

IMPACT OF NATIONAL INTERNSHIP PROGRAM ON THE FRESH GRADUATE STUDENTS OF KARACHI REGION

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Abstract

Governments and private institutions give internship opportunities to fresh graduates for the purpose of training and enhancement of skills. National Internship Program is first of such types of national level internships provided by the government of Pakistan. This study was designed to investigate its impact on fresh graduates of Karachi-Pakistan. Five hypotheses were formulated in order to know the relation of NIP on the educational qualification, gender, nature of job, and confidence. A questionnaire was constructed consisting of thirty three items. A sample of 105 fresh graduate interns (male=31, female=74) of NIP were selected by random sampling technique through the list provided on the official website (NIP, 2012). The interns were approached in the institutions where they were placed by NIP. After the collection of data, statistical analysis was conducted that included descriptive statistics and inferential statistics. It revealed that four hypotheses were accepted and one was not accepted. The results indicate that NIP is related to educational qualification, nature of Job, gender and level of confidence. It also revealed that NIP is not related to age. Recommendations for the betterment in the NIP are also suggested.

Keywords: internship, youth, skill development, training, job satisfaction, motivation, career development, confidence

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Introduction

Today Pakistan is facing a number of problems. Unemployment stands out as one of the biggest problems of Pakistan along with the increase in the population. We can see a great number of people in Pakistan searching for employment. After completing their graduations because of the lack of proper career guidance, the youth are facing a lot of trouble.

There is no exact data on the subject, but some scattered figures that show that reality of joblessness is quite concealed by the combined family structure where every person is supported out of a common pool of earnings. In Pakistan there are three major types of unemployment that are, industrial/service sector unemployment, agricultural unemployment, and unemployment among the uneducated people.

Internship Program in Pakistan

National Internship Program was designed for the benefit of young unemployed postgraduates and graduates of the country, those who have done sixteen years of education from recognized universities. The aim of this program was intended to provide financial relief to fresh graduates and also to keep them busy and interested in obtaining additional knowledge and real job experience, in that way facilitating their employability in the state. This program also provided compensation to the government organizations that have lack of officials in different cadres

Literature Review

The present study is based on NIP which was initiated by the government of Pakistan in 2007 and is discontinued from major urban areas of Pakistan and is still continued in Azad Jammu and Kashmir, FANA, few areas of Khyber Pakhtunkhwa and Baluchistan. Because this topic is new and no significant direct research has been done on internships and its impacts, the researcher has included various theories and researches based on job satisfaction, motivation, employment, unemployment, self-actualization, industry, entry ports, career, and relationship of work with gender, age, education and social class in following pages.

Hodson and Sullivan (1990) American government's definition of employment, employed people in the labor force are those who in the preceding week are at 1) job at least single hour for profit or pay, 2) at least fifteen hours employment without pay in a family unit trade, or 3) where temporarily not working because of illness, vacation, or similar reasons.

Miller (1980) argues that, a collection of jobs related activities constituting a single economic role that directed toward making a living are called occupation. In other words it refers to the type of work some one does. Perhaps the simplest occupational classification is the white collar-blue collar division. This classification is so simple that by now it is somewhat misleading. Blue collar mostly factory and craft workers once did only manual workers white collar workers office workers and most professionals had clean working conditions that made it possible for them to were white. They are

traditionally paid more than blue collar workers, but today a factory or craft worker may earn more than a clerical worker or a sales clerk (Miller et al., 1980; Cain, 1981).

Mortimer (1986) Career: the life cycle refers to a verity of events that occur within one's life. Events dealing with work, family – related events, and other age-graded events are important in the life-cycle perspective. When sociologist speaks of career, however, they are referring specifically to the sequence of events within a person's work history. The nature of a career appears to affect the worker's personality. Work that remains challenging and entrusting stimulates workers and keeps them mentally flexible and optimistic. Some important elements of the challenge appear to be a variety of things to do, some choices about when and how to perform tasks, and some complexity or conceptual difficulty to the task .the task do not need to be physically demanded or hard to do, but they do need to present new opportunities for learning and problem solving .autonomy is perhaps the most significant job characteristics in promoting the healthy functioning of the worker (Mortimer et al., 1986)

Holland (1973) argued that:

People can function and develop best and find job satisfaction in work environments that are compatible with their personalities. (ICDM, 1991, p. 4-4)

Holland uses many different assumptions to build his theory of personality types on. He argues that most of the people like to prefer a job that reflects their personalities. For the reason that certain careers catch the attention of people, this personality is then reflected by the environment. He categorized these personality types and work environments into six types which he labeled investigative, realistic, artistic, enterprising, social and conventional (often referred to by the acronym RIASEC). In his theory he says that job satisfaction is highly dependent on the match of personality and the job.

Holland's theory places emphasis on the accuracy of self-knowledge and career information necessary for career decision making. (Zunker, 1994, p.49).

In Socioeconomic Theory, Sociologists and economists worked on thorough descriptions of how a person's characteristics, values, and entire human and profession progress are affected by the one's cultural and family background, socio-economic conditions and other factors someone has no control on.

This perspective of studying career development argues that a lot of people go after the way of least confrontation in development their career by just availing the job opportunities happen to come their way.

According to Sullivan (1985) there is a co-relation between Age skills and experience, and for this basis young and inexperienced employees are most probable to be recruited for marginal jobs. Some observers believe that it is an advantage for youngsters and many farm labor and service jobs required little training, because these jobs are then available to provide job experience to youngsters.

Mutchler (1985) says that Women who traditionally being more expected to be involuntary part-time employees and to be among the working poor (Sullivan & Mutchler, 1985). Constraints unrelated to the job market, such as family responsibilities may influence women workers to take temporary or part-time jobs.

Educational Level Workers' education and skills are highly co-related with their annual earning, in 1984, a full time worker who has not completed elementary school could expect to earn 17000\$ compared with 35000\$ for the college graduate (Levitan & Sharpiro, 1987).

In addition, the earning gap between school leavers and school finishers has been increasing sharply. And there is still large number of workers those educational levels is probably too low for them to compete for good jobs. Youth from lower middle class and working class are three times more likely than youths from families of higher income to drop out of studies (Levitan & Sharpiro, 1987).

According to Birch, (1981): Entry ports In contrast with the dead end jobs, some entry level jobs are called "Entry Ports" because they offer the workers possibility for training, gather responsibility, and improve pay and fringe benefits, and promotion. Entry ports are usually filled thru formalized personal procedures.

Many of the jobs have well established minimum criteria for hiring. Recruiting and screening are done carefully to ensure that the best available workers are hired. The employer may pay particular attention to education, including degrees earned, the quality of school, and any additional certificates or license held. Employers usually pay attention to previous work experience, though for true entry ports they are likely to look favorably on part time jobs, summer jobs, and volunteer work.

The conditions of work also differ. Entry ports usually require at least an orientation period (if not a training program) they introduce a new worker to the company policies and regulations. There is likely to be a well-defined job description. Many entry ports have a probationary period, during which a worker is carefully watched and evaluated.

It is usually easy to dismiss a probationary worker, but afterwards the workers are likely to be protected by a job-security arrangement and also by formal procedures that prescribe how they may be disciplined. The entry port usually pays more than minimum wage and provides some fringe benefits. Commonly, there is provision for regular reviews of performance and salary.

Sometimes entry ports offer low internal pay, although above minimum wage. One reason for relatively low pay, according to economists, is that the workers are essentially subsidizing their own on-the-job training, but their eventual promotions within the firm will compensate them for their low starting salaries. The more distinguishing characteristics of an entry port is that it makes the worker eligible to compete for advancement within the firm. The positions to which one can be promoted are the rungs of what is called the job ladder.

It is clear that most entry-level workers who are ready to for permanent jobs would prefer an entry port to a dead-end job. Entry ports also have some advantages for

employers, for they attract high quality workers and provide them inducements to stay in the firm. But employers must also invest more training and compensation in their workers in entry ports, a disadvantage for at least some employers (Birch, 1981). It is not clear how many entry level jobs will be entry ports and how many will be dead-end jobs.

Many sociologists believe that the relative proportion of entry ports to dead-end jobs depends on issues of economic structure that are beyond the control of individual workers and even beyond the control of some employers. In the most abstract terms these issues revolve around the conditions of economic competition and level of demand. In the fiercely competitive industry, job that would usually be entry ports may appear too expensive to maintain for entry level workers.

Similarly, if demand fluctuates seasonally or with the business cycle, employers may want the flexibility to hire or fire entry level workers quickly. At a more concrete level the characteristics of the employing firm affect the likelihood that entry ports will be created. A large, well-capitalized firm is better buffered against competition or the fluctuations in demand, and its managers may view entry ports as both desirable and affordable. By contrast, small, struggling firms may create only part time or seasonal jobs. Industry refers to any branch of economic activity is devoted to the production of a good or service. The industrial process helps to determine which occupations within the industry are specifically what hazards workers face on the job, what skills are needed for employment. How much retaining is needed within an industry, and so on finally, the economic consequences of industrial location are important to work (Hodson & Sullivan, 1990) By job satisfaction the researcher mean outline attitude that people experience about their jobs.

It is the outcome of tasks they are responsible of on their jobs, the characteristics of the organization in which they work, and difference in needs and values varying from person to person. The character and meaning of work in modern society have long provided a force for social research and social philosophy. The researcher has discussed different theories about job satisfaction following. Work motivation is said to be the basic ingredient in assessment of employee's work performance in industrial organizational psychology.

An employee who is genuinely motivated towards his work is more likely to perform better and knows the environmental forces in play (Baron, 1993; Greenberg, 1993). "Motivational Forces" are considered to be the key factor in evaluating employee's accomplishments and productivity in Contemporary theorists' perspective (Halloran, 1986).

Motivation has always been a topic of great importance for different school of thoughts. According to behavioral point of view incentives can act as positive or negative stimuli or events that motivate a person's behavior. In addition external factors are also key factors in determining a person's motivation (Bandura & Jordan, 1995).

Socio Economic Theory

In Socioeconomic Theory, Sociologists and economists worked on thorough descriptions of how a person's characteristics, values, and entire human and profession progress are affected by the one's cultural and family background, socio-economic conditions and other factors someone has no control on.

This perspective of studying career development argues that a lot of people go after the way of least confrontation in development their career by just availing the job opportunities happen to come their way.

Super (1957) and other theorists identify the transformation that people go through as they grow. Social and economic factors, physical and psychological capabilities, personal individuality and the opportunities people comprise, conclude individual's career patterns.

Job satisfaction is sought when a person applies and utilizes his self-concept. Maturity in Career is a main idea in Super's theory and is obvious in the successful conclusion of age and stage developmental works throughout the life span. (Super, 1957/ 1990)

Self-concept is a fundamental feature of Super's model:

Vocational self-concept develops through physical and mental growth, observations of work, identification with working adults, general environment, and general experiences....As experiences become broader in relation to awareness of world of work, the more sophisticated vocational self-concept is formed. (Zunker, 1994, p.30).

Internships provide the opportunity for skill-development for the youth and in turn it serves as a tool of economic empowerment. And economic empowerment serves as a catalyst for both personal and collective self-concept of people and nation in general.

Justification of the Study

This is the first time in history of Pakistan that any government has introduced such internship program for educated youth of the country. Keeping in mind that unemployment is one of the biggest problems faced by Pakistani youth; the study will be limited to determine the effect of the program on the educated youth residing in Karachi. The study will provide the future researcher an opportunity to know the impact of the program and will help suggest better ways to eliminate unemployment from the country.

The focus of this study is youth of Pakistan and the problem of unemployment this youth is facing, this study specifically focused on national internship program initiated by the government of Pakistan as the part of national youth policy.

This research will look into the effects of this program on employability, income, impact on personality, motivation towards studies, standard of living, and enhancement of professional abilities on fresh graduates of Karachi

Purpose of Study

This study specifically focuses on the relationship between National Internship Program and its impact on youth, which will help to determine the impact of National Internship Program on employment of youth.

Hypotheses

1. Level of satisfaction with internship is likely to be related with age of Internees.
2. Opinion about impact of National Internship Program is likely to be related with educational qualification of Internees.
3. Opinion about impact of National Internship Program is likely to be related with Nature of Job of Internees.
4. Level of satisfaction with National Internship Program is likely to be related with gender of internee.
5. Opinion about impact of National Internship Program on confidence is likely to be related with cultural background of internees.

Research Methodology

This study was designed to know the phenomena through both the quantitative and qualitative route. Survey type design was utilized for the understanding of the relationship of research variables.

Universe

The universe for this study was the interns of National Internship Program (NIP) that started in 2007. Two batches of NIP i.e. 2010 and 2011 were selected for this study. The total population of these batches was 750. Out of which 226 were male (approximately 30%) and 524 were female (approximately 70%).

Sample

For this study a randomly drawn sample of 105 was selected with the following strategy. Out of the male population of 226 every 7th respondent was randomly selected with regular interval i.e. $226/31 = 7.29$ or simply every 7th (fraction being less than 50%). Similarly from the female population of 524 a sample of 71 respondents was selected with the same regular interval of 7th. ($524/71 = 7.38$) respondents randomly of age group between 21-25 years (as most fresh post graduate in Pakistan fall in this age group) were from the internship placement institutions of Karachi-Pakistan.

Tool for data collection: 33 item survey questionnaire

A questionnaire was developed consisting of thirty three (33) queries. Initial six questions inquired the demographic information while the remaining questions were

related to the hypotheses. Questions were answered through rating on three responses categories i.e. yes, no and to some extent.

Procedure

Interns were approached in the placement institutions (i.e. hospitals, universities, colleges, and other government institutions). The participants were asked for consent. If they consented then the research survey was administered. The participants were given the questionnaires and asked to answer the statements according to the 3 response categories/ scale (i.e. yes, no, and to some extent) as to what degree the questions were applicable to them.

Coding and Statistical Analysis

The responses were analyzed by first tabulating them in the data sheets. For the analysis of data and hypothesis testing Statistical Package for Social Sciences (SPSS) was used. Relationship was calculated for the given constructs (i.e. to Chi-square test) and significant difference between mean were also calculated through t-test.

Ethical consideration

The participants were given the opportunity to stop participating in the study at any time. They were assured that they have complete right to withdraw their data even at the end of research and the data obtained from the participants will be kept confidential, with no name being highlighted in the research.

Results

Table 1

Age * Level of satisfaction								
			Level of satisfaction			Total	Chi Square	P value
			H	L	M			
Age	21–23	Count	17	7	17	41	0.386	0.832
		Percentage	37.8%	35.0%	42.5%	39.0%		
	24– 25	Count	28	13	23	64		
		Percentage	62.2%	65.0%	57.5%	61.0%		
Total		Count	45	20	40	105		
		Percentage	100.0%	100.0%	100.0%	100.0%		

The calculated value of chi-square is 0.386 and degree of freedom is 0.05. The table value is 0.832. Therefore the hypothesis is not accepted and H_0 is accepted.

Table 2

Educational Qualification * Opinion about the Impact of NIP								
			Opinion about Impact of NIP			Total	Chi Square	p value
			Yes	No	T.S. E			
E. Q	M.A	Count	16	3	22	41	22.61	0.001
		Percentage	35.6%	15.0%	55.0%	39.0%		
	M.Sc	Count	23	7	11	41		
		Percentage	51.1%	35.0%	27.5%	39.0%		
	B.E	Count	2	8	4	14		
		Percentage	4.4%	40.0%	10.0%	13.3%		
	Others	Count	4	2	3	9		
		Percentage	8.9%	10.0%	7.5%	8.6%		
Total		Count	45	20	40	105		
		Percentage	100.0%	100.0%	100.0%	100.0%		

Opinion about impact of National Internship Program is likely to be related with educational qualification of fresh graduates of Karachi region. The p-value of chi-square test is significant at 1%.

Table 3

Nature of Job * Opinion about the impact of NIP								
			Opinion about impact of NIP			Total	Chi Square	p value
			Yes	No	T. S. E			
Nature of Job	Teaching	Count	25	2	9	36	31.817	0.000
		Percentage	55.6%	10.0%	22.5%	34.3%		
	Office	Count	8	2	17	27		
		Percentage	17.8%	10.0%	42.5%	25.7%		
	Field	Count	11	10	9	30		
		Percentage	24.4%	50.0%	22.5%	28.6%		
	Other	Count	1	6	5	12		
		Percentage	2.2%	30.0%	12.5%	11.4%		
Total		Count	45	20	40	105		
		Percentage	100.0%	100.0%	100.0%	100.0%		

Opinion about impact of National Internship Program is likely to be related with Nature of Job of Internees. The p-value of chi-square test is significant at 1%. Teachers are more satisfied with National Internship Program as compare to Official Staff and Field Worker.

Table 4

Gender * satisfaction with internship								
			satisfied with internship			Total	Chi Square	p value
			High	Low	Moderate			
Gender	Male	Count	8	9	14	31	5.863	0.053
		Percentage	17.8%	45.0%	35.0%	29.5%		
	Female	Count	37	11	26	74		
		Percentage	82.2%	55.0%	65.0%	70.5%		
Total		Count	45	20	40	105		
		Percentage	100.0%	100.0%	100.0%	100.0%		

The calculated value of chi-square is 5.863 and degree of freedom is 0.05. The table value is 0.053. Therefore the hypothesis is accepted and H_0 is rejected. Female respondents were found more satisfied as compared to males. Satisfaction with National Internship Program is likely to be related with the gender of youth.

Table 5

Cultural Background * Opinion about confidence								
			Confidence level			Total	Chi Square	p value
			H	L	M			
C. B	Urdu	Count	34	14	28	76	6.377	0.173
		Percentage	75.6%	70.0%	70.0%	72.4%		
	Sindhi	Count	6	1	9	16		
		Percentage	13.3%	5.0%	22.5%	15.2%		
	Others	Count	5	5	3	13		
		Percentage	11.1%	25.0%	7.5%	12.4%		
Total		Count	45	20	40	105		
		Percentage	100.0%	100.0%	100.0%	100.0%		

According to findings Cultural background is related with opinion of confidence due to National Internship Program. Opinion about confidence level is different among all the cultural groups.

Findings

- The data was collected from 105 internees of NIP.
- 70.5% respondents were females and of 24-25 years of age.
- Majority of respondents were working in their field of graduation.
- 36% internees were placed in government colleges 18% in universities 18% in hospitals and 27 % were placed in different government organizations.

- 67% belongs from middle income class.
- They were able to underneath their family and saving some money for higher education.
- NIP gave a positive impact on their confidence and life style.
- 42% of internees who have gone through NIP were highly satisfied with the program 38% moderate and 19% were not satisfied.

Conclusion

In present research the researcher aimed to find the impact of NIP on the fresh graduates of Karachi. Responses from a sample of 105 internees of public institution under the NIP were received. A questionnaire was devised and used as a tool of research with 33 questions.

On the basis of the responses received the researcher found, with regard to the impact of the program that graduates who have gone through NIP are satisfied with present status in their careers, most of them are motivated to go for higher education and are saving money from their stipend to go for the purpose, the program has also enabled the youth to participate in financially supporting their families and to play their part in getting better lifestyle and socio-economic status. This program also has a positive impact on the personalities and confidence of the youth participating in the program. This study also found that there is no significant relationship between age of Internees and level of satisfaction with NIP.

Recommendations

The NIP has created entry ports for the youth, hence, this program has not only a lasting impact on the personalities, satisfaction and motivation of youth but also has its effects on the families and society because it save the energy of youth usually drained due to job hunts at start of their career by working as a bridge between the youth and their future employers.

This program has also worked as a motivator for the youth to go for higher studies and to play their parts as active member of the family and the society. From the results of this study the researcher recommends that the NIP should be restarted both for fresh graduates of urban areas as well as rural areas of Pakistan.

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