



## **LEARNING ORIENTATION, PERCEIVED HOST SUPERVISOR'S COMPETENCE, AND PERCEIVED INTERNSHIP EFFECTIVENESS AMONG STUDENTS IN SELECTED PRIVATE UNIVERSITIES IN UGANDA**

### **ABSTRACT**

This study was guided by three hypotheses that had been developed upon the review of the available literature. The hypotheses stated: H1: Learning orientation is positively related to internship effectiveness, H2: Perceived host supervisor's competences are positively related to internship effectiveness, and H3: Perceived Host Supervisor's competence moderates the relationship between students' learning orientation and internship effectiveness.

The participants of this study included a section of third year students who had earlier done their internship component of the study. They were from three selected private universities in Uganda. The study employed a cross sectional design and adopted a quantitative approach. Questionnaires were used for the purpose of data collection. The response rate was 98% of the targeted sample size.

The correlation analysis that was done to assess both the direction and the strength of relationship between the variables in respect to the research questions showed that, Learning orientation was positively related to perceived internship effectiveness, and also perceived host supervisor's competence was found to be positively related to perceived internship effectiveness. The regression analysis was also conducted to guide the acceptance or rejection of the hypotheses and the result showed that, H1 and H2 were accepted but H3 was rejected.

The study therefore provides an insight of how internship effectiveness in Uganda can be enhanced. In this regard, the student's own characteristic towards learning was found to be instrumental. The host supervisor's competence in terms of knowledge of the role and experience influences the perception that a student has in terms of internship effectiveness. The study also suggests that future research is

necessary to examine other factors that explain internship effectiveness among the students in the Ugandan Universities.