

Overseas Internship Programs to Fill in a Learning Gap: Plus or Minus?

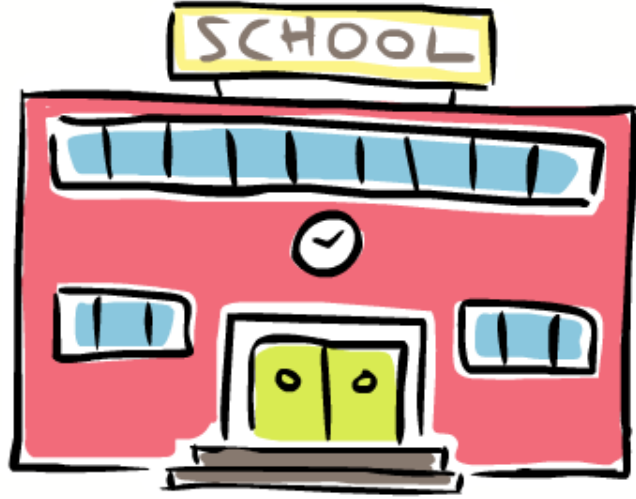
presented by Momo & Yoyo



Outline



- *Introduction*
- *Literature Review*
- *Methodology*
- *Results*
- *Discussion and Conclusions*



positive attitude



interns

internship
institution

attitude + learning
outcome = ?

Research Questions

Question1

Is there correlation between the interns' attitudes towards their overseas internship institutions and learning outcome?

Question2

Is there any statistical significance between the interns' attitudes towards overseas internship institutions and their learning outcome?

Question3

Is there any statistical significance between the intern's previous working experience and their attitudes towards overseas internship institutions?

Question4

Is there any statistical significance between learning during the overseas internship program and the learning outcome at the internship institutions?

Question5

Is there any statistical significance between the interns' age levels and their learning at the overseas internship institutions?



The Significance of This Study

Through this study, students can become aware of what real-world situations need so that the internship can fill in a gap between college-learnt theory and practical reality.

Literature Review



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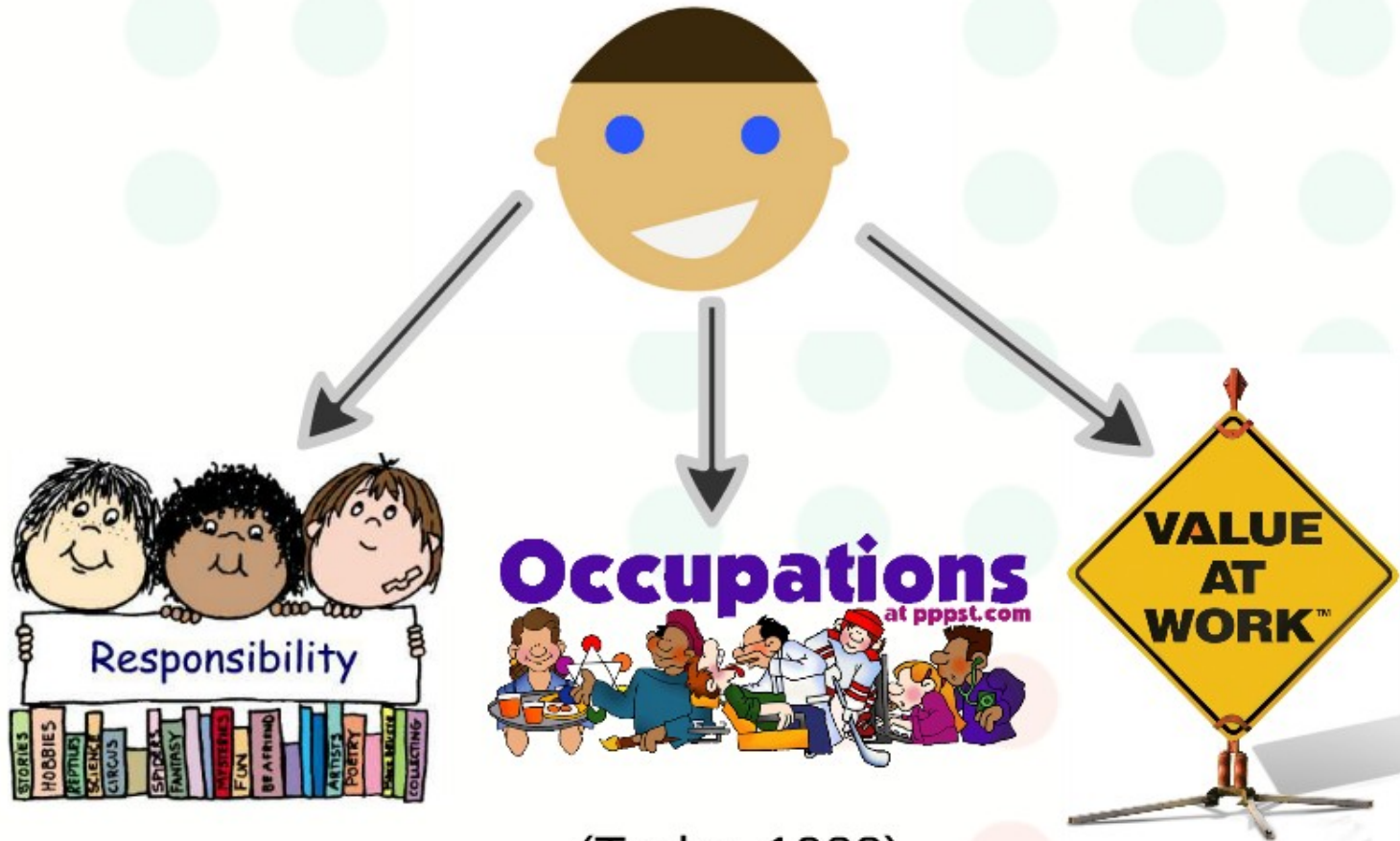








INTERN



(Taylor, 1988)

Overseas internship



rewarding



ining

skill training



*we
commi*

work commitment



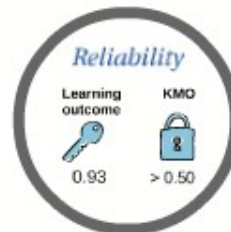


LOYALTY

future careers



Methodology



Participants



Instrumentation

The questionnaire used 5-point Likert Scales.

5=strongly agree;
4=agree;
3=neutral;
2=disagree
1=strongly disagree.



Reliability

Learning
outcome



0.93

KMO



> 0.50

Data Collection



Data Analysis



Statistical Package for
the Social Sciences
SPSS



Case-wise deletion



Participants



| Participant ID | Age | Gender | Education | Occupation |
|----------------|-----|--------|-------------|------------|
| P001 | 25 | Male | High School | Student |
| P002 | 30 | Female | College | Teacher |
| P003 | 35 | Male | University | Engineer |
| P004 | 40 | Female | Graduate | Researcher |
| P005 | 45 | Male | High School | Farmer |
| P006 | 50 | Female | College | Retired |
| P007 | 55 | Male | University | Professor |
| P008 | 60 | Female | Graduate | Writer |
| P009 | 65 | Male | High School | Retired |
| P010 | 70 | Female | College | Retired |

Table 3.1 Demographic Variables Summary Table

| Demographic variables | No. | % | Demographic variables | No. | % |
|---|-----|------|---------------------------|-----|------|
| Gender | | | Internship country | | |
| female | 108 | 72.0 | Singapore | 106 | 70.7 |
| male | 42 | 28.0 | Australia | 6 | 4 |
| Age | | | China | 13 | 8.7 |
| 20and under 20 | 40 | 55.8 | Others | 25 | 16.7 |
| 21-25 | 98 | 39.7 | Salary | | |
| 26-30 | 12 | 1.9 | below usd\$800 | 84 | 56.0 |
| The length of work experience before | | | usd\$ 801-1000 | 36 | 24.0 |
| less than 1 year | 78 | 52.0 | usd\$ 1001-1200 | 16 | 10.7 |
| 1-2 years | 55 | 36.7 | above usd\$1201 | | |
| above 2 years | 6 | 4.0 | | | |
| never | 11 | 7.3 | | | |

Instrumentation

The questionnaire used 5-point Likert Scales.

5=strongly agree;
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2=disagree
1=strongly disagree.



Reliability

**Learning
outcome**



0.93

KMO



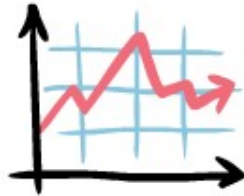
> 0.50



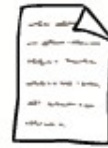
*Data
Collection*



Data Analysis



*Statistical Package for
the Social Sciences
(SPSS).*



Content analysis procedure



Results



Question 1

Is there correlation between the interns' attitudes towards their overseas internship institutions and learning outcome?



Question 2

Is there any statistical significance between the interns' attitudes towards overseas internship institutions and their learning outcome?



Question 3

Is there any statistical significance between the interns' previous working experience and their attitudes towards overseas internship institutions?



Question 4

Is there any statistical significance between learning during the program and the learning outcome at the internship institutions?



Question 5

Is there any statistical significance between the interns' age levels and their learning at the overseas internship institutions?





Question 1

Is there correlation between the interns' attitudes towards their overseas internship institutions and learning outcome?

Table 4.1 Analytic summary of canonical correlations between intern's attitude towards their internship institution and their learning outcomes.

| Canonical correlations | Eigenvalues | Pct. | Cum. Pct. | Canon Cor. | Sq. Cor. | Wilks L. | F | P-value |
|------------------------|-------------|--------|-----------|------------|----------|----------|--------|---------|
| 1 | 1.511 | 85.275 | 85.275 | .776 | .602 | .316 | 56.910 | .000 |
| 2 | .261 | 14.725 | 100.000 | .455 | .207 | .793 | 38.366 | .000 |



Table 4.1.1 Summary of Canonical Correlation between the Interns' Attitudes and Learning Outcome

| Control Variable (X Variables) | Canonical factors | | Criterion Variable (Y Variables) | Canonical factors | |
|---|-------------------|----------|-------------------------------------|-------------------|----------------|
| | χ_1 | χ_2 | | η_1 | η_2 |
| Working environment and Collegial interaction | .959 | -.283 | training programs | .919 | -.394 |
| Supervisor and management | .522 | .853 | internship experience | .758 | .653 |
| Cum Pct CO | .35886 | .44242 | Cum Pct CO | .70936 | .10000 |
| Cum Pct DE | .59629 | .10000 | Cum Pct DE | .42691 | .48707 |
| | | | ρ^2 | .602 | .207 |
| | | | ρ | <u>.776***</u> | <u>.455***</u> |
| | | | | (Canon Cor.) | |

***p<.001

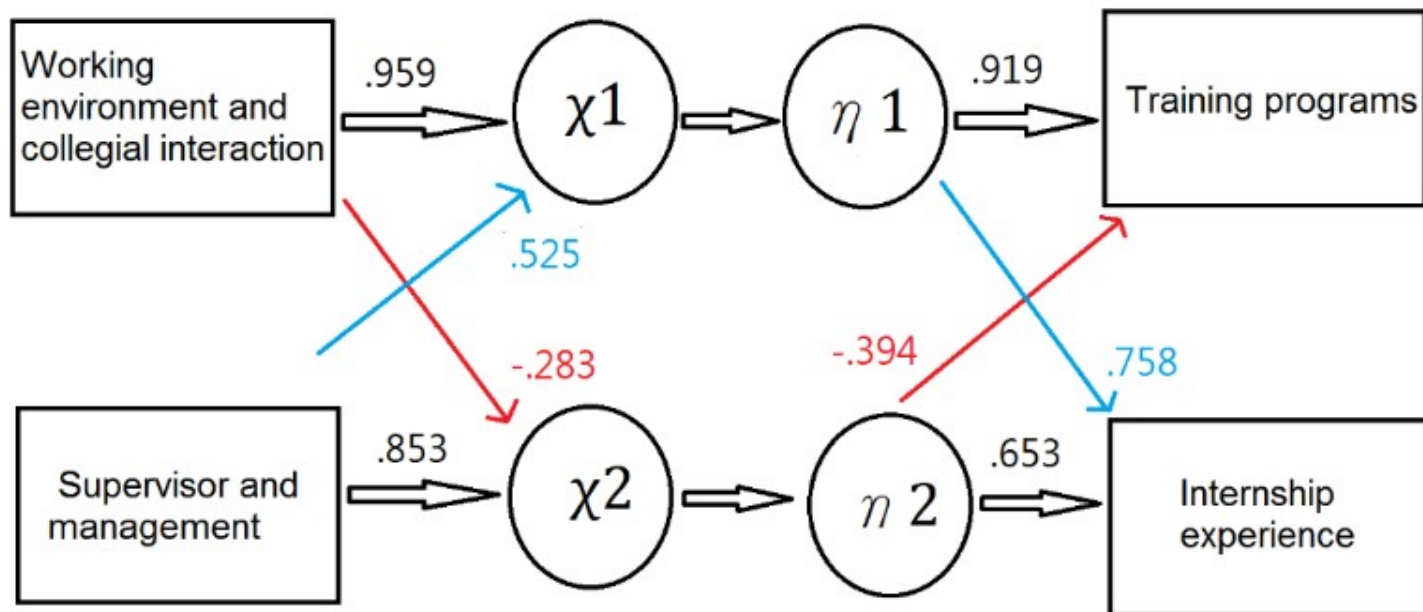


Figure 4.1 Path diagram of canonical correlations



Question 2

Is there any statistical significance between the interns' attitudes towards overseas internship institutions and their learning outcome?

Table 4.2 Regression Model for the Determinants of the Interns' Learning Outcome

| Models | R | R ² | Adjusted square | F(Sig.) | B Constant (1.548) | t (Sig.) 6.814 (.000) |
|--------|-------------------|----------------|-----------------|---------------|--------------------|-----------------------|
| 1 | .602 ^a | .362 | .358 | 84.081(.000) | .163(a9) | 3.750 (.000) |
| 2 | .674 ^b | .455 | .447 | 24.863(.000) | .129 (a6) | 2.595 (.000) |
| 3 | .708 ^c | .501 | .491 | 13.669 (.000) | .164(a2) | 3.845 (.000) |
| 4 | .736 ^d | .541 | .529 | 12.709 (.000) | .188(a5) | 3.565 (.000) |

Regression model Y(learning outcomes)=1.548 + .163 * a9 (good working environment)+.129*a6 (my colleagues' helping me with problems at work) +.164*a2(clear understanding of management for the institutions)+.188*a5 (observing others to improve my performance)



Question 3

Is there any statistical significance between the intern's previous working experience and their attitudes towards overseas internship institutions?

Table 4.3 One-way ANOVA of the Interns' Previous Working Experience and Their Attitudes towards Their Oversea Internship Institutions

| | F | Sig. |
|--|-------|------|
| My peers can help me with problems at work. | 4.524 | .005 |
| I have a close relationship with colleagues at work. | 3.267 | .023 |

Post Hoc
Multiple comparisons

LSD

| | (I)previous working experience | (J) previous working experience | Mean difference (I-J) | Sig. |
|--|--------------------------------|---------------------------------|-----------------------|------|
| My peers can help me with problems at work. | Less than 1 year | never | .734* | .000 |
| | 1-2 years | never | .564* | .008 |
| I have a close relationship with colleagues at work. | 1-2 years | Less than 1 year | .277* | .036 |
| | | never | .691 | .005 |
| | | Above 2 years | .085 | .791 |

*p-value<.05



Question 4

Is there any statistical significance between learning during the overseas internship program and the learning outcome at the internship institutions?



Table 4.4 Learning during the Overseas Internship Programs and the Learning Outcome at the Internship Institutions

| | | |
|--|--------|--|
| Learning during the Overseas Internship Programs | | the Learning Outcome |
| Pearson Correlation | 1 | .756** |
| Sig.(two-tailed) | | .000 |
| the Learning Outcome | | Learning during the Overseas Internship Programs |
| | .756** | 1 |
| Sig.(two-tailed) | .000 | |

** When significance level was 0.01, there was statistical significance between the two variables.



Question 5

Is there any statistical significance between the interns' age levels and their learning at the overseas internship institutions?

Table 4.5 One-way ANOVA of the Interns' Age Level and Their Learning

| | F | Sig. |
|--|-------|-------------|
| I understand clearly the responsibilities and obligations at work. | 3.930 | .022 |

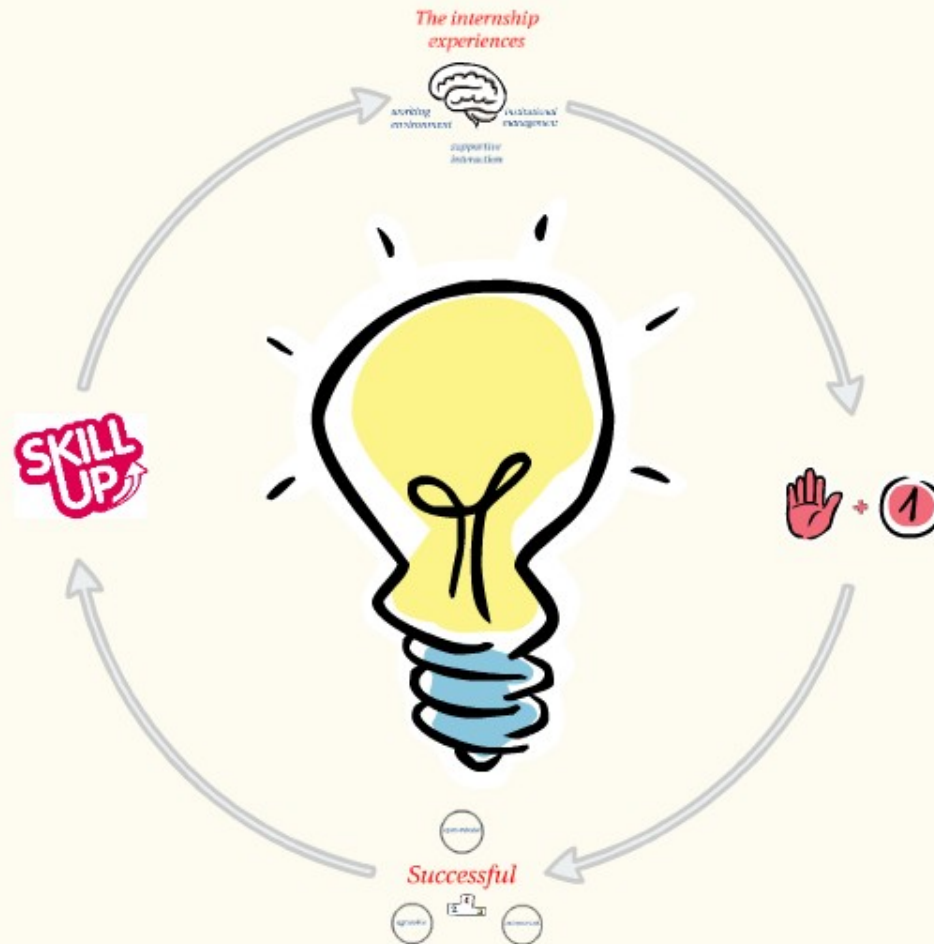
Post Hoc
Multiple comparisons

LSD

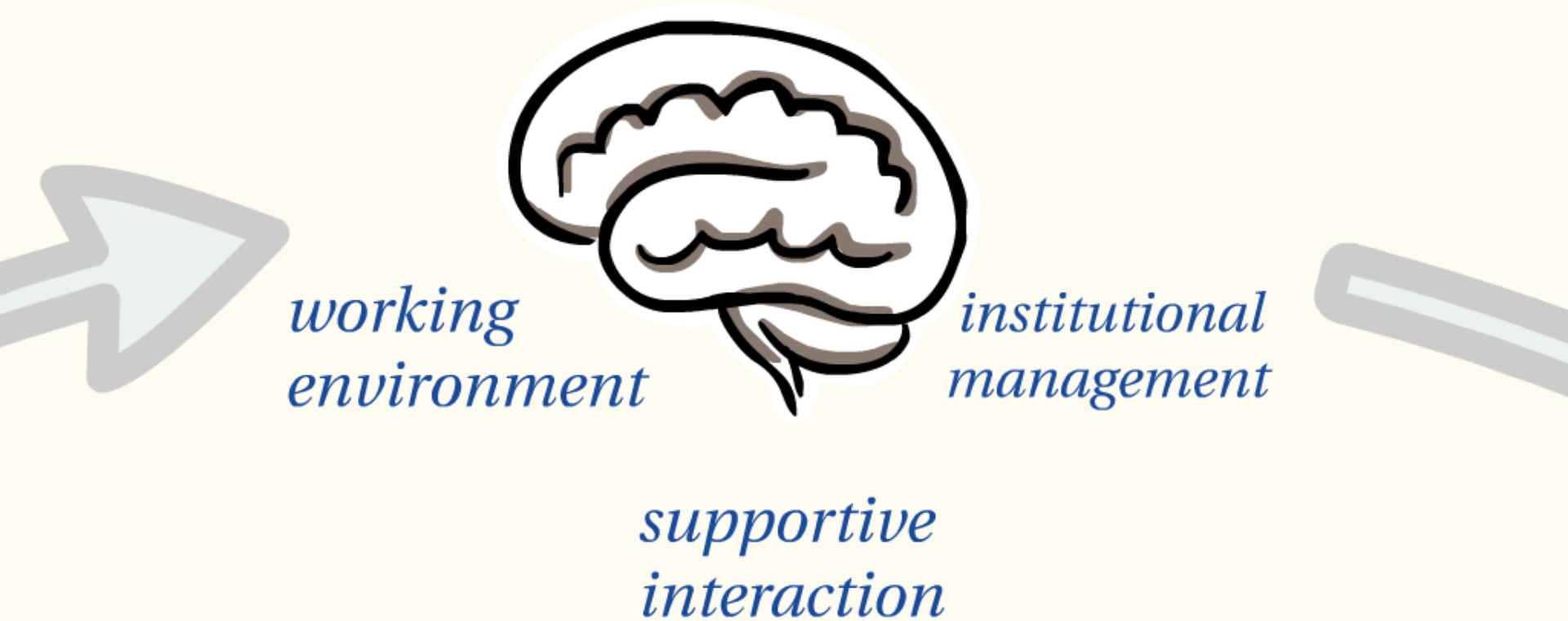
| Dependent variables | (I)Age levels | (J) Age levels | Mean difference (I-J) | Sig. |
|--|---------------|----------------|-----------------------|-------------|
| I understand clearly the responsibilities and obligations at work. | 20 or under | 21-25 | .273* | .011 |
| | | 26-30 | .375* | .044 |
| | 21-25 | Under 20 | -.273 | .011 |
| | | 26-30 | .102 | .553 |

*p-value<.05

Discussion



The internship experiences



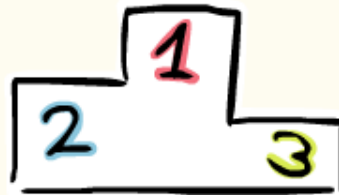


+



open-minded

Successful



agreeable

extroverted



open-minded



agreeable



extroverted

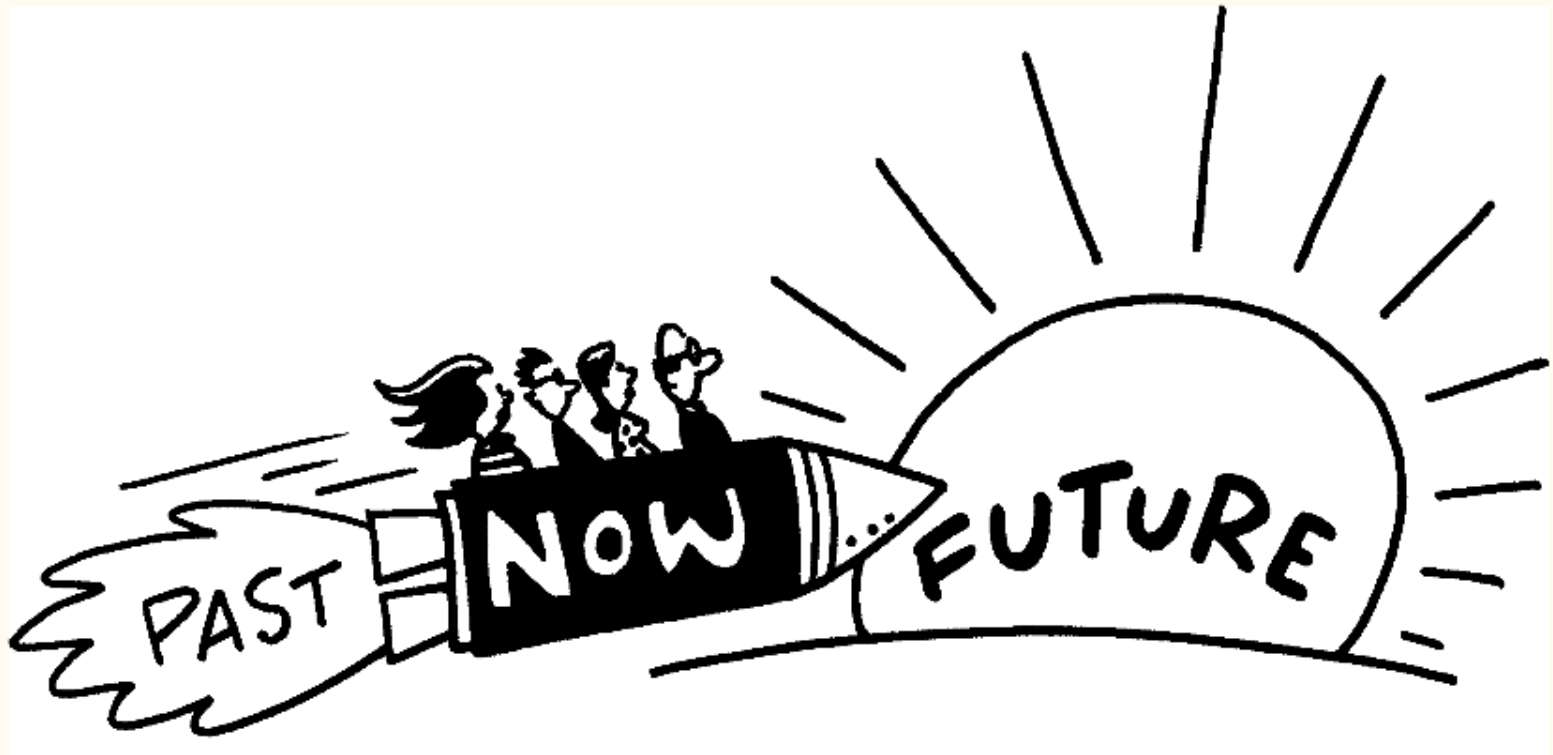


culture

custom

**SKILL
UP**

Internship



Conclusions





(Fan and Feng, 2012)



overseas internship



(Ruhanen, Robinson, and Breakey, 2013).

*good language
proficiency*



*great successful in
overseas internship
programs*



personality traits



*positive working
attitudes*



*good language
proficiency*



*great successful in
overseas internship
programs*



*positive working
attitudes*




personality traits



*good language
proficiency*



TANDEM
LANGUAGE EXCHANGE PROGRAMME



*positive working
attitudes*



Think Positive

personality traits

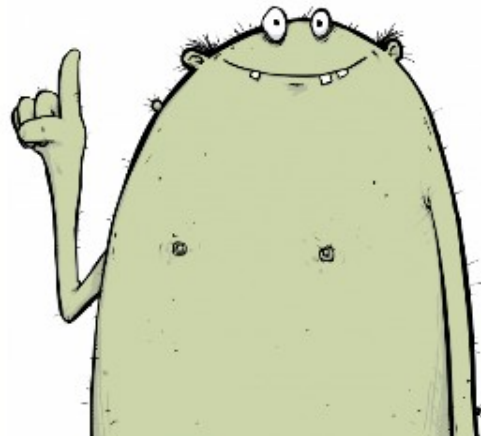


*Language
proficiency*



classroom learning

work-related skills



The Limitation of This Study



Recommendation for Future Research



students' attitudes towards
long-term and short-term
internship programs



students' attitudes towards
working domestically and abroad



students' pre-questionnaire and
post-questionnaire towards their
overseas internship institutions.



students' attitudes towards
long-term and short-term
internship programs



students' attitudes towards
working domestically and abroad



students' pre-questionnaire and post-questionnaire towards their overseas internship institutions.





Thanks for your
listening!