

ORGANIZATIONS' PERCEPTION OF INTERNSHIP/TRAINING PROGRAM FOR HIGHER EDUCATION IN OMAN

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ABSTRACT

This study aims to understand the actual mindset of the leading organizations in the Sultanate of Oman, offering internship opportunity for students in higher education institutes. The study has focused on the importance of internships and training programs of 48 organizations, major challenges the organizations are facing and ways to overcome them. These organizations are found to face difficulty with the large number of trainees, trainees' knowledge and technical skills, sensitivity of work and information in some organizations and inability to train students for long period of time. The study found that more than one third of the organizations offer training positions as part of their corporate social responsibility. The benefit of the training programs is not limited only to the skills and knowledge gained by the trainees but also the fact that trainees are injecting new ideas into the organization. As a result majority of the organizations consider the trainees as an asset for them. However, there are some areas that need improvement, such as orientation of the trainees, before joining the organization, and developing their trainee's personal skills. A detailed training plan for the trainee prior to joining the organization has also been found to be of significance.

KEYWORDS: Higher Education, Internship, on the Job Training, Industry-Institute-Interface, Training, Challenges, Interns