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# **A Study on the Intention of Internship for College Students : A Case Study in Taiwan**



# Outline

- 億 **Chapter 1 Introduction**
- 億 **Chapter 2 Literature Review**
- 億 **Chapter 3 Methodology**
- 億 **Chapter 4 Result**
- 億 **Chapter 5 Discussion**

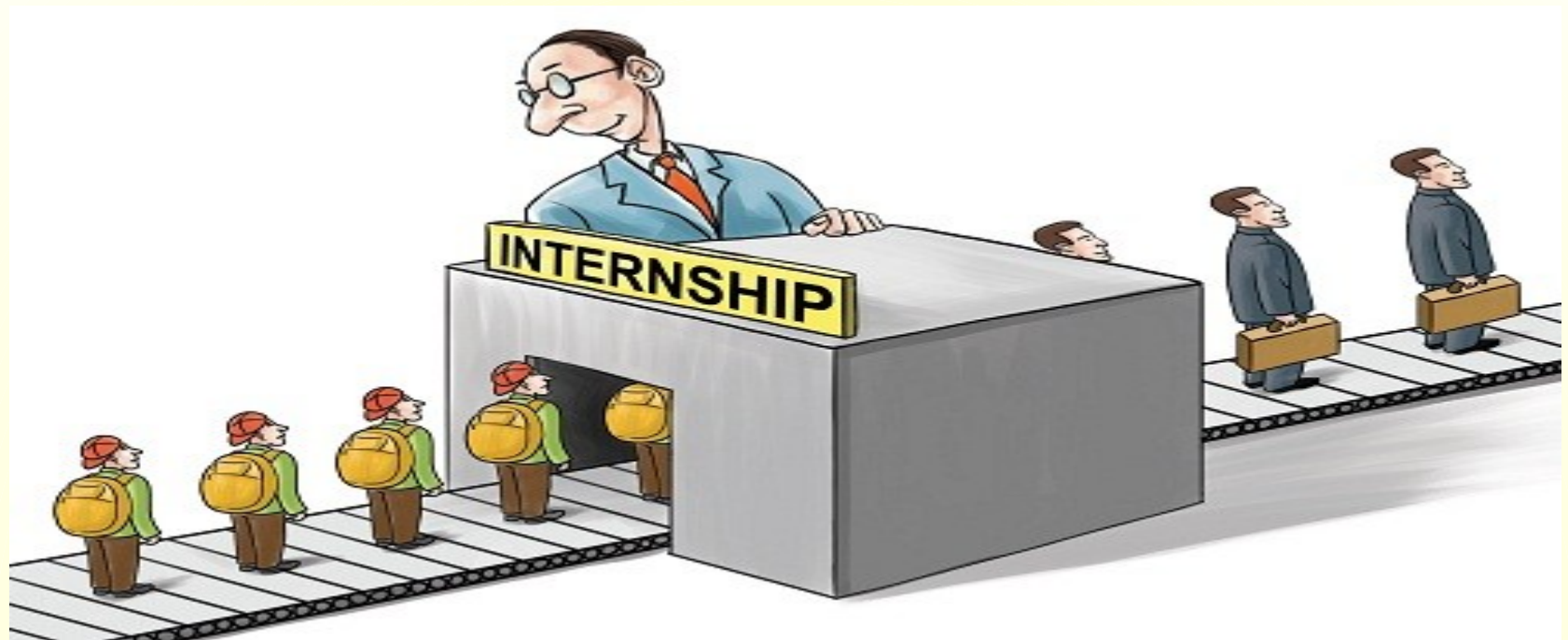




# CHAPTER 1

# INTRODUCTION

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# Background

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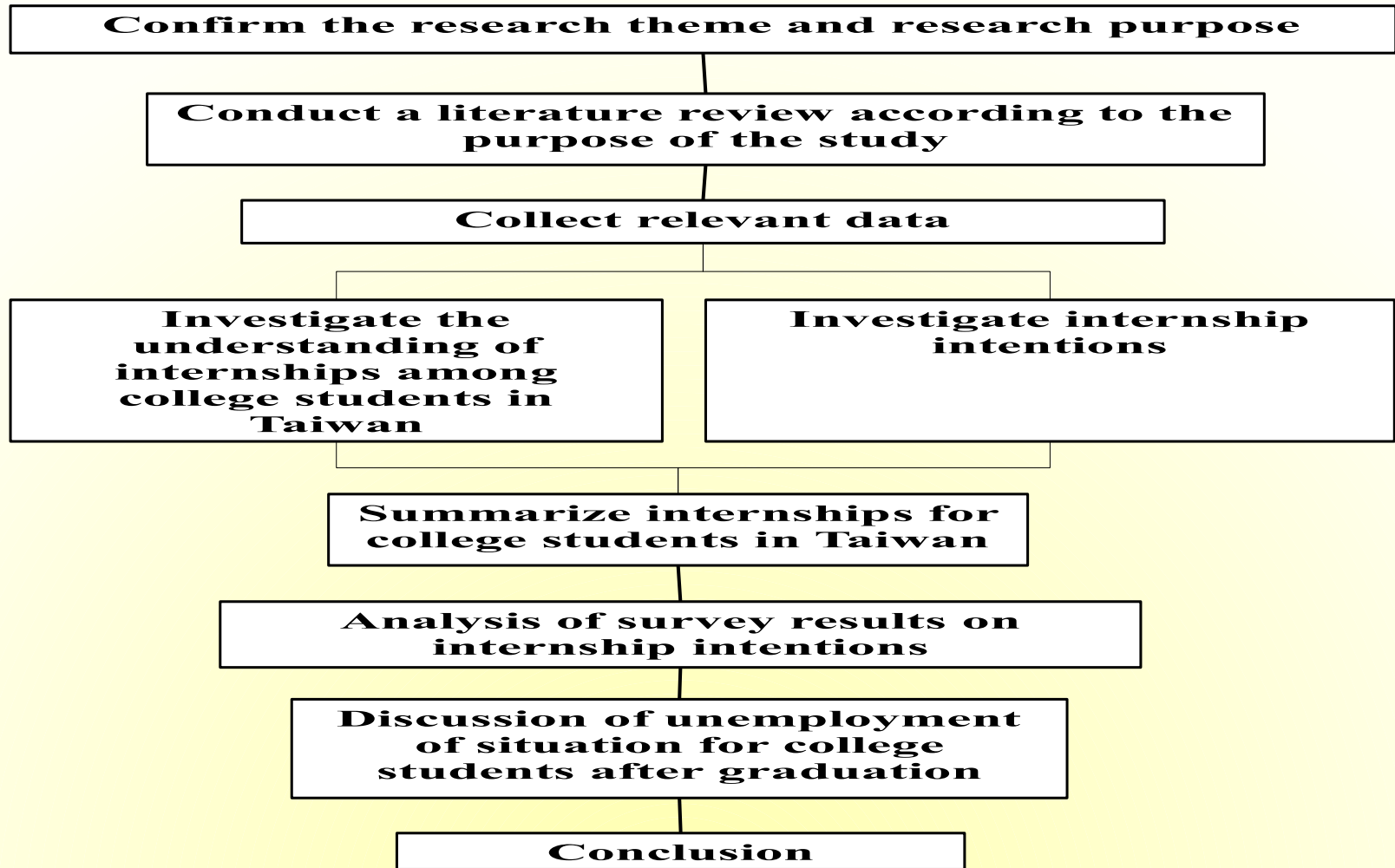
億 The background of this study involves the intentions of college students to participate in internships. Taiwanese enterprise workplaces reveal a variety of patterns nowadays. Technical and vocational schools are also increasingly focused on-campus and off-campus practice.

# Purposes

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1. Understanding college students' cognitive situations in various kinds of internships.
2. Exploring internship demands for industrial projects in human resources, knowledge management, and social responsibility.
3. Promoting counter measures for college students' internship units.
4. Discussion of three relevant facts, including cognition among college students, industry demand for projects, and internship strategies.

# The study procedures and processes

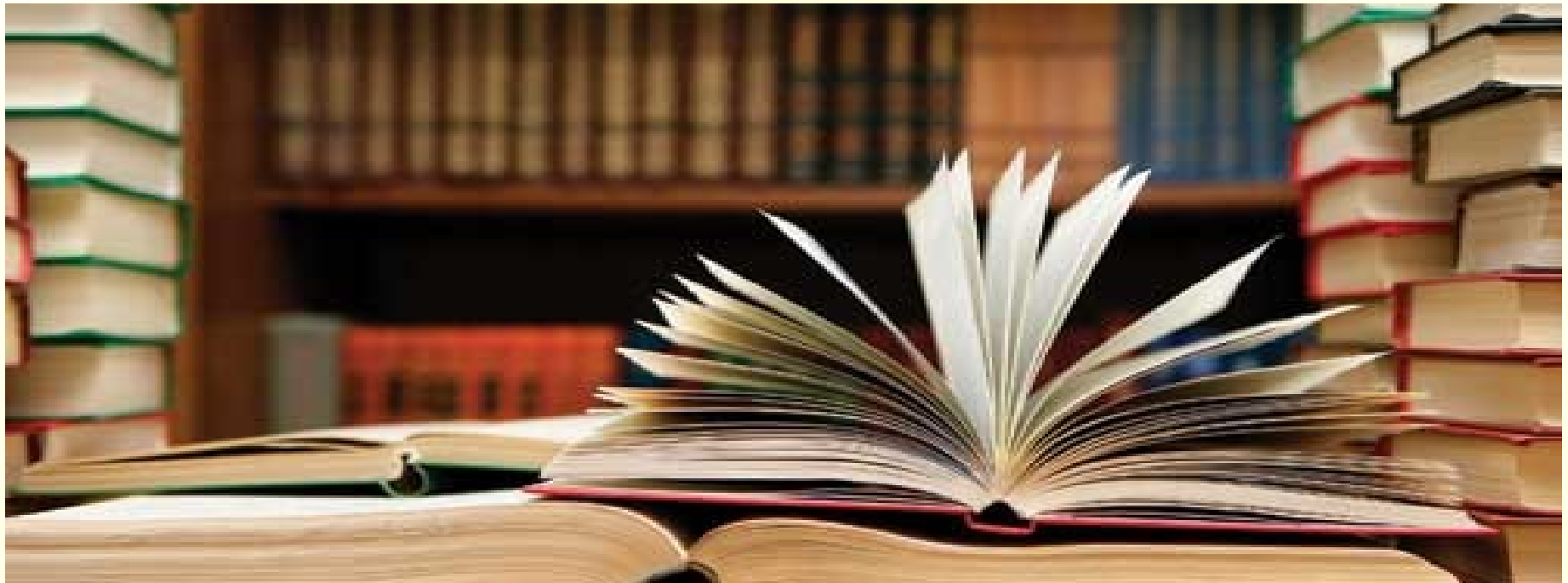




## CHAPTER 2

# LITERATURE REVIEW

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# Definitions of Internship and Internship Guidance

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## 億 **Intention of internship**

Internship environments often have specific requirements; however, because students have only been exposed to classrooms and have not observed actual work settings, they often do not relate well to management, which often leads to disciplinary problems.

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億 **Hypothesis 1**

Does a high intention of participating in an internship represent a strong determination to learn?

# Information about internships

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憊 The seven criteria are as follows:

憊 1. The way of learning

憊 2. The learning environment

憊 3. Live trainers

憊 4. Close interaction levels

憊 5. Interaction level

憊 6. Cost considerations

憊 7. Time requirements.

# Overview of personnel training methods

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徳 **Base on the literature review, there are 13 types of personnel training methods:**

1. Case study
2. Game-based training
3. Internships
4. Job rotation
5. Job shadowing
6. Lectures
7. Counseling and apprenticeships
8. Programming instructions
9. Role modeling
10. Role play
11. Simulation
12. Stimulus-based training
13. Team training

(Barbara Ostrowski Martin et.al, 2014)

# Table Overview of Training Methodologies

Training Method	Definition	Example
<b>Internship</b>	Supervised, practical training	Counseling psychology
<b>Job rotation ( Externship)</b>	A limited amount of time while still maintaining the original work	Rotation in five different areas of work so that by the end of the program, a participant can work in work areas of all five companies in a distribution center

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億 **Hypothesis 2**

Does internship of information and pipeline affect intention of internship of a college student?

# Employment following an internship

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億 **Become unemployment after the graduation**

## **Industry slump**

In recent years, due to the financial storm, the rising credit card debt, there have been negative effects on the domestic economic boom.

Governmental monetary and fiscal policies have made it hard to achieve a multiplier effect to stimulate economic growth and reduce unemployment rates.

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億 **Hypothesis 3**

Does being an intern make it easier to find a job?



# Defining internship satisfaction

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## 德 **Internship satisfaction**

The closer the student's personal expectations and goals are to their actual internship experience, the higher is their perceived level of satisfaction with their learning activities.

## 德 **Related satisfaction of theory about internship**

Internship satisfaction includes learning satisfaction and job satisfaction, fostered by industry–university cooperation to help students learn to be proficient in both theory and practice in preparation for the real world.

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億 **Hypothesis 4**

Does high satisfaction in an internship experience translate to good job training and learning?



# CHAPTER 3

# METHODOLOGY

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# Participants

## 億 Basic information

Demographic variables			Demographic variables		
	No.	%		No.	%
<b>Gender</b>			<b>School location in Taiwan</b>		
Male	218	57.4%	Northern	84	22.1%
Female	162	42.6%	Central	30	7.9%
<b>Grade</b>			Southern	106	27.9%
Freshmen	17	4.5%	Eastern	9	2.4%
Sophomore	42	11.1%	Outlying islands	151	39.7%
Junior	107	28.2%			
Senior	214	56.3%			

# Instrumentation

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- Questionnaires were administered to 380 Taiwanese study participants.
- The questionnaire used a 5-point Likert Scale.
  - 1 = strongly agree;
  - 2 = agree;
  - 3 = neutral;
  - 4 = disagree;
  - 5 = strongly disagree.

# Validity and reliability

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Cronbach's Alpha	Number of items
<b>0.913</b>	<b>25</b>

億 The validity of the literature and questionnaire were based on the primary reference literature and practical experience taken from participant interview.

# Data collection procedures

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- 憇 The data were collected through both online and paper-pencil questionnaires.
- 憇 In total, 450 copies of the questionnaire were distributed, of which 380 were valid and 70 were invalid.
- 憇 The response rate was 84%.

# Data analysis

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億 The data from the survey were analyzed by using Statistical Package for the Social Sciences (SPSS).

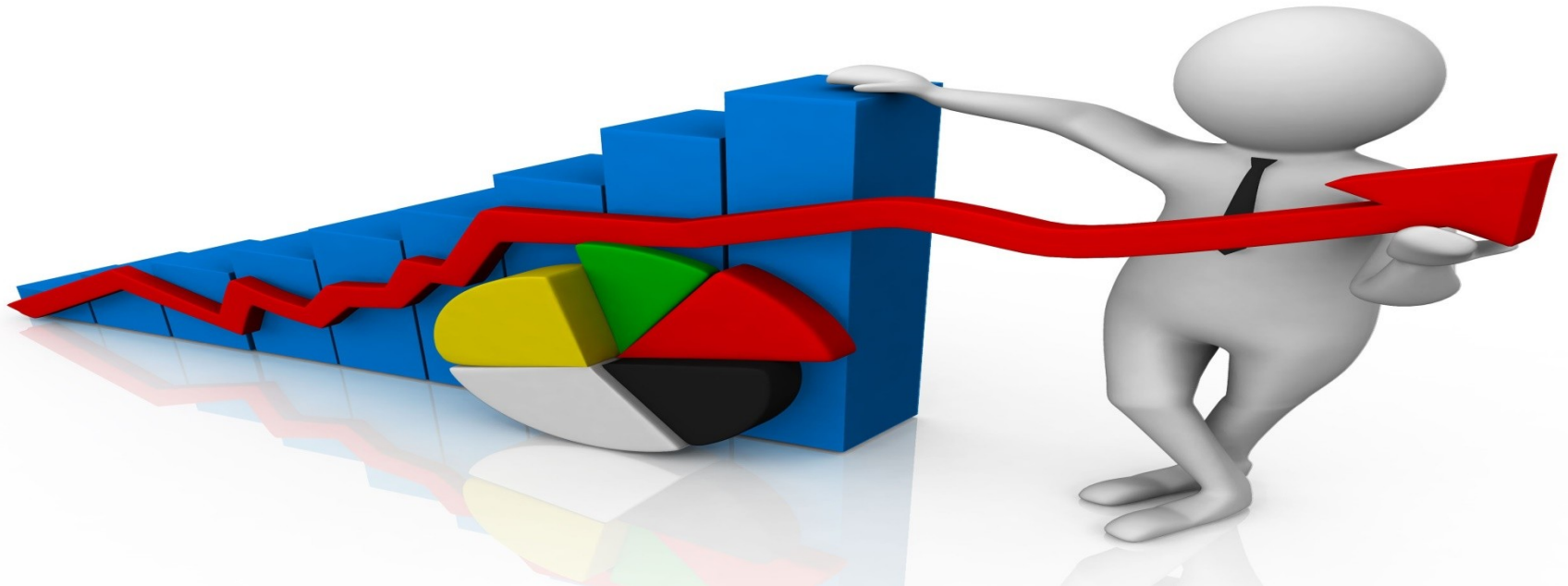




# CHAPTER 4

## RESULT

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# Questionnaire for gender of independent-samples $t$ test

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億 The questionnaire for gender used an independent-samples  $t$  test that was calculated comparing the mean score of males with the mean score of females. The tables demonstrate that the gender within the questionnaire was not significant. That is, equal number of males and females existed in all questions of the questionnaire.

# Intention of Internship for School's Location ANOVA

Items	F	Sig.
1. You look forward to have internship experience during college.	5.712	.000
2. If you have an internship opportunity, you are interested in participating.	5.083	.001
3. If you need to pursue an internship, you'll look for the ways to be an intern by yourself.	8.481	.000
4. If you need to pursue an internship, you prefer the way in a cooperate relationship between campus and company.	7.467	.000
5. If you have an opportunity to be an intern, you prefer to participate in a short-term internship (winter vacation or summer vacation).	6.833	.000
6. If you have an opportunity to be an intern, you prefer to participate in a long-term internship (six months or a year).	2.758	.028
7. The salary's range of internship will affect your willingness to be an intern.	4.043	.003
8. The location of being an intern and the distance between home and location will affect your willingness to do an internship.	8.000	.000

# Information of Internship for School's Location ANOVA

Items	F	Sig.
11. School should provide you the information of being an intern or advice for being an intern before internship.	4.017	.003
12. You think you understand the rights and obligations related to the internship.	3.083	.016
13. You think the content should practice what they have learned in school that you are related.	2.560	.038
14. You think the professional skills learned in school should help in the use of internships.	3.302	.011

# Relationship to the Extent of Help Provided in Acquiring an Internship with School's Location ANOVA

Items	F	Sig.
15. You think teachers should visit and care depending on the situation.	3.809	.005
18. You encourage your classmates to participate in off-campus internships.	2.402	.049
20. If the internships organizations want to hire you in the future, you go to serve it.	3.990	.003

# Satisfaction of Internship for School's Location ANOVA

Items	F	Sig.
21. Do you think internships organization hold vocational training and guidance can enhance the ability to work in the workplace?	9.639	.000
22. Do you think internship is beneficial to career development in the future?	9.193	.000
23. Are you satisfied with the environment of internship workplace?	16.853	.000
24. Are you satisfied with yourself-growth during the internships?	17.256	.000
25. Overall, are you satisfied with the off-campus internship?	16.565	.000

# Are the Study of Hypothesis establish or not?

Table shows that the Study of Hypothesis establish or not. All of that duo to  $p < .05$ , So hypothesis establish are all support.

The Study of Hypothesis	Confirmation of Hypothesis
<b>H1. Does a high intention of participating in an internship represent a strong determination to learn?</b>	Yes
<b>H2. Does internship of information and pipeline affect intention of internship of a college student?</b>	Yes
<b>H3. Does being an intern make it easier to</b>	Yes



# CHAPTER 5

# DISCUSSION





# Conclusions

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- 僣 Students in southern area and outlying island have more significant resistance of the desire to pursue internships.
- 僣 College students' intention of internship, information, obtaining employment, and satisfaction in Taiwan; the results of the four hypotheses are significant.

# Suggestions

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## 億 **Suggestion for future employment**

- 億 When schools set professional course, they should look through market research and feasibility studies, which can enhance the reasonableness in setting professional courses.
- 億 When students learn in school, they should not only learn theoretical knowledge but also try to acquire more practical experience.
- 億 The government should provide interrelated policies and create conditions for college students to start a business, such as taking credit without interest and other interrelated policies.

## 億 **Suggestions for future studies**

- 億 Following researchers can use hosting organizations as a starting point for future research.

THANKS  
FOR  
LISTENING

