

CHAPTER II

REVIEW OF RELATED LITERATURE

This chapter presents theories which undergird this research. The discussion of this chapter is theoretical review. In the theoretical review, this study discusses some theories and research studies which is related to the topic.

2.1 Definition of Internship

There are many definitions of internship that have been proposed by some experts. According to Bukaliya a cited in Amer & Ismail (2014), internship is service experience which the student has learning goals and implement what they learnt into practice or attachment period. Walker, R. (2011), cites that internship prepares the students of a college to obtain on the job training and working knowledge for specific profession in a college.

From some definitions above, it can be concluded that internship is a course that should be taken by under graduated students and master students of a collage. A trainee may put the theory that they learn into a practice, gain many experiences and learn how to solve the problems on their internship program and learn about new things. In addition, let the trainee know about the new career opportunities and for their self-assessment in teaching practice.

2.2 Types of Internship

There are several types of internship programs according to Bukaliya, R. (2012), the details are elaborated:

a. Cooperative Internship`

Cooperative internship is explained to the students about how to adjust their skills and knowledge into a practice academic setting. This internship is usually compulsory and available only for students in certain concentration. Usually, this implementation is a full-time program during an academic semester. The trainee who goes in cooperative internship is trained like a real staff at the office. Moreover, they may gain their experience in business, government, industry and human service like students' academic training.

b. Paid and Unpaid Internship

Sometimes several interns are paid and unpaid while the interns join their internship program. Eventually, this policy is the decision of the employers. For example, when the interns give their ability to employers and the rivalry are fierce in engineering and accounting fields, most of the trainees are paid. In contrast, internship in advertising and human resources are mostly unpaid. In addition, trainees who were implement their internship also unpaid.

c. Independent and College Sponsorship

It is possible for the trainee to engage in internship program even through the college or university and school that they participate or enrolled into. Most of academic fields like universities and colleges are permit the trainee to receive academic credits in implementing the internship. This oncoming is better fitted for circumstances where the trainees are paid and the learning purposes are secondary to perform a job.

2.3 Benefit of Internship

There are several benefits of internship program. According to Kaseorg, M. (2015), the internship can put their background of knowledge based on their major into a practice. They also can see the prospects of the study field in job. The trainee may gain many experiences in terms they can find out how to solve problems in that field, learn about new things related on that field from the master, and may evaluate the degree of professional qualification. Other benefits are the trainee may see the synchronization of the students' choice towards their career purpose, and they can acquire new things. Furthermore, internship may be a career opportunities and self-assessment, also they could know in deep about the prospective of their study. In addition, internship made the trainee conscious about their future field, and intimate with company prudency for professional development proficiency.

2.4 Problems in Internship

Dzurilla and Nezu (1982, 1999) in Helen, C. (2007), defined that a problem is explained as any existence condition or duty that requires a response for adaptive operational but there is no effective reaction is directly apparent or available to a person or people faced with the circumstances because the attendance of one or more detentions.

In the course of internship program, there are some problems that faced by trainee based on Gunarathne et al., (2010) the following problems are:

- a. Inconvenience, the trainee does not feel comfortable with the circumstances. In this case, it may come up from the partner of the office, advisor and the office environment.
- b. The field required is not like what was intended, in this case when the trainee is placed in non-field compatibility background skills.
- c. Non-existent advisor, usually the problems may come up when the trainee requires some helps and the advisor cannot help the trainee quickly.
- d. Non-existent person in charge, new circumstances make the trainee get confuse about the person who take the responsibilities of several positions. When the trainee need to contact for help

related to internship, they do not know which person that they should contact in order to help them with their problem.

- e. Indistinct information or contradictory, sometimes this thing happens because of the committees do not give complete information to the trainee about the program.
- f. The capacity of duty, too much or too little things to do when the trainee participate the program it may influence their work because they cannot focus on their field.
- g. Intern may have intended skills and knowledge, the outcomes from participating an internship program is the trainee gets some improvements for their skills and knowledge. In fact, in some cases there are some students get nothing from their internship program.

2.5 Challenges in Internship

Challenges is the situation of being faced with something that needs great mental or physical or financial effort in order to be done successfully according to the IGI Global dictionary. Challenges may occur during internships for various seasons.

The trainee will face some challenges during internship program implementation. Lopata et al., (2015) defined the challenges of internship program as follows:

a. Employment Opportunities/ Regulations

Internship and their support are stated as the lack of opportunities to obtain experience. The employers do not as recommendation a comprehensive enough in kind of skill development as intense and temperately strong defiance.

b. Lack of Knowledge and Encouragement

In this type, the challenges are relative into internship skills and knowledge. trainees that stated here mostly are lack of understanding in the fields and the skills, lack of knowledge about what the internship is and lastly some trainees are lack of knowledge about where and how to get the information. In fact, the advisors' knowledge and skills are helpful for the trainee in order to develop their skill in implementing the internship program.

c. Mental and Physical Health

Prospective apprentices and theirs promote are recognized inabilities and physiological issues as a big challenge. Physical features here indicate to physical limitedness of program mismatch with physical needs. For example, physical inabilities and the illness of inability are assumed to be the biggest challenges for the trainee.