

# AN EXAMINATION OF THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL COMMITMENT AND INTERNSHIPS

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## Abstract

Hospitality internships can be more than just a positive experience for students; it can also reduce high turnover rates in the hospitality industry and its associated costs. The main purpose of this study was to describe the difference between structured and unstructured internships as well as describe the overall organizational commitment amongst student interns in hospitality. An online survey questionnaire was sent to students enrolled in two different internship courses, structured and unstructured. A t-test was used to compare the two groups organizational commitment as well as a two by two-factorial comparing groups by socio-demographics and organizational commitment. The results show there is no significant difference between the two internship courses, however organizational commitment was found amongst the participants in both groups. The results also reveal that students will not take a full time position if organizational commitment is low. The significance of this study suggests hospitality internships have a positive influence on organizational commitment, which could lead to reducing turnover.