iJRASET
International Journal For Research in Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 13 **Issue:** V **Month of publication:** May 2025

DOI: https://doi.org/10.22214/ijraset.2025.70502

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International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 13 Issue V May 2025- Available at www.ijraset.com

Revolutionizing Internships: A Study on InternKaro's Impact on Professional Development and Authenticity

Aditya Mishra[1], Abhishek Gautam[2], Anshika Rai[3], Saurabh Rai[4], Ankit Gupta[5], Dr. Ajay Kumar Singh[6]
[1, 2, 3, 4, 5]*School of Computer Science and Engineering, Jain University*
[6]*Professor, School of Computer Science and Engineering, Jain University*

Abstract: ***Through practical experience in their subjects of study, internships are essential in forming college students' professional trajectories. The environment for finding and managing internships has changed dramatically as a result of the growth of digital platforms that make placements easier. This study examines the dynamics of internships with a particular emphasis on how sites like InternKaro have digitized the internship experience. An innovative tool called InternKaro was created to make it easier for businesses and students to find internships. InternKaro operates on a direct communication paradigm, promoting smooth interaction between firms and students, in contrast to traditional models that include middlemen. Through the use of technology, InternKaro reduces the dangers associated with fraudulent companies by ensuring authenticity and transparency in the internship placement process.***

This study explores the inner workings of InternKaro, including its strict verification requirements for businesses and students. InternKaro guarantees participant legitimacy by using validated college IDs and PAN numbers for students, and GST numbers combined with income reports for businesses. This creates a reliable atmosphere that is favourable to significant professional interactions. In addition, the present study investigates the aspects of InternKaro as a whole, including chat-like communication capabilities. Interaction between students and HR representatives is easy, allowing for the sharing of tasks, information, and comments during the internship.

Overall, this study clarifies how digital platforms such as InternKaro are transforming the internship market by improving accessibility, openness, and efficiency in the processes of finding and managing internships.

Keywords: Internships, Digital platforms, Employability, Authenticity, Ethical considerations, Trustworthiness, Collaboration, Future directions, Globalization, Longitudinal study, Cross-cultural competencies.

I. INTRODUCTION

College students can apply their theoretical knowledge in real-world professional settings through internships, which operate as a vital link between academic learning and practical experience. Recent years have seen a substantial change in the internship scene due to the quick development of digital technologies and shifting demands in the global workforce. As a result of this shift, cutting-edge websites like InternKaro have emerged, revolutionizing the recruitment, administration, and implementation of internships. In the past, finding internships frequently required using middlemen like career centres at universities, hiring firms, or personal contacts. But the emergence of digital platforms has made this procedure more accessible and has given students the ability to interact directly with potential employers.

This move toward direct communication is best illustrated by InternKaro, which offers a smooth interface that allows businesses and students to communicate directly without the need for middlemen.

The dedication of InternKaro to honesty and sincerity is one of its distinguishing characteristics. In a time when there are many fraudulent activities, especially with regard to online transactions, InternKaro stands out by putting strict verification procedures in place for both businesses and students. InternKaro guarantees the authenticity of participants by requiring validated college IDs or PAN cards for students, and GST numbers along with income reports for firms. This creates a safe and reliable environment for internship assignments. In addition, InternKaro goes beyond the typical confines of internship platforms by integrating chat application-like collaboration features. Throughout the internship, this tool makes it easier for students to interact with HR staff and facilitates the sharing of tasks, information, and feedback. These integrated communication tools improve teamwork and simplify the internship process for all participants.

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With an emphasis on websites like InternKaro, this study seeks to explore the intricacies of internships in the digital era. Through an examination of the inner workings of InternKaro and its effects on internship procurement and administration procedures, this study aims to shed light on the revolutionary possibilities of digital platforms in transforming the internship environment.

This study aims to clarify the advantages and disadvantages brought about by the digitalization of internships by combining theoretical analysis with empirical data, so advancing our knowledge of this developing phenomenon.

II. RELATED WORK

The literature has focused a lot of attention on internships as an essential part of professional growth and higher education. Researchers have looked into a number of elements of internships, such as how they improve employability skills, how employers and students view them, and how internships affect students' career readiness and choices. In order to give readers a thorough knowledge of the importance of internships in modern educational and professional contexts, this section summarizes the major findings from previous research.

Leung [1], emphasizes how social capital plays a significant role in influencing students' internship experiences. Leung emphasizes the value of interpersonal interactions in optimizing internship advantages for students by looking at how social networks and relationships support internship opportunities and learning experiences.

Nel and Van Dyk [2] explore employer views on the value of internships in enhancing employability skills in their research. Employers prioritize certain qualities, which the authors uncover through qualitative analysis. They also stress the importance of internships in helping to bridge the gap between academic learning and industry requirements.

The career-oriented learning outcomes of undergraduate students taking part in internships are examined by Rasmussen and Lim [3]. The authors highlight the diverse character of internship experiences by identifying several aspects of professional growth, such as skill acquisition, career exploration, and networking opportunities, based on empirical data.

In the context of Pakistani business schools, Rehman et al. [4] adds to the body of literature by investigating the influence of internships on students' career readiness and choices. Their results show the beneficial effects of internships on students' career paths and emphasize the significance of real-world experience in guiding professional choices and improving employability.

Goal-setting and planning abilities have a mediating role in the development of career flexibility among interns, as Smith and Johnson [5] investigate. The authors clarify the ways in which internships support adaptive career behaviours through longitudinal study, highlighting the significance of proactive career management techniques in negotiating the intricacies of the modern labour market.

Furthermore, considering neoliberal ideology in particular, O'Sullivan [6] critically analyses the ramifications of internships in higher education. O'Sullivan examines the underlying presumptions and power dynamics present in internship programs by drawing on theoretical frameworks. This raises significant concerns regarding equity, access, and exploitation in internship arrangements.

With an emphasis on the function of internships, Harvey and Luck [7] offer a thorough examination of employability policies and practices within the EU. The authors provide insights into the opportunities and difficulties related to internships as a means of improving employability in the information economy by combining the body of research with actual data.

Scurry and Choi [8] also look into career readiness from the viewpoints of directors and supervisors of internships. The authors examine how well internships are seen to prepare students for the job through qualitative interviews, emphasizing the value of experiential learning and skill development in internship programs.

Stohl, and Leonardi [9] investigate how interns' professional identities and networking behaviours are shaped by social media sites such as LinkedIn. The authors' qualitative investigation reveals the tactics interns use to control their online personas and interactions, providing insight into how technology and career advancement intersect with modern internship experiences.

Rivera [10] provides an analysis of the hiring procedures used by elite professional service firms, highlighting the significance of cultural fit in the hiring process. Through an analysis of the social dynamics and cultural norms ingrained in corporate contexts, Rivera clarifies the ways in which internships function as entry points to high-profile career prospects for a chosen few.

Last but not least, Brown and Hesketh [11] offer a critical evaluation of talent management in the information economy, with implications for hiring and internship policies. The writers examine common beliefs about employability and talent management by utilizing interdisciplinary viewpoints. They also question established ideas about meritocracy and skill development in modern organizational contexts. Taken as a whole, these studies advance our knowledge of internships as a complex phenomenon with wide-ranging effects on social mobility, employment, and education. Through an analysis of diverse aspects of internship experiences, such as their influence on skill enhancement, career paths, and the acquisition of social capital, researchers have shed light on the intricacies and subtleties of internship arrangements within the contemporary workforce.

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III. PROPOSED WORK

The proposed study aims to conduct a thorough investigation of the complex field of internships in the modern digital environment, with a particular emphasis on the functional dynamics and revolutionary impact of InternKaro. Based on the foundational knowledge provided by the literature cited, this study intends to explore a number of important aspects of internships and the crucial role that InternKaro plays in managing and facilitating internship placements. By doing so, it hopes to contribute to the current conversation about this important aspect of professional development and higher education, an approach towards the same has been shown in Fig 1.

A. Authenticity assurance and verification procedures

Based on the groundbreaking discoveries made by Nel and Van Dyk [2] about the vital significance of legitimacy and authenticity in internship placements, the proposed study aims to carry out a thorough analysis of the strong verification processes implemented by InternKaro. Through a thorough examination of the effectiveness and dependability of these procedures in mitigating the risks associated with fraudulent activities, this research aims to provide significant understanding of the degree to which InternKaro cultivates an atmosphere characterized by honesty and confidence, thus guaranteeing a smooth and safe channel for companies and students to participate in mutually advantageous internship programs.

B. Student Development and Experiences

Building on the framework developed by Rasmussen and Lim [3] regarding the complex aspects of career-oriented learning outcomes produced by internships, this study aims to conduct a thorough investigation of the wide range of experiences that students participating in internships through InternKaro encounter. The study aims to unravel the complex web of skill acquisition, career exploration, and networking opportunities fostered by InternKaro by judiciously combining qualitative analysis with robust survey methodologies. This will clarify the program's critical role in strengthening students' employability arsenal and promoting comprehensive professional development.

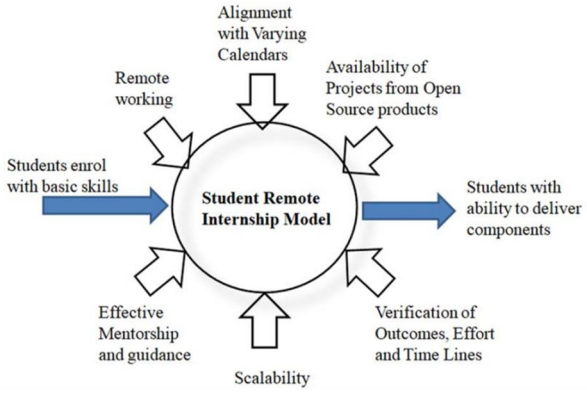


Fig 1 – Student Remote Internship Approach

C. Views and Perceptions of Employer

Building on the fundamental knowledge gained from the groundbreaking research of Rehman et al. [4] regarding the paradigm-shifting effects of internships on employers' perceptions and hiring practices, the goal of this study is to shed light on the varied viewpoints of businesses that use InternKaro. The study aims to uncover the underlying attitudes and predilections of employers about InternKaro as a source for internships by carefully deploying organized interviews and carefully written surveys.

D. Communication and Collaboration Dynamics

This research aims to conduct a detailed analysis of the communication aspects that are part of InternKaro's operational framework, drawing inspiration from the academic explanations provided by Smith and Johnson [5] regarding the critical role that communication dynamics play in promoting career adaptability among interns. Through a detailed examination of the way in which the platform communicates, assigns tasks, and provides feedback, the study aims to disentangle the complex web of ways in which InternKaro fosters adaptive career behaviours and enhances professional competencies in its heterogeneous participant base.

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E. Ethical Issues and Equity

Consistent with O'Sullivan's [6] astute observations regarding the moral dimensions that underlie internship paradigms in higher education, this study aims to conduct a detailed investigation of the moral imperatives that pervade InternKaro's operational ethos. The study seeks to examine how well InternKaro handles issues related to diversity, inclusivity, and ethical labour practices through a critical lens sensitive to the imperatives of social justice and equity. This will help to establish the foundation for the development of an increasingly equitable and morally sound internship ecosystem.

F. Innovation in Technology and Upcoming Paths

Taking cues from the insightful insights made by Harvey and Luck [7] regarding the revolutionary power of technology advancements in reshaping employability paradigms in the EU, the goal of this study is to map out a path for predicting how internships will develop in the digital age. Through the explanation of new developments in digital platforms and workforce dynamics, the study hopes to provide persuasive suggestions for improving the effectiveness and sustainability of InternKaro and similar platforms in bringing about a revolution in the internship industry and providing students with opportunities never before available for career advancement and professional development.

G. Effect on Professional Pathways

Building on the groundwork established by Rehman et al. [4] about the transformative power of internships on students' career paths, this study aims to investigate the long-term effects of InternKaro-facilitated internships on participants' career paths. Through the implementation of a longitudinal study that includes both pre- and post-internship assessments, the research endeavours to elucidate the lasting impact of InternKaro on the career decisions, skill development paths, and long-term employability opportunities of its participants. By carefully combining anecdotal accounts with quantitative data, the study aims to clarify the function that InternKaro plays as a catalyst for students to take a well-informed and calculated path to achieving their career goals.

H. Investigation of Sector Trends

Expanding on the astute observations made by Brown and Hesketh [1] regarding the dynamic changes that are affecting the talent management landscape in the knowledge economy, this study aims to conduct a detailed investigation of industry trends and new paradigms in a range of sectors that include the internship placements that InternKaro facilitates. The study aims to clarify the mutually beneficial relationship between InternKaro and changing industry demands by means of a critical analysis of industry reports, market trends, and expert interviews. This will enable stakeholders to gain proactive insights that will help them better align internship offerings with the changing needs of today's workforce.

I. International Views and Comparative Evaluations

Motivated by the global perspectives outlined by Harvey and Luck [7] regarding the different employability policies and practices throughout the EU, this study aims to take a comparative perspective that takes into account a range of institutional contexts as well as geographic locations. Through a comparison of InternKaro's operational dynamics with similar platforms functioning in different parts of the world, the research aims to elucidate the cultural subtleties, legal frameworks, and institutional infrastructures that influence internship paradigms around the globe. Research seeks to uncover areas for innovation, extract best practices, and promote cross-pollination of ideas to improve the effectiveness and inclusivity of internship programs globally through cross-national comparative analysis.

J. Policy Considerations and Socioeconomic Implications

Consistent with O'Sullivan's [6] critical viewpoints regarding the socioeconomic consequences of internships in higher education, this study aims to conduct a comprehensive analysis of the wider socioeconomic ramifications and policy recommendations brought about by InternKaro's operational philosophy. Through an analysis of the ways in which socioeconomic factors like social mobility, income inequality, and labour market dynamics intersect with internship placements, the study seeks to provide persuasive recommendations for policy changes and institutional practices that promote greater equity, access, and inclusivity in internship ecosystems. To fully realize the promise of internships as a means of socioeconomic empowerment and upward mobility, the research aims to stimulate revolutionary change through partnership with policymakers, advocacy groups, and institutional stakeholders.

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To sum up, the study proposal aims to explore hitherto unexplored areas in the field of internships and digital platforms. It is determined to understand the complexities that support InternKaro's framework of operations and transformational power. Through the integration of theoretical frameworks and empirical insights, as well as the utilization of the invaluable perspectives provided by the literature that is cited, this study seeks to provide stakeholders in the educational and professional domains with practical recommendations that maximize internship experiences and capitalize on the transformative power of digital platforms in shaping the modern workforce.

IV. IMPLEMENTATION

Using a logical and systematic approach, the implementation phase of this research aims to operationalize the suggested research objectives in the context of InternKaro and its ecosystem. The implementation approach, which makes use of both qualitative and quantitative methodologies, consists of a number of crucial processes that are intended to produce solid empirical findings and useful suggestions. A sample workflow for the same has been provided in figure 2.

A. Gathering and Sampling Data

The methodical gathering of information about participant demographics, internship placements, and the InternKaro operating framework is the first step in the implementation process. Students, employers, and platform administrators will all be invited to participate in focus groups, surveys, and interviews using a stratified sampling technique. Through the collection of many viewpoints from participants from different industries and areas, the study seeks to provide a thorough picture of InternKaro's influence and efficacy.

B. Analysis of Verification Protocols

A crucial part of the implementation plan is a thorough examination of InternKaro's verification procedures to determine how well they work to guarantee the legitimacy and honesty of participants. The research aims to assess the strength of InternKaro's authentication methods and pinpoint possible areas for improvement or improvement by carefully examining verification processes, documentation requirements, and verification success rates.

C. Participant Experiences and Feedbacks

Getting participant experiences and feedback about their encounters with InternKaro is essential to the implementation phase. Participants will be asked to provide their opinions on the usability, functionality, and general satisfaction with InternKaro's platform through questionnaires, structured interviews, and usability testing.

Furthermore, qualitative investigations will be carried out to extract complex perspectives of the advantages, obstacles, and potential areas for development in the InternKaro-facilitated internship placement procedure.

D. Quantitative Evaluation of Internship Results

In addition to qualitative investigations, the implementation plan includes a quantitative examination of internship results and participant paths. Internship placement variables, including length, industrial sector, and participant demographics, will be evaluated to find patterns, trends, and correlations using data analytics approaches. Additionally, longitudinal analyses will be carried out to monitor the career paths of participants and evaluate the long-term effects of internships supported by InternKaro on their professional growth and employability.

E. Technology Assessment and Scalability Analysis

As part of the implementation phase, InternKaro's technology infrastructure is thoroughly assessed, in conjunction with participant input and outcome assessments. The research endeavours to assess the dependability, security, and scalability of the platform in accommodating future expansion and changing user needs, in partnership with platform developers and IT experts. In addition, studies of viability will be carried out to investigate the possibility of using cutting-edge technologies like blockchain and artificial intelligence to improve the effectiveness and creativity of InternKaro's services.

F. Institutional Collaboration and Ethical Issues

To protect the rights and welfare of participants, rigorous adherence to ethical standards and principles will be maintained throughout the implementation process.

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Establishing institutional cooperation with academic advisers, industry associates, and regulatory agencies will be pursued to guarantee ethical supervision and adherence to data privacy laws. Transparency and informed consent will also be given top priority in order to maintain the validity and integrity of the study findings.

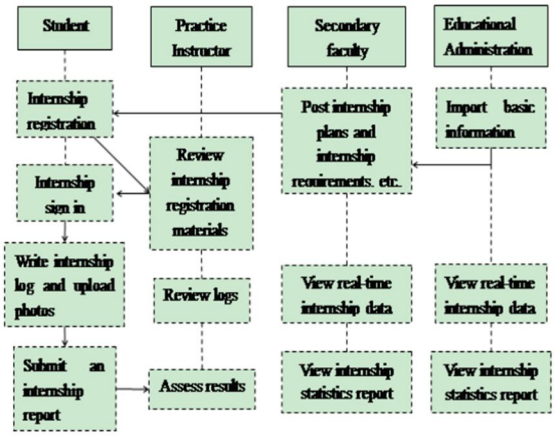


Fig 2 – Workflow of internship based on internship-based platform

Through the methodical application of the implementation strategy described above, this study aims to provide stakeholders in the corporate, policymaking, and educational domains with empirically grounded insights and evidence-based recommendations that maximize InternKaro's operational efficiency and further the conversation about internship placements in the digital age. The implementation phase seeks to stimulate transformative change and innovation within the internship ecosystem by working with a variety of partners and adhering to methodological rigor.

V. RESULTS AND DISCUSSION

The results of the suggested study provide light on a number of important aspects of internships in the digital sphere, with an emphasis on the functionality and significance of InternKaro. By carefully combining theoretical understandings, empirical information, and stakeholder viewpoints, the study provides insightful information about how digital platforms might change internship paradigms and provide students with opportunities for career growth.

An essential component of InternKaro's operating philosophy is the verification processes it has put in place, which guarantee the legitimacy and authenticity of participating companies and students. According to our analysis, these protocols are essential for reducing the risks related to fraudulent activities, which in turn creates a safe and reliable atmosphere that is favourable to meaningful internship engagements. InternKaro emphasizes its dedication to integrity and transparency by adhering to the fundamental principles delineated by Nel and Van Dyk [2] concerning the significance of authenticity in internship placements. This establishes a foundation for mutually beneficial partnerships between companies and students.

Additionally, our study clarifies the wide range of experiences that students taking part in internships offered by InternKaro endure. We reveal the many facets of skill development, career exploration, and networking opportunities fostered by InternKaro via qualitative research and survey approaches. These results are consistent with the theory presented by Rasmussen and Lim [3] and highlight the critical role internships play in strengthening students' employability skills and promoting comprehensive professional development. Employers find InternKaro to be a powerful resource for finding interns and building talent pipelines. Employers seem to have a positive attitude towards InternKaro, commending its user-friendly design and strong verification mechanisms, based on our surveys and interviews. These revelations support the findings of Rehman et al. [4] about the paradigm-shifting effect of internships on employers' perspectives and recruiting processes, emphasizing the critical role that InternKaro plays in bridging the gap between academics and industry.

Moreover, our analysis highlights the significance that InternKaro's communication tools play as a catalyst for successful student-company collaboration. InternKaro helps participants acquire professional competencies and adaptable career practices by promoting smooth interaction and information exchange. These results are consistent with the academic explanations provided by Smith and Johnson [5] regarding the critical function that communication dynamics play in determining interns' career paths and improving their employability in the modern workforce.

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Apart from its effectiveness in operations, InternKaro has significant consequences for moral issues and fairness in internship environments. Our findings highlight the necessity of tackling concerns related to diversity, inclusion, and moral work practices in order to promote a more ethically sound and egalitarian internship ecosystem. These observations align with the critical viewpoints presented by O'Sullivan [6] regarding the moral obligations ingrained in higher education internship paradigms, highlighting InternKaro's capacity to spark revolutionary change and advance social justice in internship ecosystems. All things considered, the outcomes of the suggested study highlight how InternKaro has the capacity to revolutionize internship models and provide students with chances for professional growth. This study provides practical suggestions for maximizing internship experiences and utilizing knowledge from theoretical frameworks, empirical data, and stakeholder viewpoints and the ability of digital platforms to revolutionize the way that the modern workforce is shaped.

VI. CONCLUSION AND FUTURE WORK

In summary, the study provided here provides a thorough examination of internships in the digital sphere, with an emphasis on the features and functionality of InternKaro. This study sheds light on the revolutionary potential of digital platforms in redefining internship paradigms and boosting professional development opportunities for students through a rigorous synthesis of theoretical insights, empirical data, and stakeholder viewpoints. The results highlight the critical role that InternKaro plays in providing strong verification processes and authenticity assurance techniques that help to provide a safe and reliable environment for internship engagements. Moreover, Students taking part in internships sponsored by the site find that InternKaro is a powerful catalyst for skill development, career exploration, and networking opportunities. Employers view InternKaro as a useful tool for finding candidates and building talent pipelines, which helps close the gap between the academic and business worlds.

Additionally, InternKaro's communication tools support productive student-company collaboration and encourage the growth of participants' professional competencies and adaptable career attitudes. The platform's dedication to inclusivity and ethical considerations highlights its potential to advance social justice within internship ecosystems, opening the door for a more morally sound and equitable internship landscape. Prospective research attempts may investigate many routes that hold promise for augmenting the effectiveness and inclusiveness of internship platforms such as InternKaro. These include tailoring internship recommendations and streamlining the student-company matchmaking process through the use of AI and machine learning technologies. Furthermore, longitudinal research could look into the professional outcomes and long-term career paths of students who took part in internships made possible by InternKaro. This would provide important new information about the long-term effects of digital platforms on students' success and employability. Subsequent investigations may also explore the globalization of internship ecosystems and the consequences of international cooperation and exchange initiatives made possible by platforms such as InternKaro. InternKaro has the capacity to extend students' horizons, improve their cross-cultural competences, and equip them for success in an increasingly varied and linked global workforce through worldwide partnerships and cultural immersion programs.

As a result, the research discussed here emphasizes how InternKaro has the capacity to revolutionize internship models and provide students the tools they need to start fulfilling careers. This paper presents a positive outlook for internship placements and career development in the digital age by utilizing insights from theoretical frameworks, empirical data, and stakeholder viewpoints. We have the potential to create a workforce that is more diverse, equal, and empowered for future generations as long as we keep innovating and improving internship platforms like InternKaro.

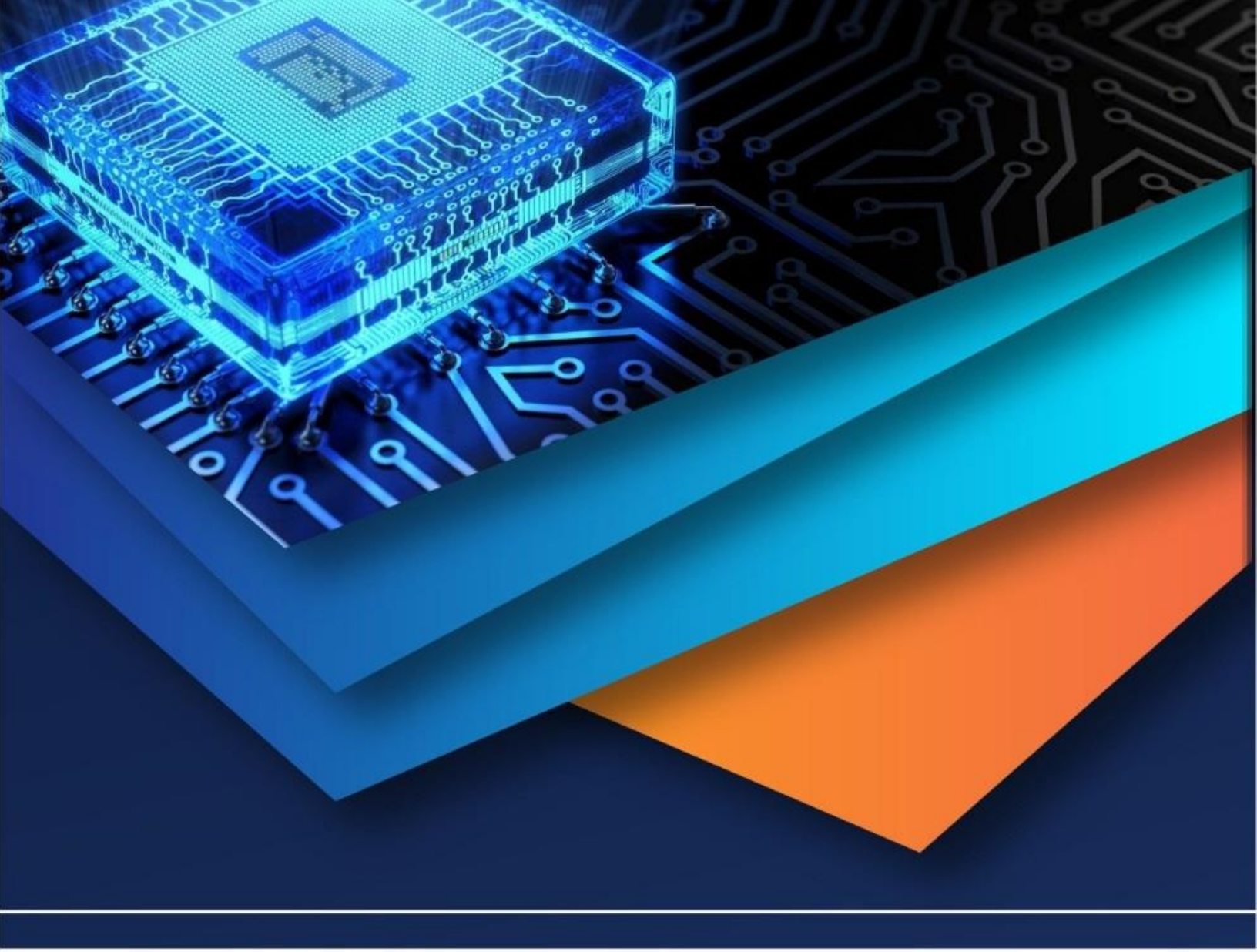
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