

UGC Minor Research Project

Principal Investigator : Ms. Fleur Mario Fernandes, BMS Department

Project Title : A study of Effectiveness of Internships in enhancing Employability of Commerce and Management Students of University of Mumbai

Grant Amount: Rs 27000/-

Academic Year: 2019-20 and continued in 2020-21

It is the dream of every organization to hire experienced employees who require very little, or no training. But the reality is starkly different. How can organizations meet the needs of today and prepare an employable workforce of the future? One solution is to develop a quality internship program.

During the internship, the student is assigned work as per pre-decided learning goals and the work is carefully monitored throughout the experience. This gives the student the opportunity to understand his/her academic curriculum from a practical point of view as well as gives the organization the scope to assess the student's potential to work as a full-time employee. Employability skills encompass generic soft-skills, discipline-specific hard skills and career management skills. According to India Skills Report 2020 published jointly by Wheebox, Peoplestrong and Confederation of Indian Industry, employability of college students in India stands at 46.21%. A large proportion of students believe that apprenticeship of 3-12 months will improve their employability to a great extent. With internship being the need of the hour and majority of students being eager to join internships, it is necessary that the corporates and academia take measures to ramp up internship programmes.

RESEARCH OBJECTIVES

- To understand whether students find internships useful in improving their employability
- To assess whether employers find significant utility of internships in enhancing employability of students
- To find out whether the current model of internship programmes devised by organisations and University/colleges fulfils the internship requirement of students.