

THE IMPACTS AND INFLUENCE OF POST PERFORMANCE INTERNSHIP
PROGRAM FOR UTEM UNDERGRADUATE STUDENTS

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The Impacts and Influence of Post-Performance Internship Program for UTeM
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DECLARATION OF ORIGINAL WORK

“I hereby declare that the work of this exercise is mine except for the quotations and summaries that have been duly acknowledged.”

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DEDICATION

This research paper is lovingly and sincerely dedicated to my mother, Zizah binti Jusoh, my father Azman bin Mamat and my lovely Muhammad Zairil Amri bin Nor Khairudin who constantly support and always give constant source of inspiration in my studies. I am honoured to have them as my beloved person and to all my family that always support me in any condition, thank you.

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ABSTRACT

Internship program is a requirement that students have to execute in order to graduate. Internship is an opportunity that has been offered to students to work at firm with a fixed period of time. Industrial Training refers to work experience that is relevant to professional development prior to graduation. It is also given opportunity for students to develop their skills and knowledge acquired through study in real-life environment. In a simple word, internship is work related professional learning experiences that provides students with actual working environment by placing them to work in organizations outside the university (Furco, 1996). This study is important for better understand of internship program and how internship program will help students in the future. Internship program have been done to provide students with a smooth transition from the academic world to the working environment. Most of the Malaysian institution of higher education makes the internship program as a compulsory in order to graduate in degree program. Furthermore, the researcher will conduct a survey among the final year students in Faculty Technology Management and Technopreneurship that already have experienced in internship program. Looking ahead, it can be expected that majority of respondents have positive post performance after internship.

Keywords: Internship program, Undergraduates student, post-performance.

ABSTRAK

Latihan perindustrian adalah keperluan yang perlu dilaksanakan oleh pelajar untuk lulus. Ia adalah peluang yang ditawarkan kepada pelajar untuk bekerja di firma dengan tempoh masa yang tetap. Latihan Perindustrian merujuk kepada pengalaman kerja yang relevan dengan perkembangan profesional sebelum tamat pengajian. Ia juga memberi peluang kepada pelajar untuk membangunkan kemahiran dan pengetahuan yang diperoleh melalui kajian dalam persekitaran kehidupan sebenar. Dalam kata yang mudah, ia adalah pengalaman pembelajaran profesional yang berkaitan dengan pekerjaan yang menyediakan pelajar dengan persekitaran kerja yang sebenar dengan meletakkan mereka bekerja di organisasi di luar universiti (Furco, 1996). Kajian ini penting untuk lebih memahami latihan perindustrian dan bagaimana ia akan membantu pelajar di masa depan. Latihan perindustrian telah dilakukan untuk menyediakan pelajar dengan peralihan lancar dari dunia akademik ke persekitaran kerja. Kebanyakan institusi pengajian tinggi Malaysia menjadikan program latihan sebagai wajib untuk mengikuti program ijazah. Tambahan pula, penyelidik akan menjalankan tinjauan di kalangan pelajar tahun akhir dalam Fakulti Pengurusan Teknologi dan Teknousahawan yang telah menjalani latihan perindustrian.

Kata Kunci: Latihan Perindustrian, Pelajar Siswazah, Pasca Prestasi

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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Malaysia's industries have been increased rapidly and it causes a wide range of job opportunity for graduate's students. Indirectly, its make industries have high expectations for graduates. In order to fulfill the high demands from industries, institutions must take responsible for providing the quality students.

According to Ministry of Higher Education (MOHE, 2006), one of the key drivers of this critical agenda is for Malaysian Higher Education Providers to enhance on-the-job training a component in their degree program as this is considered as a platform for students to enhance their employability skills.

Generally, internship program is a requirement that students must execute in order to graduate. Internship is an opportunity that has been offered to students to work at firm with a fixed period. Internship is an experience to work with the real work environment that gives students chances to improve their knowledge and skills. In a simple word, internship is work related professional learning experiences that provides students with actual working environment by placing them to work in organizations outside the university (Furco, 1996).

According to Peen State College of education (2000), internship program focused on how students learning on professional skills, abilities and activities practiced.

It supported by MOHE (2006), the skills that internship students will get not have specific skills but the usual skills that they will get like communication, teamwork, creative and critical thinking and also the ways how to solve the problem with the effective methods. Through internship program, students will gain work experience, on the job skills and ensures that graduates are employable (Lam & Ching, 2006).

Through internship program, students will have opportunities to explore their interested in work field by throughout the real work experiences. At this point students will believe that attitudes, beliefs and values influence the process of working life. Graduates must have a set of attributes, skills and knowledge in order to have the capability of being effective in the workplace (Yorke, 2006).

Furthermore, with increased economic competition and rapid growth it has become important for graduates to throughout the real work experiences. With this experience and exposure, the students should be able to acquire knowledge and skills to increase the performance in order to compete in the job market

1.2 PROBLEM STATEMENT

Internship program is one of the methods which will expose students to the works experience and chance to gain a deeper knowledge and apply what they have learns from studies. On the other hands, internship program has become a compulsory component that can contribute in the Cumulative Grade Point Average (CGPA).

Internship program exist to introduce the practical realities and process where students apply the lesson learned in classroom work life. Unfortunately, students' today's lack of the personal skills, awareness and basic self-discipline that is essential in the workplace. In Malaysia, regularly appears in newspaper mention cause for graduates'

unemployment is graduates lack of soft skills or employability skills (Hii, 2007 & Subra, 2009).

Furthermore, internship program are the elements of higher education in business and provide many potential benefits to students. An internship may help students to make connection with their academic studies and the world of work. In other words, internship is a professional learning experiences that provides students with the actual working environment by placing students to works in the industries. Unfortunately, many students did not take serious on those benefits from internship. They just think that internship just a program that they have to gone through to graduates and did not take is as a good experience (Beard, 2003).

The only think that is more concerned in internship is how this program gives the positive impacts to the students. Internship programs can challenge them to take an active role in charting both their short-term and long-term plans. Regardless of the paths students eventually take, internships can help students understand in a profound way that college is a time to explore their interests, clarify their values, and test their knowledge and skills in new settings (Cannon & Arnold, 1998). This proposed study aspires to explore the impacts of internship program towards undergraduate students at UTeM.

1.3 RESEARCH QUESTIONS

The research questions of the study are:

- 1.3.1 What are the impacts of implanting internship program that influences the post-performance for undergraduate students?
- 1.3.2 What is the most impact of implanting internship program that influences the post-performance for undergraduate students?
- 1.3.3 What is the relationship between the impacts in the internship program that enhancing the post-performance of the undergraduate students?

1.4 OBJECTIVES OF THE STUDY

The objectives of the study are to:

- 1.4.1 To determine the impacts of the internship program that influences the post-performance of undergraduate students.
- 1.4.2 To identify the most impact of the internship program that influences the post-performance of undergraduate students.
- 1.4.3 To identify the relationship between the impacts of internship program that enhancing the post-performance of the undergraduate students.

1.5 IMPORTANCE OF THE STUDY

This study is important for better understand of internship program and how internship program will help students in the future. Internship program have been done to provide students with a smooth transition from the academic world to the working environment. Most of the Malaysian institution of higher education makes the internship program as a compulsory in order to graduate in degree program.

Besides internship as a form of experiential education exists to introduce practical realities and processes to students while reinforcing the lessons learned in the classroom. In other words, internships provide a location in which students can test out theories and methods learned in courses, but they also contribute rich material to students' academic experience that they can and should draw on in the context of their learning with faculty, staff, and peers.

The finding of this study was to identify the impacts of implanting internship program that benefits for undergraduate students. This study also gives benefits on finding the relationship between the impacts of internship program that enhancing the performance of the undergraduate students.

In addition, the findings also provide the organization with the information that will make them recognize the effectiveness of internship program as it does not only benefit the student but also their organization itself as the host.

1.6 SCOPE OF STUDY

The study will be conducted a survey-based questionnaire with the students that already experience in internship program in UTeM. The respondent for this study has different background about their experiences in internship. In this study, it will focus on the impacts of the internship program in enhancing the skills of the undergraduate students.

1.7 SUMMARY

This chapter explained the research direction. The introduction briefly explains the background of the study on internship program. It is also explained generally about how internship program give impacts to the students. This chapter also describes the problem statement, objectives of research also provide narrow scope of study to explore more about the functions of internships for undergraduate's students.

CHAPTER 2

LITERATURE REVIEW

2.1 INTRODUCTION

This chapter highlights the literature review of the impacts of internship program which is focuses in term of the performance of the undergraduate students after throughout the internship program. This study also aimed to understand the relationship between the implementation of the internship program which clarifies on how it benefits to the undergraduate students. Generally, impacts of internship program for undergraduate students have been stated by many authors. This study reviews these authors' statements. This study used various reference materials as guidelines such as journals, books, thesis and others printed medium. The information from this study can be used to strengthen the understanding and conceptualized research framework.

2.2 DEFINITION OF INTERNSHIP PROGRAM

The generic internship program is used to refer to supervise on the job training carried out by undergraduates. For the undergraduates' students, internship program is important for they obtain their certificate for their studies. According to Ministry of Higher Education (MOHE,2006), one of the key drivers of this critical agenda is for Malaysian HEPs to enhance on-the-job training components in their degree program as this is considered as a platform for students to enhance their employability skills.

Internship program is an important strategy to expose students with actual working environment and platforms to students to develop their skills. In other words, internship program is a platform for students to related professional learning experiences in real work life (Furco, 1996).

Internship program is necessity of every student as it is an integral part of student's academic curriculum and also has become compulsory components that can contribute in the Cumulative Grade Point Average (CGPA). In other words, working experience or industrial training becomes fundamental in the higher learning institutions (Saat & Ahmad, 2009).

The successful of internship program needs agreement, understanding or congruence among academic program, students and employers. One of the authors in this field, Henry, J.S, (2001) defines internship as a work- based educational experiences that required the cooperation of these three parties, where the students will get the benefits and improve the post-performance after finishing their internship.

Through internship program, students will gain work experience and internship program also a platform where students may apply the lesson learned in classroom to reality of work life. From the statements, we can conclude that internship program provides pre-professional work experiences with specific assignments and responsibilities. An internship program also is a platform that connects the higher education institution with the world of work.

2.3 ELEMENTS IN THE INTERNSHIP PROGRAM

The internship program has many elements that can make a positive contribution to trainee students. The elements of internship program also have an indirect impact on the student's performance. The implementations of internship towards students give the

opportunity for them to prove their skills and knowledge in a real situation. At the same time, students may know their interest and career opportunities through internship program. In this study, the researcher comes out with some of elements of internship program.

2.3.1 Organizational culture

Organizational culture is a culture described as the determination of social exchange. It occurs primarily in the form of symbols, organizational culture and offers the structure used by members of the organization in advance to comprehend the organization and then whether to embrace, refuse or attempt to modify the culture. Organizational culture is the body of provisions for problems that have worked reliably for a gathering that is subsequently taught to fresh employees as the correct manner to see, almost think, and feel in connection with those problems.

In addition, organizational culture takes on such a deep significance that it characterizes presumptions, values, beliefs, norms, and indeed the acceptance of employees within the organization. Despite the reality that culture tends to fall from members' realizing factors over time, it continues to create significance for them in their job and becomes the "rules of the game" (Owens, 1987).

According to Barnard and Mohan (1993), most organizations actually have distinct societies, translations of which alter. Some may be formal societies, but others may be more casual but likewise critical to and caught on by the organization's people. Organizational culture impacts how individuals and groups interact with each other, customers or stakeholders. Besides, organizational cultures also may have negative and positive impacts.