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The role of practical training in productivity and profitability of organizations in the Third Millennium

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Abstract

In today's turbulent world, the organization's goals depend on the ability of employees to perform duties and adapt to a changing environment. Training of human resources with organizational change and the environment can cause to individuals, their activities effectively and continue to add the efficiency. Therefore, training, ongoing and planned efforts by the management, staff competency levels and to improve organizational performance.

In this paper, in addition to the training of scientific and practical importance and its necessity, the role of education in productivity and profitability of organizations are expressing. In the past these would have thought that learning time with work time and are living apart, and so for them, given the appropriate training before beginning the work was given to the people. The suspect, and then teaches people to live and work productive and profitable deals and the work and life begins, but there is no place for education and scientific research in this role and impact of education on productivity and profitability Be evaluated. Accordingly the definition of functional specifications and process of training was provided, then role models to measure productivity and profitability and helping to train managers for decision in this regard was the article also mentioned the sum, the Conclusions and recommendations made for follow-up of the same in the future are presented.

Keywords: practical training, productivity and profitability , organizations ;

1. Introduction

Issues within the organization's productivity, increasing economic openness towards foreign trade and economic competitiveness in world markets and productivity degree of criteria that are very positive and significant impact on their productivity. Questions raised appear to be subject to administrative barriers, which picks up the process of productivity growth are the current criteria for the development of manpower productivity, organizations and societies will be considered, with different criteria that were raised during the twentieth century are considered, improvement and development policy promoted a culture of productivity, development process, How can it be achieved?

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achieved. Involve the development and advancement of sciences and arts organizations with systems management and productivity, managers must also have specialized information and knowledge management.

In eliminating the need to train managers and system productivity, industrial engineering in higher education can play a useful role. The courses for undergraduate and graduate degree in any field of subsets with more depth and is taught and research Given the urgent needs of the graduate courses in industrial engineering education and research should be focused on management and productivity systems.

2.2. The importance of manpower training and development to improve productivity

It is currently believed by scholars and experts in science teaching and learning skills required in specialized As an inevitable necessity of social importance and has a special place in the macro expansion. This is especially important in the specific form of this problem comes from the people to help educate Will be able to grow with its unlimited ability to realize their work in the field. In recent years, productivity in the countries discussed and what was important in scientific circles and in academic and administrative circles to speak of the productivity, and Dramatic changes in style and way of life and entering the information age and knowledge, development of human societies to use the new tools of information technology subject areas are made. Perhaps it can be seen as less than human, that the mass associated with information technology tools are not experienced at least one and perhaps not unique to the level of literacy in the information age is measured with Myzantvanany people in the Use of Information Technology.

2.3. Employee objectives

In conventional head, a clear way to plan and delegate tasks with determination and with a structure to execute its program. Some training programs about proper behavior are ideal leader. Most of these programs, "network management" is developed by Blake In conventional care, a clear way to plan and delegate tasks with determination and with a structure to execute its program. Some of the programs Third order head Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Shimmers and Fiddler wrote; leadership experience "learning while doing" other methods of training managers. Fourth order head Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu. Insert your heading text and choose the appropriate heading level from the style menu.

3. Groups

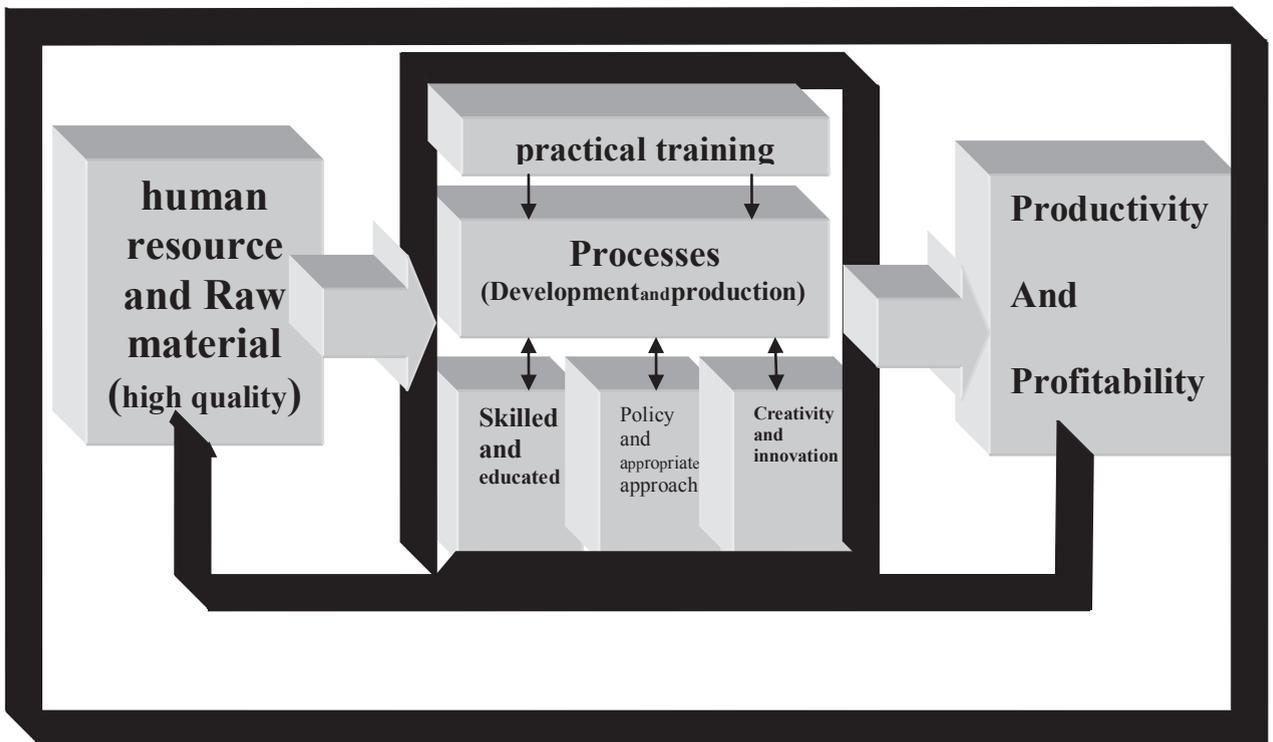
The following table shows that applying scientific and practical training to a higher percentage of productivity and profitability can be achieved. Years more and more complex and less attention to human skills were changed in this period was more rapid and versatile due to mass production of small dungeons of the boom fell, the decision was concentrated and complex social relationships. The possibility of focusing on there are many distance education, the employment contract. But in the vast network of scientific issues that are interdependent, there are tools evolved by leaps and bounds and are considered an important part of education. The military was required to take training as specified in a recipe, and everyone can easily case, the standard training courses and standards of the time it was created, the training of scientific and based on the theory of scientists began to take shape.

Table 1. productivity and profitability

Groups	Person	P-Time(day)	Pre-profit	Pre- productivity
Agriculture Group	35	316	22.42	32.59
Energy Group	68	708	23.17	38.22
Industry Group	113	425	33.06	33.85

4. Quality System (for productivity and profitability)

This figure, Shows how the high quality of human resources and raw materials in production processes and developing policies to add the appropriate approach Creativity and innovation and productivity and profitability can be achieved.



Q-System (for productivity and profitability)

5. Result

however, The training content of the training managers should pay more attention should have, in many organizations, the organizational culture change activities Education of managers, but managers should have a positive attitude to get the desired pattern. Service training is a systematic effort to coordinate the wishes, interests and needs of the future, in the form of work that people expected. However, in any way that we want to define the training, the main essence in all organizations and institutions is to increase staff efficiency and compatibility with the environment and, consequently, increased services.

However, this result can be expressed as follows:

- 5-1- Creating job satisfaction and reducing conflict and defiance, and abnormal behavior, and reduced levels of absenteeism and other costs and accidents.
- 5-2- Helping to increase individual performance and organizational effectiveness.
- 5-3- Flourishing his talents, and enhance staff morale and stability in the organization.
- 5-4- Facilitate the achievement of organizational goals.
- 5-5- The harmonious way of doing things and to prevent overlapping and duplication of duties and responsibilities in the organization
- 5-6- Reduction of public expenditure and improve the quality and quantity of products or services provided by the organization.
- 5-7- Reinforce a sense of loyalty and create a sense of flexibility and solidarity to the workers.
- 5-8- The validity and value of staff and promoting staff through job promotion and security of their future.
- 5-9- Growth and success in job creation, social, individual, private.
- 5-10- Reduction in direct and indirect supervision
- 5-11- Promote economy and efficiency in all countries has become a national priority for economic survival and the survival and continued ability of countries to optimize the gain in production per unit of output is dependent. Therefore, these can also be concluded that the application of scientific training can be effective in increasing productivity and profitability.

6. Suggestion

Finally, The topics covered in the training of scientific and applied research organizations in promoting productivity and profitability in the third millennium Important and practical suggestions are hereby described as follows:

Needs items of information required to calculate a set of indices, determine the timetable for the calculation of indices. Effective system for the legal activities of organizations and groups, cultural, sporting, artistic, social and political context of providing students and their participation in the affairs of their own support system Talented. Graduates competent, capable, faithful, knowledge, creativity, innovation and entrepreneurship, Production of new scientific knowledge and theories, Quality education and research. Productivity (efficiency and effectiveness) of the facilities and resources, including human resources, spaces and other, Chain link with the University of applied research, development and technology with emphasis on joint research with various devices, Advanced technologies in all aspects, International standards in quality education and research with international scientific developments. The teaching responsibilities in any organization can be specified by the guidelines, but usually in large organizations, the training manager is responsible for formal training programs. In fact, his first of the goals and strategies should be fully aware of your conditioning and training needs of staff and equipment in accordance with their instructors, classrooms and other facilities required for training to predict The training is necessary to correct the monitoring program is complete and any time that was necessary to increase knowledge and skills necessary to encourage employees and even managers and supervisors not to short.

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