



# Empirical Understanding and Learning Through Corporate Internship Paves the Ways to Enhance Human Capital Among Management Students in Indian Context

Priyannita Bose and Sanchita Saha(✉)

Management Department, EILM-Kolkata, Kolkata, India  
Sanchita.bba2r@Eiilm.co.in

**Abstract.** Corporate Internship is a platform or an opportunity from where learner starts their first professional learning practically. She or he will develop a motivation towards the work and the learning process. In the process of learning corporate internship is a gateway in to the corporate world for the students. In this work process they can develop a new skill of work for doing their job in a better way. To be in the corporate company, intern can learn corporate practices like corporate governance, compliances, securities, mergers etc. learn how to work under work pressure. Team building, team work is also another learning area. Human capital is one of the most important things for the interns. Human capital refers to the economic values of a worker's experience and skill. It also refers to the employee's loyalty, punctuality, discipline, training, education, intelligence, attitude to others, worker's work experience, positive in thoughts and works. Human capital is an intangible asset and it does not affect the balance sheet but it is very important for the employee and the internee also for the betterment of their career. That's why enhancing this human capital, is very important. Employer can enhance this capital provide better education, healthy atmosphere to work, divide specialized employee to specialized area. Internship has sharpened the professional qualities, professional skillset within. The elemental content of the work at the internship requires the total understanding of the corporate prerogative in one hand and the functional objective of the internee of the other. Internship work design and work flow is elemental learning for the internee. Common minimum agenda through a process of continuous understanding can effectively create a homogeneous process and system to support the individual's learning aspiration in one hand and gains through works on the others. Through the internship process learners can touches the light of knowledge. The attributes of Human capital can be enhanced through the process of internship learning.

**Keywords:** Internship Learning · Learner Attitude · Human Capital · Learner Role · Intern Values And Morality

## 1 Introduction

A career in management demands a bent of mind that is reach in a fundamental of corporate philosophy and practices and vision on one hand and process of the functional

deliveries on the others. A management graduates, while doing the study in a classroom usually process through a various corporate cinalia, role play, case study, simulated games process design technical fabrics and appropriating input of each of learning at the level of the initial and intermediate journey through corporate path ways. It is in this context, the curriculum is usually designed in a various university across the globe. The usual sequence of the curriculum contents theoretical description and scaling forward the concept in appropriate scientific or literally terms and at the same time inducing the students or the participants into the functional reality or stimulated reality different managerial and different function where as functional reality is most appropriate on certain areas like activities, pertain to capital market, stake holder and goal seeking in certain aspects of humanities requires stimulate reality to obtain a clear idea and experience in function with clarity in the domain of sequential activities.

This is why the curriculum include a period focus on functional activities where in the students and learner a usually sent to the companies and organisation a various type to do a preliminary works and various types of activities in a manner to holds for the realistic understanding of the functional process. This periods of work in the corporate context is termed as internship and a person doing the same is an internee. Internship is a platform of a practical learning for an any internee. Internship enhance the inner potentiality of an intern to do a more work. Interns can learn corporate practices. Through the process of internship internee enhance their human attributes. Employer can increase this human attribute in their employee through proper training.

This research aims to identifying and moderating potential among individual aspirants of trainee that fix in the corporate world. Then Designing internship tune to support the corporate in one hand and enhance the functional potential of the internee in other hand. The last, Individual potential conducive to create a collective homogeneity in a functional or industrial activity contributing to unleashing to collective human capital.

## 2 Literature Review

[1] Starting from an analysis of the reports written by university students enrolled in education programs on their curricular traineeship, authors propose a strategy to re-elaborate experience, aimed to foster and improve reflection processes. In this project analysis of 32 students' reports on their traineeship experience. The analysis was carried out by groups of researchers; semi – structured interviews to students who had just finished their traineeship and were about to write the final report about their activities. In this research author used Grounded theory as a methodological approach. In the proposed study it is trying to establish the role of intern as a learner and their attitude.

[2] In this study authors said about the under graduate student's technology friendly attitude. But factors other than technology also affect students' ability to fulfil the role of online learner. Students thought that they are very much equipped for the online learning. Some course level factors were there which could affect online learning. He sample consisted of undergraduate students enrolled in 13 completely asynchronous online courses in the management department of the AACSB-accredited business school of a medium-sized private non-sectarian university in the Northeast United States. It was a self-reported data. In this study it is concluded that course content and course level

affect student's overall perception about the learning. In proposed study it is trying to find out learner attitude as a management intern of Kolkata.

[3] In this study is basis on Organisation learning, Organisational Chang success, Adult learning. This study will also evaluate the learning environment. He said adult learner have some personal characteristics to learn anything easily. This survey targeted technical and engineering-related firms from the aerospace, civil engineering, software, technical consulting industries as well as personnel from educational institutions. The implications for organizations are potentially important in that leaders may purposefully implement strategies, structures, and policies in order to enhance organizational learning in their respective organizations. Some learning factors in organisation is rewarding for learning, encouraging for that learning, openly discuss about the mistake, Treating another with respect etc.

[4] This study was based on engineering students. Engineering students, what they learnt from their internship. The internship impact on students different that means every internship experience is different. Some employers treat student interns merely as cheap labour, with little consideration of their learning and development. It has also been found that not every employer has experience in supervising and mentoring interns. Interviewed data collected from ten different engineering college of Hong Kong. Nature of workplace add on complexion for intern to understand what they learnt from the internship. Informal learning could also have happened from organisation. Some learnings like planning skill, time management skill, interpersonal communication skill, presentation skill, research skill etc. these learnings can be outcome form the internship. Conclude from the study that a single internship may not be effect the learnings of the students more experience develop their learnings. Need work on the gap between curriculum and practice.

[5] Through this article author try to help the graduate students. He offered a tips to the students for the view of their student's roles and responsibility for future success. In this article he explains how their role has changed as they enrolled as a graduate student. They have to change in their thinking style. How students do their research work efficiently. He said that for the learner you should be a good listener, Handle discussions respectfully and be professional etc. and how manage the time wisely. He said a good learner never say 'no' try to be positive all the time.

[6] In this study author try to establish the importance of the MBA degree for any who one aspires for the job. He referred MBA as a tool for management development. MBA courses was most popular among the managers who want to upgrade their skills. Data was collected for this study from those who had already graduated from part-time MBA courses in Hong Kong for at least one year but not more than five years. Only 5 institutes from them 882 participated in the survey. This research sought to fill this gap by developing and testing a model of perceived transfer of knowledge and skills of MBA graduates to the job. In the proposed study it will try to establish management inter attitude towards learning.

[7] In this study authors said that Company increasing favour business graduate students those have work experience. They thought students be prepared in terms of knowledge and experience. The quality of internship learning depends on both company and business school. In order to enhance the learning of the internship both the companies and business school find a way to support. Companies receives first choice

of best students. Authors were expressed their view through this chapter. This chapter examine the potential benefits and requirements of academic business internship and the implication for supervision at a distance by conducting literature review and concept mapping.

[8] In this study author said that proper education fundamentally depends on quality of teaching, classroom learning, workshops and other things. This study aims to evaluate child development associate degree program students in their learning during their summer internships the scope of Raelin's Work-Based Learning Model. This study was qualitative research and this study designed like a case study. The working group of the research of 2nd grade students of the Child Development Associate Degree Program of a foundation university in Istanbul.

[9] Objective of this research was to explore learner attitudes to correction of mistakes or feedback as a language learning tool in oral, electronically- and paper-written work as well as peer correction of mistakes. Respondents of this study were penitentiary law and psychology, who study English for Specific Purposes at the Faculty of Social Policy, MykolasRomeris University, Vilnius, Lithuania. Here authors try to find out that what is the learner attitude, how they were received the feedback or criticism, is it a negative impact on students. From the study it is find out that students were appreciate and was also helpful for those. Correction of written work was more helpful than correction of speech and this correction was improving their writing skill. In the proposed study it is trying to find out learner attitude of management intern in Kolkata.

[10] Objective of this study was i) to determine the awareness of entrepreneurship among students. ii) To determine the attitude of students towards entrepreneurship. iii) To analyse the relationship between student's awareness of and attitude towards entrepreneurship. This study was based on 100 post graduate and under graduate students in Business Studies Stream. Here authors used demographic profile and awareness of and attitude towards entrepreneurship among college students. For the development of the country it is suggested that entrepreneurship may be encouraged amongst the youth while pursuing their education. In this study it was found that that respondent has keen interest in becoming entrepreneurs.

### **3 Research Method**

A study of this kind requires to reach out to the interns and obtain a primary response from them projective which would constitute this research as a tempted to accomplish the same through a structure instrument called questioner which is appended herewith. The method of sample selection herewith –convenience sampling. Method of administer the questioner: Physical or Digital. Tools for analysis: Simple and direct statistical method broader idea about scope and importance of the study.

## **4 Result**

### **4.1 Identifying Potential of an Individual Trainee**

Whereas each person is full of infinite potential within, it requires to identify and nurture the same with a view to garner the potent within.

Then, the functional attributes for understanding the work context and recharging the functional responsibilities from there requires constant reviewing and redefining. However sharpening of the skillset of the trainee requires on a constant scaling. Understanding the context of work as a supportive conceptual understanding helps a better learning context.

The elemental content of the work at the internship requires the total understanding of the corporate prerogative in one hand and the functional objective of the internee of the other.

Work design and work flow at the point of internship should content elements of learning and accomplishment.

#### **4.2 The Learner's Horizon in Internship**

Where as the learner takes up internship as an project and they are along with the company requires total emphasis and focus on the prerogatives, of the company.

The conflict of focus on such situation should be resolve in such a way the company wins the race of work and the internee touches the light of knowledge.

#### **4.3 Trainee in the Corporate Context to Achieve Gain in the Collective Human Capital**

The individual internee focuses on opportunities to learn in a continuously new work of horizon of activity when as the company wishes to content the focus within the existing parading of business. The obvious conflict of this situation is best resolve through supporting the trainee in a new horizon of business with adequate resources and support system.

#### **4.4 Trainee for Homogeneity**

The Individual differences in identity, potential, intellect and motive requires to be resolve in a collective context through the exercise of homogeneity. Factors of individuation should be encourage to combine and recombine in a continuous scale to prove the point of power of the collective.

Common minimum agenda through a process of continuous understanding can effectively create a homogeneous process and system to support the individual's learning aspiration in one hand and gains through works on the others.

### **5 Conclusion**

- a) Professional students or learner can be benefitted through this study.
- b) Through this study management intern can learn the proper attitude towards their work an learning process.
- c) Importance of values and ethics in the internship learning process they can learn through this.

- d) This study is beneficial not only the management students but also any learner in this world.

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