

# **Influence Of Work-Based Learning Experiences On The Students' Personal Development And Career Values**

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## **Abstract**

This research study investigates the influence of work-based learning experiences on the students' personal development and career values. This is a descriptive correlational research involving seventy-nine students taking practicum course of the different programmes of the University of Technology Bahrain. Results, found out that “sensory experiences” have a significant positive influence on satisfaction with experiences, “willingness to return to original unit”, and “willingness to work”. “Affective experiences” have a negative significant influence on “unit transition” suggesting that whether the students felt happy, obtained benefits, or felt the time and effort spent were worthy during internship will influence their extent of satisfaction with the overall internship experience and process. Further, “Creative cognitive experiences” have a negative significant influence on “thoughts of suspension of schooling” and “career transition”. “Physical experiences” have a significant positive influence on “willingness to return to the original unit “and “willingness to recommend”, while a significant negative influence on “external complaint”. Moreover, “Relational experiences” have a significant negative influence on “unit transition”, and “external complaint”. The results suggests that the internship experiences can be divided into positive and negative experiences, each containing five major aspects: sensory experiences, affective experiences, creative cognitive experiences, physical experiences and relational experiences. Each aspect has different effects on satisfaction with experiences, willingness to return to the original place of training, willingness to work, willingness to be recommended, unit transition, and career transition. Moreover, different personal traits have significant differences on the students' behavioral intentions of internships.

**Keywords:** internship experiences, behavioral intentions, work-based learning, career values, on- the –job training