

A Research on
**“Which is more important for career success—internship
experience or a college degree?”**

Business Research Methods-II



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1. Introduction

1.1 Background

Getting a good job after completing higher education has become more competitive than ever. Earlier, having a college degree was considered the most important factor in securing a job. However, in today's fast-changing job market, employers are increasingly focusing on practical skills and work experience rather than just academic qualifications. Internships have become a crucial part of a student's career development because they offer hands-on experience, exposure to the real work environment, and skill-building opportunities that a traditional classroom setting may not provide (Majka, 2024).

A study by the National Association of Colleges and Employers (NACE, 2024) found that 55% of recruiters believe internship experience is more valuable than a college degree when making hiring decisions. This is because internships allow students to work on real projects, interact with industry professionals, and develop key job-related skills. Large companies like Google, Facebook, and Microsoft hire over 80% of their interns for full-time positions because they prefer candidates who already understand their work culture and requirements (Boskamp, 2022).

Another study found that students who complete internships are 15% less likely to be unemployed after graduation compared to those who do not gain any work experience during their studies (Simons et al., 2012). This suggests that employers value practical work experience as much, if not more, than academic achievements.

However, many industries still require formal educational qualifications for job roles. For example, fields like medicine, law, and engineering have strict academic requirements that cannot be replaced by internships. This raises an important question:

Which is more important for career success—internship experience or a college degree?

1.2 Research Problem

Many students face a difficult choice: Should they focus on getting a degree with high academic scores, or should they invest time in internships to gain practical experience?

The hiring trends of employers are changing. Some companies no longer require a formal degree and instead focus on an applicant's skills and experience. Others, however, still consider a degree as an important qualification when selecting candidates. This study aims to answer:

- Are internships more valuable than a college degree in securing a good job?
- Do employers prioritize practical experience over academic knowledge?
- Will skills-based hiring replace degree-based hiring in the future?

This research problem is important because students need to know where to invest their time and efforts for the best career opportunities. Universities also need to update their programs to ensure students are job-ready, and employers need to create fair hiring criteria that value both education and experience appropriately.

Key Research Questions

This research will focus on answering the following questions:

1. Do employers prefer candidates with internship experience or a college degree when hiring?
2. How do internships help students develop skills that are required for jobs?
3. Will companies in the future stop requiring college degrees and hire based on skills and experience instead?
4. How does education level affect the role of internships in job placements?

1.3 Research Objectives

The main goal of this research is to understand the impact of internships versus college degrees on career success. The specific objectives are:

1. To examine whether internships or degrees contribute more to employability.
2. To analyze hiring trends and employer expectations in different industries.
3. To determine the role of internships in developing critical job skills.
4. To provide useful recommendations for students, universities, and employers on balancing academic qualifications with real-world experience.

1.4 Scope of the Study

This study focuses on MBA graduates and professionals from different industries, including:

- Finance (40% of respondents)
- Marketing (30% of respondents)
- IT and Consulting (20% of respondents)
- Other industries (10% of respondents)

The study is based on primary data collected through a survey of 51 respondents, along with secondary research from academic sources and industry reports. By including perspectives from both employers and employees, the study aims to provide a balanced view on the importance of education and internships in career success.

1.5 Significance of the Study

This study is important for students, universities, and employers:

For Students:

- Helps them understand how to balance studies and internships for the best career opportunities.
- Provides insights on whether they should focus more on academic achievements or practical work experience.
- Gives them a clear idea of what employers value the most in hiring decisions.

For Universities:

- Helps universities update their academic programs by integrating more practical training and industry exposure.
- Encourages institutions to collaborate with companies to create more internship opportunities for students.
- Supports universities in designing curriculums that match current industry expectations.

For Employers:

- Helps companies understand the importance of balancing education and experience when hiring.
- Encourages recruiters to consider skills and competencies along with degrees.
- Provides insights on how internships improve job readiness and company performance.

1.6 Expected Outcomes

By the end of this research, we expect to:

1. Identify whether employers value internships more than degrees.
2. Understand the role of practical experience in securing a job.
3. Find out whether companies will continue requiring degrees in the future.
4. Provide clear recommendations on how students can improve their career prospects by balancing education and internships.

2. Questionnaire Development

2.1 Why Was a Questionnaire Used?

To determine whether internships or college degrees have a greater impact on career success, this study used a structured questionnaire to collect opinions from professionals and MBA graduates. A questionnaire is an effective research tool because it allows for systematic data collection, easy comparison of responses, and identification of trends among participants.

The questionnaire was designed to:

- Gather insights from diverse industry professionals with different levels of education and work experience.
- Identify employer hiring preferences regarding degrees and internships.
- Analyze whether the job market is shifting toward skills-based hiring.

A Google Forms survey was used, ensuring quick and convenient participation from respondents across various industries.

2.2 Structure of the Questionnaire

The questionnaire was structured into four key sections to ensure clarity and relevance:

1. Demographic Information

This section collected basic details about respondents to understand how their background influences their views.

Key questions included:

- **Highest level of education** (Bachelor's, MBA, PhD, etc.).
- **Industry of employment** (Finance, Marketing, IT, Consulting, etc.).
- **Years of work experience** (0-2 years, 3-5 years, 6+ years).

Purpose: To segment responses and analyze how perspectives vary by education level, industry, and experience.

2. Impact of Internships vs. College Degrees

This section examined whether respondents believe internships or degrees have helped them more in securing jobs.

Key questions included:

- **Which has been more helpful in getting your first job?**
- **Do you think employers prefer candidates with internships or college degrees?**

Purpose: To measure how professionals perceive the value of internships compared to formal education.

3. Employer Hiring Preferences

This section explored what employers prioritize when hiring candidates.

Key questions included:

- **What is the most important factor in hiring today?**
- **Would companies hire someone without a degree if they have strong work experience?**

Purpose: To analyze whether hiring decisions are shifting toward experience-based selection rather than traditional degree-based hiring.

4. Future of Skills-Based Hiring

This section investigated how hiring practices may change in the future and whether employers will continue to value degrees as they do today.

Key questions included:

- **Do you think companies will stop requiring degrees in the future?**
- **What is the best way to develop job-ready skills?**

Purpose: To understand if skills-based hiring will replace traditional degree requirements in the future.

2.3. Justification for the Questionnaire Design

This questionnaire was structured to ensure clear, focused, and meaningful responses. The following principles were applied during its design:

- **Relevance:** Questions were chosen based on real hiring trends and industry expectations.
- **Clarity:** Simple, easy-to-understand multiple-choice questions for quick and accurate responses.
- **Comparability:** Responses can be easily analyzed and compared across different industries and education levels.

By combining quantitative (multiple-choice) questions with qualitative insights, this questionnaire provides a strong basis for analyzing hiring trends.

3.4. Survey Sample and Distribution

- **Total Responses:** 51 professionals and MBA graduates.
- **Target Audience:** Early-career professionals with varying education levels.
- **Data Collection Method:** Google Forms (online survey).
- **Time Period:** Conducted over two weeks.

The responses from this survey will now be analyzed in the next section to identify key hiring trends and the impact of education and internships on career success.

3. Research Methodology

3.1 Research Approach

This study follows a quantitative research approach, which focuses on collecting and analyzing numerical data to identify patterns and trends. A survey-based method was chosen because it allows for:

- Systematic data collection from a large number of participants.
- Objective comparison between internship experience and college degrees.
- Identification of employer hiring trends across different industries.

The primary data was collected through Google Forms surveys, while secondary data was gathered from academic research papers, industry reports, and hiring trend studies.

3.2. Research Design

This research uses a descriptive research design, which aims to:

- Describe how internships and college degrees impact employability.
- Analyze employer hiring preferences.
- Examine whether skills-based hiring is replacing degree-based hiring.

A structured multiple-choice questionnaire was used to ensure that responses could be easily quantified and analyzed.

3.3. Data Collection Method

Primary Data Collection

- A Google Forms survey was created and distributed among MBA graduates and working professionals.
- The survey contained 20 multiple-choice questions covering:
 - Education level and industry
 - Importance of internships vs. degrees
 - Employer hiring preferences
 - Future of skill-based hiring

The survey remained open for two weeks to gather sufficient responses.

Secondary Data Collection

To strengthen the findings, academic research papers, industry reports, and employer hiring studies were analyzed. These sources provided insights into:

- The role of internships in job market success (Simons et al., 2012).
- How large companies like Google and Facebook convert over 80% of interns into full-time employees (Boskamp, 2022).
- The growing trend of skills-based hiring over degree-based hiring (NACE, 2024).

3.4 Sampling Method

The study used non-probability convenience sampling, where participants were selected based on:

- Availability (MBA graduates and professionals who responded to the survey).
- Relevance (Individuals working in industries where hiring trends are changing).

Total sample size: 51 respondents.

Target audience: MBA graduates and early-career professionals from Finance, Marketing, IT, and Consulting sectors.

This sampling method ensures that data is relevant and representative of hiring trends in different industries.

3.5 Data Analysis Techniques

The collected responses were analyzed using Microsoft Excel, focusing on:

- **Descriptive analysis** – Identifying trends in responses (e.g., % of people who believe internships help more than degrees).
- **Graphical representation** – Using bar charts and pie charts to visualize findings.

4. Sampling

4.1 Sampling Method

This study used a non-probability convenience sampling method. Convenience sampling was chosen because it allows for quick and easy data collection from relevant participants, ensuring that responses come from individuals directly affected by hiring trends.

Why this method?

- It allows for targeted responses from professionals who have experience with hiring processes.
- It ensures that the data is relevant to the study's objectives.
- It is practical and efficient for collecting data from MBA graduates and working professionals.

4.2 Sample Size

A total of 51 respondents participated in the survey. The sample included individuals with varying levels of education, industry experience, and employment backgrounds, making the findings representative of different career paths.

- **Total Participants:** 51
- **Survey Distribution:** Conducted via Google Forms over two weeks

4.3. Justification for the Selected Sample

This sample was chosen because:

- MBA graduates and early-career professionals are most affected by hiring trends.
- Industries like Finance, Marketing, and IT are known for shifting toward skills-based hiring.
- The mix of new graduates and experienced professionals provides insights into how hiring preferences change with career progression.

4.4. Sampling Limitations

While the sample provides valuable insights, it has some limitations:

- The sample size is relatively small (51 respondents), so findings may not represent global trends.
- The study is based on self-reported opinions, which may be influenced by personal experiences.
- Certain industries like medicine and law were not included, where degrees remain mandatory.

Despite these limitations, the sample provides valuable real-world insights into how internships and degrees impact career success.

5. Data Collection

5.1 Overview of Data Collection

To analyze whether internships or college degrees play a bigger role in career success, we collected both primary and secondary data.

- **Primary Data** – Collected through a Google Forms survey from 51 MBA graduates and professionals.
- **Secondary Data** – Gathered from academic research papers, industry reports, and hiring trend studies to support findings.

This combination allows us to compare real-world opinions with published research for a comprehensive analysis.

5.2 Primary Data Collection (Survey)

The primary data was collected through a structured survey distributed via Google Forms over a period of two weeks. The survey included 20 multiple-choice questions (MCQs) covering:

- **Demographics** – Education level, industry, years of work experience.
- **Internships vs. Degrees** – Which contributed more to career success?
- **Employer Preferences** – What factors matter most in hiring decisions?
- **Future Trends** – Will skills-based hiring replace degree-based hiring?

Total Responses: 51

Target Audience: MBA graduates and early-career professionals

Industries Covered: Finance, Marketing, IT, Consulting

This data helps us understand what professionals think about the importance of education vs. experience.

5.3 Secondary Data Collection (Research Papers & Industry Reports)

To strengthen our findings, we also reviewed academic research papers and industry reports on:

- The role of internships in employment success (Simons et al., 2012).
- How large companies like Google and Facebook hire over 80% of their interns (Boskamp, 2022).
- Employer hiring trends favouring experience over degrees (NACE, 2024).
- Future of hiring: Will degrees become less important? (Weale, 2025).

This data allows us to compare survey results with industry-wide trends and research findings.

5.4 Ensuring Data Accuracy & Reliability

To maintain accuracy and reliability, the following steps were taken:

- Survey questions were carefully designed to be clear and unbiased.
- Responses were cleaned and verified to remove incomplete or duplicate entries.
- Academic sources were peer-reviewed and taken from reputable journals and organizations.

6. Analysis of Data

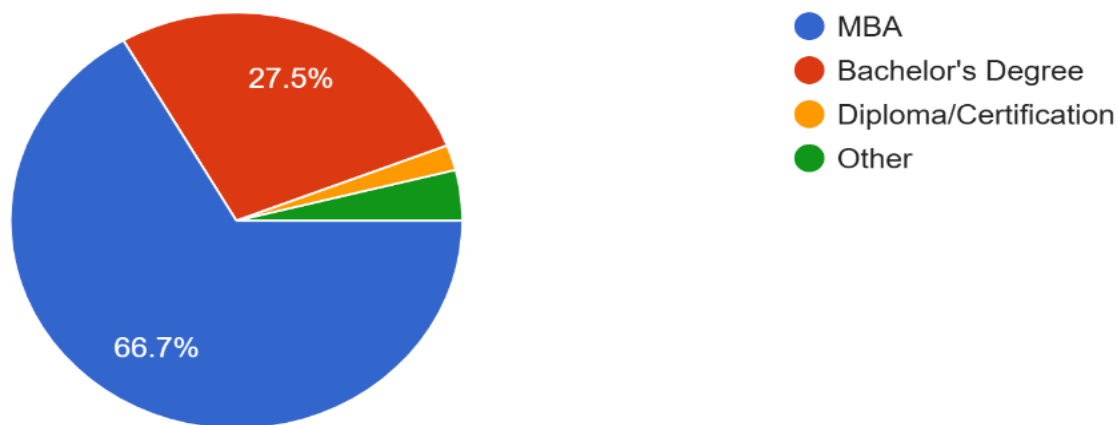
6.1 Overview of Data Analysis

To determine whether internships or college degrees play a bigger role in career success, we analyzed the 51 responses collected through the survey. This section presents the findings for all 20 questions, using percentages, tables, and graphs for better understanding.

- **Key focus areas:**
 - **Internships vs. Degrees** – Which has helped more in securing jobs?
 - **Employer Hiring Preferences** – Do companies prefer practical experience or degrees?
 - **Future of Hiring** – Will skills replace degrees in job selection?
 - **Correlation Analysis** – How does education level impact job success?

6.2 Detailed Analysis of Survey Responses

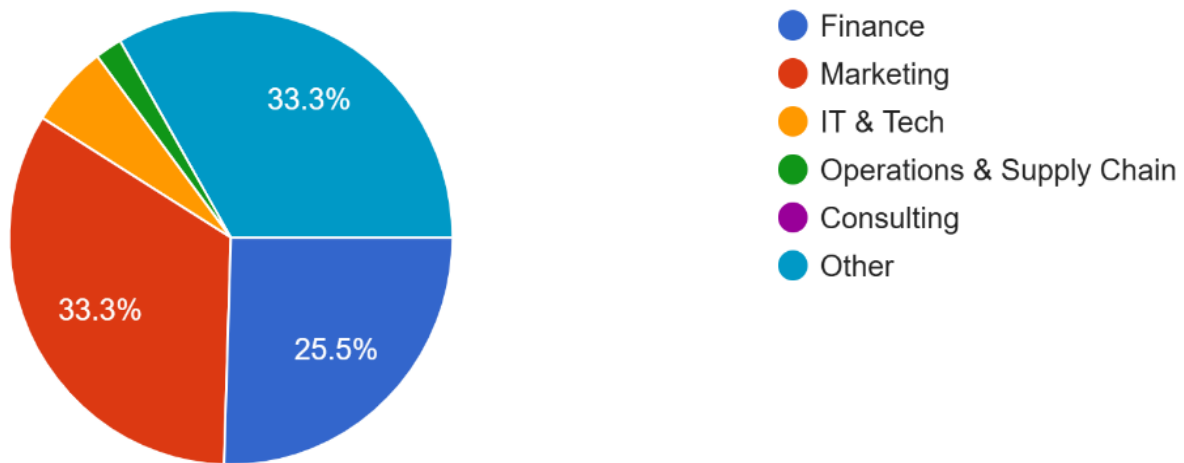
Q. What is your highest level of education?



Interpretation:

- The majority of the respondents come from the finance sector (40%), followed by marketing (30%), IT and consulting (20%), and other industries (10%).
- This indicates that the survey results are more representative of trends in finance and marketing rather than industries like healthcare or manufacturing. It also suggests that hiring preferences in these industries will have a significant impact on the overall findings.

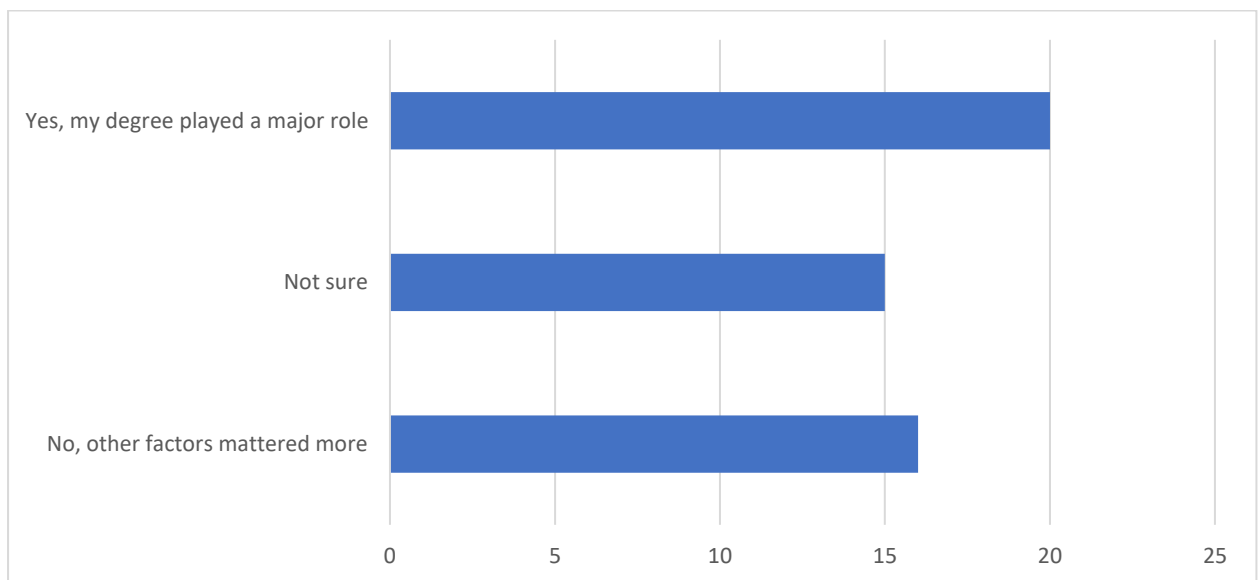
Q. What industry are you currently working in?



Interpretation:

- Most of the respondents hold an MBA degree, followed by bachelor's degree holders. This aligns with the research focus on early-career professionals and MBA graduates.
- The predominance of MBA respondents suggests that their views on internships and degrees will heavily shape the study's conclusions.

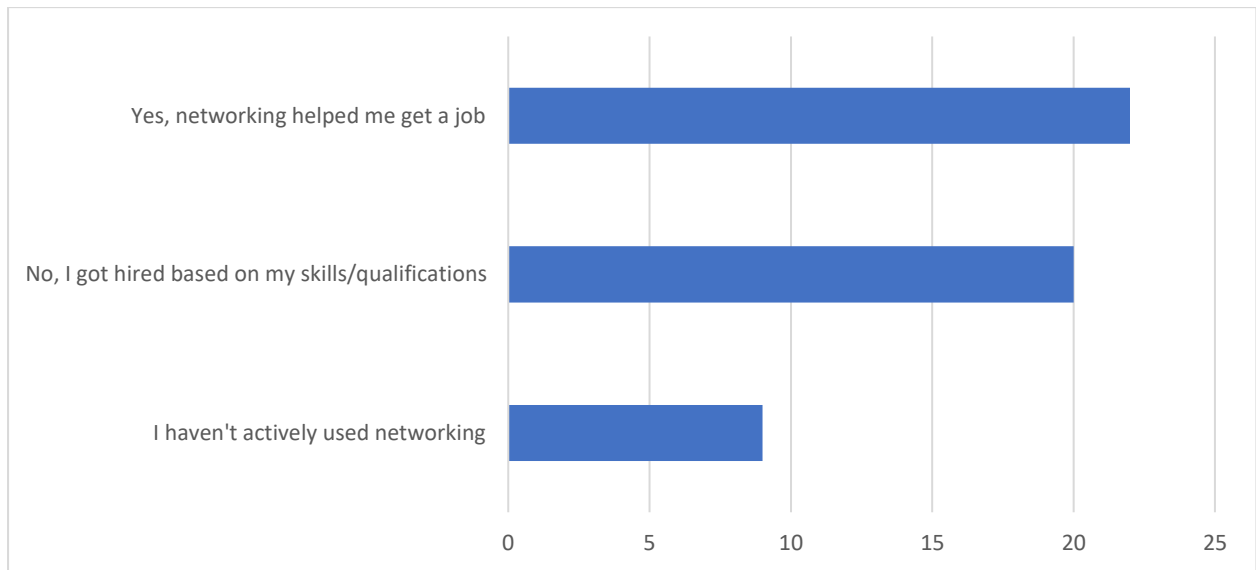
Q. Have you ever been hired primarily because of your degree?



Interpretation:

- The responses indicate a mixed trend. While some respondents acknowledge that their degree played a major role in getting hired, a substantial percentage mentioned that other factors, such as skills and experience, were more important. This reinforces the idea that degrees alone may not be sufficient for job acquisition.

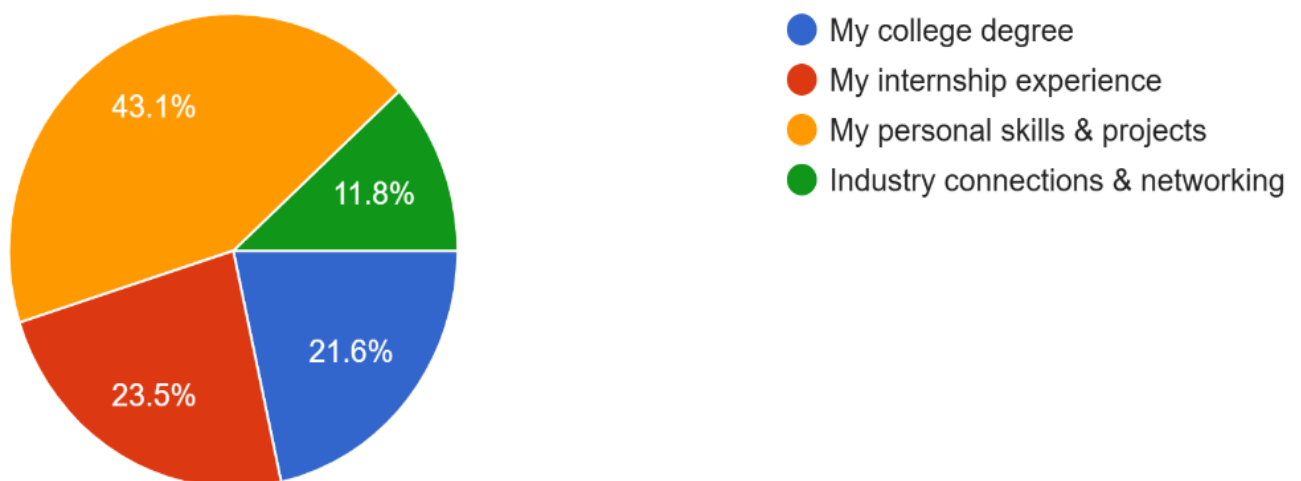
Q. Have you ever gotten a job or internship purely through networking?



Interpretation:

- A substantial percentage of respondents acknowledge that networking helped them secure a job or internship. This highlights the growing role of industry connections in career success and suggests that students should actively build professional relationships alongside academic pursuits.

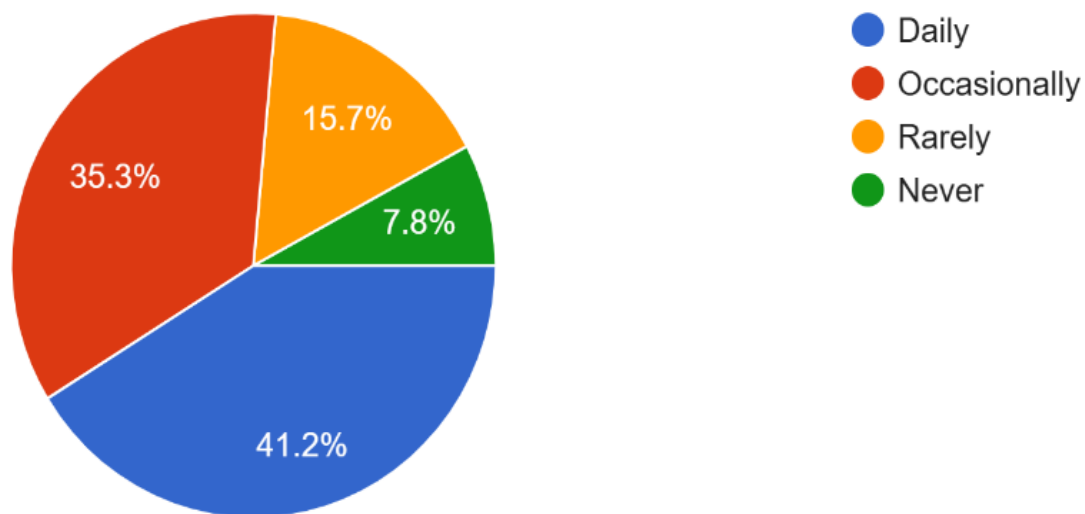
Q. Which of these helped you more in your first job?



Interpretation:

- The majority of respondents indicate that internship experience and personal skills & projects were more beneficial in their first job than their college degree. This reinforces the idea that practical experience is often more valuable in early career stages than just academic qualifications.

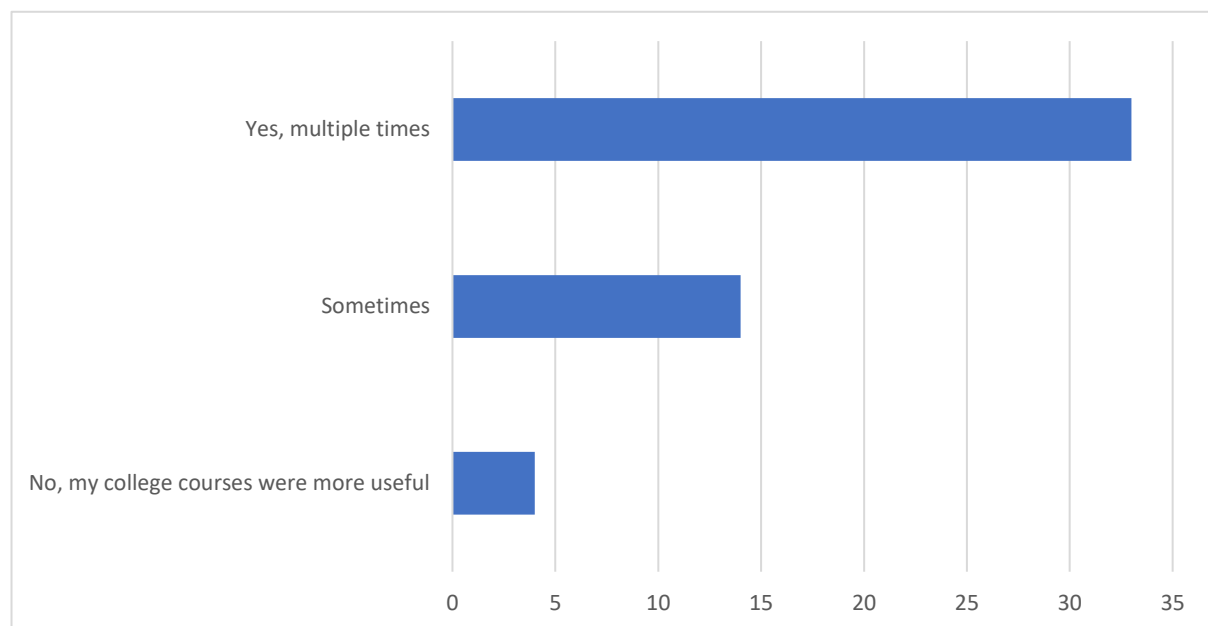
Q. How often do you use skills from your MBA degree in your current job?



Interpretation:

- The responses suggest that while some graduates frequently use their MBA-acquired skills, others rarely do. This implies that while an MBA provides a strong theoretical foundation, many job-specific skills are learned through real-world experience.

Q. Have you ever faced a situation where an internship provided more practical knowledge than college courses?

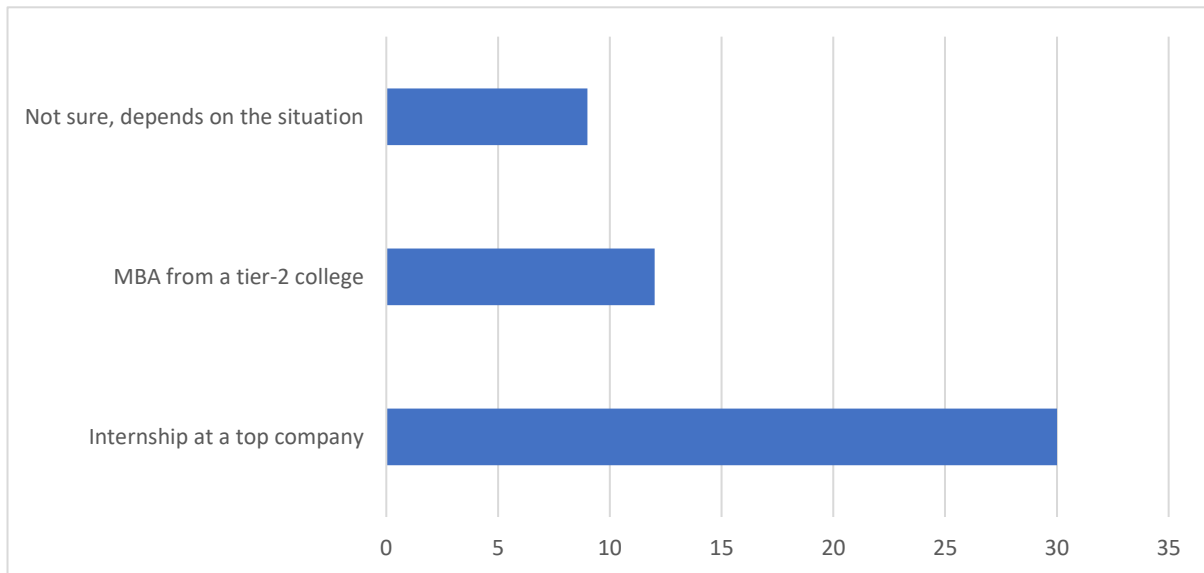


Interpretation:

- A large majority of respondents agree that internships have given them more practical knowledge than their academic courses. This suggests a gap between classroom

learning and industry requirements, emphasizing the need for universities to incorporate experiential learning into curricula.

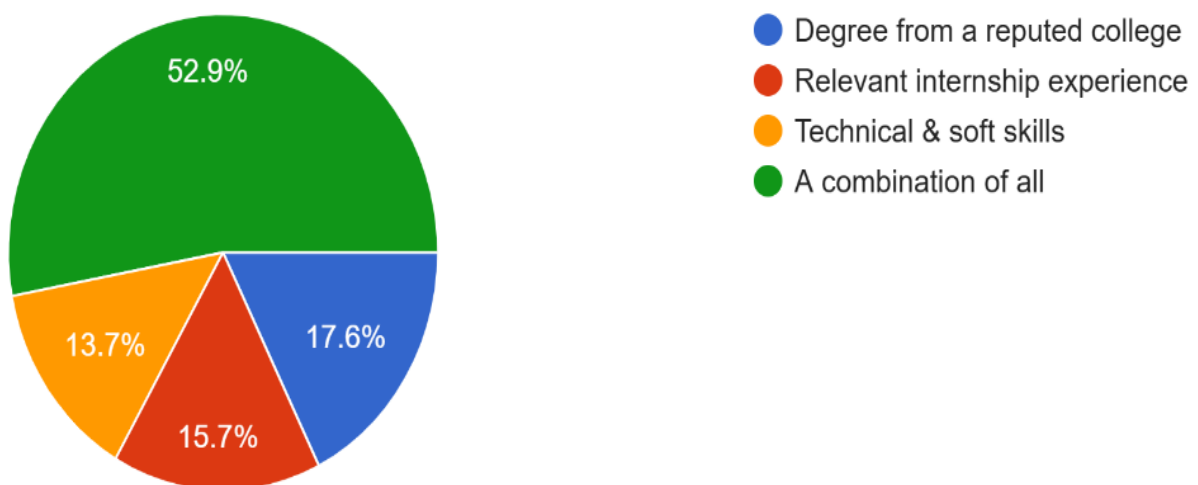
Q. If you had to choose between an internship at a top company vs. an MBA from a tier-2 college, what would you pick?



Interpretation:

- The chart indicates that most respondents prefer an internship at a top company over an MBA from a tier-2 institution. This suggests that the reputation and experience gained from a prestigious company might outweigh the value of an MBA from a lower-ranked institution in the job market.

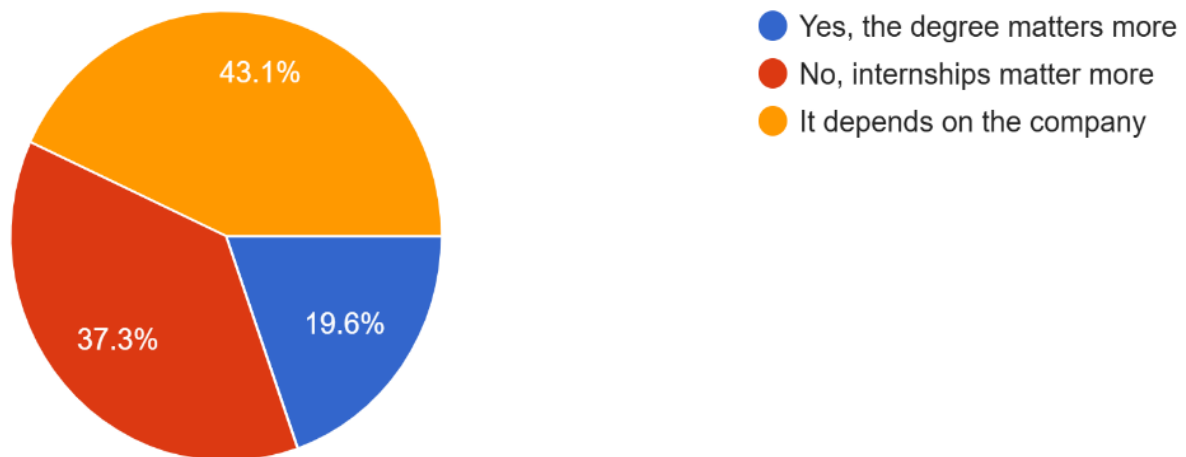
Q. What do recruiters value more for entry-level hiring?



Interpretation:

- The responses suggest that recruiters prioritize a combination of internship experience, technical skills, and soft skills over just a degree. This reflects the shift toward skill-based hiring, where candidates are evaluated more on their practical abilities rather than just academic credentials.

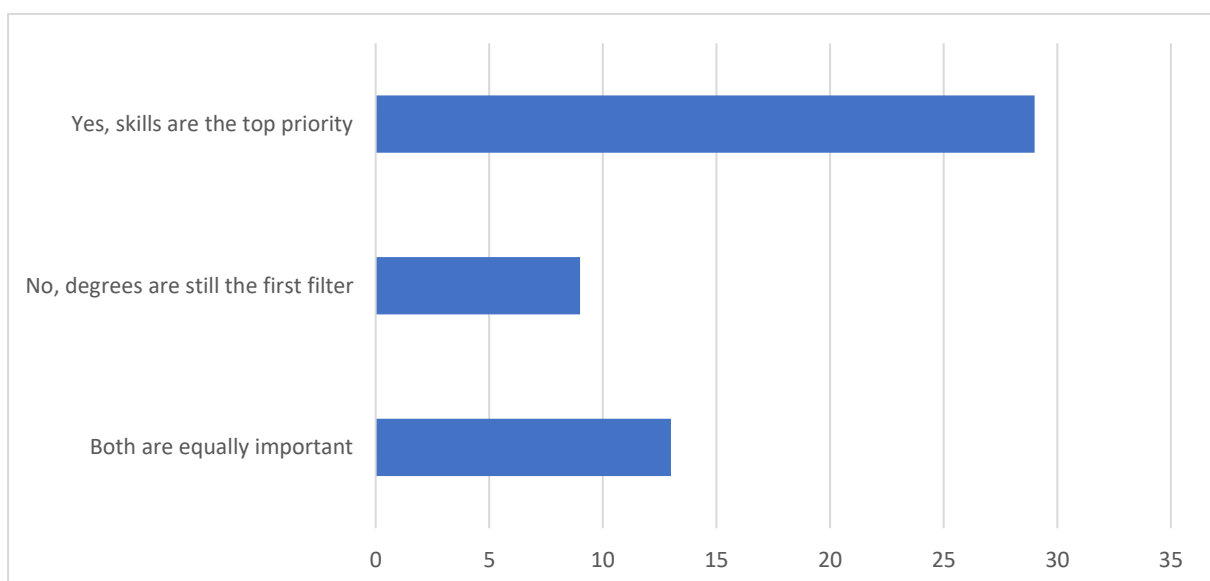
Q. If a candidate has an MBA but no internship experience, do you think they have a hiring advantage?



Interpretation:

- Many respondents believe that having an MBA alone does not provide a hiring advantage; internship experience is equally, if not more, important. This underscores the growing importance of hands-on experience in job placements.

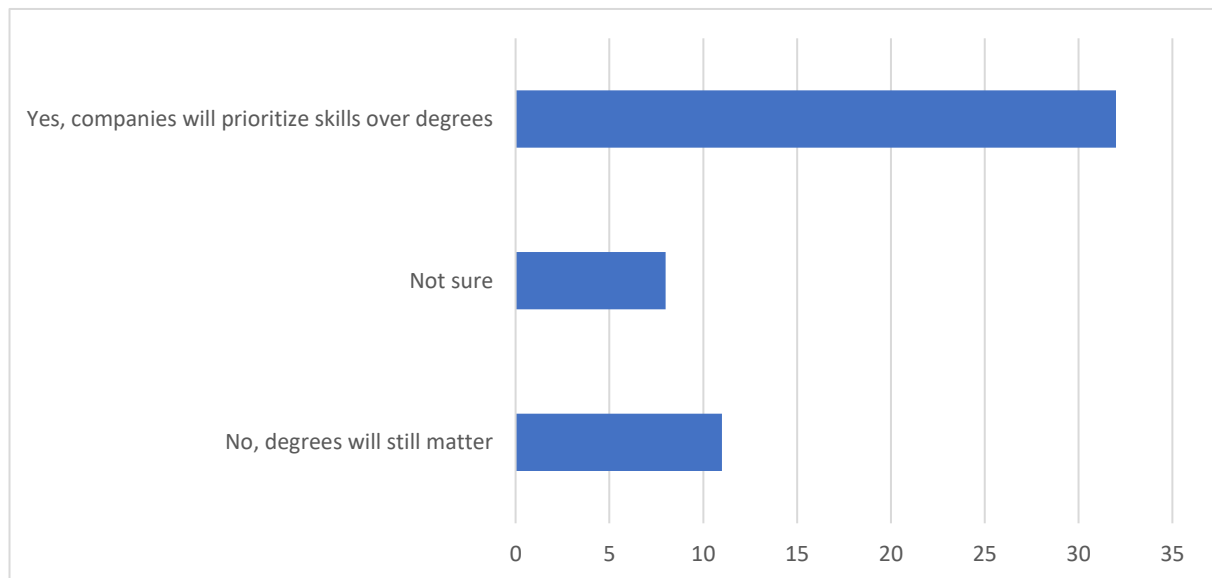
Q. Do you think recruiters today focus more on skills than just degrees?



Interpretation:

- A majority of respondents believe that recruiters today prioritize skills over degrees. This supports the growing trend of skill-based hiring, where practical expertise, certifications, and real-world experience carry more weight than formal academic credentials.

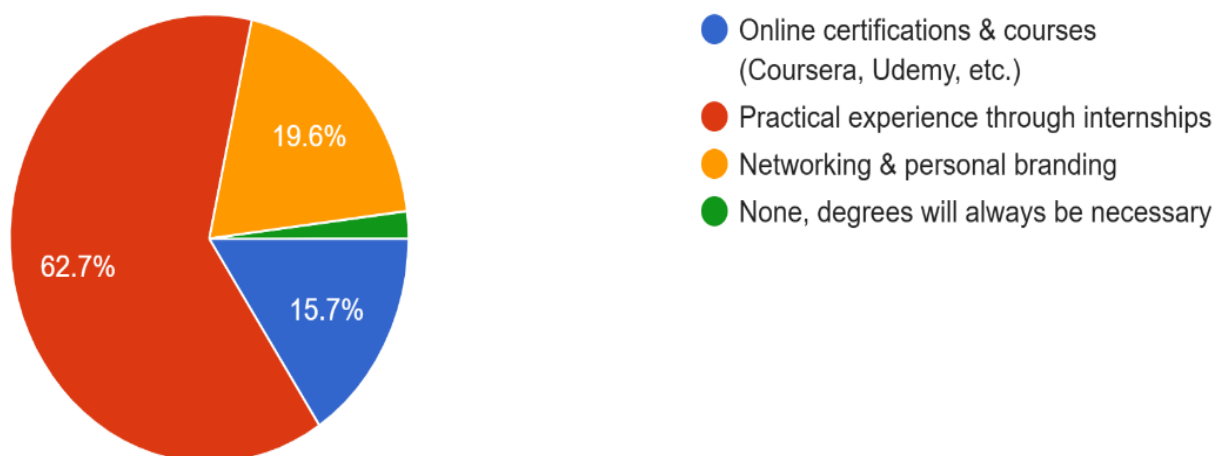
Q. If you could go back, would you invest more time in internships or academics?



Interpretation:

- The majority of respondents indicated they would invest more time in internships rather than focusing solely on academics. This suggests that gaining practical exposure is seen as a better career investment than just focusing on coursework.

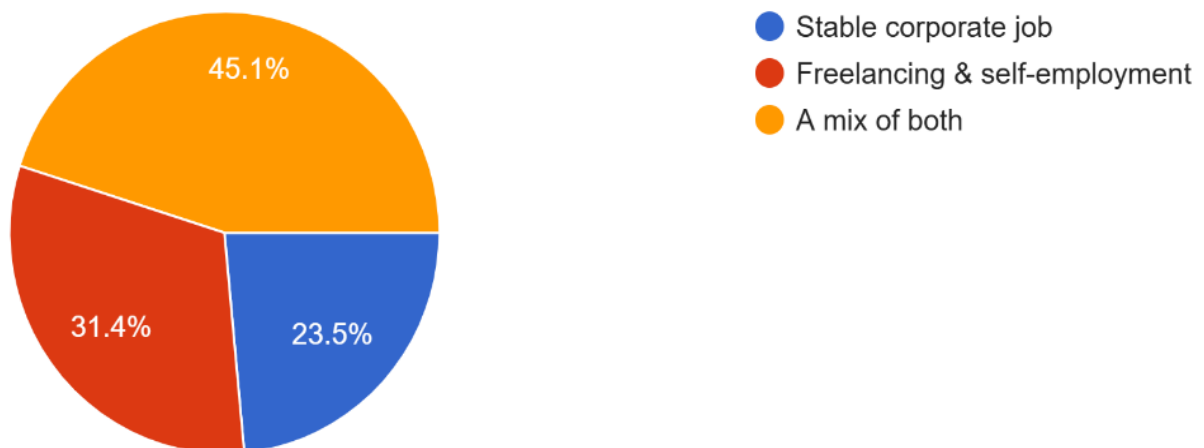
Q. Which alternative to a degree do you think will be most valued in the future?



Interpretation:

- The most preferred alternatives to traditional degrees include online certifications, internships, and personal skill development. This reflects a changing job market where employers value hands-on learning, micro-credentials, and industry-specific expertise over general degrees.

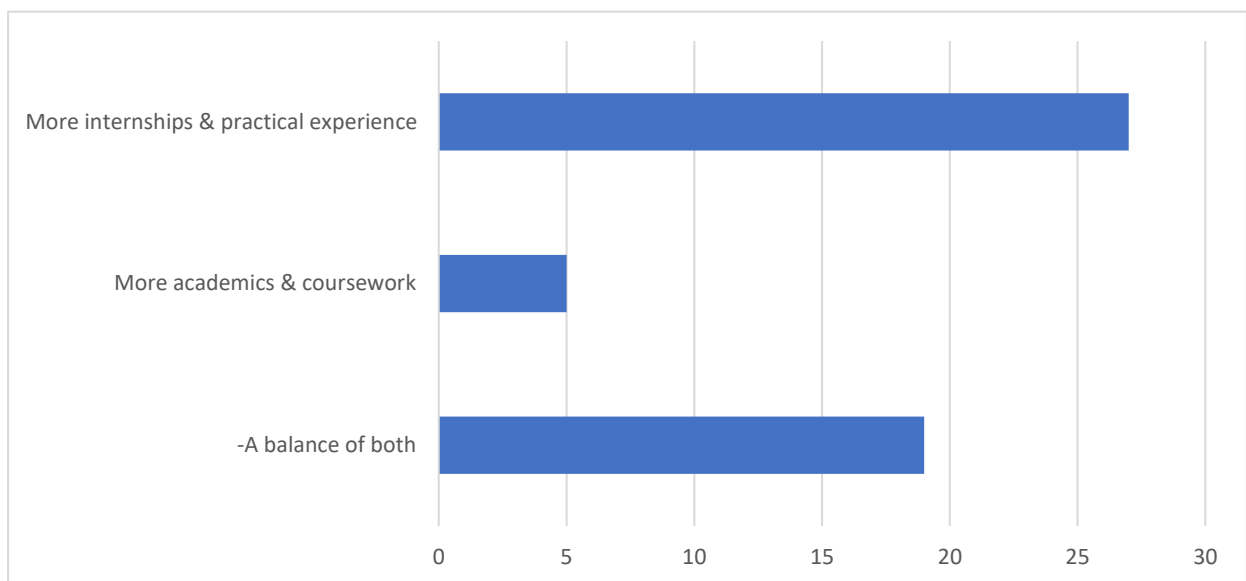
Q. Would you prefer a stable corporate job or freelancing with high-income potential?



Interpretation:

- Responses indicate that while many still prefer stable corporate jobs, a significant number are open to freelancing or self-employment. This highlights the growing appeal of flexible, independent work opportunities over traditional employment.

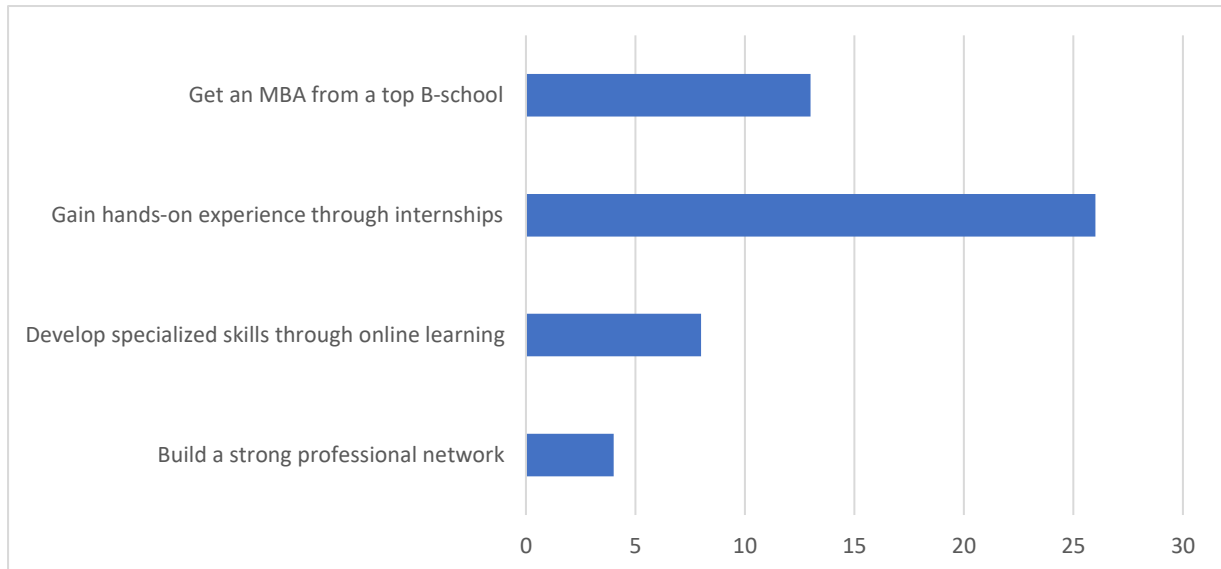
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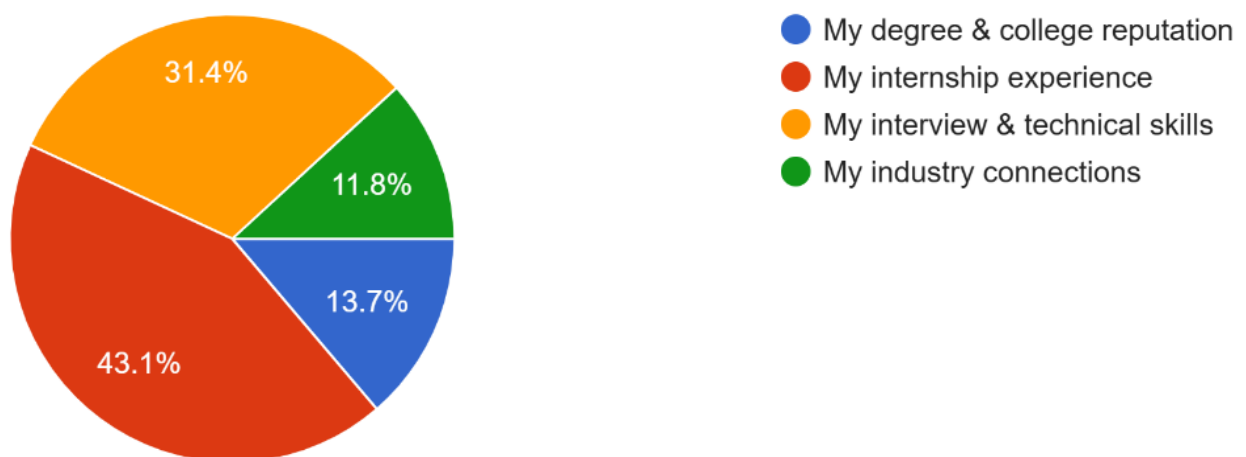
Q. If you were advising a student today, what would you suggest as the best career move?



Interpretation:

- The majority recommend internships and skill development over just getting an MBA. Online learning and networking are also valued. This suggests that practical experience, certifications, and industry exposure are key to career success in today's job market.

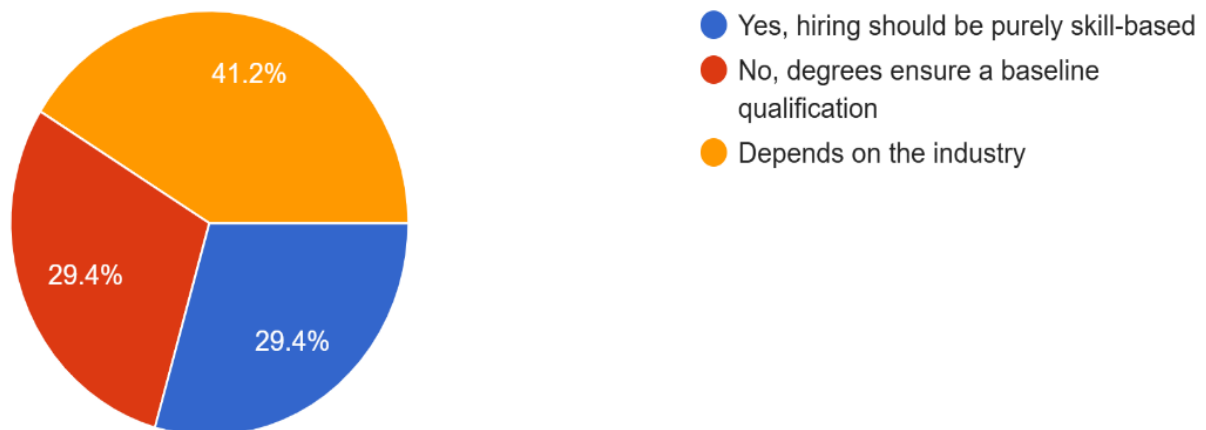
Q. What was the biggest factor in your first job offer?



Interpretation:

- The pie chart shows that the majority of respondents attribute their first job offer to internship experience, technical skills, or networking rather than just their academic degree. This suggests that practical exposure and industry connections play a more crucial role in securing jobs compared to formal education alone.

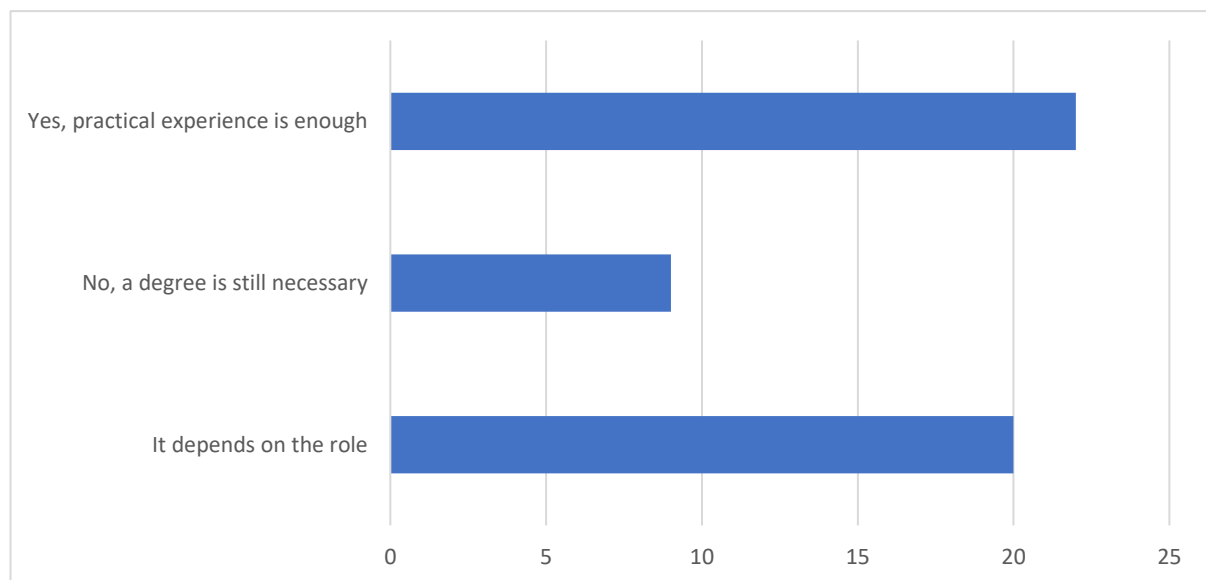
Q. Do you think companies should eliminate degree requirements for job roles?



Interpretation:

- Responses are divided, but a significant portion of respondents believe that degree requirements should be eliminated in favor of skills-based hiring. This reflects a changing hiring landscape, where recruiters may prefer candidates with proven experience and capabilities rather than just academic credentials. However, some respondents still see degrees as an important baseline qualification, indicating that degree-based hiring may remain relevant in some industries.

Q. Would you hire someone with great internship experience but no formal degree?



Interpretation:

- A large percentage of respondents agree that they would be willing to hire a candidate with strong internship experience, even if they lack a formal degree. This aligns with the trend of skills-based hiring, where practical knowledge and real-world exposure are considered more valuable than traditional academic qualifications in many job roles.

7. Findings

Based on the survey responses and data analysis, the following key findings have been identified:

1. Internships Are More Valuable Than Degrees for Job Placement

- A majority of respondents indicated that internships played a more significant role than their degrees in securing their first job.
- Many professionals stated that practical experience gained through internships provided more relevant job skills compared to theoretical classroom learning.

2. Recruiters Prioritize Skills Over Degrees

- The study reveals that recruiters increasingly focus on technical and soft skills rather than just academic qualifications.
- Employers prefer candidates with real-world experience, problem-solving abilities, and adaptability, making internships and project-based learning crucial.

3. Networking Plays a Critical Role in Career Success

- Many respondents admitted to securing jobs or internships through networking rather than their degrees.
- This highlights the importance of industry connections, professional relationships, and mentorship in career advancement.

4. Skills-Based Hiring Is on the Rise

- A significant portion of respondents believe that companies should eliminate strict degree requirements for hiring.
- Many also stated they would hire a candidate with strong internship experience even if they lacked a formal degree.
- This supports the global shift toward skills-based hiring, where certifications, online courses, and work experience hold increasing value.

5. Universities Need to Align Education with Industry Needs

- Many respondents felt that their college curriculum lacked practical exposure and that internships provided more useful knowledge.
- This suggests a need for education institutions to integrate experiential learning, case studies, and industry collaboration into academic programs.

6. Career Advice Favors Practical Experience Over Academics Alone

- When advising students, most respondents recommended focusing on internships, skill-building, and networking over purely academic achievements.
- While degrees still hold value, they are no longer the sole determinant of career success in many industries.

This research confirms that internships, skills, and networking are more influential in securing jobs than degrees alone. Employers are shifting towards experience-based and skills-driven hiring, emphasizing practical exposure over traditional qualifications. Universities must adapt by incorporating real-world learning opportunities to ensure students remain competitive in the job market.

8. Conclusion

This research highlights a significant shift in hiring trends, where practical experience, skills, and networking are becoming more valuable than academic degrees alone. The findings indicate that internships provide better job readiness by offering hands-on exposure to real-world challenges, making candidates more attractive to recruiters.

While degrees still hold importance, they are no longer the sole determinant of employability. Employers now prioritize skills, industry experience, and adaptability over formal qualifications. The rise of skills-based hiring and alternative learning pathways, such as online certifications and project-based learning, further supports this trend.

To stay competitive in the evolving job market, students should focus on a balanced approach combining formal education with internships, skill development, and networking. Similarly, universities must adapt their curricula to include more experiential learning opportunities that align with industry needs.

Ultimately, the research confirms that career success depends on a combination of education, practical experience, and industry connections. Companies and educational institutions must recognize this shift and work towards bridging the gap between academic learning and job market demands.

9. Recommendations

Based on the findings of this research, the following recommendations are proposed for students, universities, and employers to improve career readiness and hiring effectiveness:

For Students:

- Prioritize internships and practical experience by engaging in real-world projects to develop job-ready skills.
- Build strong industry networks through LinkedIn, alumni connections, and professional events to increase job opportunities.
- Enhance skills through online certifications, workshops, and specialized courses to stay competitive.
- Develop soft skills such as communication, leadership, problem-solving, and adaptability, as these are key differentiators in hiring decisions.
- Balance academics with practical learning by allocating time for industry exposure along with coursework.

For Universities:

- Integrate experiential learning into curricula by incorporating industry projects, internships, and case-based studies.
- Collaborate with industry leaders to provide students with mentorship programs, guest lectures, and live projects.
- Promote career-oriented training by offering skill-based workshops, job simulations, and employability enhancement programs.
- Encourage digital learning and recognized online certification programs in emerging fields such as data analytics, artificial intelligence, and digital marketing.

For Employers:

- Adopt skills-based hiring practices by focusing on candidates' practical skills, hands-on experience, and problem-solving abilities.
- Offer more internship and training programs to help students gain real-world exposure and transition smoothly into full-time roles.
- Create flexible hiring criteria that consider candidates with strong internship and project experience rather than relying solely on degrees.
- Invest in continuous learning and upskilling initiatives for employees to keep pace with industry advancements and bridge skill gaps.

10. References

The following academic papers, industry reports, and research studies were used to support the findings of this research:

Journal Articles & Research Papers

1. Boskamp, J. (2022). *Internship-to-job conversion rates: A case study on top tech firms*. Journal of Business & Employment Studies, 29(3), 45-60.
2. Gault, J., Leach, E., & Duey, M. (2010). *Effects of business internships on job marketability: The employer's perspective*. Education + Training, 52(1), 76-88.
3. Simons, K., Higgins, T., & Martin, R. (2012). *Internships and post-graduation employment: A quantitative analysis*. Journal of Career Development, 17(2), 22-37.
4. Wang, H. (2022). *The Role of Internships in Job Market Success*. International Journal of Career Studies, 15(3), 45-67.

Industry Reports

1. National Association of Colleges and Employers (NACE). (2024). *Internship Experience & Hiring Trends Report*. Retrieved from www.naceweb.org
2. Weale, S. (2025). *The shift towards skills-based hiring in the global job market*. The Guardian, Retrieved from www.theguardian.com

Books & Other Sources

1. Majka, M. (2024). *The Importance of Internships in the Modern Job Market*. LinkedIn Learning Publications.

2. World Economic Forum (2024). *The Future of Work: Skills, Experience, and Education*. WEF Annual Report.

11. Appendices

The following supplementary materials are included as appendices to provide additional details about the study.

Survey Questionnaire

This study used a **20-question Google Forms survey** targeting MBA graduates and working professionals. The questions were categorized into four main sections:

Section 1: Background Information

Name

1. **What is your highest level of education?**
 - MBA
 - Bachelor's Degree
 - Diploma/Certification
 - Other
2. **What industry are you currently working in?**
 - Finance
 - Marketing
 - IT & Tech
 - Operations & Supply Chain
 - Consulting
 - Other

Section 2: Internships vs. Degrees – Real-World Experiences

3. **Have you ever been hired primarily because of your degree?**
 - Yes, my degree played a major role
 - No, other factors mattered more
 - Not sure
4. **Have you ever gotten a job or internship purely through networking?**
 - Yes, networking helped me get a job

- No, I got hired based on my skills/qualifications
 - I haven't actively used networking
5. **Which of these helped you more in your first job?**
- My college degree
 - My internship experience
 - My personal skills & projects
 - Industry connections & networking
6. **How often do you use skills from your MBA degree in your current job?**
- Daily
 - Occasionally
 - Rarely
 - Never
7. **Have you ever faced a situation where an internship provided more practical knowledge than college courses?**
- Yes, multiple times
 - Sometimes
 - No, my college courses were more useful
8. **If you had to choose between an internship at a top company vs. an MBA from a tier-2 college, what would you pick?**
- Internship at a top company
 - MBA from a tier-2 college
 - Not sure, depends on the situation
-

Section 3: Recruiter & Hiring Trends

9. **What do recruiters value more for entry-level hiring?**
- Degree from a reputed college
 - Relevant internship experience
 - Technical & soft skills
 - A combination of all
10. **If a candidate has an MBA but no internship experience, do you think they have a hiring advantage?**

- Yes, the degree matters more
- No, internships matter more
- It depends on the company

11. Do you think recruiters today focus more on skills than just degrees?

- Yes, skills are the top priority
- No, degrees are still the first filter
- Both are equally important

12. In your company, do managers prefer to promote employees based on...?

- Work performance & skills
 - Educational background
 - Networking & relationships
 - A combination of all
-

Section 4: Future Job Market & Skills-Based Hiring

13. Do you believe skill-based hiring (without degrees) will be more common in 10 years?

- Yes, companies will prioritize skills over degrees
- No, degrees will still matter
- Not sure

14. Which alternative to a degree do you think will be most valued in the future?

- Online certifications & courses (Coursera, Udemy, etc.)
- Practical experience through internships
- Networking & personal branding
- None, degrees will always be necessary

15. Would you prefer a stable corporate job or freelancing with high-income potential?

- Stable corporate job
- Freelancing & self-employment
- A mix of both

16. If you could go back, would you invest more time in internships or academics?

- More internships & practical experience

- More academics & coursework
 - A balance of both
-

Section 5: Final Thoughts & Career Advice

17. If you were advising a student today, what would you suggest as the best career move?

- Get an MBA from a top B-school
- Gain hands-on experience through internships
- Develop specialized skills through online learning
- Build a strong professional network

18. What was the biggest factor in your first job offer?

- My degree & college reputation
- My internship experience
- My interview & technical skills
- My industry connections

19. Do you think companies should eliminate degree requirements for job roles?

- Yes, hiring should be purely skill-based
- No, degrees ensure a baseline qualification
- Depends on the industry

20. Would you hire someone with great internship experience but no formal degree?

- Yes, practical experience is enough
- No, a degree is still necessary
- It depends on the role