

## عنوان مقاله:

Investigating the Effective Climate on Transfer of Lessons Learned and Providing Solutions to Improve the Effectiveness of HSE Training Courses

## محل انتشار:

فصلنامه آرشیو بهداشت حرفه ای، دوره 5، شماره 4 (سال: 1400)

تعداد صفحات اصل مقاله: 7

## نویسندگان:

احمد سلطان زاده - *Department of Occupational Health & Safety Engineering, Research Center for Environmental - Pollutants, Faculty of Health, Qom University of Medical Sciences, Qom, Iran*

فائزه رحیمی - *Department of Health, Safety, and Environment, Faculty of Engineering, Islamic Azad University, Central - Tehran Branch, Tehran, Iran*

سمیرا قیاسی - *Department of Environmental Engineering, Central Tehran Branch, Islamic Azad University, Tehran, Iran*

فرشاد هاشم زاده - *Department of Environmental Engineering, Central Tehran Branch, Islamic Azad University, Tehran, Iran*

فرشید مومنی فراهانی - *Educational Management, Department of Training and Human Resources and Knowledge Management, Tehran Oil Refining Company, Tehran, Iran*

## خلاصه مقاله:

Background: Today's businesses spend a lot of money on educating their personnel. What matters is that people use their knowledge to their jobs. The goal of this study was to look into the environment that affects learning transfer and come up with a solution to increase the effectiveness of health, safety and environment (HSE) courses. Methods: In ۲۰۲۰, a cross-sectional study was done at the Tehran Oil Refining Company. The number of samples was ۲۰۰, according to Cochran's formula. The major data gathering technique was a ۲۰-item questionnaire created by the researcher. The multivariate regression model was used to analyze the study data, which was done with IBM SPSS software. Results: The questionnaire's content validity and reliability were estimated to be ۰.۸۳ and ۰.۹۲۹, respectively. ۳.۶۸±۰.۲۲ was the atmospheric indicator that proved effective in transferring learning and providing a way to increase the effectiveness of HSE training. The climate index affecting the transfer of learning had a significant link with the parameters of work experience ( $p = ۰.۰۲$ ), education ( $p = ۰.۰۳$ ), and kind of employment ( $P = ۰.۰۱$ ), according to the results of linear multivariate regression analysis. Conclusion: The atmospheric index influencing learning transfer and proposing a solution to increase the efficacy of HSE courses in the Tehran Oil Refining Company was deemed favorable. The outcomes of this study revealed that supervisors on job units in this business provide a supportive environment that is perfectly aligned with encouraging learners to enroll in training courses.

## کلمات کلیدی:

,Effective climate, Transfer of learning, Effectiveness, Oil refining company  
جو موثر، انتقال آموخته ها، اثربخشی، شرکت پالایش نفت تهران.

