

# Performance improvement manpower trained with holding training courses

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**ABSTRACT:** The aim of this study was to examine the issue whether the training improves the performance of trained manpower is sent or not In this study, the independent variable dependent variable courses to improve employee performance is a basic assumption of this study is "a significant relationship between training courses to improve employee performance there." And three sub-hypotheses include: "training courses on increases 1-insight 2-ability 3-knowledge is an effective organization". The study population consisted of trained personnel department of sport and youth Sistan and Baluchistan are samples Statistical Tables Krejcie and morgan society LTD 70 has been determined that using the census of the men were selected for data collection in the study questionnaire with questions based on Likert scale of five options have been using it as formal validity of its reliability using Cronbach's alpha coefficient 845% certified descriptive and inferential statistics were used to analyze the findings. In order to analyze the data SPSS software was used in this study and to test hypotheses, T-test was used to research findings confirms that training was effective, but above knowledge and abilities Insight winning the consent of the above methods of planning, implementation, monitoring and the need poll had favorable effects of education and training courses to improve the overall performance there is a significant relationship.

**Keywords:** Assessment, Performance, Training, Training, Ability, Knowledge, Insight.

## INTRODUCTION

Among the factors of production, without doubt, the most fundamental of human resources as a key role in the production of goods and services. Efficient human resources can be an organization's most important asset, therefore every process that promotes human resources in accordance with the type of work activity that is the process of increasing it is the direct, process is the ability to derive the central role of quantity plays. So if it is said that education is key to the development of the non-stressed understatement. Education different in each organization to promote knowledge of business skills; improve behavior and development of staff, more efficiency of utmost importance (Khesali, 2006, 132). Michael LeBoeuf in his book writes of the need for investment in education for staff development investment is higher if not for the promotion of jobs and responsibilities within the organization will be catastrophic. Pygorz and Myers in the field of education say good sex, job dissatisfaction again do too much to help reduce employees that work at full capacity. Such an objective cannot be achieved unless all the series (executive managers and employees) to be aware of the importance of education and training should be established according to the principles of scientific methods to solve the resulting need of existing and otherwise educational and even organizational use cases is a waste of capital. The question is how to realize the results of an evaluation of the training execution in order to achieve the objectives? The answer to this question clearly have more experts and society can thoroughly uninstall fruitful we being aware of the learning outcomes. The evaluation provides feedback that can be realized according to instructions given by accomplishing the objectives have been effective or not (Rahimi, 2009, 213) today, education and human resource development is a key strategy for positive adaptation to changing conditions as a competitive advantage for organizations is considered. The position and strategic importance is undeniable in the development of education as the key factor in development if correctly used and competence of the organization to significantly affect the efficiency will increase (Department of Management

Development Resources Office of Human Resources Management, 2006,46). Undoubtedly, development and training is expensive, but if this is true within organizations that education is expensive should consider the cost of ignorance because sooner or later one of the mistakes by employees through higher pay to attract those who have been trained or by taking the time to staff training costs paid (chrraghi 2000,213). Develop training programs for staff and implementing short-term and long-term intellectual and professional capabilities that increase employee is very important factors for enabling employees. Budget cuts education executive agencies and enterprises as one of the bottlenecks is the lack of belief of the directors of some of Interests number of employees to be trained in this regard is the development barriers (ibid).

### **Saying the question:**

As the aim of this study is to determine the effect of administration of sport and youth training and improving staff performance Sistan and Baluchistan province Kirkpatrick model is based on the beginning of the study in conjunction with ambiguity in this regard is the training realize up their goals are successful? appropriate skills and capabilities that can create a plus if they cannot lead to improved job performance One of the main problems experienced and skilled staff shortages executive agencies, universities and institutions of higher education to enter the devices have a lot of preparation so that the government and empower staff training and increase job skills is perhaps one of the most important ways to empower the staff organization is used. (Chor mahdi, 2010, 89.). The training and development of necessary activities and MasterCard for implementing labor conditions and the environment are changing techniques and methods by different managers teaching tool that helps organizations. Create a favorable administrative system, largely with the help of training and human resource possible. Increasing awareness and recognition of the unknown man mastered the tools and research for new techniques to solve problems of society, especially in developing countries is even more important education is effective. Create a favorable administrative system, largely with the help of training and human resource possible. The increasing dominance of man over nature awareness and recognition of the unknown and research for new techniques and tools to solve problems of society, especially in developing countries is even more important education is effective. To this end, manpower training and assessment of its effects on increasing their performance is extremely important. Human resource training, while government agencies will promote the level of performance is context and organizations dealing with the client's staff also provides better relationship appropriate that unfortunately has not of the status of (Rezai Khoii, 1994,16). Training more than anything Escrow knowledge to others. Applies when the field of inclusive education is to change things if you do enable him to extend his ability Weber (Naghibzadeh, 1995, 16). And staff training system to a set of structures, components of interactive elements that constantly refers to the training data (goals, human resources, financial, etc.) through the process of education (training, etc.) to the output of education (training of knowledge and skills) converts. So that the outcomes of education (improving individual performance and organizational) provides the HR function is to improve the quality and cause (executive staff) and the effect of the degree or extent to which the organization will achieve their intended goals (Richard Daft, 1998). Kirkpatrick model: This model is a practical framework for those involved in education to evaluate the effectiveness of training programs provide assessment process is divided into several-step or level (reaction, learning, behavior, results) (Abbasid, 2006,46) Since the effect of training courses to improve employee performance in a specific territory (staff department of sport and youth Sistan and Baluchistan) is something less research has been done about it being one of the reasons was to provide freshness immortal new study, to examine the impact the effect of improving employee performance assessment training courses Kirkpatrick model (kirk patrick) (the behavior) is Kirkpatrick evaluation process is divided into 4 levels or items.

1-The reaction is the reaction of the factors affecting students' educational period.

2-learning: the skills and techniques3-behavior to the degree of changes in the behavior of the participants of the training course comes 4. Results of achieving the objectives that are directly linked to the organization (the Abbasids, 2006, 32) Training of activities that provide an opportunity to learn and improve skills in job-related activities for primary education as well as on enhancing employee skills and improve both individual applies for the job to afford the necessary cope changing (shevmarhon, 2002,514).

Obviously, if the neglect of the teaching staff would be in danger of self-survival levels. That is why developed countries are usually at least once a year to manpower training class are (Abtahi, 1989,20) political and social developments in Iran as the government turned to the training of human resources in the public sector If in the preparation of national employment law enacted in 1966 a separate chapter was devoted to teaching staff. This extensive regulatory level manpower training was considered a starting point drummer Public Administration Training Center established in 1969 beginning of the training activities of the center for regulatory extensive training in short courses to train government employees also revealed the importance of pre-commissioning Rabysh for rebuilding governmental organizations opened manpower ( Rezai Khoi, 1994) Youth and Sports General Directorate of

Personnel Training Unit established Sistan and Baluchistan since proven to be a great role in educating personnel. The purpose of this unit orientation courses for employees with optimal implementation responsibilities contd's job training. as throwing stones into the pond that creates a wave around knows it. The nearest yet most obvious in relation to avoiding financial cost or savings that could not take place if education should be paid for the consequences of untrained staff performance (Fathi and Ajargah 2005,52) teaching methods that thereby the necessary skills to do things work or teach new recruits (Dslr,1999- 155).

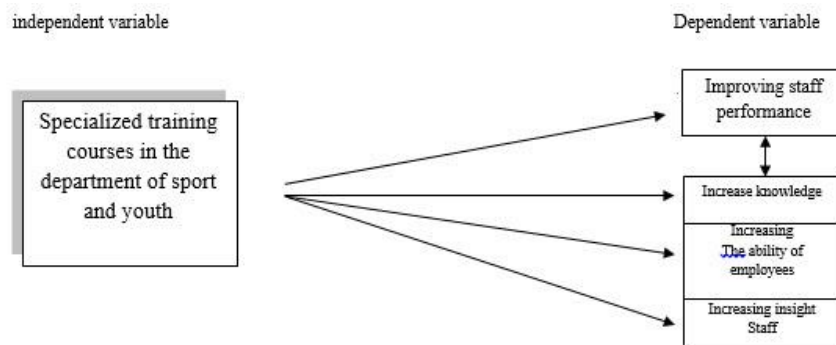
Today, most developed countries for survival, growth and continued development of their gross national income in different ways to educate their workforce. Human resource training, while staff at government agencies makes organizations are more appropriate ways to deal with staff provides clients catcher relationship is still the place a good (Shearkhande, 2007).

**Necessity of research:**

The purpose of evaluation such as monitoring, data collection to improve the planning process .bayd noted that the evaluation only once, so do not assume the educational program, but during all training programs are continually evaluated to be done to implement the program aims to yield possible (Soltani 2004-177). Usually the usefulness and effectiveness of training courses and is measured on the basis of four main criteria are satisfied trainees of course, learning the company as a result of the course, the trainees behavior change and reviewing the results (Saadat, 2004, 203). Speak with those who have taken the course, and the question To what extent are happy with it, but this survey only measures the satisfaction of the period while satisfying episode successful and effective does not necessarily mean that it is not a transfer concepts. The aim of this study was to examine the issue whether the training improves the performance of trained manpower is sent or not. In this study, the independent variable dependent variable courses to improve employee performance is a basic assumption of this study is to : "The relationship between training and performance improvement is significant," hypothesis include: "training to increase the knowledge 1. Insight, 2.ability, 3. Effective organization". The study population consisted of trained personnel department of sport and youth are Sistan and Baluchistan province.

**Hypotheses include:**1.The general hypothesis: Specialized training is effective in improving performance. 2. Minor premise: 1. training courses on effective employee insight. 3. The hypothesis 2: training on the ability of employees is effective. 4. Hypothesis 3: training courses on effective knowledge.

Analytical model for research: Based on the theoretical framework of research and analytical model can be provided as follows:



**The concept and definition of education:**

Education, by transfer old heritage of cultural, ethical, religious and mystical society. Proper education is based on the culture of various ethnic groups. The purpose of education, the development of the human mind and create a vision and creativity, self-awareness, open-mindedness and excellence in the community. With humanistic culture that human thinking by transport training comes to good relations and good understanding of the associated intellectual establishment and development of ideas and development of the human personality lead. Education, foster social consciousness and awareness is responsibility. Education, human idealism, goal-oriented, autonomous and manufacturer makes. Cloud men and of which are growing and public opinion, and payment cultures that a teaching tool and as a folk heritage from generation to generation have been transferred.

Elixir will link education and human moral ideas and sensitive hearts for a heart and mood for builder's border line and the dynamism makes. Education, knowledge and the essence of truth polished face them. Cosmology, monotheistic worldview, theology is based on the foundation of education.

To achieve these objectives and grace to seek effective methods and tools for the transfer of our training. And effective manner, the training and the training with ease and a sense of belonging and raised under the wheels lotus, save humanity from wandering.

Education is not a single entity and not a period, but a set of activities that serve to foster education and training will be, usually alone or with the help of educational activities that teacher training is called. He defines education as follows: any activity or education pre-planned strategy is said to be aimed at creating learning learners.

We are learning, science or set of actions that makes personal skills, knowledge and insight necessary to learn to do something. According to the definitions can be concluded that education is a strategy for a specific purpose and direction during run time is specified, the current training can know that the people support, attitudes and appropriate attitudes to learn to play the role of specific, During the training, including a particular emphasis over the content and direction of the flow of information in mind and with the knowledge of previous replaced, resulting in behavior and how he integrated vision of the changes arise that cannot stated in the way of Learning objectives:

The main purpose of education is to help organizations to achieve its objectives of education means investing on people to enable them to better performance and power make better use of their natural ability to develop competence ie education and competence of staff and improve performance they are (Haji Karimi and Rangriz, 1995, 270).

Mirsepassi educational goals and objectives of the three-fold improvement in the proportion allocated to human resource management system are summarized as follows. 1. Social 2. Goals organizational goals 3. Goals Staff Unity and balance of responsibilities between individuals and the transfer of knowledge and placing them work in the satisfaction of human existence. Associate not only adds strength and self-reliance, but as a valuable professional investment expertise is reassuring decent life in the future, in other words the educational system much better and more potential to bring people not only see higher value of the credit itself, but the Bravo also puts more value in any unique sense amplifier, and this is the spirit of artisans (Mir Sepasi, 1998, 299).

Manpower training purposes in addition to the existing situation should be based on the management program aims to train employees in the organization can be cited as follows: Creating profit recognition information is something that increases the efficiency of staff- Justification of staff at different levels to meet the needs of behavioral performance-Updated Keep the staff together with the technological developments -Jlvgyry Waste reduction work (Askarian, 1991,58).

### **Improved performance**

Increased ability to improve staff productivity and efficiency of individual growth (Doai- Strengthen the spirit of communion and collaboration among employees (Fathi Vajargah 2007,46) As you can see, the range is wide education purposes as it can be in such capable of any Knowledge Visualization, 1998,159) Increased job satisfaction and improve employee morale And in general it can be concluded that the combination of human knowledge and knowledge creates knowledge that can be organized by user sector for the development of human resources and organization provides a. (Bonnie Zad, 2003).

1. Education Through speech: in this way to raise the level of knowledge and information about a particular topic, or as circumstances of individual's speech and his remarks to their audience. (Bzazjzayry, 2005,54)

2. The panel discussion: the checker, curiosity, dialogue, about an issue, focus group discussions were conducted on two types of free fall (Ibid.) In fact, in this way conversation between the coach or instructor and the participants in a training course or intent Education do Cry (Fathi Vajargah 1997, 35).

3-way conference: In the conference is a gathering of several people planning to formally discuss and consult about a particular subject (Asghari 2005,55) 4-way seminar: The way people talk about something specific aspects of the seminar will analyze it usually contact principle of mutual understanding and non-official ruling (Fathi Vajargah, 1997, 35)

5. Scientific Views: A scientific visit, view and analysis of the subject or subjects of direct secondary education

6-Simulating In scientific research have concluded that if education really work environment and using real tools and other problems related to the actual results achieved will be better, but in some cases the real environment or not been affordable control impossible and dangerous

Therefore, the simulation method is used to reduce the extra costs and in the event of an accident risk is controlled conditions favorable results of the education income (Bzazjzayry, 2005,55)

7-job training. In this way one can exist without formal aspects of more experienced colleagues or those located higher Tissue acquire business issues (ibid).

8- Educational Sensitivity: The participants' individual actions and reactions of other members of the group placed under scrutiny and analysis that the procedure for psychologists, teachers, coaches, experts trained and experienced expert is possible (Fathi Vajargah 2007,56 ).

9-education through roundtable: This is actually a group discussion with the difference that the participants need not education but specialized in terms of a high level of experience further group located the field of professionals under pressure.

-Procedures syndicate: In this method, after the meeting of the group began to discuss the issue or problem and if necessary, issue a separation into several sections and each section to some of the deposits results solo topics resolution as public recommend after session recommendations general agreement in the form of a written report distributed to the relevant people (ibid. 155).

11-Procedures Group: In this procedure, a small group of two or three people selected and is separate from your daily routine duty to its efforts to solve the problem during the work is possible to explore new group educational needs (ibid 156).

12. Methods of study for a career or career change can be above the level of knowledge and improvement of skills of trainees is very effective. Study of work shall be consistent with the purpose of training (ibid).

13 educations Distance: The interface between trainees and trainers, journalists Vnamh post Veiw hereby trained after studying the test and will evaluate its success.

14. Manager games: This game was developed to simulate the often face situations in which decisions are uncertain state And to give students a group of trainees will participate in the meeting and review and decision-making issues of pay (Asghari, 2007,154-157).

### **Staff training needs:**

Dolan and Schuler about the importance of education in general believe that training is an activity that can be often the highest level to the lowest level of the organization implemented (Shimon, 1996- Page 266).

Abel writes: development of human resources in organizations expect some kind of mutual commitment and mutual responsibility between the individual and the organization has become a part of this commitment and expect reciprocity, staff should also show commitment to the task in terms of organizational goals and behavior of mutual legal regulations also define for themselves. The most important of these rights can benefit from the opportunity to continually develop the knowledge and skills and development work various aspects of employee personality (Abel, 2003, p. 77) Organizations to achieve the objectives and fulfill its mission to trained and qualified individuals need, if you afford staff in their duty, there is a great need for education. Otherwise, provide the necessary training. Most studies show that a high percentage of companies and factories, especially those that are larger formal training programs for the development of educational organizations to harness the intellectual power of its people's knowledge and experience works Reflects the fundamental importance of teaching and learning for organizations that have flourished in the new millennium (Frnjy 2000, Page 281) Bazzaz Islands (1995), quoting from eBay. I Ugandan ABC and Jay points out that there are three factors that work staff training is necessary.

**1-Advancement of technology:** Factory automation and mechanization is necessary for survival. In addition, training for basic skills needed and important. **2. The complexity of the organization:** With increasing mechanization, automation and the development of technology, many organizations have become a complex organization. This complexity requires a high level of education and training at all levels from managers to workers is necessary. **3. human relations:** Growth and complexity leads to many human problems such as alienation, problems in individual and group training in human relations is therefore to solve human problems is necessary (Bzaz jzayry, 1994, p. 29) "Paul Nabs" Manpower Planning Manager, Ford said: "If you have dealt with education and research as a cost in time and cost savings, education budget should be cut, but if the set of values and principles. According to which, employees are considered the most important asset of the organization established training will remain even when (group of teachers manage 2005, p. 7).

**Training:** The concept of effectiveness in managing change successfully, the results of the work should be the most important goal is the director. An administrator productivity should also be measured through management not incurred in the success of his business, not a set of things that are entrusted to him days. Efficacy results from the exercise properly obtained. The definitions of management, the effectiveness of the Manager's successful performance and results of the work that has been entrusted to him. There is no specific definition of the concept of the effectiveness of the process of achieving it is difficult. Evaluate the effectiveness of the training that was conducted partly determine how to create the skills needed to lead the organization as practical. Evaluate the effectiveness of the determination of educational goals, determine the visible results of the trainees in the training runs to determine the compliance of students with organizational role expectations, determine the amount of work that the training has been done to determine the capabilities developed in To achieve the goals of education. Considering the above mentioned issues, the effectiveness of the performances inside and outside the education system, the organization determined.

This means that if we can improve the efficiency of our internal and external organizations about the effectiveness of the education system is guaranteed. But it seems to define the concept of effectiveness should go a step further education institution in the sense that the effectiveness of a training course will be achieved when the first training needs to be clearly recognized. Second, a good program is designed to meet the needs. Thirdly and fourthly program is designed properly implemented proper assessment of the educational process and ultimately achieve the goals. So measuring the effectiveness of absolute and at the end of a course is not a perfect approach. Effectiveness and quality of education, would-be created during the process and ensure training and at the end of this process to ensure the accuracy of measures and goals to be measured and assessed.

**Research Methodology:** For the purpose of this research, but applied research is based on a descriptive study. The research is a survey research user control. The extensive size, scope and timing of a cross-sectional study is a small study So in this research is descriptive-survey method was used to identify the characteristics of the population of the state of nature is available Research methodology of field research branch. The assessment tool questionnaire of five options (Likert). They also in the study of library resources and the Internet and magazines and thesis were also used. Place of study, General Administration of Sport and Youth is in Sistan and Baluchestan time. Duration study of October 2013 began and ended August 2014.

### **The population and sample**

The study population consisted of Youth and Sports General Directorate of trained staff in Sistan and Baluchestan and the sample using the limited sample size table Grjsy and Morgan 55 has been determined that using the census, because research high reliability staff and community samples have been placed. Cronbach's alpha for reliability of the questionnaire, 845%, 812% vision for the variable, the variable capability for 795% and 843% respectively for the variable knowledge.

Cronbach's alpha formula:

$$\alpha = \left( \frac{n}{n-1} \right) \times \left( 1 - \frac{\sum s_j^2}{s_t^2} \right)$$

J: No. subset of questionnaires

Sj<sup>2</sup>: variance of each subset

S<sub>t</sub><sup>2</sup>: total variance Alpha is usually less than 6% of poor reliability, acceptable 6% to 8% and higher than 8% indicates high reliability.

**The research:** To collect data in this study with the whole 5-item Likert questionnaire was used. The questionnaire consisted of 11 questions and 25 questions demographics of the study is to arrange the questions related to each of the variables is thus: **Hypothesis 1:** 1 variable growth of moral virtues by questions 1 to 42. Organizational Variables acculturation **Hypothesis 2:** 1. Job variable adjustment by questions 11 to 13 2. Variable improve job skills by Question 18,16,143-variable optimization of human relationships by Question 9,10,204- variable number of questions of responsibility by 8.22

**Hypothesis 3:** 1 variable job knowledge by Question 19,17,152. Fitting variable with modern progress by Question 21, 24, 23,21Data analysis method: Descriptive and inferential statistics were used to analyze the findings. In order to analyze the data in this study SPSS software and to test hypotheses, test (t) is the same. research limitations: Using the classic variables of performance evaluation and improvement of human resources in today's complex multi-dimensional space based on traditional research literature studies abroad are generally rooted in local problems of this supposed shortcomings are the difficulties involved, as well as the organizational culture existence is unique, so the findings are not easily to any other organization.

### **Data analysis**

**Descriptive statistics:** Analysis of staff satisfaction with the planning, implementation, assessment and evaluation of training courses General Administration of Sport and Youth: - Analysis of the satisfaction of the planning staff training courses in the Department of Sports and Youth Region: The results of this component suggests that the index case in the study population were in good condition. Satisfaction is roughly 3 with a large gap. - Analysis of the satisfaction of the department of sport and youth training workshops in: The results of this component suggest that the index case in the population Qrardard in good condition. Satisfaction is around 3 far. - Analysis of the satisfaction of needs assessment in training staff in the department of sport and youth Region: The results of this component suggests that the index case in the population is not in good condition That level of satisfaction with nearly 3 is far from desirable. - Analysis of employee satisfaction in the training of Educational Assessment at the Department of Sport and Youth Region: The chart shows the index society investigated the case lining favorable situation Qrardard . Satisfaction is something about 3 far. Distribution of respondents based on answers to a

variable: - Distribution of respondents by sex: 56% male and 44% female. - Distribution of respondents according to age: 63% between 20 and 30 years, 30% between 30 and 40 years, 3% between 40 and 50 years and 4% over 50 years. - Distribution of respondents in terms of courses, which are 13% less than 25 hours, 19% between 25 and 50 hours, 36% between 50 and 150 hours, 11% between 150 and 250 hours, 21% between 250 and above time had a history of participation in training. - Distribution of respondents in terms of work experience that: 13% less than 5 years, 19% between 5 and 10 years, 36% between 11 and 15 years, 11% between 16 and 20 years, 21 between 21 and 25 years of experience in the department of sport the youth of the province. - Frequency response that application vendors in terms of qualification: Diploma 19%, 13% skill, 58% of undergraduate and 10% postgraduate PhD- Frequency response that application vendors in terms of employment status: 26% of 4% contract and 69% contractor, 1% of plan The general hypothesis: Specialized training is effective in improving employee performance. Since a significant level of error is less quantity, it can be said that the null hypothesis of no difference between the average hypothesis assumed rejected H1 accepted difference is that, far from there being two up and down both positive average It shows that the average (4488/3) of the tested value (3) is larger. So we can see that training is effective in improving employee performance.

Consequently, the general hypothesis

One-sample statistics						
	N	Mean	Std. deviatio	Std. Error Mean		
Total	70	3.4488	.7549	.8994		

One-sample Test							
Test Value=3							
	T	Df	Sig.	(2-tailed)	Mean difference	95%Confidence Interval of the Difference	
						lower	Upper
Total	4.990	69	.000		.44881	.2694	.6282

**Hypothesis 1:** training courses on effective employee insight. Since a significant level of error value is less, it can be said that the null hypothesis of no difference between the assumed and actual average is rejected and H1 hypothesis that the difference between the average accepted. And since the two extremes both above and below the mean positive. This shows that the average assessed value is greater. So we can see that training is effective in increasing employee insight.

Insight hypothesis test results - Output Software

On-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
Binesh	70	3.5339	.081218	.09707		

One-Sample Test							
Test Value=3							
	T	Df	Sig.	(2-tailed)	Mean difference	95%Confidence Interval of the Difference	
						lower	upper
Binesh	50500	69	.000		.53393	.03403	.7276

**Hypothesis 2:** training on the ability of employees is effective. Since a significant level of error value is less, it can be said that the null hypothesis of no difference between the average hypotheses assumed rejected and H1 accepted difference is that there are two at top and bottom. average both are positive, this indicates that the average assessed value is greater. So we can see that training is effective in increasing employee insight.

Insight hypothesis test results - Output Software

On-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
Ability	70	3.3399	.77866	.09307		

One-Sample Test							
Test Value=3							
	T	Df	Sig.	(2-tailed)	Mean difference	95%Confidence Interval of the Difference	
						lower	upper
ability	3.652	69	.001		.33988	.1542	.5255

**Hypothesis 3:** training courses on effective knowledge since a significant level of error value is less, it can be said that the null hypothesis of no difference between the two averages given rejected and H1 hypothesis that the difference between the averages accepted since both the top and bottom. Posts are both positive, this indicates that the average assessed value is greater. So we can see that training is effective in increasing employee insight.

Results of testing hypotheses - Output Software

On-Sample Statistics						
	N	Mean	Std. Deviation	Std. Error Mean		
danesh	70	3.4726	.81603	.09753		

One-Sample Test						
Test Value=3						
	T	Df	Sig. (2-tailed)	Mean difference	95%Confidence Interval of the Difference	
					lower	upper
danesh	4.846	69	.000	.47262	.2780	.6672

**Offers of hypotheses:** We trained a total of 70 employees were chosen based on the data using descriptive and inferential statistics and SPSS, EXCEL and obtained the following results 1. A total of 56% male and 44% female employees. 2. In the main hypothesis, the impact on improving the performance of employees, the training of staff in the performance of their courses has been useful. (3) The minor hypothesis: A) in terms of staff training courses will find insight in the organization. Therefore training programs in the field of organizational development and culture moral virtue is effective

B) in terms of staff training to increase their capacity in the organization, so the conclusion that the training program in terms of achieving their objectives in relation to the new job environment, improving job skills, organizational relationships and responsibilities of successful optimization is C) in terms of staff training increases the knowledge of the organization. Therefore training programs to upgrade skills, job knowledge in the field of information stated amounts in proportion with new development has been effective.

Based on the results of the study hypothesis and suggest minor: Books and pamphlets based on actual needs and culture prevailing in the organization and development of employees is Taasr of training to more than ever before. The study found a positive impact on improving training consent of planning, needs assessment, implementation and evaluation of training courses in the organization.

Therefore, it is suggested that in order to Increasing employee satisfaction through optimization of human relationships and responsibilities of the organization, held a variety of programs and to designing and implementing their operational context of its training courses available or that to convey the skills learned during training activities, facilities and equipment available to students be prepared and possible weaknesses eliminated times goals of training programs in the field more.

**Recommended Actions:** The study found that a positive impact on training and raising the satisfaction of the planning, needs assessment, implementation and evaluation of training courses to increase employees' satisfaction with the way the organization does. So the following courses offered: 1. mechanisms related to the promotion or promotion of enterprises periods of increasing rights 2. Regular assessment of employee performance review and change mechanism training courses 3. Organizing specialized training for staff. 4. Strengthening communication mechanisms between managers and employees regarding personnel issues. 5. Add facilities, recreation and sport. 6. Useful classes to promote public information through the optimization of human relationships and responsibilities. 7. Occupational needs fit each individual workload to training courses 8. Use native qualified teachers 9. As far as possible the traditional mode of training, training leave, so that dynamic teaching methods with the use of color pervasive smell of intimate relationship between the coaches and assume. 10. through procedures suitable to the staff, the training program as an administrative task and should not be considered mandatory but procurement training programs as well as their organization's attention to this case that their sense of belonging to improved organization and their job will be interested.

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