

## عنوان مقاله:

Evaluation of the effectiveness of training courses in the light of organizational learning theory

## محل انتشار:

اولین همایش بین المللی و سومین همایش ملی پژوهش های مدیریت و علوم انسانی (سال: 1396)

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## خلاصه مقاله:

The research was conducted in the level of Karoon Oil and Gas Production Company, a member of southern oil-rich regions, entitled Evaluation of the effectiveness of training courses in the light of organizational learning theory in Khuzestan province. In this field, the applying effect of trainings on personal growth, knowledge, attitudes and skills of employees, and cost reduction have been examined, and finally, the alignment and balance of existing training process management system of principles and characteristics of a learning organization has been studied by researcher. The method of triangulation is used in this study. Therefore, quantitative tools (questionnaire survey of courses, scores of teachers tests), interviews and analysis of documents of the Fourth Plan of National Iranian South Oil Company are used. In this regard, Kirkpatrick assessment model is used. The statistical population consists of all government employees working at Karoo oil and gas company, including a total of 1508 persons. A partially stratified random sampling method is used in the research. After analyzing the results, it was found that training significantly affects the personal growth, knowledge, attitudes and skills of employees, cost reduction, people's increased efficiency. However, the supporting conditions for an organization also affect the effectiveness of trainings, organizational learning (individual and group level) of an organization weaker and lower than determined standard was calculated, and we can conclude that it is not desirable in terms of organizational learning and becoming a learning organization, indicating that training provided to individuals is designed independent of people s jobs and the current training system is not designed in accordance with the principles and characteristics of a learning organization and its practical solution is to reengineer the company s existing training system in four areas of learning management cycle, including needs assessment, design and codification, implementation and evaluation of training based on the principles of learning organization.

## کلمات کلیدی:

Training Course, Training Evaluation, Training Effectiveness, Learning Organization

## لینک ثابت مقاله در پایگاه سیویلیکا:

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