

CONVERGENCE OF CAREER DEVELOPMENT: THROUGH WORK INTEGRATED LEARNING

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ABSTRACT

Work Integrated Learning means that education is given to the students not only theoretically but together with practical work experience in work place connected with the subject. The aim is to integrate their learning by combining academy and work together. It also aims at inspiring students to promote their career. It also exposes students to the world of work and judge themselves to choose their careers. It enables them to follow their career according to the quality embedded in them.

Keywords: *Work Integrated Learning- WIL, Human Resource Management- HRM.*

Introduction

Demand of the day of the employers is that they want students fully equipped with theoretical as well as practical knowledge of the work allotted to them. Students after leaving their academic institution are full of theoretical knowledge but no practical knowledge. This can only be possible if together with the academic studies work experience is also made compulsorily implemented. A student should be competent only if he has specific knowledge and skill along with the correct attitude to implement. Theoretical studies adds to the body of the knowledge of work integrated learning and practical knowledge provides self confidence and creates a holistic approach.

Literature Review

In recent studies WIL makes education more meaningful to the students by personalising the education together with the awareness of the work related to their education.

Imparting quality education by enhancing skill and knowledge by making the student aware about the situations at the workforce will help them to have a practical approach towards their studies and prepare themselves well in advance for the actual work.

WIL will help to create an efficient workforce for the employers.

Objective of the Study

This manual is intended to serve as a useful resource to enhance student mastering and improvement in better training through the established work experience.

The entire purpose is to combine knowledge and skill of the students and not only that even applying those knowledge and skills in practical way to work and make decisions and create a rational thinking attitude and also to have a holistic approach.

WIL will help not only the students but also the employers as the already have students who have skill, knowledge, practicality and a correct attitude towards life and work.

WIL will create responsible students and force them to think before they act for any situation.

Research Methodology

Sample includes a wide range of students who have taken benefit of work experience in order to explore the actual scenario of the real world which they have to face after completing their studies. It also includes employers who look forward and give preference to

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