



**Impact of the internship training of management  
undergraduates on the job performance  
(With Special Reference to Government Universities)**

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## ABSTRACT

Industrial internship is an important part of an academic curriculum in higher education institutions in Sri Lanka. Within the internship training students can apply their theoretical knowledge practically. Employee's job performance can be defined as in terms of quantity and quality expected from each employee. Job performance of the employee is vital factor of the organization success. The purpose of this research is to assess the impact of the internship training of Management undergraduates on the job performance. After the comprehensive literature review, researcher used a standard questionnaire regarding the internship training and the job performance to collect primary data from the management graduates that passed out from the government universities in 2010 – 2018. The study collected data from the 165 respondents according to the snowball sampling method. SPSS software used to analyze to collected data and data analyzed by using simple and multiple regression analysis. Descriptive statistics used to carry out the demographic factors. Finally, the research finding was discussed. According to the analysis of data the current study is interpreted that there is a significant positive impact of the Internship training of management undergraduates on the job performance. From the analysis study also identify the technical and professional skills gaining from internship training have more influence on job performance. Therefore, undergraduates should more focus on their internships and also to develop their skills, and the higher education institutions also focus their practical training programs also. Because this internship training has positive significant impact on job performance. And those studies Furthermore, this study would help to academic students also. So finally research findings would be a greater advantage for the future researchers.

**Key Words:** *Internship Training, Job Performance*