

عنوان مقاله:

Direct Comparison Between The Results of Learning from Training Programs and Work Experiences Among Employees of North Khorasan Technical and Vocational Training General Department

محل انتشار:

دومین کنفرانس بین المللی مدیریت، کارآفرینی و توسعه اقتصادی (سال: 1392)

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خلاصه مقاله:

In knowledge-based economy, learning has become one of the most important criteria for continuation of organizational effectiveness and acceleration in developmental management. Currently, training, development and education of each employee in organizations is considered obligatory to maintain competitiveness in the global arena, and increased ability of organizations through learning during the work is a widely-accepted fact. The present study is applied in terms of goal and descriptive-analytical in terms of methodology of research. The statistical population includes all employees of North Khorasan Technical and Vocational Training General Department, whose performance was investigated through random sampling. Analysis of the findings of the study through SPSS software, version 17, shows that all components of the study are supported and, in other words, there is a positive and significant relationship between the results of learning from training programs and work experiences among the employees of North Khorasan Technical and Vocational Training General Department. In addition, in data analysis, Friedman test was used to prioritize the components existing in the hypotheses. As a result, communication and interpersonal skills had the highest average in learning technique through work experiences, while recognition had the lowest average. Managers may use these results for recruiting those individuals with multiple work experience in connection with the scope of their organizations's activity, as well as for planning and designing training courses towards learning the human resources of their organizations.

کلمات کلیدی:

Training, Learning, Experience, North Khorasan Technical and Vocational Training General Department

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