

Bridging Education and Employment: How Internships Influence Hospitality Recruitment

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Abstract

Industrial training is a crucial part of hotel management education in India, helping students advance their technical proficiency in the four main operational divisions of a hotel. The purpose of this study is to examine the importance and pressing demand for industrial training programs for hotel management undergraduates. With an emphasis on organized, purposeful, monitored, and useful orientation, the study aims to highlight the transformational effects of these programs on students who have finished their time working in the field. The study also looks for possible discrepancies between industrial demands and academic curricula. This study offers a thorough analysis of the essential components influencing the effectiveness of these programs, validating the findings with questions aimed at hotel employees and students from various universities who have completed industrial training. Throughout the course, emphasis is placed on the value of practical knowledge in creating a thorough understanding of hospitality management. The findings presented here reflect the perspectives of those who have experienced industrial training firsthand, shedding light on the nuanced aspects that define the mutually reinforcing link between classroom education and real-world application.

Keywords: Hotel Management, Industrial Training, Practical Knowledge, Importance of Training, Employability, Hospitality Industry.

Introduction

Employers now value practical skills and industry-specific knowledge more than ever in the hospitality sector, which has seen a paradigm shift in hiring procedures in recent years. Because of this, internships become an essential part of a student's academic path, providing a rare chance to put classroom concepts into practice. This essay aims to investigate the various ways that internships affect students' employability in the hospitality sector, looking at the ways in which these hands-on learning experiences enhance professional networking, skill development, and general career readiness.

In addition to giving students a chance to hone their technical abilities, internships introduce them to the subtleties of problem-solving, teamwork, and customer service—skills that are crucial in the hospitality industry. Students develop a practical aptitude that goes beyond textbook knowledge by becoming fully immersed in the day-to-day operations of hotels, restaurants, event management firms, and other hospitality organizations.

The flexibility and adaptability developed during internships are becoming more and more important as the hospitality sector changes to satisfy shifting customer and technological demands. The impact of internships on students' employability will be examined in this essay, which will highlight how these experiences enable students to meet the demands of the contemporary hospitality industry and develop into capable, self-assured professionals. This

study intends to provide important insights into the mutually beneficial relationship between experience learning and job preparedness in the dynamic and cutthroat world of the hospitality industry by thoroughly examining the many facets of internships.

Basic Definition

1. **Hospitality industry:** Is a broad category of fields within the service industry that includes lodging, restaurant, event planning, theme parks, transportation, cruise lines and additional fields within tourism industry. A hospitality unit such as a restaurant, hotel, or even an amusement park consists of multiple groups such as facility maintenance, direct operations (servers, housekeepers, porters, kitchen workers, bartenders, etc.), management, marketing, and human resources.

SOURCE: http://en.wikipedia.org/wiki/Hospitality_industry

2. **Industrial training:** Industrial Training refers to a program which aims to provide supervised practical training within a specified timeframe. This training can be carried out either in government organizations or in the private sector.

SOURCE: <http://www.projectreportstore.com>

3. **Employability:** The term employability has been described as the ability to travel self-sufficiently to sustainable jobs within the labor market to achieve capacity (Rothwell, 2017)

4. **Employability Skills:** (Robinson (2000) defined employability skills as the fundamental skills required for obtaining, maintaining, and excelling at a job.

Objective Of The Study:

1. Evaluating the Effect of Real-World Experience.
2. Investigating possibilities for networking.
3. Determining Employment Outcomes Over Time.
4. Examine how internships in the hospitality industry affect students' skill and personal development.
5. Identify any potential barriers or challenges faced during the internship that may impact students' employability or career progression.

Review Of Literature

The research on how internships improve students' employability in the hospitality sector emphasizes how important they are. Several studies highlight the importance of internships in helping students enhance their skills and competences by providing them with real-world experience. By helping to close the knowledge gap between academia and industry demands, internships provide a comprehensive grasp of the hospitality business.

According to Narayanan (2010), an internship is a brief period of practical job experience that allows students to put their classroom knowledge into practice by combining it with real-world work situations.

A thorough understanding of the hotel industry is fostered by the practical experience obtained during internships, according to research by Smith (2017). This view is supported by Jones (2018), who discovered that internships play a major role in closing the knowledge gap between academia and industry demands.

Numerous benefits of internships have been demonstrated for employers, students, and society at large. According to the students, internships give them practical work experience and assist them in acquiring employability skills that companies value greatly (Yang, 2016). Additionally, they provide students with an understanding of the workplace, which might assist them make professional decisions (Chan, 2020). According to Mabiza (2017), internships can be a useful tool for employers to identify skilled workers who could support the expansion of their businesses and assist them deal with unemployment.

The studied literature concludes by highlighting the diverse ways internships affect students' employability in the hospitality sector. Internships are essential for preparing students for the demands of the fast-paced and cutthroat hospitality business, from skill development and industry-relevant learning to networking opportunities and long-term professional success.

Methodology

Research Design:

A student's employability in the hospitality sector is greatly influenced by their internship experience. With an emphasis on hotel management education, this study attempts to assess how internships affect students' employability. The goal of the study is to determine how internship success affects students' preparedness for the workforce by fostering the growth of practical knowledge and skills. Furthermore, the study will investigate how students, business leaders, and academic institutions view the value of internships in preparing students for prosperous careers in the hotel industry.

Sampling:

This study will be based on a thorough analysis of the body of existing literature, which includes books, journals, articles, research papers, and reliable websites. A systematic questionnaire will be given to undergraduate students participating in hotel management programs as part of a quantitative approach to support this. The questionnaire will be carefully crafted to evaluate how internships improve students' employability, pinpoint critical skills acquired during internships, and gauge how well academic curricula and industrial expectations coincide.

Data Collection:

Both primary and secondary data will be gathered for the study in order to produce thorough insights.

Primary Data:

Primary data will be collected via a methodical questionnaire. In order to collect information from students enrolled in undergraduate and graduate hotel management programs, this survey will consist of 15 well-crafted questions that are ordered in a certain order. Inquiries will focus on how internships are perceived to impact employability, specific skills acquired, and the extent to which internships equip students for careers in the hospitality industry as a whole.

Secondary Data:

Various research papers from prestigious journals, articles written by acknowledged industry experts, information found on reliable websites, and other notable publications will all be consulted in order to collect secondary data. With regard to the employability of students who

have completed internships, this secondary data will offer a more comprehensive context by revealing industry trends, best practices, and employer expectations.

Data Analysis:

To find trends, correlations, and patterns, statistical analysis will be performed on the quantitative data gathered from the questionnaire. To glean valuable insights, theme analysis will be applied to qualitative data obtained from open-ended questions. A comprehensive understanding of how internships affect students' employability in the hospitality sector will be facilitated by the integration of both quantitative and qualitative data.

Conclusion & Recommendation:

Conclusions regarding the usefulness of internships in improving students' employability in the hospitality industry will be made using the research findings. Based on these findings, recommendations will be developed with the goal of improving internship programs to better meet industry demands and raise overall employability results for students.

Result And Discussion

Respondents from both undergraduate and graduate hotel management courses accurately completed well-structured, closed-ended surveys. The diagrams show the information obtained from the questionnaire.

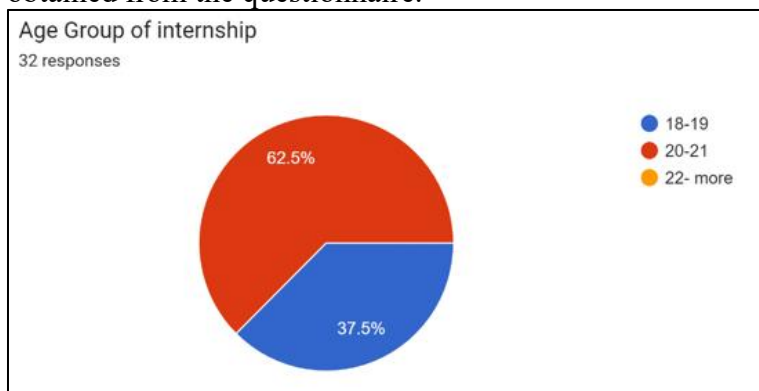


Fig-1.1 Of the thirty-two responses, sixty-two percent were from the 20–21 age group, and thirty-seven percent were from the 18–19 age group.

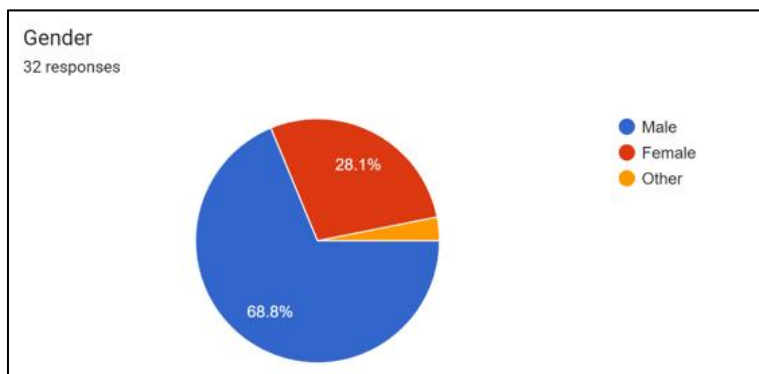


Fig-1.2 32 answers were obtained. 28.1 percent female, 68.8 percent male, and 3.1% other

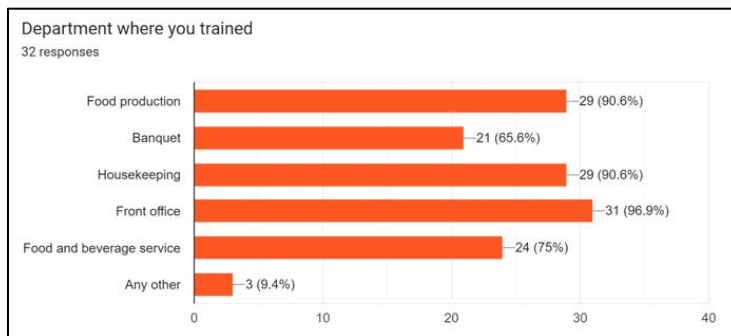


Fig 1.3-The department where they received training is shown in the above graph:

- Food Production: 90.6%
- Banquet: 65.6%
- Housekeeping: 90.6%
- Front office: 96.9%
- Food and beverage service: 75%
- Other: 9.4%

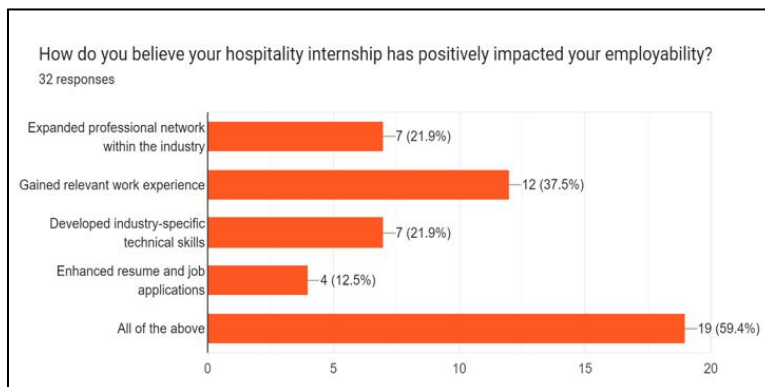


Fig 1.4-The impact of internships on their employability is depicted in the above figure.

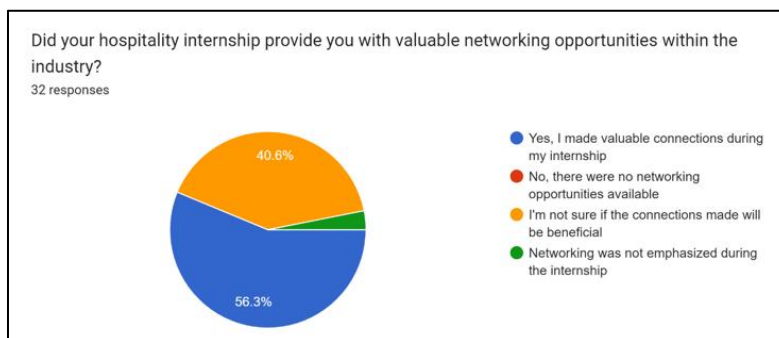


Fig. 1.5 -The networking opportunities are depicted in the above image.

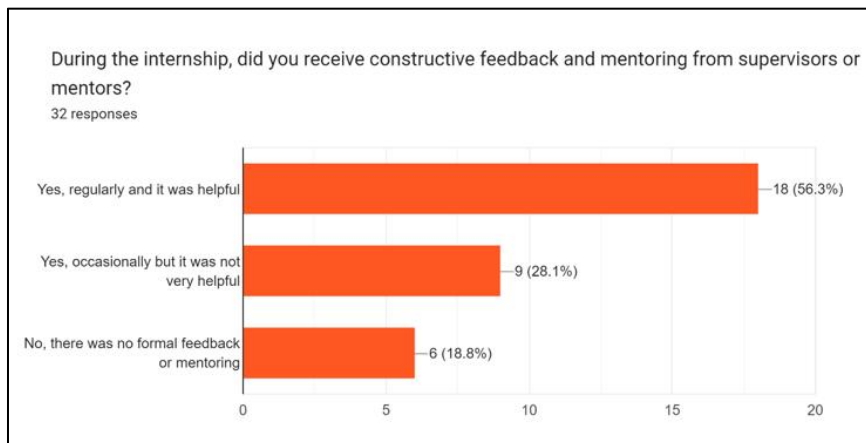


Fig 1.6-The mentorship and helpful criticism from mentors or supervisors are depicted in the above graph.

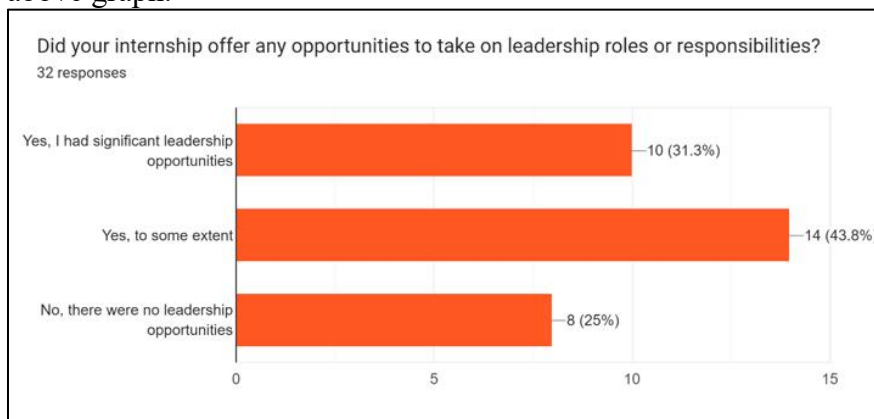


Fig. 1.7- possibilities to assume responsibility or leadership roles.

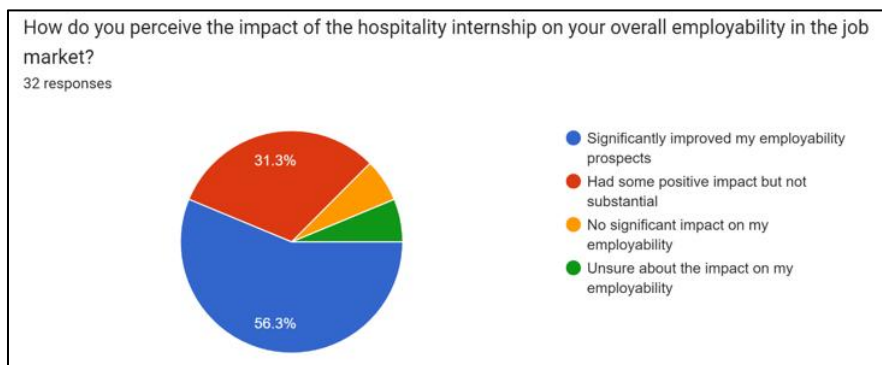


Fig.1.8- 56.3% had significantly improved their employability prospects, while 31.3% Had some positive impact but not substantial.

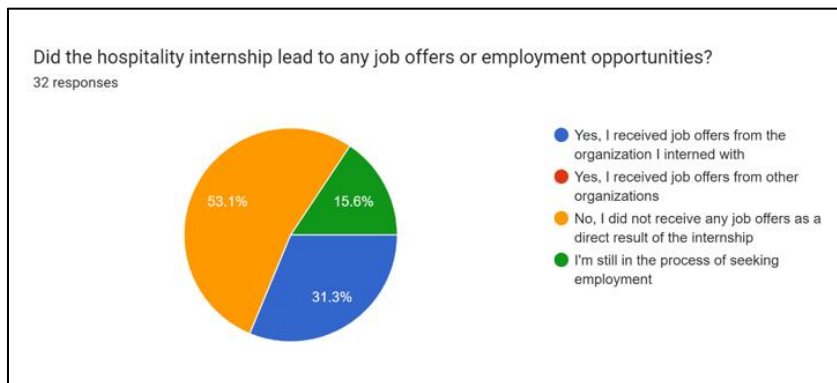


Fig. 1.9-31.3% had received job offers, 53.1% didn't receive any offers, 15.6% are still in the process of seeking employment.

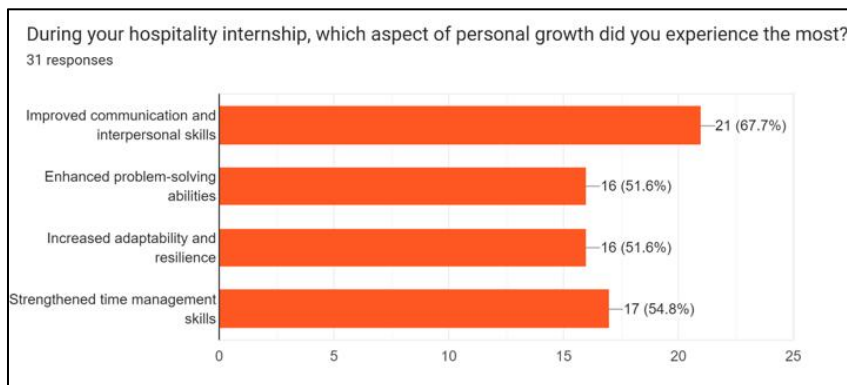


Fig.1.10-The most important component of personal development during the internship was improving interpersonal and communication skills.

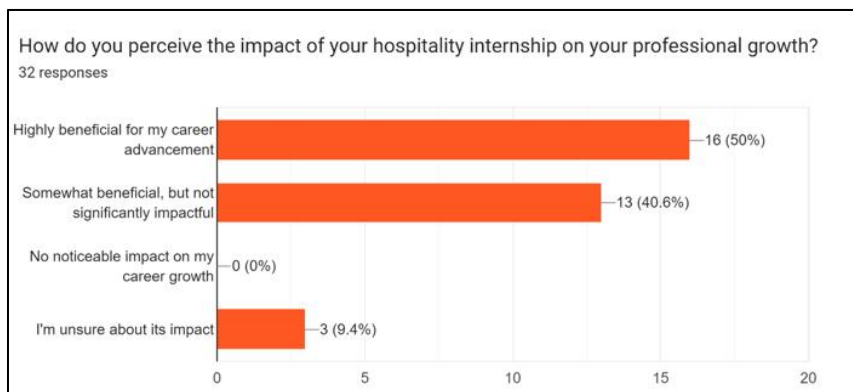


Fig.1.11-Fifty percent of students claim that their job advancement has greatly benefited from the internship.

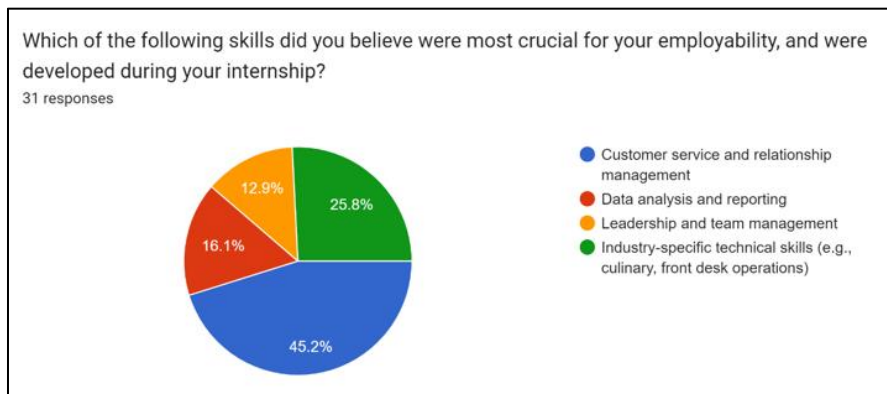


Fig.1.12- According to 45.2% of students, relationship management and customer service abilities are essential for their employment.

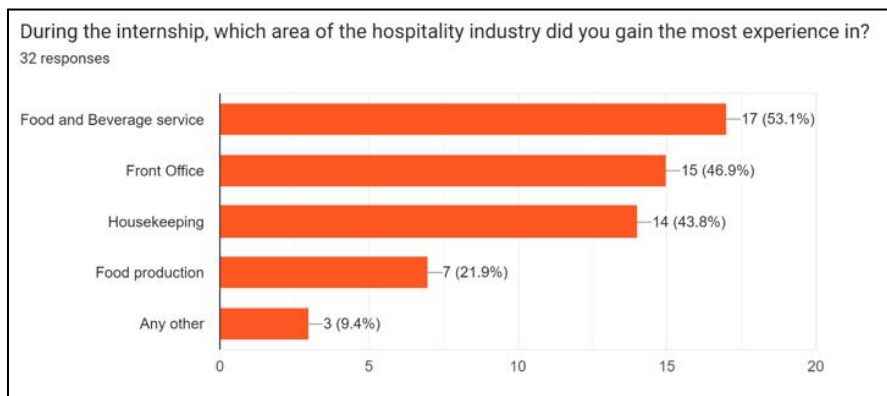


Fig 1.13-53.1% of students acquired the most experience in Food & Beverage Service.

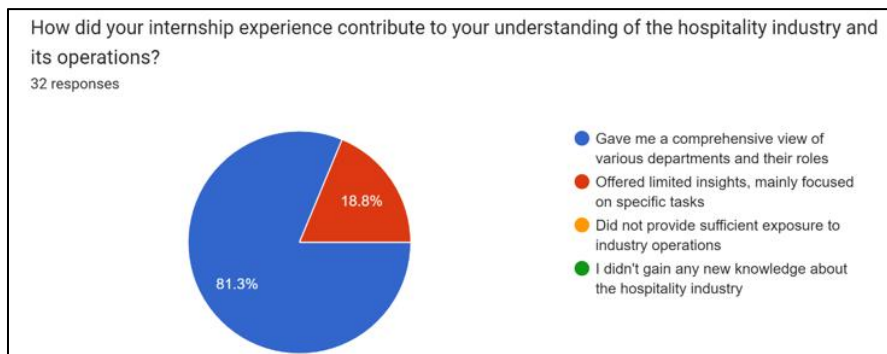


Fig. 1.14- 81.3% of students said that their internship experience gave them a thorough awareness of different departments and their functions, which greatly improved their comprehension of the hospitality sector and how it operates.

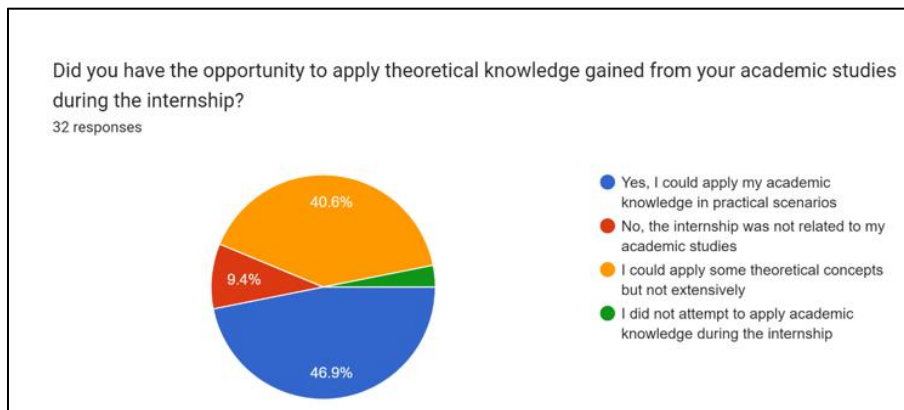


Fig. 1.15-The majority of students were able to apply their academic knowledge in practical scenarios.

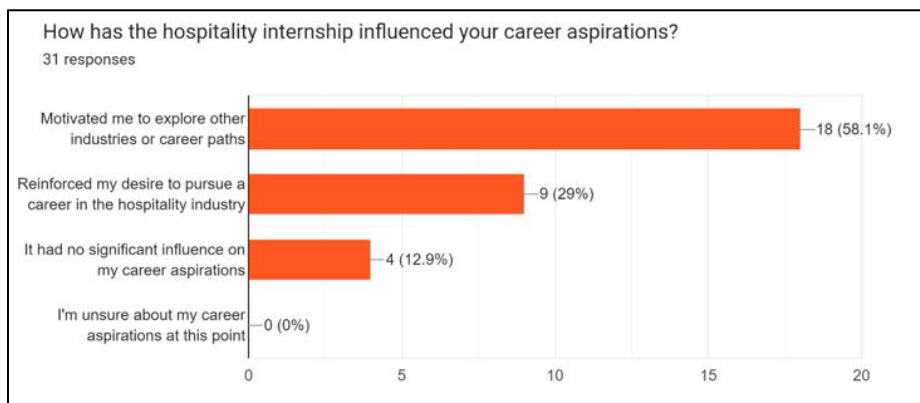


Fig.1.16-29% of students said that their internship in hospitality influenced their career goals and strengthened their desire to work in the sector.

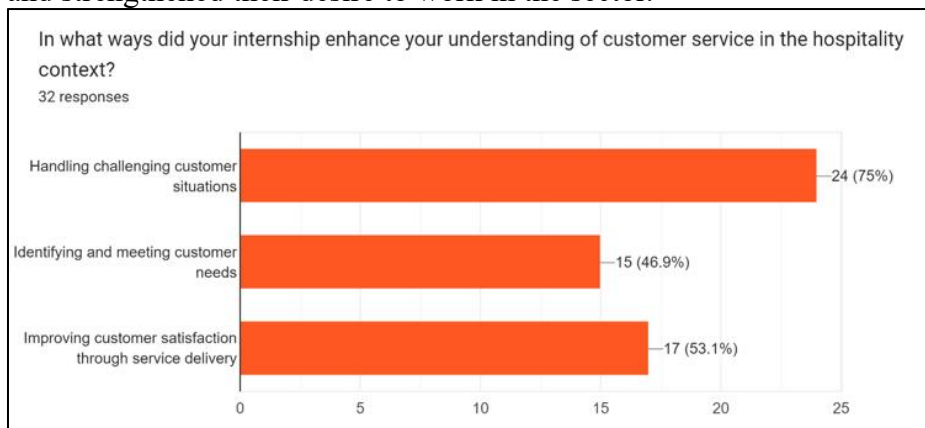


Fig 1.17- Most students' ability to manage difficult client situations was much enhanced by the internship, which also helped them get a deeper grasp of hospitality customer service.

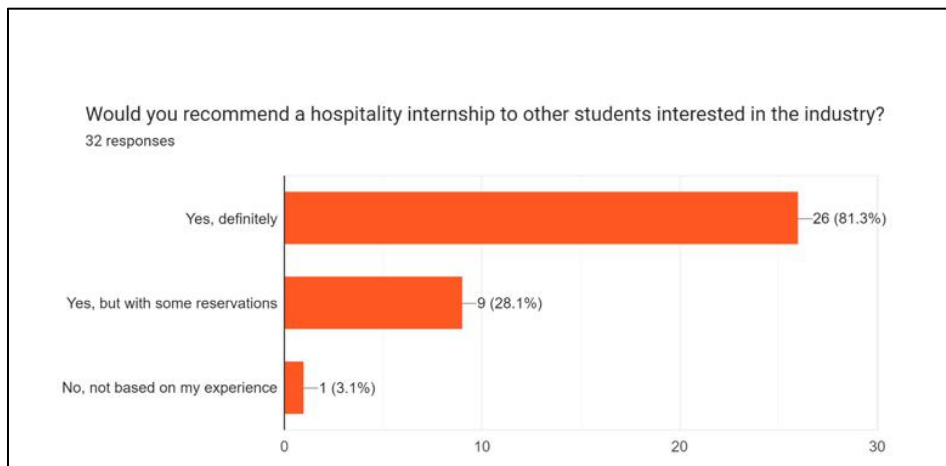


Fig 1.18- Most students would suggest the hospitality internship to other students who might be interested in the field.

Conclusion

The importance of internships for students pursuing hotel management is highlighted by this study. Students can build their professional abilities and acquire real-world expertise through these internships. Students greatly enhance their communication, management, and employability skills by taking part in internships in a variety of departments. Internships that expose students to leadership positions, provide constructive criticism, and offer mentorship are crucial for increasing employability and preparing them for the fast-paced hospitality sector.

Students gain a thorough understanding of many facets of the hospitality industry through internship experiences. The report emphasizes the critical role that relationship management and customer service skills play in the industry and how important they are for employability. Furthermore, the study demonstrates that internships, particularly in the food and beverage service industry, offer significant experience and have a favorable effect on career advancement.

It has been demonstrated that internships assist students clarify their professional goals by bridging the gap between academic knowledge and real-world situations. This study highlights how important internships are in forming hotel management students' abilities and readiness for lucrative jobs in the field.

Recommendations

1. Technological Integration and Continuous Learning:

- Promote ongoing education by integrating the newest technology utilized in the hospitality sector into the curriculum.
- Promote the use of online services and reservation software, educating students about the rapidly changing technology environment.

2. Feedback Mechanism:

- Establish a strong system for trainees in hotel management to continuously share their ideas about their internship learning experiences.
- Evaluate and revise internship programs regularly in response to helpful criticism from students and business experts.

3. Networking Opportunities:

- Encourage more communication between the hotel and educational human resources departments.
- To improve networking possibilities and facilitate a smooth transition from school to the workforce, foster communication between students and professionals in the field.

The hospitality sector can further maximize the effect of internships on students' employability by putting these suggestions into practice, guaranteeing future professionals a comprehensive and industry-relevant educational experience.

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