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Pathology In-service training of staff of Experts of Shahid Beheshti University based on FPSS Model

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ABSTRACT

The aim of this study was to train Shahid Beheshti University FPSS model IN 2014, respectively. Methods: The study was descriptive and applied research is one of the target. The study sample of experts and middle managers is Shahid Beheshti University in 2014. According to official figures, 317 people by random sampling method based on Morgan, 176 subjects were selected. The survey questionnaire was used to collect data. The questionnaire has 33 questions and the Likert scale is adjusted to the range of very low, low, medium, high and very high set. Professors and experts to verify the validity and reliability of the method was 82% Cronbach's alpha was calculated. For statistical analysis of data collected from single-sample t-test and Friedman ranking test was used. The results of the analysis showed that from the perspective of the sample, Shahid Beheshti University FPSS model in all four dimensions of functional, process, structure and systems were faced with injury and prioritized in order of importance in terms of system damage, structural, and functional process. Therefore, the following functional categories studied, at worst, and at best it was structured.

Keywords: pathology, in-service training courses, model FPSS, Experts of Shahid Beheshti University

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INTRODUCTION

A major pillar of today's organizations such as capital, human capital, technology and management have been established which according to many experts, manpower is the most important element in this regard. Because organizational performance depends on the correct function of these forces in the circle line and staff. Since 70% of capital and human resources organizations formed, thus providing the human capital required to carry out regular training activities at all organizational levels [1]. Training of human resources has been seen as a social investment. Organizations as appropriate to the era of information technology are constantly trying to provide opportunities for the development of human resource capabilities to improve their performance [2]. Thus, in a society that is rapidly changing training was not only desirable, but it is an activity that every organization must take into account the resources available and to always be aware of effective human resources [3]. The type and amount of training organizations to the importance of product quality and service provided to customers or clientele, as well as the skills of the labor force for the organization depends, in a general classification of two types of pre-service and in-service training is divided [4]. Today, education, human resources and human capital as one of the major strategies to achieve positive adaptation to changing conditions will be considered [5]. Due to the characteristics of each type of self-esteem is associated with the development of technology and also because, in many cases it lacks some of the capabilities required to perform the duties of employees, organizations are. On the other hand, may find that their organization after the selection of personnel skills, knowledge and ability to perform activities not successful and teach them to do their jobs better or if the organization wants to use its own staff positions with greater responsibility and be forced to engage in the provision of a range of in-service training within or outside the workplace [6]. But the important point is that the only training and implementation of training courses can help the organization in achieving its goals. Training should be based on scientific methods established to meet the needs of the result [1].

To achieve this objective, weaknesses and identify and resolve these courses are threatening injuries. The pathology courses than any other field of research has been done. So one of the challenges of today's professional development managers in the training and development of employees, evaluating the effectiveness of educational programs and how we do it is one of the main goals of each institution, to ensure the effectiveness of the training.

On the other hand, only through education that we can evaluate the weaknesses and deficiencies identified courses and take steps to improve them. The present study deals with FPSS evaluation model based on pathology training.

This model is recommended for use in organizations that senior managers are ill prepared to revise the functions of education and consequently of the process fluid and finally modified the organizational structure. It is recommended to use this model to study the possibility of a survey it conducted as soon as possible and in a perfect location (reorganization) are carried to the secondary costs of imposing.

A major pillar of today's organizations such as capital, is human capital, technology and management have been formed which according to many experts, manpower is the most important element in this regard. Because organizational performance depends on the correct function of these forces in the circle line and staff.

Since 70% of capital and human resources organizations constitutes, thus supply of human capital is required to perform activities. But the important point is that only education and training courses can help the organization in achieving its goals. Training should be based on scientific principles and methods to meet the needs of the results obtained, in order to identify and overcome weaknesses and damages on the courses to be organized to waste money.

Pathology in-service training courses in the training center and other centers in the country, more than any other field of research has been done. One reason for this is that less attention to the evaluation of training programs are not considered accurate.

Lack of insufficient and incorrect evaluation and improvement of educational programs in contradiction with the philosophy of continuous improvement; it is only through educational evaluation weaknesses and deficiencies identified and steps to improve them [7]. If not evaluate educational programs, it is likely that distinguish effective staff training program [8].

Research shows that when we can effectively evaluate effect of training in organizations factors such as the structure and function of the structure, size and level of investment in knowledge organization, we have determined [9]. Organizations and social systems are among those who are affected by changes in their environment. The only effective way to create change in the organization, the culture and performance of managers through the transformation of the system of values, beliefs, and relationships within the organization accepted and thus improve the appearance is needed.

Available evidence indicates the existence of organizational problems is numerous institutions and companies. There is no doubt that these problems can reduce the effectiveness, efficiency and the productivity of the organization.

Investigations show that the efficiency of the administrative system of public organizations of the country, despite the arrival of advanced technology, the process has been reduced. The fact that a company or organization, different aspects, such as objectives, structure, staffing, technology and the environment, and for understanding organizational problems should check practically everything these dimensions [8].

Pathology of the most critical components of an enterprise is often considered an improvement plan organization. Hence one of the most successful actions that companies and organizations are doing to improve their effectiveness pathology is correct and timely. Accurate and timely pathology, gives administrators ability to always be aware of person's organization's current problems and prevent it from becoming acute.

Pathology organizational, collaborative process among members of organization and organizational pathology consultant or consultants in order to collect relevant information about the fundamental problems of the reason, the analysis of the collected data, the conclusions of the analysis performed and classification problems in both general and specialized and proposals concerning the orientation are necessary in order to resolve problems. Has had training in pathology organizational model has been used in several dairy and several results have also been reported. In the present study, FPSS model has been used for this purpose. Reason use of FPSS's model is that it can be concluded that the pathological patterns of learning, pattern mixture model is FPSS and it is comprehensive approach to injury management and training and development of human resources is considered.

METHODOLOGY

Method In this study was descriptive and applied research in the area is the goal. The study sample of experts and middle managers of Shahid Beheshti University in 2014. Survey questionnaire was used to collect data. 317 were selected based on official statistics that stratified random sampling methods based on Morgan 176 subjects. Questionnaire has 33 questions and the Likert scale is adjusted that was in range of very low, low, medium, high and very high.

Cronbach's alpha reliability coefficient of 82% was estimated using the method. Professors and experts to verify the validity of questionnaire .For statistical analysis of data collected from single-sample t-test and Friedman ranking test was used.

RESULTS

To evaluate the utility of indicators, categories and dimensions of the spectrum is the desirability of four parts. In which of the four parts of a continuum between two points above and below the continuum is divided into four equal parts, are placed

For example, if a score of 2.56 is achieved then the situation is relatively good. So it must be determined that the score obtained.

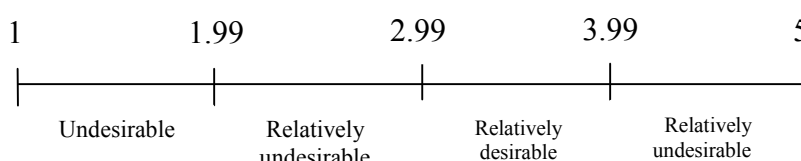


Table 1) Average rating dimension

Row	Status According Nanly range	estimated standard error of the mean	Mean	Index
1	Relatively undesirable	0.38626	2.9078	Functional
2	Relatively undesirable	0.30606	2.7554	Process
3	Relatively undesirable	0.42288	2.6463	Systemic
4	Relatively undesirable	0.69281	2.6629	Structural

Table 1 shows the average rating categories studied. The results indicate that mean rating between 2.99 and 3.99 is size of the population; according to following Nanly range in relatively unfavorable position to take over.

Table 2) review the status of injuries on the job training Shahid Beheshti University FPSS model

Variable	hypothetical Mean = 3			Index t		
	number	Experimental mean	SD	Sig.	df	t
Functional	176	2.9078	.38626	0.001	175	-3.166
Process	176	2.7554	.30606	0.001	175	-10.601
Systemic	176	2.6463	.42288	0.001	175	-11.096
Structural	176	2.6629	.69281	0.001	175	-6.455

In Table 2, In order to judge the state of the one-sample t-test was used to train personnel.

Based on the above data, mean score for 176 patients assigned to the training of employees are 12.91 for the functional aspects, 2.75 for procedural aspects, 2.64 for system and 2.66 for aspect of structural aspects. Because the average of the mean opinion score (average scale which is equal to 3) below, it can be stated that at the instance of rating categories lower than average. In addition, with regard to the value of t and $p=0.001$ can be stated with 99% confidence that the results are meaningful and applicable to society. In other words, training experts of Shahid Beheshti University based on FPSS model in the damaged condition.

Table 3) Prioritize injuries on the job training Shahid Beheshti University FPSS model

	Rating Mean	Rating	chi-square	Sig.
Functional	2.99	Fourth	41.962	0.001
Process	2.55	Third		
Systemic	2.25	Second		
Structural	2.21	First		

Table 3 categories to prioritize training Shahid Beheshti University based on FPSS model of Friedman test was used. The results showed that the priority issues in the study were as follows: Structural (mean 2.21), the system (mean; 2.25), process (mean; 2.55), functional (mean 2.99) according to the chi-square coefficient: 91.350 and can be $p=0.001$ stated that he observed in the sample with 99% confidence rating applies to community. Therefore, following functional categories studied, the worst and the best situation is structural.

The results of the present are consistent with research of Peidaei [10], Delaware [11], Reza zadeh [12] showed that in course of assessment is desirable.

Educational status of the study in such areas as, planning, implementation and evaluation of learning outcomes and provide appropriate feedback to comply with the requirements of education is faced with damage. The result is consistent with the results mentioned [10-12].

In explaining the results of the function it can be concluded that the majority of respondents from the education unit after moving to their new job does not meet the needs of staff have expressed discomfort and the legal structure of the substrate and that the Education Department must approve the displacement and relocation to give, enthusiasm and dedication to new staff needs to be more practical.

In explaining the results of the research question can be clearly stated that the course that has little to do with the needs of employees and they need not be resolved, leading to a reduction in their enthusiasm to participate in the courses. These results suggest that the planners of the grim reality of the job training, paid little attention to the findings of research conducted in this regard and they are applied.

However, in addition to other research organizations and other researchers at universities around the country, as well as much annual dissertation service training is done. Use planners and executors of the results of the investigation period while the increased efficacy of this training, you can eliminate many of the inefficiencies them. The results obtained from education experts and the fact that the leadership of the then relatively favorable assessment and other aspects of the relatively unfavorable situation have therefore recommended that:

Leadership and promoting initiatives to improve the organization's activities to be properly appreciated development and implementation of training programs need time and place to consider implementing training programs. Due to the variety of jobs and tasks, including staff (task-based) and research staff (creative axis) and a range of management tasks,, needs assessment appropriate to the educational needs of each of these three spectra taken independently.

Participation and enjoyment of the views of staff training needs assessment categories are in power. Strategy and more attention need assessment missions in the industry. New and updated the assessment needs to be made more attention. History, education, age, and homogeneity of learners in designing training courses should be very careful. Periods beginning on quality service and attention to training courses (especially specialized courses) in drawing more attention to training. This paper suggests a plan run in similar organizations to control the time constraints and limited resources, more accurate and complete results can be achieved.

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