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A comparative study of present situation and desirable plan in performing of educational course in universities program of training for the staves in islamic Azad University

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Abstract

The Purpose of this syudy was studying A comparative study of present situation and desirable plan in performing of educational course in universities program of training for the staves in islamic Azad University. On the based on research goals, the type of current Research is applied research and in terms of research methodology is the type of descriptive Research. A Researcher made questionnaire was used as main tools for gathering data. The face and content validity of questionnaire were confirmed by panel of university experts. Also the reliability of the questionnaire was confirmed through calculating the Cornbach's coefficient $\alpha = 0.87$. The statistical Population of Current study included 915 people from the region 11 Islamic Azad University personal.248 people were selected as the sample based on using cronbach Formula. Data processing was performed using SPSS estatistial software, as well as descriptive estatistics (Central and inferential indexes) and analytical statistices (Krosakal wallis test). The Results Show that there is a significance diffrences between situation and desirable program and plans in lerning course for employees.

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1. Introduction

Today, life with out different educational organ, industrial, commercial, services, political, military and etc... is impossible, one the other hand, It's completely clear that the most important factor for its growth and expand in an organ is their human resources, this human resources are useful and efficient when they do their job in good and suitable way. For improving this efficiency we must have good recognition and suitable sight by having the educational courses during this work.

At present time business is very unstable so having a powerful and trained employee for having a good result is very vital. All the organs must have adaptation to the environment and accept their internal changes for having a better management and control in all parts of the organ. (Chengem, et al, 2007)

We can say that for having a better result we must have a good education and training. On the other hand, improving and expending of our company is certainly related to improving our knowledge, skills, and education of human recourses. For this reason we see that most of the organs and companies will improve their human resources and of course their company improve. Having a training course for employee is showing the managers Excellency and improving the company. It will be the cause of development and activity of that company. Good education and training course for employee and other human resources can made them powerful and of course it will have a faster improve for company's strategic purpose. (zahel Bege, 2005). Training during the employment is one of the leavenings which are happen during a certain period and in a certain place by certain time and goals for employee to know their job better and their responsibility for having a better result. At present, the companies have a little attention on training surveys. One of the reasons for these negations is their return time to the company and it's a complicate process which related to people. Although they were successful in training course and their plan but they have less attention on the real result.

In fact the main part of this survey is its result. We want to know "Are these training are useful for people and company's goal? And what is their result? There fore in this article we tried to investigate some of the failures in Azad university's program for training the employee and expend our recognition in their program according to this purpose. The main goal of this survey is a comparative analysis in present situation and desirable method of designing and performing the training program in employee's sight of Azad University 11.

2. Literature Review and Hypothesis

2.1. Literature Review

The survey's result (soltani, Et, al, 2010) shows that according to scientific group in this situation lesson's program is not based on goals, content, performance and other program of this tests. Nevertheless, according to scientific group we must have insisted in two factors: test and perform. Foroghi Abri's result (2009) shows that lesson plan, training method, individual's relationship, correspondence between training course ad learner, encourage and commend the learner can improve the training course for staffs But another factors like: age, gender, Job back ground, academic paper, organic position have not mach influence in training course for staves. (Kasempoor & Ghafari, 2009) survey result shows that the most important problem for secondary school in education's process are facility failure and lack of human recourses, inefficiency of teachers, minimizing the laws, shortage of library's and suitable books, lack of harmony between the out of school organs lack of creativity between teachers and enabling the teacher in lessons presentation. Teachers are not aware of new method and technologies. Hatamis result shows that (2009) training course for staves can improve job skills, improves the order and regularity interest and enthusiasm in their job, and made them organize in their course so they can over come their problems better than others. Saiad se sakht (2008) in his survey said that training course can improve the accuracy and interest, activities quality, improve the job knowledge, job skills, and decrease the costs for staves and personnel Bazaz Jazayery (2010) shows that staves that are training have got more job stable, skill, and knowledge Baghani farahani (2008) survey indicate that training course are useful and good for improving the order and interest, and of course will improve their skills and ability in their work. (Hagi yosofi, 2009) express that it will be the cause of harmony and coordination and made them knowledgeable. Andishmand surveys demonstrate that training staves can solve the working problem better than others and they can make decision more effective than other. (Fazliz, 2009)

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