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The Effects of Training Methods on Human Resource Productivity in Almahdi Aluminum Company of Hormozgan

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ABSTRACT

Today, a workforce of tens of millions is working in Islamic Republic of Iran in different sectors of public, industry and trade to fulfill their duties and responsibilities. Obviously, it cannot be claimed that all these people innately hold the knowledge, skills and type of behaviors required to do their occupational responsibilities. Thus, they need training to improve the quality and quantity of their jobs. Today, human resource training is highly effective on productivity improvement. The purpose of this study was to investigating the relationship between training methods on human resource productivity in Almahdi Aluminum Company of Hormozgan. A descriptive, quantitative, co relational design was used. Statistic population of research concludes all staff of Almahdi Aluminum Company. The population consist of 107 staff. A data collection instrument is included demographic questionnaire, questionnaire of productivity and questionnaire of on-the-job training. Data analysis included descriptive statistics, pearson's r and spearman's correlations, regression analysis, ANOVA analyses and SPSS software (package of Spss / pc + + ver21). The results of this study show that there is a significant relationship between information provision method and human resource productivity. According the results, there is a significant relationship between simulation method and on-the-job training with human resource productivity.

Introduction

In the era which is entitled as the explosion of knowledge and information, and development of knowledge and technology is growing exponentially, the training of human resource cannot be neglected. A deeper insight into the mission of training reveals that human being has various dimensions abound with valuable talents, which will be realized and flourished when all the mental and

physical aspects are considered. Clearly, education and training aims to attach meaningful values to learning; and beyond learning, education should renovate the character and competences of human resource until training turns to the culture of human development. Some authors believe that human knowledge grows twice every five years and this increase changes everything. Therefore, how can organizations avoid their human resources confronting these changes and

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evolutions? Obviously, the survival and future of the organization will be endangered in case of neglect and inattention to employment training. That is why employees often attend the training classes at least once a year in the developed countries. The existence of the organization depends to a great extent on the various skills and knowledge of the staff (Dulan and et al 1992). On the other hand, productivity is a comprehensive concept which its growth has been continuously considered by the experts, as a necessity to improve the level of humans' life and to build a more wealthy society, as it is the national goal for all countries of the world. It can be said that the main aim of management science is to achieve more productivity, and this have always been reflected by managers in the management and re-engineering of organizations. Regarding the indispensability of productivity and extensive evolutions happened in science and technology; experts in human resource management have begun to align human activities with these advancements through different training techniques, in order to achieve productivity improvements. Considering the importance of above discussed topics in modern societies, we aim to examine the effects of various training methods on the improvement of productivity among the staff of Almahdi Aluminum Company of Hormozgan.

Research hypotheses

1. There is a significant relationship between information provision method and human resource productivity.
2. There is a significant relationship between simulation method and human resource productivity.
3. There is a significant relationship between on-the-job training method and human resource productivity.

Research Methods

This is a descriptive analytic research; in addition, since the relationships between dimensions and components of conceptual model are being investigated, it is also a correlational research. Statistic population of research concludes all staff of Almahdi Aluminum Company of Hormozgan. The population consist of 107 staff. A data collection instrument is included demographic questionnaire, questionnaire of productivity (Hersey & Goldsmith, 1980) and questionnaire of on-the-job training (self-made). To examine the reliability of

questions, internal consistency measure was used by Cronbach's alpha coefficient. The coefficient was 0.95 for all the questions, which indicates the high reliability of measuring tool. Data analysis included descriptive statistics, pearson's r and spearman's correlations, regression analysis, ANOVA analyses and SPSS software (package of Spss / pc + + ver21).

Demographics Results

(1) Of the 107 subjects enrolled in the study, 21 were single and (19.6%) and 86 were married status (80.4).

(2) The education level of 107 subjects were studied, 2 % (2 cases) diploma, 30% (32 cases) AA. 60% (64 cases) BA and 8% (9 cases) MA.

(3) 107 subjects were studied, 13.3 % (14 cases) less than 30 years, 58.66% (63 cases) between 31-40 years, 23.3% (25 cases) between 41-50 years, 4.6% (5 cases) 51 years and older.

Results and Discussion

The first hypothesis

(1):There is a significant relationship between information provision method and human resource productivity.

H0: There is no significance relationship between information provision method and human resource productivity.

H1: There is a significance relationship between information provision method and human resource productivity.

The results of this study show the correlation coefficient between the two variables is 0.294. According the results, there is a significant relationship between information provision and human resource productivity (Table 1). Thus H_0 is rejected and research hypotheses are approved. It means that with increasing information provision was increased human resource productivity.

These results are in good agreement with result Nargesian et al (2011) and Nairi et al (2008), Ziaei et al, (2007) and Nargesian et al (2011) reports that there is a significant relationship between information provision and human resource productivity in Tehran University. Ziaei et al, (2007) reports that there is a significance relationship between training methods and human resource productivity.

Table 1: The results of Pearson correlation test to the relationship between information provision and human resource productivity.

Variable	Information provision			
Human resource productivity	Pearson correlation coefficient	Significant level	r ²	Type of relationship
	0.294	0.000	0.087	Direct

The second hypothesis

(2): There is a significant relationship between simulation method and human resource productivity.

H0: There is no significance relationship between simulation method and human resource productivity.

H1: There is a significance relationship between simulation method and human resource productivity.

The results of this study show the correlation coefficient between the two variables is 0.279. According the results, there is a significant relationship between simulation method and human resource productivity

(Table 2). Thus H₀ is rejected and research hypotheses is approved.

These results are in good agreement with result Nargesian et al (2011) and Naieri et al (2008), Ziaei et al, (2007) and Nargesian et al (2011) reports that there is a significant relationship between simulation method and human resource productivity in Tehran University. Ziaei et al, (2007) reports that there is a significance relationship between training methods and human resource productivity.

Table 2: The results of Pearson correlation test to the relationship between simulation method and human resource productivity.

Variable	Simulation method			
Human resource productivity	Pearson correlation coefficient	Significant level	r ²	Type of relationship
	0.279	0.000	0.079	Direct

The third hypothesis

(3): There is a significant relationship between on-the-job training method and human resource productivity.

H0: There is no significance relationship between on-the-job training method and human resource productivity.

H1: There is a significance relationship between on-the-job training method and human resource productivity.

The results of this study show the correlation coefficient between the two variables is 0.277. According the results, there is a significant relationship between on-

the-job training method and human resource productivity (Table 3). Thus H₀ is rejected and research hypotheses is approved.

These results are in good agreement with result Nargesian et al (2011) and Naieri et al (2008), Ziaei et al, (2007) and Nargesian et al (2011) reports that there is a significant relationship between on-the-job training method and human resource productivity in Tehran University. Ziaei et al, (2007) reports that there is a significance relationship between training methods and human resource productivity.

Table 3: The results of Pearson correlation test to the relationship between on-the-job training method and human resource productivity.

Variable	on-the-job training method			
Human resource productivity	Pearson correlation coefficient	Significant level	r ²	Type of relationship
	0.277	0.000	0.077	Direct

Conclusions

Human knowledge grows twice every five years and this growth has put everything in a state of change and evolution. Therefore, how can organizations disregard the familiarization of their human resource with these evolutions? Self-evidently, in case of neglecting to train the staff, the survival of the organization will be endangered. That is why the human workforce attends the training classes at least once in a year in the developed countries. The organization life is to a great extent dependent on the different skills and knowledge of its workers.

Regarding the relationships between the types of training methods and improvement of productivity, results of data analysis in this research well match with other researches discussed in the literature. Thus, the suggestions of this research are presented in two sections.

Suggestions Based on the Research Results

Considering the results, the following suggestions are provided in order to improve training methods and their effectiveness on productivity of human resource in of Almahdi Aluminum Company.

Simulation Training: Running simulation training courses by human resource office of Almahdi Aluminum Company.

Running simulation training courses for the preparation of the staff to encounter and enter the real world.

Running simulation training courses to develop the skills of problem solving among the staff and managers.

Running simulation training courses to develop the skills and capabilities of decision making among the apprentices.

Information Provision Training: Running training courses in the format of lecture in order to provide large amount of information in a short period of time.

Running training courses in the format of lecture due its high acceptability and being economical.

Running training courses in the format of seminar for the active participation of staff.

Running training courses in the format of seminar in order to have a training proportional with the learning capacity of apprentices.

Running training courses in the format of seminar in order to have discussion, feedback and selfassessment of the trainees.

On-the-Job Training: Development of trust and belief to the efficiency and proficiency of on-the-job training among the managers of the organizations. In order to achieve this goal, organizations' managers should be put under the cover of training services and they should support crediting and running the training courses.

Systematic addressing of on-the-job training programs, since it is a systematic procedure and should be met systematically. Needs assessment, developing objectives, implementation and evaluation should be done systematically and stage by stage; and the final results will be presented to the implementation, planning and other relating units.

Holding constant on-the-job training courses and providing special and continues programs for the personnel. Non-continuous provisional on-the-job training will not be productive.

Establishing a research and study unit in the staff training center, in order to study the problems and issues of training.

Establishing information units in the training centers equipped with online systems and computer connections to other domestic and foreign centers, in order to collect and organize the useful data.

Coordination between on-the-job trainings and the needs, desires and characteristics of adults as the main participants of the program. Not very long classes, practicality of courses and using proper teaching techniques for the adults are among the other considerations.

Justification of on-the-job training courses, familiarization of the staff with the educational goals and provision of welfare and living facilities for the trainees.

Therefore, the training of workforce should be vital consideration for every organization. Moreover, training courses should not be confined to the provision of a set of abstract materials, but they should be accompanied with practical trainings and experience, so that the employee has the opportunity to experience the theories he has learned and clearly finds the reasons. Overall, an atmosphere should be provided in which the trainee actively participates in the training and learning.

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