

Impact of Internship Training on Employee Performance

S.A Liyanage¹ and M.A.M Hussain Ali²

^{1,2} *Department of Management*
Faculty of Management and Commerce, South Eastern University of Sri Lanka.

¹*sureshaasanji1996@gmail.com*, ²*hussainm@seu.ac.lk*

ABSTRACT

Purpose: The major purpose of the study is to analyze the impact of internship training for management undergraduates on employee performance

Design/methodology/approach: Primary data was collected from the management graduates that passed out from state universities between 2010 – 2018. The study collected data from the 165 respondents according to the random sampling method. A questionnaire survey was conducted during a two-month period. The level of measuring variables was interval and the relevant statistical techniques for these measures were univariate analysis and bivariate analysis.

Findings: Internship training for undergraduates has a significant positive relationship with employee performance. In addition, the study found the technical and professional skills gained from internship training have more influence on job performance.

Practical implications: Undergraduates should more focus on their internships to develop their skills and state universities and the other higher education institutions need to focus to send their undergraduates for internship training program compulsorily.

Originality value: This study offers new insights on the relationship of internship training of undergraduates of state universities to employee performance.

Keywords: *Internship Training, Employee Performance, Undergraduates, State Universities.*