

During internship if intern demonstrates that they able to enhance success of the organization, and employer feel that selected intern will prove them self as an assets for the organization in long run, in such case they offer job to intern.

If student gone for internship during his academic year than along with formal education, they get chance to familiar with real corporate environment. Many business firm conduct internship programmed during summer breaks. At that period of time student hesitant to undergone internship programmed because of absence of monetary compensation.

Internship is a fixed period programmed last for two to six weeks. It is practical training programmed related to specific field which interns wants to acquire skills and experience in their selected field. Internship helps to deal or fix with some issue related with career and get expertise in his chosen field.

If interns goes in small companies for internship programmed than get limited position in that companies. On other side large companies provide overseas programmed for his intern.

Internship programmed helps interns to gains self confidence during internship they learn the art of doing a special job methodically which increase the skills and efficiency of interns for future jobs.

Internship changes the outlook and behavior of interns. If student undergone for training by taking internship, than they enjoy several benefit. Internship technique brings out the hidden abilities in a intern and teach them to use various skills effectively which they learn during internship programmed.

Student can opt for internship for one or more programs. Companies choose candidates randomly or according to their defined policy. Cut-off date of applying for internship program is announced by the company. Mostly they target graduates and under graduates and some time post graduate student for internship programmed.

Internships play momentous role to build an awesome and powerful resume. It significantly enhances the strength of intern resume. All the way through internship student can obviously define and establish the area of their top interest in a precise field or Profession.

Internship programmed are compensated or not compensated, it will definitely prepare intern for the expected and unexpected career challenges. Internships facilitate to investigate general career avenues to the interns. Such actions can offer them with important work experience both practical and for resume enhancement and an opportunity to line up a job before obtaining his bachelor or master degree.

By attending internship programmed intern secure good work experience, students also may be able to gain academic credit for his semester and financial compensation by way of stipend for internships.

Internship programs are not only benefited to intern but also valuable to employers of business organizations. Internship programs are more justifiably in larger companies. But small companies can realize considerable reimbursement as well. In many respects, interns can be ideal workers for small- and mid-sized companies. Internship programs allow businesses to sort through a pool of potential employees. After certain time of interval, intern performances can be evaluated, and the pool can be culled down to good workers who are already familiar with the company.

According to Larry Crumbley and Glenn Sumners. "Internships significantly diminish the risks in cases where offers of stable employment might be made. Not only can the organization pre-screen the intern; the student also can learn about the corporation. The possibility of discontented employees seems far less likely when both employers and employees have clear prospect of each other."

The student while study in college or university or sometimes even after their theoretical education receive internship training in hospitals, courts, management institutes and auditing firms. The main advantage of internship training is to establish balance in their education by providing training to the students during their academic year. This training method is more suitable for different technical professions, like management, law, medicine, Engineering etc.

1.1.4 Setting up Internships

In order to make effective coordination between theoretical education and practical training, concept of internship has adopted. Internship is very common in medical, auditing, hotel management, and lawyer's professions. Many students opt for internship while study in college or university during his bachelor or master programmed. Whereas some student prefer internship after theoretical education receive. Internship training in hospitals, courts, auditing firms makes interns familiar with the complications and intricacies of the work practices. But on the other side setting up internship is time consuming process. Duration of internship vary from concerns to concerns.

If Businesses organize internship program not in chaotic style than it will do good to business organization as well as interns. Before appoint any intern, companies should have a clear picture in advance about that what specific tasks, to which interns will be assigned, and according make plans and policies to ensure that interns will have an opportunity to receive meaningful experience during internship.

It is advisable to have written plan for internship. With the help of written plan Internship can be effective. Even written plan serves future reference to educate potential interns and internship directors and at the same time it provides as a blueprint and guide for the company after the program is launched.

In today's E- world internet offers resources for publicizing an internship program. Student who wants to undergone for internship has to face interview process, and is not unlike the regular interview process in many respects. For such interview various personality traits of interns are evaluated such as attitude towards work, academic achievement during bachelor or master degree as well as during high school, reasoning ability etc.

Small business concerns also recommend their clients to set up internship programs during summer holiday. So student who wants to undergo full time internship or part time internship can make available at that time of the year.

Many time interns are careless and have casual attitude towards his programmed, so it becomes necessary to that their energies must be controlled and channelized towards achieving desired goals of his internship programmed. The supervision makes the best possible to direct and control interns. Therefore business experts suggest that interns must be monitored by enthusiastic supervisor to reduce the misuse and wastage of resources.

Supervisor is a low level manger in company. He decides works of various departments in the company. So even during internship programmed supervisor has to chalk out daily or weekly programmed for interns. At the end of internship programmed, the supervisor should be able to handle necessary communications with the intern's university or college if internship is done for credit.

The internship director should have usual get in touch with both the interns and their supervisors, so they get clear idea about work that's being perform by them during the internship program.

1.1.5 Three Internship Myths

Internship programmed have a lot of variation in terms of the effort expected and remunerations provided. Here is a look at some of the nuances involved:

1. Internships and credit points

Some courses, at times called “Sandwich Courses” have a dedicated period for work experience through internships, which are graded which then get included on a college transcript. However, they would still qualify as internships and be greatly respected.

Also, internships that earn points too, can very well earn some money for the intern. That is there are no restrictions on the intern to not receive any payment from the employer. That is because it's the willingness of the employer that results in the payment for the valuable work that the intern must have done.

However, in India, internships for credit points is unusual for credit based academic has not yet become very popular.

2. All internship experience – paid/unpaid, full/part time - count

All experiences related to an internship count as being extra-curricular activity: Voluntary community service, or an article at an accounting firm, all are valid. This is because it is the relevant skills and experience that employers are looking for when evaluating potential interns or job applicants.

3. Commit to an internship any time

Undertaking an internship is an assertion of proactive-ness and when it's taken doesn't matter as long as formal classes are not getting affected.

1.2 Definition and meaning of internship

Internship is defined by several authors. Few definitions on internship are as follows.

1.2.1 Definitions of internship

According to Atkinson William internship is nothing but a stepping stone to work environment to an entry level candidate who is looking for a job. Internship incorporates the experience of working in the field of one's choice at the time of completing one's education. So internship is definitely a part of the education process or done over the summer holidays as vacation training. The student whose education was up to now only restricted to a class room gets an opportunity to step into arena of work field with professional atmosphere and work culture. Here student gains different job related skills like working capabilities and soft skills etc. A student has an added benefit in the internship which is to develop relations, references and connections with the people who are actually practicing managers.

Crumbley Larry and Glenn E Summers look at internship more from the point of view of the employer. They see that internship is an activity in which a graduate or an undergraduate offers his or her talent to the company. That can definitely utilize this manpower resource in return for being given an opportunity to develop his or her business skills and get acquainted with the industry at the same time get the job related knowledge. Internship programs are either paid or unpaid. They regard the internship position as one which is more beneficial to the student as he or she ceases to be a student and is on the verge of becoming a work man for an industry. This study once again proves the fact that the students gain a 'Real World' business experience. This program definitely is useful for the company too as they get the services of skilled personnel at the cheaper cost and they also get to know the new ideas and perspectives.

Ellen Herkild feels that the internship is a method of on-the-job trainings for white collar jobs. It is almost like apprenticeship. Interns are generally the college or university students who are standing on the threshold of getting their bachelors or masters degree. Internship is one further step in their education and offers them opportunities to get off hand experience in their chosen field. The interns and students get

the confidence to be able to face the world and reduces their vulnerability. It further gives them a chance to evaluate themselves as to whether they like and can perform in the field they have chosen. It also proves their interests in their field. Many sandwich courses offered industrial training during summer breaks. This gives the students an opportunity to better their mark sheets by gaining better credits for this training. They again prove the much proven point that internships offer low cost labour to the companies for at least entry level jobs at the time when labour costs re sky rocketing. This many times opens the doors of employment to some students in the same company with which they have done the internship. This is economical for the companies also as they can cut their costs of training and development, advertisement etc.

Timothy Noah in different words terms internship as an agreement between the industry and a candidate for a stipulated period of time. This time period usually extends from 2 to 6 weeks during semester or summer vacation in case of vacation training. In this type of contractual training the student has to have the same opinion as that of the company regarding the work and intern the company officials agree to teach and train a student. Internship definitely adds to the knowledge student has gained by offering an insight into that particular field or career. In most of the cases the interns are not paid as the internships are unpaid but sometimes the companies may voluntarily offers some stipend. Internships in most of the cases are planned coordinated and implemented through the colleges and universities during a bachelor or masters program.

Claus Anderson says that repeatedly the initiative of internship is used in relation with work experience. This theory propitiates the fact that many times the companies use this legal definition of internship as ‘Volunteers’ in order to rationalize and justify the fact that interns will be unpaid. The National Minimum Wages Act does not explicitly covered the concept of internship which may in fact indicate that the interns are still the part of the educational process. It just means as working for two weeks in a company were the tasks to be given to the student interns and the important fact of their attendance are preset. The intern is considered as a resource which provides his or her services to the company which leads to the monetary gain for him.

The National Society for Experiential Education gives the following general definitions of internship:

It is any cautiously monitored exertion or service rendered by student in which he or she has specific learning goals and it reflects vigorously on what he or she is learning all through the experience. The learning goals include:

1. **Academic Learning:** The student is able to connect the skills learnt in the classrooms with the workplace.
2. **Career Development:** A student learns and understands the duties and responsibilities associated with position can walk around his or her chosen field of interest.
3. **Skill Development:** Through the course of internship a student gains various job related skills which are not taught in the classroom but are still necessary at the workplace.
4. **Personal Development:** The training in an industry offers various opportunities to a student to develop his or her persona by learning decision making and decisive thinking. This results in the increase of his self confidence and self worth.

1.2.2 Meaning of Internship

Internship is a job oriented process which aim to develop special skills related to the job. Through internship process effort is made to increase practical skill with the theoretical knowledge which student got in formal educational institute.

Under internship, business organization or technical institute and college or university jointly impart training for students during his bachelor or master degree. The objective of such programme is to strike a balance between theoretical and practical

knowledge. Educational institute impart theoretical knowledge to their students but for practical knowledge they are sent to business organization.

The period of internship varies depending upon the nature of the job, size of the organisations etc. For instance fresh engineering graduates or diploma holders are moved from workshop to workshop to work with the seniors, before they are placed on a particular job. This period varies from six months to one year.

An internship is an agreement between intern and the organization for a fixed period of time, where interns agree to work for them and they agree to mentor and teach them many companies go on to hire their successful intern's for full time employment.

An internship is a pre-professional work experience that provides students, recent graduates, and career changers with a chance to find out more about a certain career. For students, internships provide a way to gain work experience, supplement academic classes and, in some cases, and may be earn college credit points. Internships could be paid or unpaid. Even when it's paid, remuneration is modest.

Internships usually go on for six to twelve weeks and are the time that coincides with the holidays. to gain the relevant knowledge and skills required in the field as well as add weight to the resume.

Gaining relevant experience through internships would help making professional contacts, two of the best things a student can do to prepare themselves for getting a job in their field after college.

1.2.3 Difference between learning through education and through internship programmed i.e. training

Both education and training are parts of learning process. Training is concerned with increasing knowledge and skills in doing a particular job. Education is broader in scope. Its purpose is to develop individuals. It is concerned with increasing general knowledge and understanding of total environment. Following are major difference between practical learning v/s theoretical learning.

- By education, generally mean formal instruction in a school or a college, whereas Internship programmed imparted at the work place.
- Education is theoretical, while Internship programmed is practical. Education is the process of developing and understanding of some organised body of knowledge. It is usually formal and aims at the total growth of an individual. It develops mental skills which enable one to use the knowledge acquired effectively in problem solving situations.
- Internship programme increase the aptitude, skills and abilities of employees to perform specific jobs. It leads to the development of manual skills for a particular job, while as education aims at enhancing the general knowledge of a person so that he may accomplish a job in an economical way giving evidence of his general intellects.
- The distinction between training and education is not precise because in many cases both training and education occur at the same time. Some formal vocational school programmes are job oriented only, whereas some employee development programmes in industry are quite wider in scope and they may be viewed as education.
- Scope of training is narrow, as it is restricted to a specific job while as the scope of education is wide as it gives information about a specific area instead of specific job.
- The objective of training is to learn the method of accomplishing a specific job successfully while as education aims at enhancing the general knowledge of person to enable him/ her to accomplish a job in an economical way giving evidence of his general intellect.
- Training is imparted by business organisation, on job or by setting up a separate training centre while as main source of education are school, college and universities.

- The burden of expenses for imparting training is the responsibility of business organisation, hence it alone bears its expenses while as expenses of education are borne by the employee himself.
- Imparting training is the responsibility of business organisation while as responsibility of getting education is that of the employee himself.

1.3 Usage of internship in various Fields of study

Internships programmed differ from sector to sector and companies to companies. In much organization it is part time or in much organization it is full time. Internship programmed usually aimed at penultimate year a student who goes for his bachelor degree programmed. It is little difficult to find summer internships during academic year. In many field it is easy to get summer internship such as banking for e.g. HSBC bank offer “First Year Summer Internship” to student who want to obtain his master and bachelor degree in banking. Where as in other area of business, such as international development, media, public services and the environment may not offer structured summer programmed. Smaller employers (SMEs) offer fewer summer internships and tend to employ people when they need them. However, SMEs offer internship programmed for medical and health science, information technology, hospitality and tourisms, banking and finance and engineering field.

Internship in India makes sure that interns receive training similar in temperament with their educational background. Internship lengths vary depending on the organisation and student requirement. The minimum length is six weeks and maximum length is twenty six weeks. Candidates can choose from any of the following fields:

Table No. 1.1
Internship in various Field of study

Business	Retail	Human Resources
Hospitality and Tourism	Engineering	Banking and Finance
Arts	Agriculture	Aged Care and Child Care
Accounting	Business Process Outsourcing	Graphic Design
Medical and Health Services	Micro-Finance	Telecommunications
Wholesale	Travel	Trade
Sociology	Sport	Media and Journalism
Information Technology	Law and Politics	Political Science
Internship in various Fields of study		

Source: www.indianinternship.com

Following are number of imperative areas where students opt for Internship:

1. Advertising & Public Relations:

Advertising and public relations are like chalk and cheese thoroughly poles apart, but they work cooperatively well. Now a day several large advertising concerns offer Public Relations services in order to win new customers. An advertising agency play significant role in marketing consultant of goods and services. If student want to do internship in advertising and public relation areas than they can see ads in newspapers, magazines and radio because many

agencies provide his internship programmed detail trough such modes of communication. Student who gone for internship programmed in advertising and public relation will establish non personal contact of business with customers.

2. Chemistry:

Chemistry is branch of pure science. Many student like to undergone for internship in pharmacy industry specially student who undergone for D Pharmacy, B. Pharmacy or M.Pharmacy degree. Such internship programmed also make aware about the latest development in the field of chemical industry. These chemistry internships help all those Science Jobs which aimed at chemists, looking for internships in chemistry, post docs, scholarships, fellowships, internship programs.

3. Journalism:

Internships in journalism are an exceptional way to get ready for the real world of the news business and media. Internships give occasion to journalism students to work for a limited period of time in a professional news organization, either in print, broadcast or online journalism. Which bring relatively permanent change in an intern that will improve his ability to perform effectively and efficiently on media job. An internship offer precious professional practice to interns, and help to get answer, whether journalism is the right career for Journalism students or not. Internship in Journalism seeks to meet the future needs of the job. It instills sound reasoning process to enhance one's ability to understand and interpret knowledge. Internship programmed make interns more component, confident and adaptive so as to cope with the complex and changing condition of media world.

4. Public Health or Health Education:

An internship is a short-term contract of practical learning which assist intern to build up fresh skills and achieve a number of helpful experiences in their chosen field. Many public health programs egg on students to participate in an internship in order to get real practice in the choice area of expertise. This can be largely advantageous to the student, by way first hand work experience, rather than having to begin out with no work experience. Internship programme helps in imparting knowledge to the employees where they lag behind.

Internships in public health or health education may be waged or voluntary, depending on the association.

5. Social Sciences:

To get first hand learning experience institute like The Social Science Research Council (SSRC), provide avenue to student to attain internship programmed in his council to existing, fresh, or returning students. In this field most of the internship programmed is unpaid.

6. Medical Internships

Student who wants to obtain degree in the area of medical science such as nursing, medicine, dental assistant's physiotherapy or paramedics has to compulsory undergone for medical internship. Medical internships are accessible only to that applicant who are enrolled in a medical degree or have completed a medical degree. In medical internship intern would be occupied in functioning in health clinics which could be in villages under the supervision of a practiced medical officers. These experiences give extremely valuable insight into how practices and department work. The intern receives masterly level training under the guidance of medical staff which encourage them to study or analysis specific case, or to solve medical issues. This is an effective method of getting specialised training at the work place.

7. Interns in Business world

In order to achieve masterly level of learning, the interns should be kept under the guidance and supervision of experienced experts in the field for longer periods. It is a common practice to refer candidates from technical institutes to reputed ventures to have training for about six to twelve weeks. During internship programmed interns works in real situation of works, therefore he does not find any difficulty in performing jobs in business world. It provides knowledge and understanding that will enable interns to carry out non-technical business functions more effectively, such as problem solving, decision making and relating to people.

8. Interns in a Legal Scenario

Normally in the field of law, student has to go for full time internship programmed during his summer recess. It is normally unpaid. Under this internship a law student acts as a quasi-law

clerk to a judge. Judges utilize interns in special ways, but many assign them tasks similar to those that their law clerks do. During internship programmed he attain judicial proceedings which help them to learn various practical skill related with law profession such as Writing skills by crafting bench memos or even drafts of opinions. At the same time intern also get chance to discuss legal issues with the judge and his law clerks. After carrying out internship programmed an Intern may be able to use the judge as a reference in future job searches.

9. Industry

Internship provides employers with inexpensive or at no cost labour for lower stage of tasks i.e. using interns as unskilled labour. During internship programmed the expert imparts complete knowledge of both theoretical and practical aspects of the job. It also lends a hand to intern to learn to operate the up-to-date machines and equipment. That is why by internship programmed not only interns but also employer gets benefited. After completion of internship programmed intern get professional work experience to compete in the entry-level job market, on other side employer would like to reduce hiring risks by 'test driving' candidates before hiring them.

10. IT Field

Companies like Infosys Technologies Ltd, offer internship programmed to his intern, so student intern get chance to get first hand leaning experiences. Internship programmed is suitable for information technology field which either are difficult to stimulate or can be learned quickly by watching and doing. Internship concept is very common for academic course of B.sc (IT) or Bachelor of computer application (BCA) or Master of computer applications (MCA). Internship in IT field helps in obtaining effective responses to fast changing technological environment. During internship interns get chance to work in technology laboratories which offer them experience to work on real projects which develop his software engineering skill. Duration of internship is normally ranging from three months at the undergraduate level to up to a year at the postgraduate level.

Most of our incomplete system of education provides only theoretical aspects of learning. So during internship student can get practical exposures as regard specific work. It means internship programmed completes what the education failed to do.

1.3.1 Lifetime Experience for the Intern

The process of training has been in practice since ancient days. The training in olden days was impacted by master; know as 'Guru' or 'Ustad'. The trainee had to live with 'Gurus' and learn the job with him but, now due to change in the social structure , internship method of learning are adopted.

Internship programmed provides life time experience for the intern, in their professional life by following way.

- Much of internship is remunerated in the form of stipend.
- An intern receives masterly level training under the guidance of technical expert.
- Internship is an effective method of getting specialized training at work place.
- During internship programmed, interns works in the real situations of the work, therefore they does not find any difficulty in performing jobs elsewhere as an employee.
- In internship interns are exposed to the real situations of the work. The direct contact between workers and work creates an interest as regard the job and he learns quickly.
- Intern is placed on the job. During such time he learns step-by-step and performs his jobs. On successful completion of the step or the work he feels satisfaction, develop self confidence and interest in work.

1.4 Types of Internship

1. Paid Internship

There are definite fields of employment that are more likely to have remunerated internships. Such fields include as medicinal field, construction site, science, engineering, law, business, accounting, finance, technology and mass media and advertise.

2. Unpaid Internship

Many internship is done voluntarily or to just gain work experience. These types of internships can be available from The institute of costs and works accountant of India, The institute of chartered accountants of India, sports club, government authority, non for profit organisation.

3. Typical Internship

A typical internship will last for more than six weeks and less than twelve weeks. Main objective of typical internship is to earn college credit for particular semester if interns are still being educated.

4. Job Shadowing Internship

Job shadowing internship normally last for one or two weeks. This type of internship is more often unpaid and they do not offer any college credit if intern undertake during any semester. It is undertaken by intern to acquire some specific or technical skill.

5 Cooperative Internship

Cooperative internship normally last for one entire semester or one particular year and they are full time during academic year. Intern who goes for cooperative internship are more likely to be accessible a full-time job.

6 Compensated and Non Compensated Internships

Private or large size company has adequate amount of capital so paid internships are more popular in large service sector or in private sector. They provide monetary

incentives in the form of stipend to interns. Most of interns prefer to go for paid internship. Internship programmed is advantageous to intern as well business organization in the recruitment process. Intern gets firsthand experience of learning in internship, so when they go for future job they use right method and right technique which help organization to develop his business. Many time intern are get absorb in those organization where he goes as intern, that is why, many companies prefer to pay and give necessary training which to his interns, which save their future cost on training and development on personnel.

7 Internships for Credit

In many bachelor and master degree programmed like M.B.B.S., M.M.S., B.C.A. and M.C.A. etc. internship is a part of curriculum. On the basis of internship programmed report student get credit for its semester. Therefore student go for part time internship programmed during academic year which normally last for six weeks and full time internship during summer holiday.

8 Not for Profit Internships

Internship for a not for profit association is generally different than working in an organization for profit. In a non- profit organization, there are no stockholders and no one shares in the annual profits or losses that are determined by the organization each year. Primary objective of such organization is not to earn profit but provide free service especially to weaker section of society. Internship for Not for profit organization are often unpaid. Completing an internship in a non- profit organization provides some very useful skills required by employers when seeking to hire entry-level employees in this field.

9 Summer Internships

Many interns go for internship programmed during their summer break, such kind of internship often referred as summer internship. It is normally last for one and half or two months. Summer internship offers a real insight of working situations into what it's

actually going to work in a particular job or career field. Many interns got credit for its semester if they undergone for summer internship.

10 Service Learning

Although there are different perspectives on what constitutes services learning. For service learning student have to fulfill several criteria. Service learning requires a combination of meeting specific learning objectives by completing some type of community service work. It is different from other forms of experiential education in that it requires that the recipient and the provider of the service both benefit in some way and are changed equally by the experience. These are very structured programs that require self-reflection, self-discovery along with gaining the specific values, skills, and knowledge required for success in the field.

11 Co-Operative Education

Internship and co op experience differ from each other in the term of tenure. Duration of Internships is generally six weeks to twelve weeks, on other side co operative education last for one or more than one years. Student can go for Co-ops during holiday or simultaneously by attending daily classes in the morning and co-ops training in the evening during his academic course. Co-ops and internships are both incomparable civilization for learners to put on precious facts and abilities in their field of interest. Many time it help interns to develop professional's links with professionals who already working in the field.

12 Externship

Internship and externship are more or less same. Only unique thing about externships is that they are much of shorter duration. Externship is popularly known as job shadowing. Although externship either last for one day or several weeks depend upon nature of internship. They tend to suggest participants a bird's eye view of what it's in reality like working in a particular career field as well as given that a few professional links for future reference.

1.5 Worldwide Posture of Internship Perspective

1. Denmark

In Denmark, which figures as one of the most open places to live, work without pay is seen to be inappropriate but exceptions are made with regards to internships. Danish Universities emphasise internships as an essential co-curricular and regularly place their students in free-work jobs. Compensation is paid to the companies instead. Interestingly, the trade unions keep a watchful eye to make sure that interns do not crowd out full time employment.

2. France

Internships are quite popular in France. When done in the 3rd or the 4th year of an undergraduate course, the internship is called “a stage.” The average period of a “stage” is two to six months. Also the French economy with its social welfare model makes internships less harsh. Therefore, internships after finishing formal education has become more popular, especially for those who skipped it during the course of their education, either for lack of chance or good guidance. Since, French is one of the popular international languages; many international students prefer to have an exposure with French business by way of internships.

3. Germany

Germany, the biggest economy in the European Union (EU) has a vibrant and disciplined business ethic and internships play an important role in creating such a culture where students are exposed to a disciplined environment very early in their formative stage. In Germany, internships are spread across sectors and industries and is not just limited to white collared jobs but also the blue collared factory jobs as highly technical manufacturing is the backbone of the German economy. Internships are taken up by the students in the fourth or fifth semester and many also write a report like dissertation in the company itself regarding business management processes. With the current Euro crises which followed on the back of the Great Recession has put the German labour market in a vulnerable state with high unemployment, and a weak regional and global economy. To counter this situation, companies have been recruiting new employees only

on the condition that they work as interns or on probation for some period with modest pay in the hope of transiting to greater responsibilities that come with permanent jobs.

4. India

As higher education has taken firm roots in the psyche of the aspirational 300 million plus middle class, internships have taken a center-stage in the structure of educational courses. This is true for all new universities which is forcing established institutions to change their course structures. Therefore now, majority of the undergraduate courses both in engineering and business have an internship requirement as a part of the core-curriculum. The internship market in India is characterized by over-supply of not just graduates, but also post-graduates relative to the number of opportunities available. This absence of demand for interns results in low pay. Large corporations, who are most likely to recruit interns – often end up filling these opportunities through insider references. Thus the allocated outcomes are not very efficient.

5. Italy

Internships have caught up in Italy with the standardization of higher-education across Europe. Therefore, Italian University system has made the internship experience mandatory for both the bachelors degree and the masters degree with a goal to reduce the gap between the companies' demands and conceptual human capital embodied in the students. Even after much of standardization of the education system, internship experience is often treated with suspicion. Therefore, very often students end up doing more than one internship, back to back, just so to acquire the acceptable level of credentials to compete in the labour market. Thus the average internship period is for six months, and usually extendable to another six months. Internships in Italy meant for graduates fetch a gross remuneration of 600 Euros per month, a fourth of the gross monthly remuneration of a full time fresher employee. Thus making hiring fresh graduates uncompetitive for companies where internships could be extended and therefore enforce it, de facto.

6. Netherlands

Internships in Netherlands get the same reputation as the internships in Belgium and France, and is called “Stage” when done in the final years of the college or university education. Such work commitments are for a period of three to nine months during which the companies have no obligation to pay the intern, which is especially the case for small Dutch companies. Post-graduate interns usually earn a stipend of 300 euros, though, considering the extra amount of educational efforts put in.

7. New Zealand

The southern hemisphere economy too emphasises working while learning at the level of higher education. For instance, the renowned New Zealand college - Queenstown Resort College that conducts courses in adventure tourism and hospitality management makes it a must to undergo practical training before they finish their formal education. Also, employers too are more than willing to pay a fair remuneration in such sectors to interns who are about to become specialist in their business.

8. Spain

Internships are not so common in the Spanish economy, which means that students graduate and are on their way to full time employment. This is the case even when the youth unemployment is at an all time high due to back to back crises in two of the world’s largest economies, The European Union and the United States of America. However, there also exist a pool of foreign students from other European nations who through internships try to make their way in the labour market and Spanish companies seem to be open to hiring such folks. Human resource placement agencies play an important match making role in connecting foreign students to Spanish companies.

9. United Kingdom

The British education system has made special room for internships through providing a plethora of “Sandwich courses,” named so, to reflect the internship component in the course surrounded by slices of conceptual learning. Students guide themselves and look through the maze of employers for vacancies. On some occasions universities hold fairs

to match potential interns to potential employers. Globalization has forced universities to take a broader look at the work environment and thus the trend is to encourage students to take up international internships. UK also has active institutions that look after issues relating to interns, in terms of their rights, probable opportunities, emerging sectors and help guide them through the complexities of a modern economy. English being the most popular international language makes UK one of the most sought after destinations for education and work, and also makes internships an essential part of the economy as foreigners try to establish ground to thrive.

10. Canada

In Canada, internships form a part of the formal curriculum, which is a vision of a co-operative education program or Co-op. Co-op covers high-school, college and university courses and allows for relevant placement which is a must during the tenure of the course. These co-op placements are competitive and are for a period of four months which could be committed to any time in the academic year. Internships in the field of media, advertising, public relations, and communications are usually unpaid in Canada, but in other Canadian sectors internship work is generally paid for. On the brighter side, these are not just entry-level responsibilities and require dedication and a substantial amount of application to complete the task.

11. United States

United States, the largest economy in the world has had a tough start to the new millennium with a couple of wars and then massive financial crises. Notwithstanding its predicament, it also has the finest university system in the world which emphasizes hands-on learning with conceptual rigour which puts a special status to internships. Its outgoing and open culture, the talent it attracts from every corner of the globe has allowed a very dynamic environment to emerge. Internships in the United States are career specific and are largely chosen by the students on the basis of their major in the final year of graduation. Internships have become essential for college students given the challenging job market, as Jeff Gunhus, CEO for one of the largest internship programs in the U.S explains, "Undergraduates face different challenges than the average person

looking for a career."Interns can expect to be inducted on company rolls after a successful stint as an intern. Most internships are paid, as they are to be under the minimum wage laws however some, like voluntary work for religion, charity, civic or humanitarian purposes to non-profit organizations and local government agency could be unpaid as compensation is not anticipated. Also, internships that earn credit points as specified in certain courses may be unpaid.

1.6 Guidelines for successful internship program during academic year

During internship programmed student interns must remember that they are the representatives of their reputed educational institution and carry them themselves in the manner suitable to their values. All institutes expect the student to maintain high class executive and ethical standards. An institute expects that the student should keep up the standard of his/her place of work.

It is predominantly vital to be regular, punctual, obedient, honest and sincere at work. Unprofessional behavior, dishonesty, misconduct, indiscipline, irregularity at work and unsatisfactory performance will tarnish the image of the institute in the corporate world and also it affects its placement in near future and secondly leads to the cancellation of internship of the student. In order to avoid these adverse situations following points should be considered.

- No student is doing a favor to any company by pursuing his/her internship programmed there, so don't pose or show off.
- Interns should not be adamant or obstinate but be humble in requesting for information's or any data from a company.
- One should behave like a typical Indian bride or newly wed daughter in law but not like a bridegroom or son in law who finds fault with every petty thing; expects a lot and shows off. A newly wed bride cannot afford to do anything at her in laws place because it may reflect on her family culture and a small misbehavior, disobedience,

impoliteness or ill- treatment may cost too much. These things are applicable to both boys and girls.

- Student interns would not misuse the resources such as telephone, fax, internet, photocopy machine, coffee machine, vehicles etc, of a company. Nothing is free; it costs as much money for the company as for interns.
- Student interns would not get into the cabins of managers, departmental heads or employees for a chit-chat. People are busy at work and they are paid to work not for a pastime. This not only disturbs but also deviates them from their work and results in heavy loss or precious time and productivity.
- Student interns would not try to find out the pay scales, promotion criteria, HR policies, etc. Every company has its own policy and certain things are confidential.
- Student interns would not be curious to know everything in a short span. Enthusiasm is good but curiosities kill the cat.
- During internship programmed student intern would not dress up shabbily. Dress accordingly occasion. Formals for general duties, corporate attire for meetings and presentations and casuals for parties and social gatherings.
- Girl interns should not make up her with gaudy lipstick, eye shades, guttering, tattoo and stickers.
- During internship programmed student interns should not put on heavy gold, silver or diamond ornaments. Student interns have to impress others with their present ability, simplicity, professionalism and pleasing personality.
- Student interns should not put on dresses with bright, dazzling and patterned designs and colors.
- Interns should not be late to our duty, training, meeting and presentations.

- During internship program student interns should use magical words like ‘may we’, ‘could we’, ‘thanks’, ‘sorry’, ‘welcome’, ‘excuse’, etc., as per the situations.
- Avoid argue with colleagues, senior’s,. Boss and subordinates.
- During internship programmed, interns should criticize any rules, policies or culture of a company or individuals.
- Interns should not ill treat or misbehave with administrative or menial staff, they are also important employees for a company.
- Interns should not miss a chance to perform and grab the corporate challenges.
- Interns should not give a loose, cheap, weak and sick appearance or impression of ours.
- Interns should not wear a frown for unfriendly expression on our face. A smile doesn’t cost anything to us.
- Interns should not exhibit our sense of humor unless we are tuned to the persons around us.
- Interns should not be rigid. Adaptability is desirable quality.
- Interns should not ignore the culture and beliefs of a company.
- Interns should not behave as if they have a lot of time to waste and they prefer only pastime.
- Interns should not use bad language.
- Interns should not discuss politics, religion and sex when you are on duty.
- Interns should not misuse the freedom.
- Male interns should not misbehave with women.

- Interns should not interfere with unrelated or unnecessary issues.
- Interns should not spread and create rumors.
- During internship programmed Interns should not out others faults. Take only good and positive things from others and leave the rest.

If student intern follows above guidelines effectively and efficiently than they can achieve various skills such as adaptability, time management, networking, team building and management, communication skills, presentation skills etc which is very useful in his future career.

1.7 Internship and development of various skills through social aim of education

There is another school of thought according to which an individual should be educated for the good of the society. The social aim in education will produce a sense of cooperation which is necessary for enjoying the amenities of life. Its supporter cannot imagine that an individual can live and develop outside society.

An individual is a social animal. He lives in society and develops through social contacts. His individuality will be subordinated to public or social needs. He/she will be moulded to the need of the society and the curbing of individuality will go on consciously or unconsciously. This social emphasis in education was due to the increase in scientific knowledge, rapid development of democracy. Internship programmed help to achieve above social aims of education.

If student undergone for internship programmed during his/her academic year than, it have a useful impact on his/her learning career. In internship programmed training sessions planned strategically hence it pays rich returns to interns. Following skills can be developed during internship programmed.

1. Malleability:

Change according to the times makes the students cope with situational and work-related stresses and pressures. Internship programmed plays an important role in improving the adaptability of the student interns. This change may be in the form of physical adaptation i.e. acclimatization. Acclimatization teaches how to survive in a new environment. This can be emotional, structural, behavioral or cultural adaptation.

2. Time Management:

It includes tools or techniques for planning and scheduling time usually with the aim to increase the effectiveness or efficiency of personal and corporate time use. Through internship programmed student came to know about time management. Since, within their specific time frame, they have to prepare time management strategies. The common denominators of these strategies are to do list, setting priorities and goal management.

3. Impression Management:

In sociology and social psychology, impression management is the process through which people try to control the impressions other people form of them. It is a good-directed conscious or unconscious attempt to influence the perceptions of other people about a person, object or event by regulating and controlling presentation, if a person, object or event by regulating and controlling information in social interaction. It is usually synonymous with self presentation, if a person tries to influence the perception of their image. During internship programmed interns have to come across different individuals that may include company guide, faculty guide, executives, respondents and also lot many Therefore student wishes to go for impression management.

4. Leadership:

The word leadership can refer to

- The process of leading.
- Those entities that perform one or more acts of leading.

“Leadership is not a place, it’s not a position, and it’s not a secret code that can’t be deciphered by ordinary people. Leadership is an observable set skills and abilities of course some people are better at it than others”

Internship programmed makes students take initiatives and also, they have to handle lot many adverse situations as they are new in the market, thus they can acquire leadership skills through this.

5. Team building and management:

During internship programmed students are supposed to work within a team and also they need to build team to accomplish their objectives. Thus it enables to develop team building and management skills. Team management teaches a number of techniques that aim at forming and managing teams.

6. Communication skills:

Communication allows people to exchange thoughts by one of the several methods. There are auditory means, such as speaking or singing and physical means, such as sign language, touch or eye contact. In internship programmed in terms need to develop their communication skills else they fail to complete it successfully. Communication happens at many levels such as top level, middle level, and lower level, in many different ways, and for all beings, and some machines. This shows the importance of this skill.

7. Presentation skills:

Presentation is the process of presenting the content of a topic to an audience. During internship programmed students need to make many presentations in front of different presentation skills.

8. Report writing:

At the end of training students need to prepare report. Formal report writing has evolved certain conventions regarding format, style, referencing and other characteristics so student intern gets to learn in deep about these variables of report writing.

9. Reading:

Reading is now a primary means for most people to receive information. During their internship programmed, student has to come across different literature and also this improves his reading he or she can retrieve and comprehended some form of the stored information or the ideas.

10. Listening:

“We were given two ears but only one mouth; this is because god knew that listening was twice as hard as talking”.

Students need to practice and acquire skills to be good listeners, because a speaker cannot throw you information in the same manner. In order to collect information students need to interact with different parties. Information is an intangible substance that must be sent by the speaker and received by an active listener.

11. Critical thinking:

Critical thinking is an ongoing concern with the problems inherent in human thinking. It leads to the historical art of analyzing and evaluating thinking with a view to improve it. Critical thinkers can gather such information from reflection, observation, experience, reasoning or reading, writing, speaking and listening. Critical thinking has its basis in intellectual criteria that go beyond subject – matter divisions which include: clarity, accuracy, precision, relevance, depth, breath, logic, significance and fairness. Internship programmed helps students in developing their critical thinking ability.

12. Data collection and Analysis:

Internship programmed helps in developing skills like ability to identify information sources needed, knowing how to gather information, appropriate allotment of time and resources, ability to ask pertinent questions to analyze data.

13. Creative thinking:

After competing internship programmed student intern need to write report. In that report they need to write recommendations. This helps them to improve innovation are often keys to the success of a business, and once company finds these recommendations are unique, then it helps companies as well as students to adopt creative thinking.

14. Etiquette:

Internship programmed also develops etiquette amongst interns. Etiquette is a one aspect of decorum, is a code that governs the expectations of social behavior, according to the conventional norm within a society, social class, or group. Usually unwritten, it may be codified in written form. Etiquette usually reflects formulas of conduct in which society or tradition has invested.

15. Keeping positive attitude:

Positive attitude manifests in the following ways:

Positive thinking, constructive thinking, creative thinking, Expecting success, optimism, motivation to accomplish learners goals, being inspired. That's how helps interns.

Positive attitude helps to cope more easily with the daily affairs of life. It brings optimism in to intern's life and makes it easier to avoid worry and negative thinking. If student interns adopt it as a way of life, it will bring constructive changes into his/her life and make them happier, brighter and more successful. With a positive attitude student interns see the bright side of the life, become optimistic and expect the best to happen. It is certainly a state of mind that is well worth developing and strengthening.

16. Assist to achieve various educational aims:

Education has various recognized aims such as

- The vocational aims
- The knowledge aims
- The complete living aims
- The harmonious aims
- Religious aims
- Moral or formation of character aim

Liberal and vocational education is essential preparation for life. Liberal education is concerned with the cultural and academic aspect of education. Vocational education, on the other hand, relates to specific job training that suits individual's needs and capacities and enable learners to become financially self sufficient. A liberal education without vocational education is useless and vocational education without liberal education become mechanicals. **Thus internship programmed required to fill this gap.**

One of the aims of education is knowledge for the sake of knowledge. The aim of education should be to give knowledge as the acquisition of knowledge is an end in itself. **Tough to regard knowledge as the aims of internship programmed is perversion, yet it is an admitted fact that it is an indispensable means to the realization of education programmed. Knowledge can be a means to an end and cannot be an end in itself and the knowledge also imparted during internship programmed should be purposeful rather than useless.**

Aim of education is to prepare the individual for complete living. First law of life is self- preservation. A learner having sufficient knowledge of physiology, physical and chemical science, hygiene, anatomy etc., knows how this body can be kept in sound conditions. Secondly the knowledge of various sciences and arts helps human beings in securing food clothing and shelter. **Thus by way of internship programmed both this views can be achieved and they are very much profitable to learners. Internship programmed reflects the proper balance between utilitarian and cultural aims of educations.**

The harmonious development aim means the harmonious cultivation of the physical, intellectual, aesthetic and moral sides of human nature. Education should be able to produce a well balanced personality rather than lopsided individuals. **Through internship programmed harmonious learning i.e. equal development of theoretical learning as well as practical learning become vague.**

Life without religion is incomplete and so is morality. Faith in the fatherhood of god and in the brotherhood of man would hold learners to produce and maintain a high degree of civilization. It is argued that the basis of good citizenship is character and that character depends upon learner's beliefs.

Formation of character is a comprehensive aim of teaching and learning. Character building is an ancient aim of greek and Indian education. Man is social animals. Like all other animals he is also born with certain impulses. Education is helpful for controlling these impulses. **Thus more training is required which can be given at the time of learners internship. During internship programmed trainer imparts morality in the interns. They can foster strong sense of duty and inspire them with a respect for others.** In ancient Indian and greek systems of education, the ethical aim was supreme. The English code also claims that education aims at the training of character.

1.8 Curriculums with work experience and internship programmed

Present system of learning is strictly based on curriculum. Curriculum in a broad sense is inclusive of the entire learning environment involving all courses and activities provided to the learners in the four wall of class room. It includes all learners' experience in and outside the four wall of class room which lead to help him/her develop mentally, physically, socially, spiritually and morally. **Objective of learning based on curriculum**

- 1.** To draw out, cultivate elite and inspire the full development of each learner.

2. To stimulate the learners to think, to develop their critical faculty and to enable them to seek truth and solve problems.
3. To promote better human relationships, laying the basis for pleasant and useful associations with others and for a satisfying human life.
4. To develop the traits of their character- integrity, honesty, judgment, co-operation, friendliness and goodwill.
5. To create democratic sense of citizenship.
6. To achieve economic efficiency by preparing competent procedures and consumer who understand economic forces and who can constructively help to solve their own problems.
7. To intimate the learners with humanities, the arts, the natural sciences, the social sciences and religion.
8. To create scholars where research curiosity, free enquiry and discovery advance knowledge.
9. To cultivate a lively civic sense by increasing the social, economic and political understanding of individuals by increasing their loyalty to democracy and by increasing their ability and desire to improve it.

Thus curriculum aims at developing a well integrated personality of the child so that he/she may be able to adjust himself/herself and to improve his/her social and physical environment in active co-operation with others.

1.8.1 Principle of curriculum for life centered education

Present education system based on various principles such as activity Principle, All round development of body, mind and spirit, Adolescent Motivation, conservative Principle, creative principle, adapting to the maturity of learner, relevance to learners experience, cultivation of the critical sense etc

Internship programmed help to achieve following principles.

1) The Activity Principle

It implies curriculum should be thought of in terms of activity and experience. Real education can be acquired effectively and efficiently if there is activity.

Growth and learning take place only where there is activity. The learners need experience more than instruction. Internship programmed is based on this principle of activity. At internship programmed interns get clear idea of what they learn in the class room.

2) All round development of body, mind and spirit

The education must provide all kinds of experiences so that the child may develop himself in relation to his fellow and adjust him/her to environment.

3) Principle of preparation for life

Some educationists are of the opinion that the curriculum should prepare learners for his life. "Child is the father of man". The child of today is the citizen of tomorrow. He /she should be prepared for the responsibilities and prestiges of adult life.

Science has made life complex and human environment is changing rapidly. It is not proper to prepare learners for an indefinite future. The best thing would be to develop the general ability and the power of adaptation to changing conditions. The best preparation

for future is that the present potentialities should be realized. If the present potentialities are developed, they will certainly be able to face the future situations and meet the future requirements. Life is continuously developing and the best preparation for this can be achieved by making the present experiences of the child as full and rich as possible.

4) Adolescent Motivation

Knowledge should be imparted through some activity and that activity should contain in the power of motivating adolescent responses. The adolescent child is keen to discover, to find out new facts and to discuss them. If learns wants to try out and get mastery of a situation and also to make a personal contribution. The curriculum should tap the desires and needs of the curiosity and adventurousness of the growing child.

5) Conservative Principle

It is the function of the school to preserve and transmit the traditions, knowledge and standards of conduct on which our civilization depends. Reproduction maintains the continuity of physical life and education maintains the continuity of social life. Human race has a rich heritage called culture. If culture were not preserved, all the human knowledge and experiences would be lost to the coming generations. Each generation would have to go over again. With the advancement of civilization, culture becomes complex and the conservation of culture becomes all the more necessary this transmission of social heritage can be done through education.

6) Creative principle

In curriculum those activities should be included which help the development of child. The objective of education is training: knowledge is secondary. Those subjects should be included which enable the child to exercises his creative and constructive powers. Special interests, tastes, aptitudes of each child should be discovered and developed.

7) Adapting to the maturity of learner

The curriculum should be adapted to the stage of mental and physical development reached by children. Young children are fond of wonder and romance. So the first appeal of the subject should be to their sense of wonder, and romance by way of teaching fixed

curriculum in class. At a later stage they take interests in things of practical use. So practical problems should be included in the curriculum at the secondary stage; still later, at the senior secondary stage, learners take interest in general generalization.

8) Cultivation of the critical sense

The critical sense is very complex conception in which it seems possible to distinguish an intellectual component and a moral component. Facts can decide most of the questions. Clear thinking and clear expression depend upon command of language.

Internship programmed help to achieve following aims of learning's.

- To make student interns as sensitive as may be to the language and its effects.
- To give him/her precision of control over his own language for all the purpose of his life.
- To give him critical standard which he/she can use for his own protection.

9) Flexibility

The curriculum should be flexible. It should not be rigid. It should be dynamic. It is meant for learners. The learns are not meant for the curriculum. Therefore, opportunities must be provided for experiences that cannot be anticipated when planning the course.

10) All round development of body, mind and spirit

During internship programmed student interns should be prepared not only to live but to live with direct experience of learning. Practical learning develops whole personality of student interns.

So from above explanation we can conclude that Internship programmed is experience curriculum by following way.....

- It is centered in learners.

- It emphasizes promoting the all round growth of learners.
- The subject matter is selected and organized co-operatively by learners and other stakeholders.
- It lays stress on meaning which will function immediately in improving living.
- It lays stress on understanding and improving through the use of process of learning.
- It lays stress on building habits and skills as integral part of larger experience.
- It emphasizes correlation with learning and experiences.
- It lays emphasis on the sense of facts.

Internship programmed help to get following experience so learners easily adjust himself in working environment.

1.9 Internship and Management Institution

Internships are reciprocally advantageous for both Management institute and interns. Throughout internship intern get hold of opportunity to increase valuable vocation skill. Internship programme provide ready platform to employers to scout young talent. Although internships are not essential in a few management courses. Many management institutes vigorously promote internship programmed opportunities as part of their holistic education approach.

Now a day Internship is an arrangement of on-the-job training not only for white collar jobs but also for blue collar job similar to an apprenticeship. Interns are usually those students

who want his bachelor or master degree. Internships offer opportunities for intern to expand experience in their chosen work field, determine if they have an interest in a particular career, create reference, or gain credit for particular semester.

An internship may be compensated or none compensated some time it is partially paid in the form of a stipend. Paid internships are most common in the medicinal, law, science, architecture, engineering, business especially accounting and finance, technology and advertising fields. Internship in voluntary organisation such as the institute of chartered accounts of India, The institute of cost & works accountant of India, sports club, free aid medical society etc are often unpaid Duration of internships may vary from company to company. Sometime it may be last for more than six weeks or less than–twelve weeks, depending on the company involved. Internship programme for management student is normally part-time during the academic year and full-time during the summer recess.

For many bachelor or master degrees especially in the field of Engineering and Business & management studies, have an obligatory internship as a component of the curriculum.

1.9.1 Benefits of Internship in Management Institutions

A. Benefits to the Students:

1. Experience of working conditions on live projects of company

Many projects are designed in such a way which helps interns to work on live projects and give them prospect which help to apply the theoretical knowledge which they have gained in the four wall of classroom. During internship interns get to see the instantaneous impact of marketing tools and strategies applied by expert which they can apply in future.

2. Soft Skills Development

"Soft skills" refer to a cluster of personal traits, behaviour, attitude and social graces that make aware to intern about how to handle them at work and how to deal with their

customers and peers. **When intern go for internship programmed it will help them to learn soft skill viz. Self-Confidence, widen Strong Work Ethic toward work, Positive Attitude towards work, develop effective Communication Skills, Time Management Abilities, Problem-Solving Skills etc.**

3. Personality Development

In today's LPG era i.e. liberalisation, privatisation, globalisation mere academic knowledge is not as much as necessary. Today it is no longer possible to get a job on the basis of only on degree. Internship helps interns to get firsthand experience at his workplace which indirect assist in boosting their personality.

4. Interviews

An interview is a significant opportunity for students to understand experience of commercial world. Every business associations have a different interview approach based on the required job contingency. Student who gone for internship would help him in preparing for an interview at time of recruitment.

5. Learning

Many Business Schools especially in India offer “Marketing” specialization, but they give less importance on recent trend and development on marketing areas such as electronic marketing, Mobile marketing so on. They more emphasis on the traditional marketing techniques with a little introduction to the new age marketing concepts. So student who opts for internship can easily overcome above stated barriers.

6. Online Marketing

Online marketing is a recent conception for Indian business Market which is becoming well-liked and favoured marketing tool among company specially some leading Multinational companies. It gives chance to interns to work and develop additional acquaintance about online marketing tools & techniques, based on Internet Marketing. This generates higher job prospects for intern with leading Multinational comanies.

7. Data

Analytics

Now a day customer are king of market therefore it is rightly said that success of any organization lies in hand of consumer. Data analytics is used by companies to understand consumer behaviour and after understanding consumer behaviour they are in better position to make business decision, this can improve companies existing strategies and plans and policies. Which help organisation to achieves its stated aims and objectives.

8. Job Assistance

The Multinational Company may even take the students as their intern. If they are pleased with the intern's performance throughout his internship than they appoint them as their employee. By this way they offer job security to interns.

B. Benefits to college

By getting linked with the Internship Program not only student but also colleges benefited by many way. Some of the straight payback what college gets by internship is as follows.

1. High placement percentage

As management Institute or colleges aid students for getting a final job. By this way it helps management institute or colleges in recuperating their overall placement track record.

2. Improved college trademark in business world

College who offers higher placement for students would support them to obtain better brand image of that college in the commercial world.

