

Evaluation of Training Workshop (Near) and Also in Part Due to Technical and Vocational Training Centers in Golestan Province

Behzad Shahrabi

Department of Management, Islamic Azad University, Aliabad Katoul Branch, Golestan, Iran

Abstract: In today's organizations play a vital role in training human resources is responsible for production the overall goal of this training workshop and the two (adjacent) and in the effectiveness of vocational training centers is the province of Golestan In this descriptive survey research methodology and results of the application and how the test is run. Statistical Society headquarters and operations center managers and technical professionals and learners in the province as well as managers and operational staff in the province is the industrial center Type of cluster random sampling is based on the trade of 420 units and 210 units are selected due to the limited number of technical and vocational centers participated in the project. Morgan has been done using a sample size table. Questionnaires and interviews with administrators to gather information source is associated. Statistical data analysis, descriptive statistics test is a hypothetical two-domain and spss. Findings from the study shows the effectiveness of the workshop two (adjacent) and job training to improve skills, knowledge and content knowledge to reduce injuries and absenteeism, are employees. So we can conclude that these two goals in technical and vocational training centers is effective.

Key words: Training workshop • The effectiveness of a teaching job

INTRODUCTION

The most fundamental purpose of education and training commensurate with their abilities and character-building and social transformation, economic and cultural, is required for admission to their performance and role for the Advancement of their duties, social and business, to have be.

Including practical training and skills provided by those organizations will provide technical and professional organization with a variety of instructional methods and specialized applications in industries related to the skills and training to the business market, trying to provide and the education of skilled and semi skilled workforce needed to engage in various economic sectors, including training workshops and the training is working.. This way training should be designed to be part of the industrial and manufacturing centers have. So if this is the only training organization in the capital is trying to become so in the research and careful review of scientific workshops and job training, access to educational goals are achieved in the center. Finally, the effectiveness of two methods to work workshop and also be identified and compared. Today in the training

organizations to become involved in labor, human capital is crucial, but there's so many good results in the training organizations are not to become. Technical and vocational training centers according to functional skills and industry needed to make the learners. The type of training method should be chosen so that the results are better. The workshop and the method of choice because it is the same reason. The significance of this increases and improves research methods in primary education are in technical and vocational centers. The second choice of training methods in which the learning process better and more effective type of training done on time and in effect before the next step should be to improve their working conditions, job satisfaction increases with the level of production quality reduce accidents and increase the knowledge and skills that work. Be the ultimate goal of training skilled and semi skilled workers for the industries of manufacturing quality and is agile [1].

It is important that this research project is also devoid of special features which include:

- Research and technical and vocational centers for the first time in the province is doing.

- The research with the general and his small staff and is fully functional.
- Contain an objective study and research stage of this show.
- This particular emphasis on short-term training courses for small and medium industries are set.
- In this study, indirectly on how the learning process is emphasized in training.

Expression: Including training in technical and vocational centers to provide training workshops and the work that needs to be able to increase the potential of technical workers for job advancement. In this study, to be technical and vocational centers in Golestan province for the first time the effectiveness of two training workshops and the guidance to be considered and ultimately improve the effectiveness of this training is offered.

The objectives of this research project seek to:

Review and understand the work practices and training workshop.

And identify obstacles and constraints in implementing the training workshop and industrial province and cognitive abilities, technical and vocational centers in Golestan province.

Review and identify training needs of industry in the province

Implement these steps include the following:

The first phase includes analysis of existing conditions through regular surveys of industry experts.

Second step: outlining targets and plans for future training workshops and through analysis and evaluation of their effectiveness.

Third step: to identify ways and means to achieve educational goals through prioritization procedures to provide practical training workshop and the working model for the industry in this province to be more functional training effectiveness. Therefore, this study has identified variables for inclusion in the assumptions and put them as independent variables.

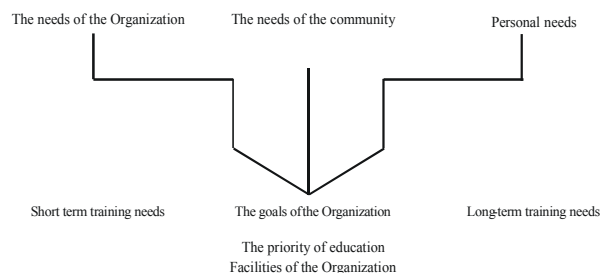
Theoretical Research: Perhaps now more than twenty-five million workers are in the country. The huge state-owned industrial and commercial needs for the whole country are engaged in various tasks. What is clear is that the work force for their activities to training. On the other hand, part of a group of young people in particular prefer to free university education and academic short courses and practical training centers, technical and

professional skills needed to quickly enter the job market will Carrere market. æ And other university graduates who are trying to be practical and professional skills with their knowledge in the field added to support the work easier and have entered the labor market [2-4].

The top three groups is evident that they all need to learn all they need to acquire new skills.. The importance of style training is included.. So we can say that education is a process to update existing skills and gives people new skills.

The projects included in the program since 1327 and were the 1345 Employment Act in 1345 the government ministries and agencies have training programs to comply and apprenticeship programs to train workers in the 1349 law was created and supervised by the Ministry of Labour and Social Affairs for the education industry.

Define Staff Training: The key purpose of staff training efforts and the efforts to promote knowledge and awareness, technical skills and professional job well done is to create the desired behavior in an organization and their staff for their job tasks and the responsibilities of the. It should be noted that experts from the education and training and internship with the differ. Education in schools and high schools and universities is done to prepare for the mere knowledge society. But education is more limited and the workshop objectives and the skills they need in a short period of work needed to be trained. The issue of academic education and training-oriented problem-oriented. On the other hand the education of students with academic or get in-service training for our staff to cover a specific target can be met, with the aim of improving knowledge and promoting skills and creating the desired behavior are. However, training needs assessment should be clear that in the chart below.



Corporate training is different from that in these two training workshops. And the work will be paid. The organization of educational planning in order to include the following steps:

- Set of general goals and specific training
- The content of two courses
- The implementation period of three training
- The four participants in the training
- Ways to determine training and development of human resources
- To predict the necessary training facilities and services
- Teachers and trainers training of qualified and experienced

However, the workshop instructor in the classroom and the workplace conditions and facilities to prepare the conditions for learning in the classroom learning outside of the actual, the workshop are created.

But in the meantime, the real work of training in using the facilities where the real work is done. Both organizations aim to transfer skills to their learners is needed.

The training staff is doing research on some issues that some of them are mentioned in the survey.

Transition model in an article entitled Evaluating the effectiveness of staff training in 2007 with Halton and translated by Mohammad Rahim Jaffer Zadeh born out of the 186 number is provided. Halton this article noted that the effectiveness of the most important and most confusing issues is staff training. The comprehensive model and is used so employees can benefit from continuing opportunities to develop business knowledge and skills to develop different aspects of their personality. This means that the transfer of skills acquired level of education with the staff's performance and the effectiveness and continuity of relationship that is knowledge.

Baldwin and Ford Motor Co. has done his own research and teaching with new trends and the performance was increased. The pattern of transmission is the latest concepts and training staff to assess potential problems during the transfer factors used to evaluate training programs to address problems and always provides the coordination between organizations and individual characteristics[5-6].

Other research as an effective public service education in the province is organized as a master's thesis, Mr. Mohammad Ali Abtahi architect Hassan Isfahani is Professor of advice he is a doctor. In this study, the researcher has tried a number of statistics based on interviews and surveys of the province of government agencies have received training intended to pay part. And accordingly concluded that the process of

training conducted in these organizations, this training has no effect on the organization and has only increases the cost. Because of this lack of training needs assessment for educational priorities get confused about the lack of training coaches and instructors working with organizations. All interested employees to destroy training and many hours just to fill their classroom training company with expertise and training in the similarity of physical conditions can be properly trained staff of experienced instructors, learners engage professional reform proper evaluation of the training problems are educational organizations. The doctor writes a filter in the book value of capital must be fully trained in the organization and staff size and expertise to be otherwise if the training of more staff in their ability to produce unwarranted expectations and forces employees to become the opposition. The investigation had to pay cash.

What is clear is that further research following the training of administrative staff and the public sector nor private sector employees in manufacturing and services The important thing in this project the effect of the two methods of site and while it is not only the effectiveness of education while serving the employees of the other side of the above assumptions and questions to review the performance of the research staff to have a little note this is a new type of research.

MATERIALS AND METHODS

Subjects (Statistical Population): Statistical survey of staff and operational managers and industrial experts, workers in production lines and to recognition of different abilities in technical and vocational centers for the training workshop and the working methods of the views of managers and experts from technical and vocational centers be used.

The last of the approved number of industry executives and experts from 420 operational staff and 600 industrial units and industrial workers are persons in 7550. All the staff and operational managers and experts in technical and vocational centers in towns and cities of Golestan province, as well as those samples are selected from the census.

Sampling Method: Group or cluster sampling method is used as follows:

A first cluster of 420 industrial units of 210 industrial units are selected using a random sample.

2 in the second cluster of each plant sample was selected using a random sample.

All three experts, managers and operational staff and industrial samples were selected.

All four managers and technical experts and professional centers in towns and cities all over the province were selected.

The sample size.

420 industrial units with 210 units as the Morgan table workers and experts selected by the number 370 were chosen.

The formula for determining sample size and Kuchran formula is also used to control the distribution of F N number of attributes in Q% of those without the trait and d the difference in the amount of real property for the researcher estimates that there is trait in a society in which the maximum is 5%.

$$\frac{\frac{E^2 Pq}{d^2}}{1 + \frac{1}{N} \left(\frac{E^2 Pq}{d^2} - 1 \right)} = n \text{ (Mohammad Reza Hafiznia, an introduction to research methods)}$$

Data Collection Methods: The following method is used for data collection:

- Organizational and employment status of a document and employees and number of industrial workers and their managers are experts. Year book of the planning and management organizations and industries that are based in the province.
- About the workshop and the way education is collected through a questionnaire. The questionnaire included two sections are opened and closed. Question 5 to 56 depending on the choice of hypothesis test is an open question about the comments of respondents is to enhance the narrative. And the following validated questionnaires that.
- A clearly defined terminology in the questionnaire.
- The questionnaire used in the two concepts seems to be interpreted in multiple contexts.
- Questions is an important aspect of the research on.
- Interviewers have to justify the terms of the questionnaire.
- Pre-test questionnaires was distributed by teachers to have control.

Research: In this study the application of research methods and descriptive nature of the survey is used to collect data and test cases used to describe the community pays. The limitations of this method is the lack of objective indicators of the views of managers and staff

in the performce vocational training centers on the basis of information given to the effectiveness of the training workshop and the work are considered.

Overall, the survey method described above to explain the variable efficacy of two educational methods has been discovered.

The Statistical Analysis: To describe the current status of descriptive statistics including frequency tables and bar graphs and circle is used to analyze data obtained in a comparison test of spss statistical software was used.

The study tested the hypothesis test student key 14 and the second range is the ultimate test of the effectiveness of the workshop and the working methods are compared.

Research Findings: Results of the statistical analysis of the data and statements in the questionnaire, managers and experts in this research show that all 14 of the above hypothesis with 50% <P and confidence level 95% = C and 5% error rate on the basis of standard score It has been confirmed:

- Hypothesis 1 and 2 training workshops and working with the 95% and with the approval of more than 5% of the population will increase employee job skills.
- Hypotheses 3 and 4: training workshop and with the approval of more than 95% and 5% of the population will increase knowledge and awareness of employees.
- Hypotheses 5 and 6: Training courses and workshops with the approval of more than 95% and 5% of the population will increase production.
- Hypotheses 7 and 8: Training courses and workshops with the approval of more than 95% and 5% of the population will increase employee job satisfaction.
- Hypotheses 9 and 10: Training courses and workshops with the approval of more than 95% and 5% of the population will reduce accidents.
- Hypothesis 6, 11 and 12 training workshops and working with the 95% and with the approval of more than 5% of the population will reduce staff absenteeism.
- Hypotheses 13 and 14 training workshops and working with the 95% and with the approval of more than 5% of the population of employees is improved.

The test range is 2 shows that over 50% of the population with 95% confirmed that the efficacy of two workshops and work with the same.

DISCUSSION

Research findings show that the methods of vocational training centers will be able to be properly selected to participate in the learning process of learners and staff has more than one hand and the relative change in behavior and the performance of employees.

Choose two workshops and job training as methods to compare the effectiveness of two vocational centers based on research findings show that, for training organizations and companies spend and take the time to finally see the changes better and faster in their employees in this organization is to invest in education and industry and meet the expectations of managers. The study showed that both methods work because of the practical workshop and the mental training that creates the right incentives in learning more inclusive participation in the operational and repeat the work displayed, causing the most part the training to be. And finally makes the organization's expectations of learners to education and training, to be met. Thus the two methods for increasing efficiency and performance of employees and other organizations are. The results of the increases in human skills, knowledge of job satisfaction and performance improvement to reduce accidents and increase the construction cost and waste and improve organizational performance and customer satisfaction and business customer.

Based on this selection of experienced teachers and educational space with appropriate knowledge providing job-training validation methods to effect the above helps. It should be noted that the condition of human resource development (HRD) appropriate and timely training of costs or damages caused or hidden factory (Hidden Factory) to prevent some companies caused by the lack of training and continuous improvement in the performance of the staff so much waste and high losses again that to eliminate the need to have a hidden in another factory in the heart of the company to correct [7].

CONCLUSIONS

Learning the most important factor to turn human resources into human resources can be provided it is that this tutorial is part of the effect in the Organization, namely the expected goals of this legislation aims at the constant improvement of performance of staff evaluated and that is the job satisfaction of employees increases customer satisfaction and the community and ultimately to the realization of the goals of the organization.

In these professional technical centers can choose an appropriate method of implementation of appropriate training and development and the transformation of their areas in human resources in order to resolve the skill needs of technical and industrial units and satisfy. This issue can occur if you run two days workshop and while the work is the time to pay special attention to the characteristics of the individual-the Organization and training has the goals of the Organization more closely. So finally the industrial and service units of Golestan province can by the terms of the two methods of site and work to raise the educational and organizational effectiveness.

REFERENCES

1. Alvani, Seyyed Mehdi, 1995. *Production Management*. Danesh Press. Noori, Dordaneh (2003) *Production and Operation management*. Education Center of Industrial Management Press.
2. Khalid, S.A. and H. Ali, 2005. The effects of organizational citizenship behavior on withdrawal behavior, *International J. Management and Entrepreneurship*, 1(1): 30-40.
3. Balwin, T.T. and J.K. Ford, 1988. TransFer of Traning: A Review and Direction for Future Research. *Personnel Psychol.*, 41: 63-105.
4. Connelly, C.E. and E.K. Kelloway, 2003. Predictors of Employees, Perceptions of Knowledge Sharing Cultures, Leadership and Organization Development J.,(24): 5 294-300.
5. Holton, E.F.III., R.A. Bates and Ruona E.A. Wendy, 2000. The development of a generalized learning transfer system inventory, *Human Resource Development Quarterly*, 8(4): 312-333.
6. Rouiller, J.Z. and I.L. Goldstein, 1993. The Relationship between organizational transfer climate and positive transfer of training, *Human Development Quarterly*, 4(4): 95-111.
7. Holton, E.F.III., R.A. Bates, D.L. Seyle and M.B. Carvalho, 1997. Toward construct validation of a transfer climate instrument, *Human Resource Development Quarterly*, (8): 92-95.