



# International Journal of Multidisciplinary Research in Science, Engineering and Technology

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## International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

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# A Study on the Impact of Mentorship on Internship Satisfaction Among Management Students

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**ABSTRACT:** Internships serve as a bridge between academic learning and professional careers, providing management students with an opportunity to gain practical experience. Among various factors influencing internship satisfaction, mentorship plays a significant role in shaping an intern's overall experience. Effective mentorship provides interns with guidance, support, and professional development opportunities, which can enhance their learning and career readiness. However, limited or poor mentorship may lead to dissatisfaction and a lack of skill development.

This study examines the impact of mentorship on internship satisfaction among management students. Using a survey-based approach, data is collected from students who have completed internships to assess their experiences with mentorship. The study explores factors such as mentor availability, quality of guidance, frequency of feedback, and career support, and their influence on internship satisfaction.

The findings suggest that regular interaction with mentors, constructive feedback, and career guidance significantly enhance an intern's satisfaction and confidence. The study highlights the importance of structured mentorship programs in internships and recommends that organizations invest in mentor training to improve intern engagement and professional growth.

This research contributes to the broader discussion on internship effectiveness, talent development, and career preparedness, providing insights for universities, employers, and policymakers to enhance the internship experience for management students.

**KEYWORDS:** Internship Satisfaction, Mentorship, Career Readiness, Management Students, Professional Development

## I. INTRODUCTION

Internships are considered a crucial part of a management student's academic life, as they help bridge the gap between classroom learning and real industry experience. They provide an opportunity for students to explore the practical side of their studies, understand organizational functioning, and develop professional skills. However, the satisfaction gained from an internship often depends on several factors, one of the most important being the role of a mentor.

A mentor plays a key role during the internship period by guiding the student, solving doubts, offering feedback, and helping them understand their tasks and responsibilities. When the mentor is supportive and approachable, it creates a positive learning environment for the student, which can lead to higher satisfaction. On the other hand, lack of proper mentorship may leave students confused or less motivated, which affects their overall experience.

This study focuses on the influence of mentorship on internship satisfaction among management students. It also aims to understand whether having a good mentor not only improves the internship experience but also contributes to better career confidence and job readiness. In today's competitive world, internship satisfaction plays an important role in shaping students' future goals, and this research highlights how mentorship can be one of the key contributing factors.





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### Problem Identification

Many management students complete internships as part of their academic curriculum, but not all interns have positive experiences. A lack of mentorship can result in limited skill development, poor industry exposure, and decreased job confidence. This study aims to explore how mentorship (or the lack of it) affects internship satisfaction and whether structured mentorship programs can enhance the internship experience.

### Scope of the Study

This study focuses on management students who have completed internships, examining their experiences with mentorship. The research will gather insights through surveys and interviews, covering aspects such as mentor availability, feedback quality, and professional guidance. The findings will be useful for students, employers, universities, and policymakers to improve internship programs.

### Significance of the Study

The study aims to highlight the importance of effective mentorship in internships and how it contributes to higher satisfaction, better learning experiences, and increased career readiness. The findings will help organizations design better internship structures, educational institutions refine their internship programs, and students understand the value of mentorship in professional growth.

## II. LITERATURE REVIEW

- **Deepika Dabke (2015) Determinants of internship satisfaction in management education students** . The study found that supervisor support, learning opportunities, and the work environment significantly influence how students feel about their internship experience.
- **Moch Iqbal Fauji, Widi Dewi Ruspitasari (2025) Demographic, Mentorship Quality, Employability: Intern Satisfaction as Variable Mediation.** Their study found that good mentorship significantly improves intern satisfaction, which in turn positively affects students' confidence in their future employability.
- **Kalpina Kumari, Salima Barkat Ali, , Jawad Abbas (2022)**  
**The interplay between leaders' personality traits and mentoring quality and their impact on mentees' job satisfaction and job performance** studied how leaders' personality traits and the quality of mentoring affect mentees' job satisfaction and performance. The research showed that positive mentoring relationships, influenced by the mentor's behavior, lead to higher satisfaction and better performance outcomes.
- **Gupta (2011) An Exploration of Student Satisfaction with Internship Experiences in Marketing.** The study finds that high levels of satisfaction are associated with more meaningful and relevant internship experiences. The authors suggest that enhancing the quality and alignment of internships with students' career goals can significantly improve overall satisfaction.
- **Datta Amit, Biswakarma Sumit Kumar, Dr. Nayak Bandana's (2013) A Study on The Influence of Internship Satisfaction on Future Employment Opportunities for Management Students** investigates how internship satisfaction impacts career prospects for management students. The research finds that higher satisfaction levels improve students' future employment opportunities.
- **Ravish Kukreti, Rakesh Dani, Prateek Negi, and Akash Rawat's (2024) Internship Satisfaction and Its Relationship with Career Development Among Students of Hospitality Management** explores how internship satisfaction affects career development in hospitality management students. It finds a positive link between satisfaction and career advancement.

## III. RESEARCH METHODOLOGY

### Objectives:

- 1) To understand how mentorship during internships affects the satisfaction level of management students.
- 2) To study whether proper guidance and support from mentors helps students feel more positive and confident during their internships.

### Data collection method :

1. Primary Method of Data Collection :-  
Questionnaire method



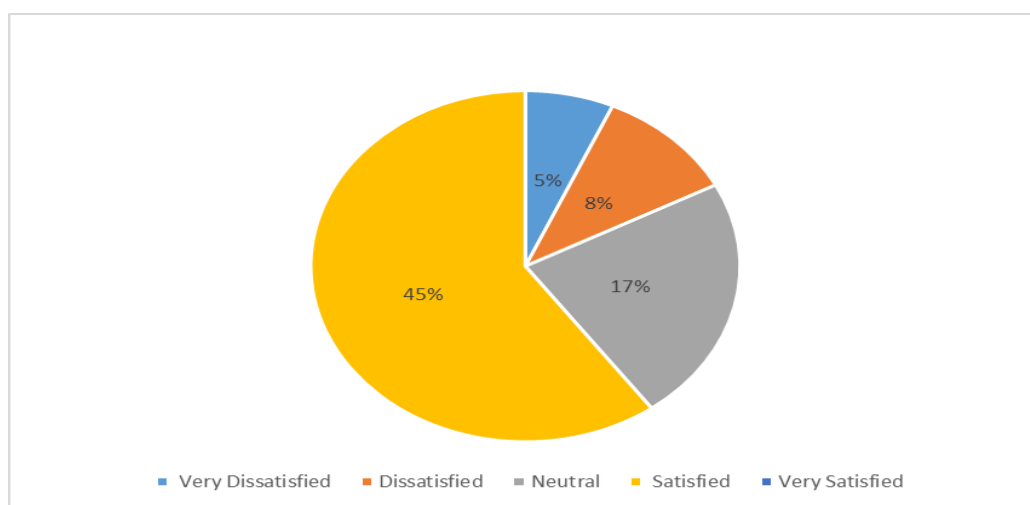
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2. Secondary Method of Data Collection :-  
 Research papers, Academic articles  
 Research type :  
 Sample size : 100  
 Sampling technique : Simple random technique  
 Collection of data through : Google form

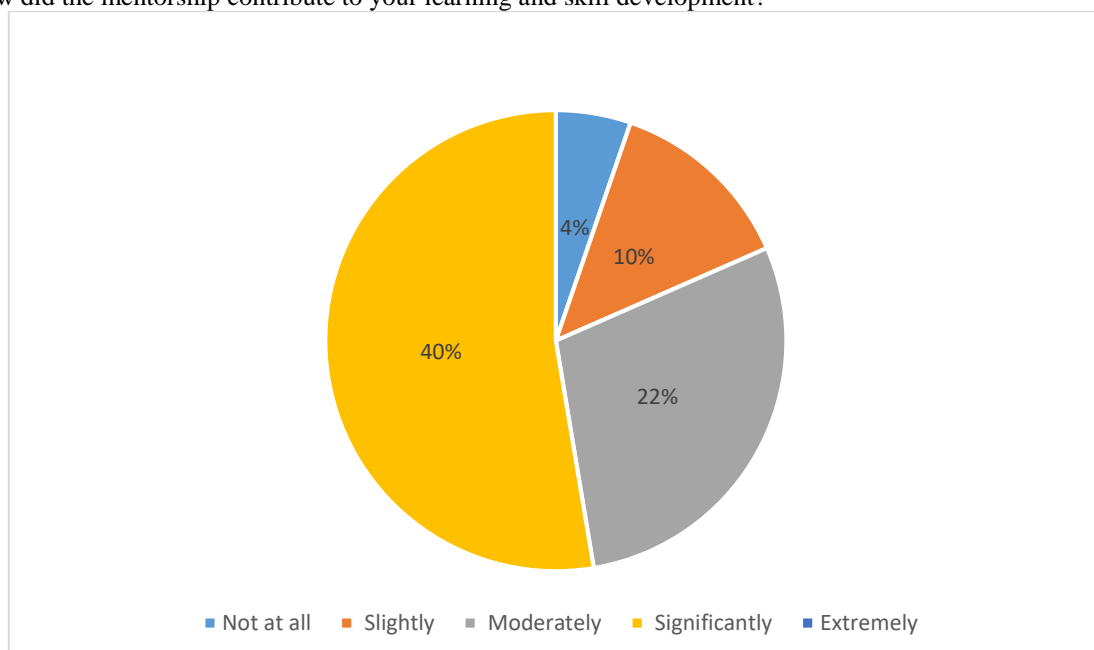
### Analysis and Interpretation

- 1) How satisfied were you with the overall mentorship you received during your internship ?



The responses show that 40% of students said Yes, they received proper guidance, and 35% said .To some extent. This means that 75% of the students had some level of mentor support during their internship. However, 15% were Not sure, and 10% said No, they did not receive proper guidance. This shows that while most students felt supported, there is still a small group who felt the guidance was lacking.

- Q2. How did the mentorship contribute to your learning and skill development?



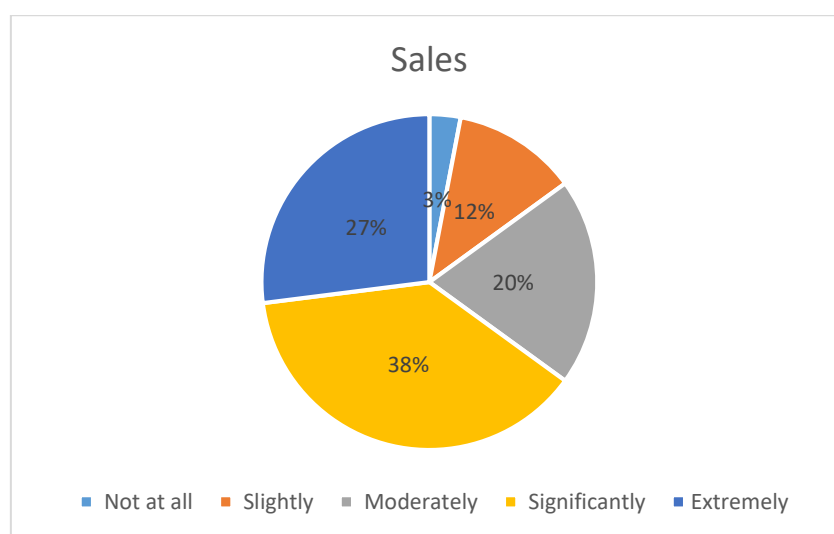


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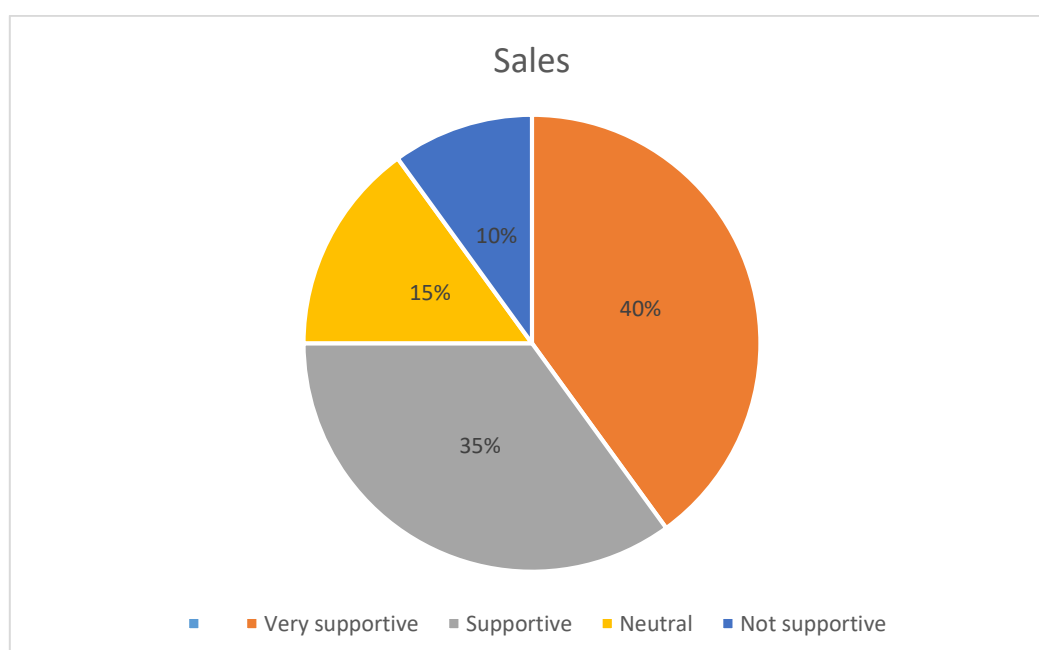
In this question, 45% of students answered Yes, and 30% said To some extent, which together makes 75% of students who feel that mentorship had a positive role in their internship satisfaction. 15% said Not sure, and 10% said No. This shows that most students linked mentorship with how satisfied they felt during their internship. It implies that mentors play a big role in shaping the overall experience, and efforts should be made to train mentors to better support interns.

Q3. How did the mentorship experience impact your confidence for future job roles?



The responses show that 50% of the students said Yes, mentorship helps in career development, and 30% said To some extent. That makes 80% of the students who see mentorship as useful for their career growth. 10% were Not sure, and 10% said No. This shows that students understand the long-term value of mentorship beyond the internship period. It implies that good mentorship not only improves internship satisfaction but also builds confidence and clarity for future job roles.

Q4) How supportive and available was your mentor during the internship?



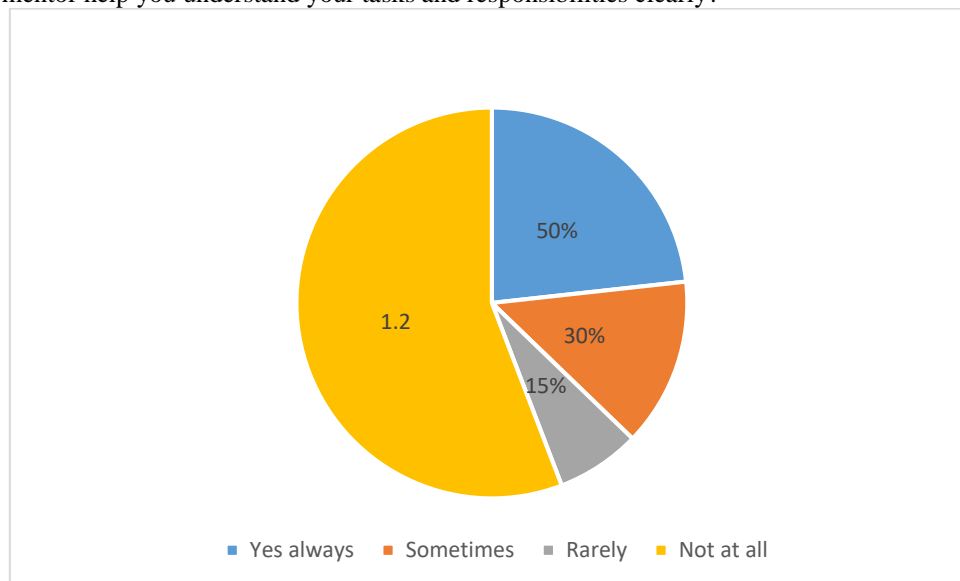


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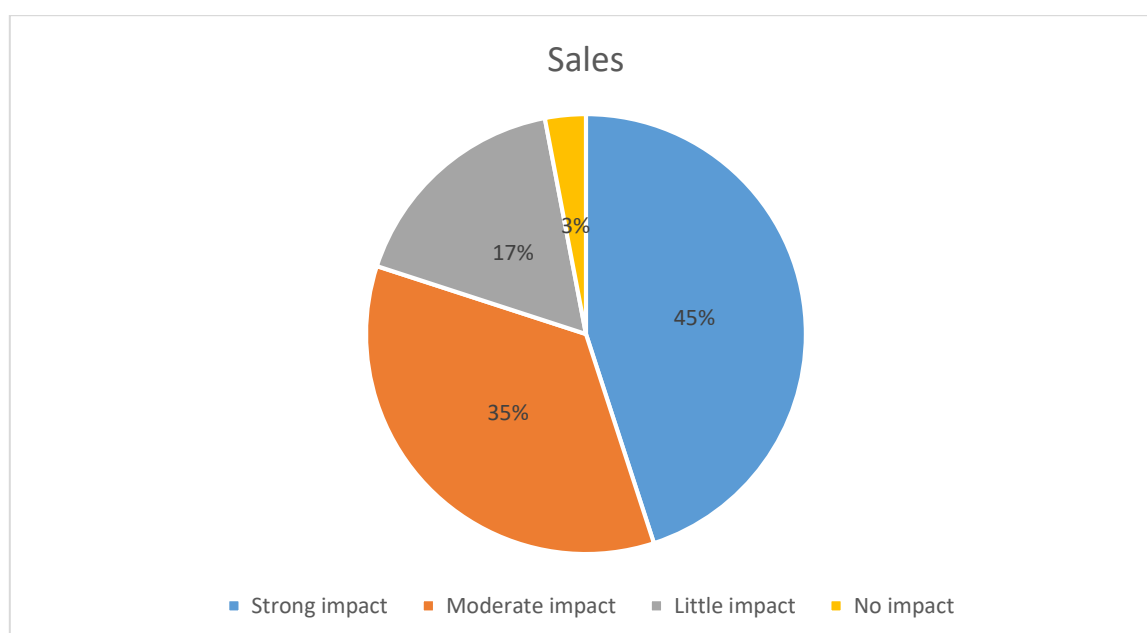
The pie chart shows that 40% of students found their mentor very supportive, while 35% said they were supportive. This means that most interns had mentors who were approachable and available. On the other hand, 15% were neutral and 10% said their mentor was not supportive. These results suggest that while mentorship is generally present, a few interns still face a lack of guidance, which may affect their learning and overall experience.

Q5) Did your mentor help you understand your tasks and responsibilities clearly?



According to the responses, 50% of students said their mentor always helped them understand their tasks, while 30% said they received help sometimes. Meanwhile, 15% chose rarely, and only 5% said not at all. This shows that most interns received sufficient clarity about their roles, which is important for their performance. However, the presence of some students lacking clear guidance highlights the need for consistent communication from mentors.

Q6) How much did the guidance from your mentor impact your overall internship satisfaction?





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The chart shows that 45% of students felt the guidance had a strong impact on their internship satisfaction, while 35% said it had a moderate impact. In contrast, 15% said it had little impact, and 5% felt no impact at all. This indicates that for most interns, mentorship plays a key role in how satisfied they feel about their internship. It also reflects that good guidance can positively shape the learning experience.

### IV. CONCLUSION

research paper points out that mentorship has a strong and positive influence on internship satisfaction among management students. The responses collected show that when interns receive proper guidance, regular support, and constructive feedback from mentors, their overall internship experience improves significantly. Mentorship not only helps in developing practical skills but also boosts the confidence of students for future job roles. A majority of the respondents expressed satisfaction with their mentorship experience, which highlights its importance in shaping both personal and professional growth. Therefore, it is important that organizations and academic institutions promote structured and consistent mentorship during internships to ensure better learning outcomes and job readiness among students.

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