

OPPORTUNITIES FOR STUDENT EMPLOYMENT AND INTERNSHIP DURING STUDIES

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INTRODUCTION

Through opportunities for employment and internship during studies the student creates the first contact with the working principles which has an important role/contribute in the chance for gaining a career in the labor market. The abovementioned opportunities prepares the student for various skills and disciplines applied “in the real world” compared with what they have studied. Such opportunities depends mostly on the level of a country’s economic development, as well as other circumstances. However, in a labor market, such as that of Kosovo, where the number of unemployment is enormous, employment as well as internships are quite problematic for students during their studies. Therefore, they need assistance and support. The main purpose of this paper will be addressing the opportunities for student employment and internship during studies, based on a survey conducted by the authors.

The labor market in Kosovo

Employment and internship is currently a problem in Kosovo due to its economy transition. Kosovo is among the youngest countries, with a young population, where labor requirements are big, in both public and private sector. The labor market in Kosovo is too weak to engage all labor force. A definition by Kalleberg and Berg (1987, p. 48) is that labor markets “ are arenas in which workers exchange their labor power, creative capacities, and even their loyalties with employers in return for wages, status, and other job rewards”.¹ Despite, the difficulties to prepare the appropriate qualification for the labor market the opportunities and chances to penetrate are limited.

Based on the World Bank report on Youth Employment in Kosovo(2008, p. 6-9) states a number of reasons to focus on youth employment, including: (a) youth is a crucial time of life, (b) high and rising unemployment levels among youth are associated with higher crime and social instability, (c) powerful demographic forces are working to expand the labor force, creating problems of unemployment among youth, (d) youth are particularly vulnerable to unemployment and poverty, and (e) youth account for 40 percent of the pool of unemployed in Kosovo.² On the other hand, internship is a little bit different where the students gets the opportunity to experience in their professions. An intern is usually either a current student or

¹ Clifford C. Clogg, Scott R. Eliason, Kevin T. Leicht – ” Analyzing the Labor Force: Concepts, Measures, and Trends” Plenum Publishers, 2001, p.142

²<https://www.openknowledge.worldbank.org/bitstream/handle/10986/7895/435960ESW0P10710Box334072B01PUBLIC1.pdf?sequence=1&isAllowed=y> p. 6-9

a graduate. Internships is a threshold as penetration in the labor market, hence, the salary is not important as the fact for the opportunity to gain experience.³

The methodology of survey

The questions are formulated in accordance with the purpose of this case study. The survey of 400 students is realized in the main faculty of Economics in Pristina, Kosovo, where students from different places in Kosovo comes to for studying. The sampling is random and the results of the sample is taken only as 302 valuable because of the additional results are not accurate. The survey was realized in the months November/December 2015 and the statistics are done with the program 'SPSS'.

The survey on employment and internship

According to our research, where we surveyed 302 students in the Faculty of Economics in University of Pristina, it seems that 77.48% of the students are still financially dependent on their parents while only 11.26% are independent. In this state of dependence, it appears that 92.38% of the students seeks to work during their studies, although this is an obstacle to devote their studies. Due to their studies, 57.62% of the students stated that they are willing to work part-time.

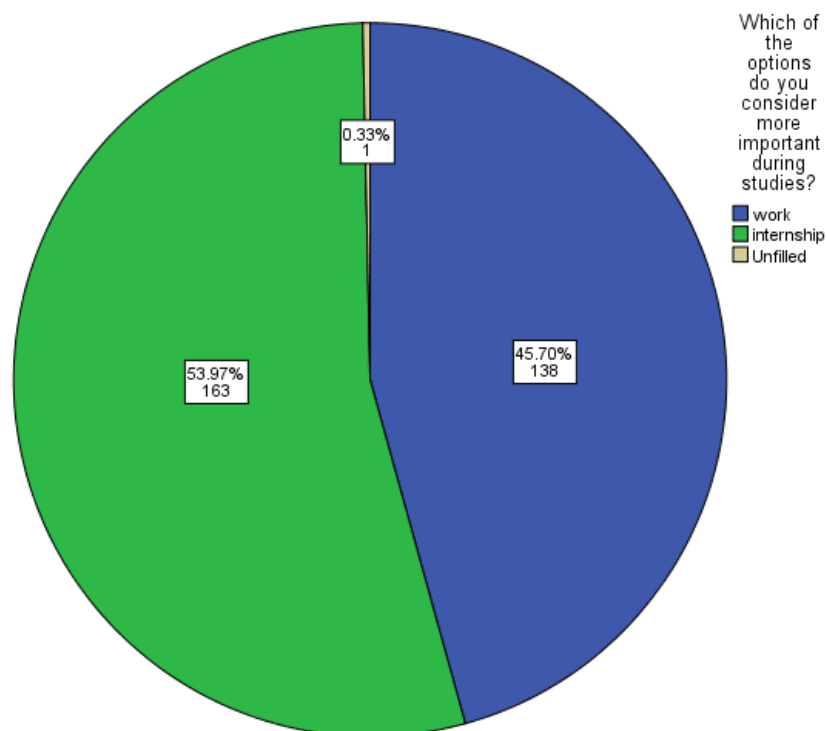


Figure 1: Which of the options do you consider more important during studies?

According to the figure 1, the students responded with 45.70% the option work and 53.97% of the students responded internship while 0.33% neither of the options. This means that the students considers internship more important since it helps and prepares the students to experience and penetrate to the labor market.

³ <http://www.kuvendikosoves.org/common/docs/ligjet/2010-212-alb.pdf>

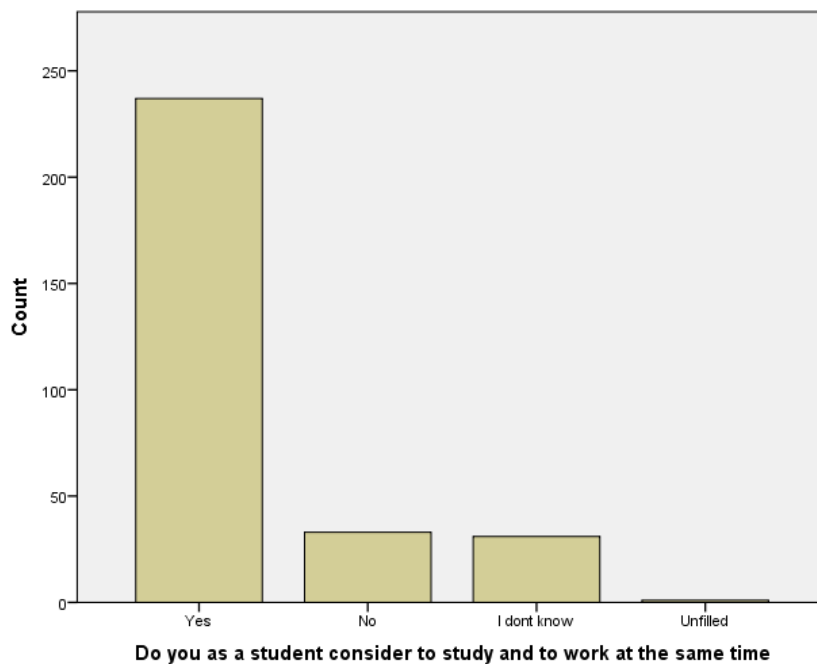


Figure 2: Do you as a student consider to study and to work at the same time
The students regarding figure 2 considers that they can both study and work at the same time with 78.48% of the respondents while 10.93% of the students disagreed. The rest of the respondents either did not know or did not respond at all to this question.

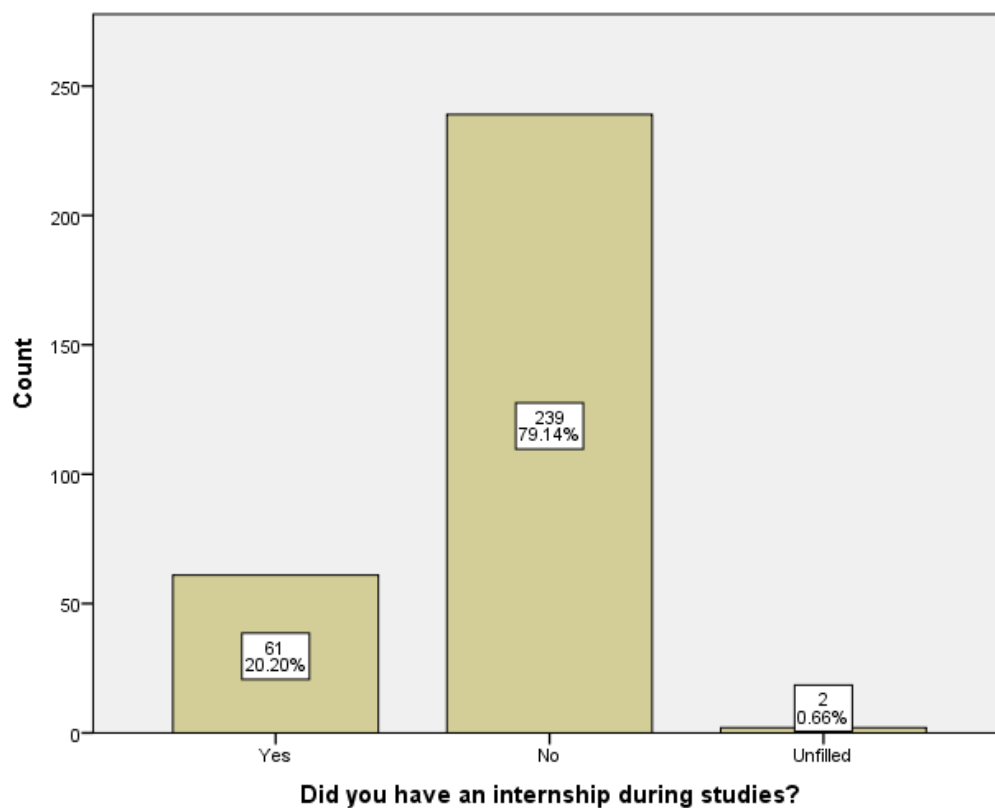


Figure 3: Did you have an internship during studies

On the survey whether you have had an internship during studies, the students responded as following: "YES" with 20.20%, "NO" with 79.14% and 0.66% of the respondents did not answer at all.

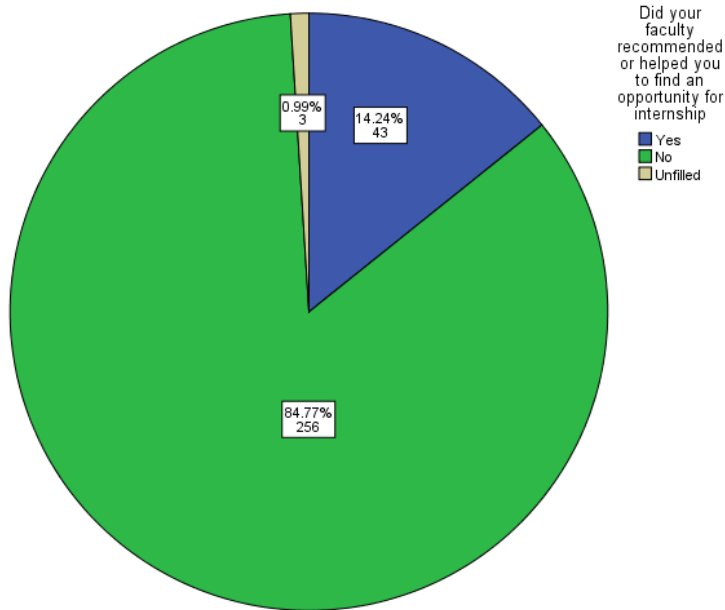


Figure 4: Did your faculty recommended or helped you to find an opportunity for internship According to Figure 4 only 14.32% responded positively, 84.77% responded negatively and 0.99% did not respond at all.

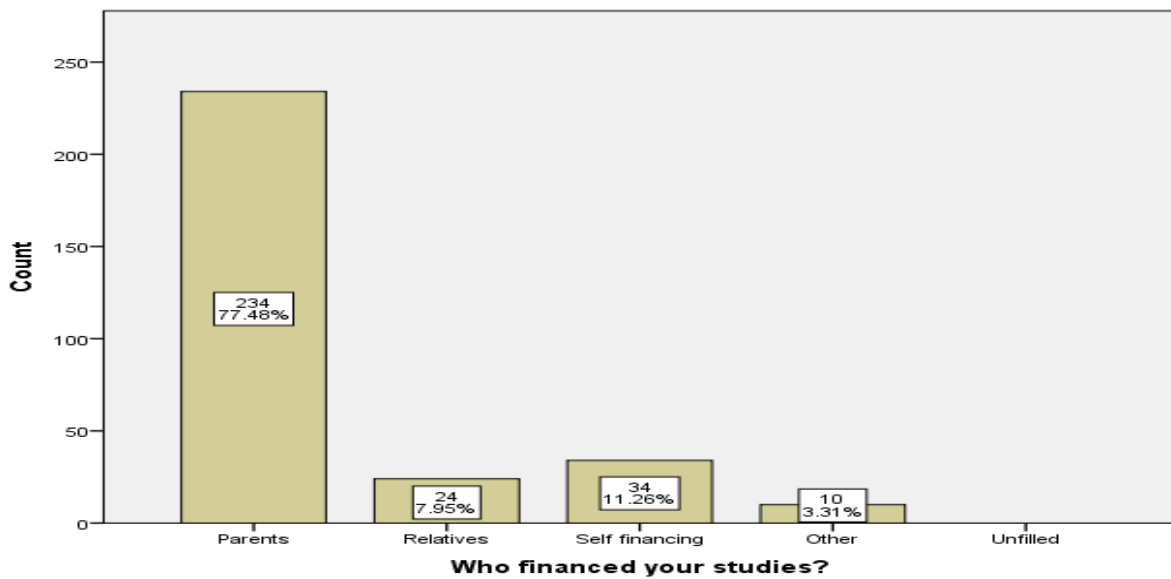


Figure 5: Who financed your studies

According to the Figure 5 the responses of the survey were:

- Parents with 77.48% of the respondents
- Relatives with 7.95% of the respondents
- Self-financing with 11.26% of the respondents
- Other with 3.31% of the respondents

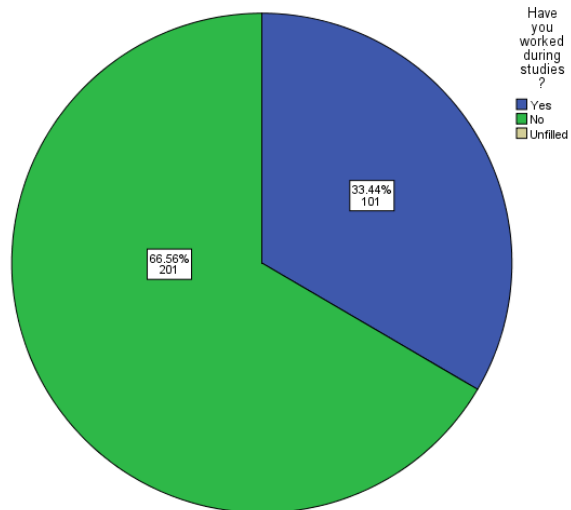


Figure 6: Have you worked during studies

When surveyed whether you have worked during studies only 33.44% responded positively and 66.55% responded negatively.

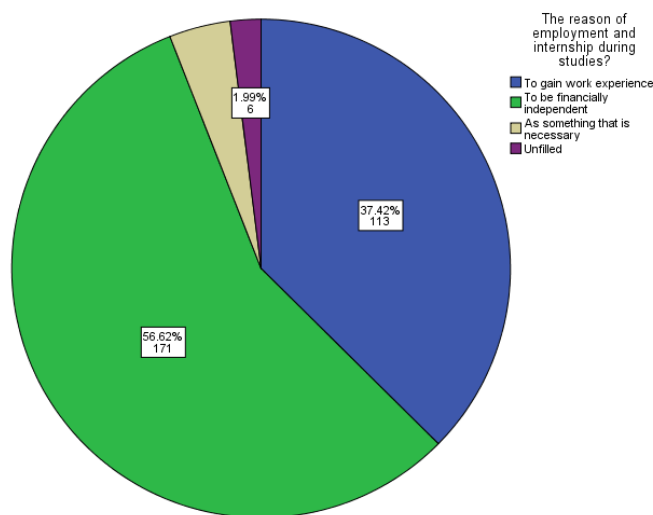


Figure 7: The reason of employment and internship during studies

According to the Figure 7 the responses of the survey were:

- To gain work experience with 37.4% of the respondents
- To be financially independent with 56.6% of the respondents
- As something that is necessary with 4.0% of the respondents
- No responding with 2.% of the respondents

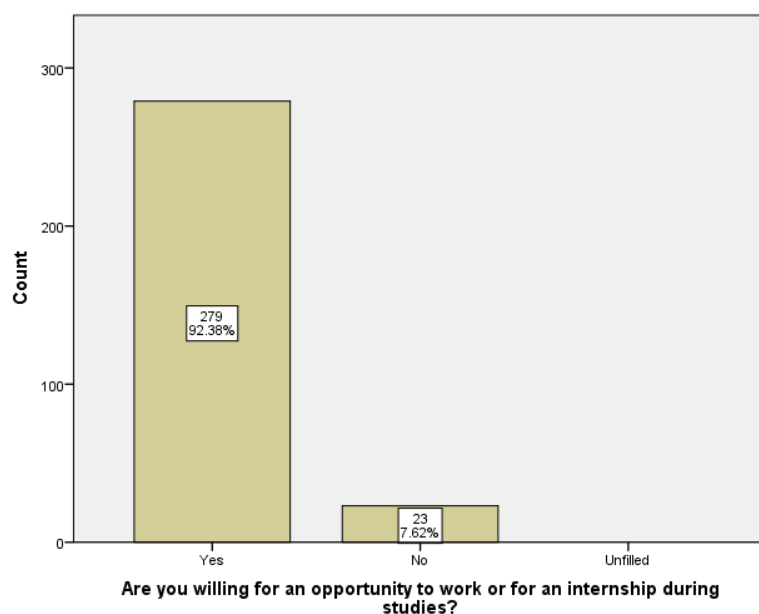


Figure 8: Are you willing for an opportunity to work or for an internship during studies According to figure 8, 92.38% responded positively while 7.62% responded negatively.

RESULTS

According to the total respondents, it appears that over 90% of the students are willing to work or to have an internship during their studies if an opportunity will be given to them. However, only about 8% of the respondent have not expressed willingness neither to work nor to hold an internship during their studies. This shows us a result related to employment as a financial necessity for the students during their studies with 56.6% or to gain work experience with 37.4%. On the other hand, a small number of respondents who most likely have it good financially are not willing to work even if they are given the opportunity.

When questioned about either to work or to hold an internship, it looks like the students gives more consideration to internship with 53.9% compared to work with 45.7%. This is a strategic priority where the internship gives perspective towards profession whereas an employment outside the profession is only for financial needs. Regarding the question whether the students consider to study and to work at the same time, the majority with 78.48% responded positively while 10.93% responded negatively and 10.26% could not be determined. However, 33.44% of the students have worked during their studies. It seems that the financial needs drives the majority of respondents to consider about studying and working at the same time.

The majority of the respondents with 84.77% did not get any recommendation or help to find and internship during studies while a certain respondents with only 14.23% declared the opposite. Perhaps this might be the reason why only around 20.20% of the respondents had been engaged in an internship and the majority 79.14% of the respondents did not had an opportunity to find internship.

CONCLUSION AND RECOMMENDATIONS

In conclusion, the motives for employment during studies is due to the financial situation or the desire to be financially independent. On the other hand, through internships the students

gain professional experiences towards the labor market. Since, most of the employer in the labor market wants an employee with a professional experience and with the appropriate qualifications. However, the opportunities for internships during studies seems to be a problem for the students where only 20.20% of the surveyed have had an internship. A significant aspect of the opportunities for employment and internship during studies entails multiple important factors of the students such as: becoming familiar with the world of work, gaining experience through internship, identifying career goals, and most importantly working while studying.

- Taking into consideration that work experience is required for job vacancies. The educational institutions should be more engaged in the subject of internships. To enable students with an opportunity for internship, at least for three months in length to create a professional experience.
- To create a summer employment program and to provide the students with the opportunity of temporary employment to make a successful transition to adulthood. Anywhere from one month to three months in length and to cover every academic discipline: Construction, Agriculture, Banking, and law etc.

REFERENCES

Based on 302 surveys realized in Pristina, Kosovo 2015

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Clifford C. Clogg, Scott R. Eliason, Kevin T. Leicht – ” Analyzing the Labor Force: Concepts, Measures, and Trends” Plenum Publishers, 2001, p.142