



**RESEARCH PAPER**

**Study of the Usefulness of College Internship Program in the Punjab**

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PAPER INFO	ABSTRACT
<b>Received:</b> February 21, 2022	The purpose of the research was to study the usefulness of college internship program in Punjab. The study was delimited to Govt. colleges (boys and women) of Multan District under directorate of colleges Multan. 60 C.T.I's and 10 their respective Principals were taken as sample. The simple random sampling technique was used for drawing sample. Two questionnaires having two parts were developed. One for the C.T.I's and one for the Principals by using five point Likert scale with dichotomous options. These questionnaires were used to collect the data from the respondents: C.T.I's and Principals. The analysis was made by computing Mean score, standard deviation, percentages and z-test. Data was presented in tabular form. The results of present study indicated that, Mean performance of male C.T.I's was better than the mean performance of female C.T.I's and Mean performance of female Principals was better than the mean performance of male Principals.
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**Introduction**

Education is an essential tool for the advancement of human being. It is considered as a key for development. It acts as a catalyst for the socio economic change in society (Chitkara, 2003). Education is the most significant source of change in the social structure, economy, manners and morals of any nation. Education also helps to overcome economic development related problems. It is only education which assists masses to acquire knowledge of novice techniques and methods of economic growth, keeping in view social, political and technological changes. This is the reason for which education is the top priority of many countries in their social and economic development plans. Not only the developing countries place major emphasis on education to strengthen capabilities and men power ,developed countries also focuses its education system for various developmental changes (Aiou,1999,2007).Thus education becomes an important pillar of human life development. Life is adjustment

to achievement and so is the education. Education is a conscious attempt to accelerate and extend the adjustment" (Kazmi, 2007, p: 1).

Education in Pakistan is imparted into various stages and levels. The first stage called the primary stage which is to enroll all the children in school who are 5-9 years old. Three years middle stage and two years secondary stage follow the primary stage. Then it is the turn of intermediate level or higher secondary stage which is part of college education. As far as Bachelor's degree is concerned, it can either be obtained by spending two years in education after intermediate or four years after matriculation. Two years education after the Bachelor's degree or one year education after contour's degree lead towards Master's degree. (Allied material). Teaching has central place in the process of education. Its special function is to pass on the knowledge, understanding and skills to the learners / students. No doubt, teacher plays a pivotal role in propagating education, but importance of discipline maintenance, social community and organization of school can hardly be denied in this phenomenon (Siddique, 2004).

There are three types of recruitments being made in colleges of Punjab are regular teachers, contractual appointments and C.T.Is (College Teaching Interns). First two categories of college teachers are appointed by Punjab Public Service Commission (PPSC). If college faces shortage of teaching staff. The education policy (1998-2010) states that government colleges will hire teachers on contract basis and this contract will last for 8 months. It is a positive step in the development of education and will help in strengthening the educational institutions. There is no difference between academic qualification of regular teachers and the trainees named (C.T.Is) but of contract. The duration they spent in colleges by teaching called internship period.

An internship is a matchless academic program that fixes its intention to mix up study with performance related experience. It is specially formulated for the benefits of young's jobless graduates and also for those who have master degrees with them. The main and major cause of these internships is to higher up and strengthen the learner's skills and make them ready for profession. An internship is a method of on-the-job training for white collar and professional careers. An internship is a way to train and educate the younger ones for getting their best professional career. Internship is equal to apprenticeship in professional sense, to guide the graduates for their trade and vocational jobs. Internship programs are designed for the benefit of youth who have gotten their sixteen year education. The stipend type of internship is being used in Punjab. For example Punjab government hired more than 2,000 teachers in September 2013 under C.T.I program to overcome shortage of teachers at public sector colleges. Teachers were hired for the session starting in September 2013 and ending in May 2014((Saeed, Waseem, Sikander and Rizwan(2014).

Most of the internship programs keep in from the provision of monetary support to fresh learners and also to keep them engrossed in achieving more knowledge concerning their own field what they want to adopt (Collins, 1991). Internship program is equally beneficial for both students and government organization. It makes the chance easy for fresh candidates for acquiring experience. It is very easy to say that it awares the student great understands of professionals and qualifications. It gives them permission to comprehend the bond between theory and practice.

Therefore, the internship program is of great importance because it furnishes the sense of understanding, of great profession and future expectation of working conditions in that profession.

### **Functions of Internship**

1. Understanding of the target profession and future prospects of working conditions.
2. Can provide valuable exposure on the job.
3. Develop professional skills and attitudes.
4. Establish useful contacts with people working in the same profession.

### **Benefits of Internships**

There are many benefits of internships. These benefits are divided into three groups of people who take their part in it.

#### **Students**

1. Students are provided with the great exposure rather than remaining in glossed in text books.
2. Adaptability cultivation and activeness in dynamic world.
3. Enhancement of employee's marketability.
4. Improvement in resume's experience while manipulating academic concepts.
5. Inculcating self-confidence in interns. (saas.byu.edu).

#### **Department/University**

1. Validates the university's curriculum in a working environment.
2. Improves post-graduation statistics for the university.
3. May accelerate corporate fund-raising efforts.
4. Give permission to university to accept more students / learners it is because many interns render their time of semester of campus.
5. Provide valuable experience than case studies and lectures.
6. Join faculty to present tendency within their professional field.
7. Produce more competitive and employable graduates.
8. Enhance program capability and stability and students stronger ties with alumni in professional field.

### **Benefits to Employer**

Iqbal (2011) viewed benefits for employer in the sense that learners /students are the biggest means of labour, thought, information, perspective and increased productivity for the employers who admit them.

1. Interns are highly spirited and fulfill the tasks and accept the work load of company.
2. They provide a chance to employer to test his/ her talent.
3. Students present new outlook bringing new knowledge from various sources. An internship program open co-operation door among universities, students / learner and other companies as well.

### **Benefits to Educational Institutions**

1. Internships are just like laboratories to make it available practical education.
2. Students may select courses for further specialization.
3. Practical training is mandatory. Students serving as internees relating their training can easily minimize the requirement for teachers in urban and rural areas. (Iqbal, 2011).

### **Internships at International Level**

An international internship is considered the greatest way for a student to examine his or her future in special country. Students may get great experience provided by research opportunities, may get exposed and attain experience in an international company and develop life time contacts with professionals in their fields. Some of the medical colleges in Pakistan, like Agha Khan and CMH Medical College Lahore are consecutively motivating students in there years to complete four to twelve week research elective ship.

### **Internship in Different Countries of the World**

#### **China**

In China, Internships relating specific career are specifically managed right after graduation. There is growing tendency for students to participate in contest for the achievement of internship opportunities available in China(Rose,2013).

#### **Netherlands**

Velzen and Klink (2014) reported that the performance of internships during college is also very common in Netherland just like Belgium and France named it a stage. Most of the internships continue between 3 to 9 months. Different big companies are not happy to pay students. So, sometime small companies get benefit of this to not pay the students. € 300 per month is the normal compensation rate of internship in Netherland keeping in view the level of education and vast generosity of the company.

#### **India**

In the country like India most of college students choose internships on behalf of their major field of university. They only do this for the cause of improving their capabilities by practically applying their academic elements as an opportunity to learn about their working environment.

### **Malaysia**

Some special courses offered by Malaysian public universities require the students to attend an industrial training program for minimum ten weeks. This includes engineering and architecture.

### **Denmark**

Updated system of internship by the education department of Denmark in 2008 may decrease the sense of motivation of students who take time for the task of charity. Inhabitants and students of the EEA/EU area can reside in Denmark free of cost under rule of EU (Ruhanen, Robinson & Breakey, 2013).

### **Italy**

Mkovic-Pozajic (2006) stated that Italian internship can last up to six month and can be extended for next six month. Total period would be 12 month.

All the graduate internships are paid. Total remuneration would be around 600 Euros gross per month without benefits except lunch and few paid days for sickness vacation.

In other words Italian graduates after having such sort of experience are still seeking for real job that can offer stability and decent remuneration.

### **Spain**

At Spanish universities, internships are next to nothing during college span. Real life experience for graduates starts when have dealt with their study. There are some companies that are getting the sense of providing internships -- most of them are international students from other European countries. Very often graduates wish to acquire Spanish. For the appointment, companies needed contact directly. The normal rate for compensation is € 500 per month in Spain (Gilroy, 2014).

### **United Kingdom**

Students, round their degree program can apply for internship within summer holidays. The teaching staffs of the university make it possible for the students directly apply to employees. Fairs and exhibitions are held by some universities just to motivate students to consider option and enable to attain higher level degree classification without having such experience of graduates (Board, 2013).

### **United States**

Much internship in America is specified. It is very often observed that the internships are selected by the students up to their major fields of interest at university or college level. For college students high experiences are being preferred to education by the challenging job market. All the internship is never paid. Much internship which is not paid involves achieving college credit. Specifically an internship is associated with special class. A trainee is not paid of the following must not meet the basic demands. If the training involves real working of facilities of employer seems to be quite similar to what would be provided in vocational training school or educational institution. This training is only meant for the fruitfulness of trainee (Zhang, 2012).

### **Internships in Pakistan**

In Pakistan there are introduced some programs of internship. Most popular of them are:

1. National internship program (NIP) under the federal govt. of Pakistan.
2. Punjab youth internship program (PYIP) under the govt. of Punjab.
3. College teaching internship program under the Higher Education Department (HED) of Punjab(Nadeem,2018).

### **National Internship Program (NIP)**

NIP is formed for the fruitfulness of young unemployed / jobless masters and graduates from recognized universities or degree awarding institutions including external candidates. This program aims for providing monetarily relief to fresh graduates and keeping an eye to engage them quite busy and increase their motivation in getting extra knowledge in real life work experience, further giving worth to their employability in the country. This program will be equipped with benefits to Govt. organization lacking officials in different fields. (moya.gov.pk,2017)

### **Punjab Youth Internship Program**

The introduction of Punjab Youth Internship Program (PYIP) is the beginning step of the Punjab Govt. to flourish the unemployed with productive skills to achieve better employment chances. The program is specifically formed for the unemployed youngsters so that they may get basic training to increase their skills which will make it sure to provide a safe livelihood in the long term (Husain and Hashmi, 2014).

### **Material and Methods**

The purpose of the research was the study of usefulness of college internship program in Punjab Pakistan. The detail of research methodology adopted for achieving the objectives of this study has been described in this chapter. It includes information about population, sampling, tool of research, collection of data and the data analysis techniques used for the present research.

### **Population**

All the College Teaching Interns (C.T.Is) of Govt. colleges (boys and girls) and their respective Principals in the province of Punjab were taken as the population of this research.

### Sample

All the college teaching interns (C.T.Is) of Govt. colleges (boys and girls) and their respective Principals of Multan district were selected by using simple random sampling technique.

The details of sample were as:

1. College Teaching Interns (C.T.Is)	=	60
2. Principals	=	10
Total Sample	=	70

### Development of Research Tool

Two questionnaires having 34 & 28 items were constructed. Questionnaire one was for college teaching interns. It contained 34 statements about different aspects of their profession. Second questionnaire was for the Principals. It contained 28 items. It was about the performance of C.T.Is.

### Validation of Research Tool

The research tool was developed keeping in view the objectives regarding the usefulness of College Internship Program in Punjab. For the validation of research tool, researcher sought expert's opinion by consulting four specialists available in the department of education Bahauddin Zakariya University Multan. The questions were redesigned and improved in the light of the suggestions given by the experts.

### Scoring Procedure

Data was entered into computer using Ms-excel. After entering the data, scores were given against each option. Part one of both questionnaires were having five options and it was scored as; Always , 5 Usually , 4 Often ,3 Seldom , 2 Never ,1.

Part two of questionnaire having dichotomous options and it was scored as ; Yes ,1 No ,0 .

### Statistical Analysis

To find out certain conclusions, percentage, arithmetic mean, standard deviation were used. For the comparison of different groups Z-test and means were used.

Analysis of the results was presented in tabular form as following:

**Table 1**  
**Comparison of opinions of CTIs and Principals regarding usefulness of college internship program**

Group	N	Mean	S.D	Z-value
Principals	10	52	4.77	1.13
C.T.Is	60	50.21	3.85	
T.V =	1.96 ( $\infty$ 0.05)			
C.V =	1.13			

Table-1 shows that the calculated Z-value (1.13) was less than the table value (1.96). It shows that the difference of opinion between Principals and C.T.Is was statistically insignificant, which indicates that Principals had more positive attitude about the usefulness of college internship program than the C.T.Is.

**Table 2**  
**Gender Wise Comparison of Principals responses regarding the usefulness of college internship program**

Group	N	Mean	S.D	Z-value
Male	4	40	1.44	1.49
Female	6	60	6.99	
T.V =	1.96 ( $\infty$ 0.05)			
C.V =	1.49			

Table-2 shows that the calculated Z-value (1.49) was less than the table value (1.96), which shows that there was statistically insignificant difference between the responses of male and female Principals. This means that female Principals had better attitude about the usefulness of college internship program than the male Principals.

**Table 3**  
**Gender Wise Comparison of C.T.Is regarding the usefulness of college internship program**

Group	N	Mean	S.D	Z-value
Male	32	53.33	4.09	1.63
Female	28	46.66	3.58	
T.V =	1.96 ( $\infty$ 0.05)			
C.V =	1.63			

Table-3 indicates that the calculated Z-value (1.63) was less than the table value 1.96. It means that male C.T.Is had more positive attitude about the usefulness of college internship program than the female C.T.Is.

### Conclusion

It is concluded that in Pakistan, college teaching interns (CTI'S) program proved useful as different participatory groups of the study revealed by their responses. Such as the college Principals (male and female groups).while comparing their responses it is also revealed that as compare to CTIS respondents college principals has more positive attitude about the usefulness of college internship program than the C.T.Is. In this regard, Female Principals had better attitude about the usefulness of college internship program than the male Principals.

### Recommendations for CTIS

1. As mostly college teaching interns showed their disagreement on the statement that they enjoy all the facilities as regular teachers given by college administration, so it is recommended that C.T.Is should be provided all the facilities given by college administration because they do the same job for a specific duration.
2. As mostly C.T.Is showed their disagreement on the provision of training for teaching. It is recommended while they are appointed, teaching training for short duration should be provided.
3. As mostly C.T.Is showed that their work load is more than regular teachers. It is recommended that their work load should not be more than regular teachers so that their performance may not get affected by overburdened work schedule in colleges.
4. As mostly C.T.Is showed that they do not use I.T while teaching, it is recommended that they should not only provide I.T facilities but they have to use these I.t resources/facilities in their teaching.

#### Recommendations from the Principals for C.T.Is;

1. Principals of sample group showed disagreement that C.T.Is have knowledge about computer applications, it is recommended that they should have knowledge about computer applications regarding its use in education.
2. Principals of sample group showed disagreement that C.T.Is is role model for students. It is recommended that they should co-operate with students so that they may be role model for students.

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