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EMPLOYABILITY SKILLS DEVELOPMENT THROUGH INTERNSHIPS: A CROSS-STREAM COMPARISON OF SOCIAL SCIENCES AND SCIENCE & TECHNOLOGY

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Keywords	Abstract
Internship, Professional Skill Development, Career Preparedness, Challenges.	The researcher attempted to find out how internship experiences vary with reference to professional development, career preparedness, and challenges faced during internship across two academic disciplines of Social Science and Humanities Stream and Science and Technology Stream. The researchers used a descriptive research design and collected data from 105 interns using convenience sampling in Mumbai city. The researcher found that professional skill development due to internship was rated higher by Social Science and Humanities stream in comparison to Science and Technology Stream. Career Preparedness outcomes were rated higher by Social Science and Humanities stream in comparison to Science and Technology Stream. For the challenges faced, Social Science & Humanities Stream perceive the issue of not receiving a stipend and balancing academics and internship responsibilities as a greater concern compared to those in Science & Technology Stream. Furthermore, for challenges faced, both the streams reported similar levels of difficulty in finding a suitable internship, perceived mentorship and guidance issues similarly, perceived workload intensity similarly, and reported



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	comparable level of learning opportunities.
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1. INTRODUCTION

A critical component of higher education are internships that acts as a bridge between academic learning and real-world professional settings. Internships play an important role in making students career ready by improving their employability skills and helping in personal development. The influence of internships can vary across academic disciplines like Social Science and Humanities stream where no practical lab experiments are conducted and Science and Technology Stream where practical lab experiments are conducted. Hence, the researchers wanted to find out whether perceptions of internship experience differ from these two academic disciplines.

• Scope and Significance of Study

The scope of the study is restricted to interns who completed internships in two academic disciplines of Social Science and Humanities Stream and Science and Technology Stream in Mumbai city by finding out their perception towards development of professional skills, benefits, and challenges faced due to internships. The insights provided by this study will be useful to curriculum designers and policymakers in customizing internship programs that are impactful across different academic streams.

2. RESEARCH OBJECTIVE

To compare the influence of internship on professional skill development, career preparedness outcomes, and challenges faced during internships across Social Science and Humanities Stream and Science and Technology Stream

3. LITERATURE REVIEW

• Didi Pianda et al. (2024)

In the research study titled, “The impact of internship experience on the employability of vocational students: a bibliometric and systematic review,” emphasized that the primary priority for vocational students is employability. A conceptual framework related to employability and internship experiences was developed by the researchers. The researchers analyzed 23 articles using systematic review and bibliometric methods. Based on the thematic map, the topics developed were student satisfaction, internship programs, employers and experiential learning. The researchers concluded that their study will help various stakeholders in curriculum development and policy formulation to meet the needs of labor market.

• Stijn Baert et al. (2021)

In the research study titled, “Student internships and employment opportunities after graduation: A field experiment,” mentioned that over the past decades, internship during tertiary education have become common in most industrialised countries. The researchers found out how the probability of



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being invited for a job interview is being impacted due to intra-curricular internship experience. The researchers conducted a field experiment which was random in nature for estimating a causal relationship. The researchers sent 1248 resumes to real job openings. These resumes were fictitious but realistic. The researchers found that probability of being invited for a job interview was 12.6% higher on average for the applicants who had internship experience.

- **Zakaria et al. (2024)**

In the research study titled, “Examining the Nexus Between Internships and Employability: A Bibliometric Perspective,” did a bibliometric analysis by reviewing articles from Scopus database from the year 1975 to year 2024. The researchers mentioned that internship helps interns to develop communication skills, critical thinking, and teamwork skills and make them job ready. For employers, internship helps in cost saving due to the assistance from interns who are temporary staff. Furthermore, internship helps in recruiting full time prospective employees. The researchers mentioned hiring fresh graduates will promote industrial growth and economic development. The researchers concluded that their study will be useful to universities for development of curriculum and help in future recruitment planning to employers.

- **Janine Yeong et al. (2024)**

In the research study titled, “The Impact of Internships on Graduates’ Employability: Employers’ Insights,” mentioned that internship ensures smooth transition of interns into the workforce. The researchers mentioned that there is a belief that employers look for extensive internship experience from reputable organization while recruiting fresh graduates. The researchers conducted a survey from 208 organizations to challenge this belief. The researcher’s findings indicate that most of the employers don’t consider as a priority the number of internships completed by fresh graduates. Furthermore, the recruiting employers also don’t consider the profile of internship organization whether reputable or not reputable.

- **Arabhi S and Dr. Bharathi (2024)**

In the research study titled, “The Role of Onsite and Virtual Internships in Enhancing Employability among HR Graduates in Bangalore,” did a comparative study to find out the impact of virtual and onsite internship on the employability of Human Resource Graduate. The researchers surveyed 156 HR graduates who completed either virtual or online internships in Bangalore. The researchers found that employment capabilities were developed more in onsite internship in comparison to virtual internships. The researcher’s findings will help employers to develop programs for enriching skills among graduates who do internships.

- **Tushar H and Nanta S (2023)**

In the research study titled, “Global employability skills in the 21st century workplace: A semi-systematic literature review,” identified relevant employability skills that recent graduates should possess according to employers. The researchers reviewed research articles from last 30 years and government reports published in English. The researchers found that over the last 30 years, willingness to learn, teamwork, adaptability, and problem solving are the most commonly reported



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skills. The researcher found a mismatch between graduates' possessed skill and employer's skill expectation. The researchers concluded by mentioning that their study will help educators to prepare students for modern workplace.

- **Sandeep P and Arjita J (2019)**

In the research study titled, "Employability Skills-A Study on the Perception of Management & Technology Graduates and Employers in Mumbai," did a comparative study to find whether there is a gap between industry expectations and curriculum of management and technology streams. The researchers found out the level of employability skills from technology and management graduates through a questionnaire. Furthermore, employer's skill expectation regarding graduates was also found through a questionnaire. The findings of researcher's study indicated that there is a perception gap between employers and graduates regarding employability skills.

Based on the literature review, it was found that no study has been carried in Mumbai city which finds out the influence of internship on professional skill development, career preparedness outcomes, and challenges faced during internships for Social Science and Humanities Stream and Science and Technology Stream.

4. RESEARCH METHODOLOGY

The research design was descriptive in nature. The researchers collected data from interns who completed their internship from Social Science and Humanities Stream and Science and Technology Streams through Microsoft Forms. The researcher used convenience sampling to collect data from 105 respondents. 58 respondents belonged to Social Science and Humanities Stream and 47 members belonged to Science and Technology Stream. The questionnaire consisted of demographic and Likert Scale questions on a 5-point scale, where strongly disagree equals 1 and strongly agree equals 5. The period of data collection was February 2025.

Data Analysis

The demographic profile of the respondents were 43 male and 62 female. 58 respondents belonged to Social Science and Humanities Stream and 47 members belonged to Science and Technology Stream.

The researcher checked normality of data using One-Sample Kolmogorov-Smirnov Test as seen in Table 1. The researcher found that data was non-normally distributed because the p-value was less than 0.05 in all the cases as seen in Table 1.

Table 1 One-Sample Kolmogorov-Smirnov Test

	Normal Parameters ^{a,b}		Most Extreme Differences			Test Statistic	Asymp. Sig. (2-tailed)
	Mean	Std. Deviation	Absolute	Positive	Negative		
Develop Technical skills relevant to your field	3.70	0.681	0.263	0.256	-0.263	0.263	.000 ^c
Develop Communication skills	3.74	0.747	0.278	0.278	-0.197	0.278	.000 ^c



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Develop Teamwork and collaboration	3.73	0.737	0.278	0.278	-0.203	0.278	.000 ^c
Develop Problem-solving and critical thinking	3.69	0.738	0.281	0.281	-0.208	0.281	.000 ^c
Gained Industry knowledge and practical exposure	3.72	0.803	0.264	0.264	-0.187	0.264	.000 ^c
Became Confidence in professional settings	3.62	0.777	0.311	0.311	-0.194	0.311	.000 ^c
My internship enhanced my employability prospects	3.72	0.727	0.278	0.278	-0.210	0.278	.000 ^c
I built a professional network through my internship	3.66	0.732	0.311	0.311	-0.185	0.311	.000 ^c
I secured a job or received a job offer due to my internship experience.	3.55	0.832	0.280	0.280	-0.215	0.280	.000 ^c
The skills gained during my internship are useful for my career	3.69	0.764	0.292	0.292	-0.184	0.292	.000 ^c
My internship experience aligned with my career aspirations.	3.75	0.744	0.273	0.273	-0.202	0.273	.000 ^c
I feel more prepared for the job market after my internship(s).	3.71	0.675	0.264	0.264	-0.254	0.264	.000 ^c
Difficulty in finding a suitable internship	3.50	0.786	0.288	0.288	-0.226	0.288	.000 ^c
Lack of mentorship and guidance	3.41	0.716	0.326	0.326	-0.227	0.326	.000 ^c
Low or no stipend for work done	3.47	0.809	0.289	0.289	-0.215	0.289	.000 ^c
Long working hours or excessive workload	3.47	0.797	0.283	0.283	-0.213	0.283	.000 ^c
Limited learning opportunities	3.29	0.840	0.253	0.252	-0.253	0.253	.000 ^c
Difficulty in balancing academics and internship responsibilities	3.42	0.744	0.304	0.304	-0.229	0.304	.000 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Primary Data

Following were the hypotheses framed by the researcher

1st Hypothesis (Professional Skill Development)

H0: There is no significant difference in mean rank between Social Science and Humanities Stream and Science and Technology Stream regarding developing technical skills, communication skills, teamwork and collaboration, problem solving and critical thinking, industry knowledge and practical exposure, confidence, employability prospects, and professional network.

H1: There is significant difference in mean rank between Social Science and Humanities Stream and Science and Technology Stream regarding developing technical skills, communication skills,



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teamwork and collaboration, problem solving and critical thinking, industry knowledge and practical exposure, confidence, employability prospects, and professional network.

2nd Hypothesis (Career Preparedness Outcome)

H0: There is no significant difference in mean rank between Social Science and Humanities Stream and Science and Technology Stream regarding securing a job or receiving a job offer, usefulness of skill gained during internship, aligning of internship with career aspirations, and feeling more prepared for job market.

H1: There is significant difference in mean rank between Social Science and Humanities Stream and Science and Technology Stream regarding securing a job or receiving a job offer, usefulness of skill gained during internship, aligning of internship with career aspirations, and feeling more prepared for job market.

3rd Hypothesis (Challenges faced)

H0: There is no significant difference in mean rank between Social Science and Humanities Stream and Science and Technology Stream regarding difficulty in finding a suitable internship, lack of mentorship and guidance, low or no stipend for work done, long working hours or excessive workload, limited learning opportunities, and difficulty in balancing academics and internship responsibilities.

H1: There is significant difference in mean rank between Social Science and Humanities Stream and Science and Technology Stream regarding difficulty in finding a suitable internship, lack of mentorship and guidance, low or no stipend for work done, long working hours or excessive workload, limited learning opportunities, and difficulty in balancing academics and internship responsibilities.

The researchers tested the above hypothesis using Mann Whitney U Test as the data was not normally distributed. The results for hypothesis testing are shown in Table 2

Table 2: Testing of Hypothesis

Field of Study		Mean Rank	Sum of Ranks	Mann-Whitney U	Asymp. Sig. (2-tailed)	Decision
Develop Technical skills relevant to your field	Social Science & Humanities	58.50	3393.00	1044	0.024	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	46.21	2172.00			
Develop Communication skills	Social Science & Humanities	58.28	3380.50	1056.5	0.033	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	46.48	2184.50			
Develop Teamwork and collaboration	Social Science & Humanities	62.36	3617.00	820	0.000	Reject Null Hypothesis since p-



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	Science & Technology	41.45	1948.00			value is less than 0.05
Develop Problem-solving and critical thinking	Social Science & Humanities	58.06	3367.50	1069.5	0.040	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	46.76	2197.50			
Gained Industry knowledge and practical exposure	Social Science & Humanities	59.11	3428.50	1008.5	0.014	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	45.46	2136.50			
Became Confidence in professional settings	Social Science & Humanities	59.17	3432.00	1005	0.012	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	45.38	2133.00			
My internship enhanced my employability prospects	Social Science & Humanities	60.21	3492.00	945	0.003	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	44.11	2073.00			
I built a professional network through my internship	Social Science & Humanities	61.91	3590.50	846.5	0.000	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	42.01	1974.50			
I secured a job or received a job offer due to my internship experience.	Social Science & Humanities	59.03	3423.50	1013.5	0.014	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	45.56	2141.50			
The skills gained during my internship are useful for my career	Social Science & Humanities	59.16	3431.50	1005.5	0.012	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	45.39	2133.50			
My internship experience aligned with my career aspirations.	Social Science & Humanities	59.38	3444.00	993	0.010	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	45.13	2121.00			
I feel more prepared for the job market after my internship(s).	Social Science & Humanities	59.86	3472.00	965	0.005	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	44.53	2093.00			



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Difficulty in finding a suitable internship	Social Science & Humanities	56.32	3266.50	1170.5	0.171	Fail to reject Null Hypothesis since p-value greater than 0.05
Lack of mentorship and guidance	Social Science & Humanities	55.58	3223.50	1213.5	0.281	Fail to reject Null Hypothesis since p-value greater than 0.05
	Science & Technology	49.82	2341.50			
Low or no stipend for work done	Social Science & Humanities	58.38	3386.00	1051	0.028	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	46.36	2179.00			
Long working hours or excessive workload	Social Science & Humanities	56.11	3254.50	1182.5	0.204	Fail to reject Null Hypothesis since p-value greater than 0.05
Limited learning opportunities	Social Science & Humanities	54.84	3180.50	1256.5	0.453	Fail to reject Null Hypothesis since p-value greater than 0.05
	Science & Technology	50.73	2384.50			
Difficulty in balancing academics and internship responsibilities	Social Science & Humanities	59.26	3437.00	1000	0.009	Reject Null Hypothesis since p-value is less than 0.05
	Science & Technology	45.28	2128.00			

Source: Primary Data

For Hypothesis 1 (Professional Skill Development): Social Science & Humanities Stream rated developing technical skills, communication skills, teamwork and collaboration, problem solving and critical thinking, industry knowledge and practical experience, confidence, employability prospects, and professional network higher than those from Science and Technology Stream due to internship

For Hypothesis 2 (Career Preparedness Outcome): Social Science & Humanities Stream rated securing a job or receiving a job offer, usefulness of skill gained during internship, aligning of internship with career aspirations, and feeling more prepared for job market higher than those from Science and Technology Stream due to internship

For Hypothesis 3 (Challenges faced): Social Science & Humanities Stream perceive the issue of not receiving a stipend and balancing academics and internship responsibilities as a greater concern compared to those in Science & Technology Stream. Both the streams reported similar levels of difficulty in finding a suitable internship, perceived mentorship and guidance issues similarly, perceived workload intensity similarly, and reported comparable level of learning opportunities.



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5. SUMMARY, CONCLUSION, AND RECOMMENDATION

The influence of internships varied across academic disciplines such as Social Science and Humanities stream and Science and Technology Stream. Professional skill development due to internship was rated higher by Social Science and Humanities stream in comparison to Science and Technology Stream. Career Preparedness outcomes were rated higher by Social Science and Humanities stream in comparison to Science and Technology Stream. For the challenges faced, Social Science & Humanities Stream perceive the issue of not receiving a stipend and balancing academics and internship responsibilities as a greater concern compared to those in Science & Technology Stream. Furthermore, for challenges faced, both the streams reported similar levels of difficulty in finding a suitable internship, perceived mentorship and guidance issues similarly, perceived workload intensity similarly, and reported comparable level of learning opportunities. The researcher recommended that internships should be customized based on the requirement of specific streams. For instance, more real-world technical application for science and technology interns and critical thinking, communication, and networking opportunities for social science and humanities stream. With reference to career preparedness outcome, for science and technology students, workshops and mentorships on career alignment can help them link internship experience to future job roles effectively. As interns reported low or no stipends, policymakers should advocate fair compensation for internships.

6. LIMITATION OF STUDY AND FURTHER RESEARCH

The size of the sample is small compared to the population. The study is restricted to internship experiences of only two academic streams, namely Social Science and Humanities Stream and Science and Technology Stream with reference to professional development, career preparedness outcome, and challenges faced during internships in Mumbai City. Further research can be carried outside Mumbai City for finding out how internships are contributing to professional development, career preparedness, and what are the challenges faced during internships.

7. AUTHOR(S) CONTRIBUTION

The writers affirm that they have no connections to, or engagement with, any group or body that provides financial or non-financial assistance for the topics or resources covered in this manuscript.

8. CONFLICTS OF INTEREST

The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

9. PLAGIARISM POLICY

All authors declare that any kind of violation of plagiarism, copyright and ethical matters will take care by all authors. Journal and editors are not liable for aforesaid matters.

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