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Investigating Role and Position of Technical Training in Human Resource Development in Chaharmahal and Bakhtiari Province Iran (Case Study: Trained Employees of Private Sector)

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Abstract

The main objective of the present study is investigating role and position of technical training in human resource development in Chaharmahal and Bakhtiari Province. Applied method in this study is in kind of descriptive-correlative method. Statistical population of the study includes all trained employees of private sector in Chaharmahal and Bakhtiari Province. Sample size in this study would be determined using Cochran sampling formula equal to 116 persons. For purpose of data analysis, SPSS software would be applied. Obtained results from the study indicate that technical trainings can affect human resource development.

Keywords: Technical Training, Human Resource Development, Organizational Productivity

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Introduction

Rapid and deep scientific changes have caused entrance of new theories and subjects to life occasionally. In order to present life, one should learn new sciences and deny also some old theories that have no application. Technical changes have caused deformation of networks and policies of organization and every change can make it necessary for gaining new science and skills (Armstrong, 2002). In perspective of human resource theory, public training can provide public capital and technical training can provide personal capital. The advantage of second capital is that learners can use gained skills in order to achieve job opportunities and such attitude has made many countries to consider technical training, along with academic grades of public trainings (Anderson, 2008). Due to the mentioned issue, technical organization had been active in regard with short -term trainings for different employed people in public and private sectors. However, there has been no specific study in regard with effectiveness of such trainings. Hence, it is essential to conduct this study in regard with effectiveness of such training in domain of human resource development in order to investigate its different variables and components including human resource development, abilities and skills of people, job creation foe people, better understanding of organizational goals, organizational relations, problem solving ability, and also decision making ability of people.

Role and Position of Technical Trainings

Increasing development of sciences and technologies is making skills and knowledge of human imperfect as days go. Hence, survival of individuals and organization is depended on this issue that information and skills can be modernized and updated constantly and this can't be achieved; unless through constant training. On the other hand, on time supply of specialized human resource requir ed in every organization is considered as a necessity and also supplying such necessity is impossible without following principles of human resource programming and especially curriculum (Imani et al., 2009). Achieving sustainable development is one of the desires of human societies currently. Global organizations like UNESCO have investigated ways of achieving such development and have provided general solutions under public thoughts. One of the most important factors in chieving development, based on international organizations, is considering technical trainings.

The most important solutions that can be considered by programmers and officials of the society in order to realize comprehensive development of the country are as follows: providing applied curriculums in order to gain practical and professional skills; providing the field for creation of thinking and practical creativity in youths in different scopes of art and science, technical, and social domains; helping self-actualization and improvement of self-confidence and life quality. Today, in regard with development level of every society in addition to economic growth, ability of individuals in the society, including public health, utilizing social-mental security, and internal satisfaction can be considered as the most important criteria for development. In order to achieve development of every country, one should identify relevant problems with the suffered country (Ahmadi and Darvish, 2008) .

Curriculums should be regulated and implemented based on needs. If the curriculums are provided regardless of real needs, they would have dramatic and ceremonial dimension. However, here intangible needs should not be ignored. In other words, having profession and skill for performing an action in good manner is required, but it is not sufficient (Abtahi, 1994).

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Technical Trainings

Technical trainings are provided for people in order to create skill and ability for qualifying job, profession, and business for people. These trainings can also enhance efficiency of people and can reduce cost and finally enhance life quality. Technical trainings can prepare people in order to enter work world. Such training, through transferring competency (Safi, 2006), can meet changing needs of labor market and also can provide equality of opportunities for everyone in public and private sectors. It can also decrease waste and extra costs of production and can provide competition power in global markets.

Human Resource Development

Among various activities of human resource management, human resource evelopment is one of the most common and cost consuming activities. This kind of activity includes learning new skills, improving existing skills, and effective methods of performing activities. Human resource development is related to training and developing human activities in organizations and helps organizations to provide specific conditions, under which employees can achieve required potential for utilizing individuals and organizations. In this case, human resource development considers itself significantly close to organizational development. For purpose of suitable management of human resources, factors such as knowledge, skill, and information levels should be improved. Human resource development can't be achieved just by a lot of trainings, but also the performance should be programmed and systematic. On the other hand, if significanc e of current human resources and their development role are considered, it should be mentioned that today the distance between societies and organizations is in terms of ability and understanding and the main challenge among organizations is clever and strong human resources (Blik, 1999).

Role of Training in Organizational Productivity

Training is one of the most important tasks for running affairs of every organization and one of the most important tasks of human resource development. Hence, attraction system that starts with gaining force and ends with employment, is the system of improving and utilizing human resources properly, which include development and training and guiding human resources. In fact, human resource development is one of the most important activities and objectives of every organization for improving efficiency of employees. After attraction, academic system can empower human resources of the organization and so utilizing the resources in the best manner. Training as the most effective leverage and factor, is constantly effective and significant in regard with improving and enhancing efficiency of human resources. Training employees can be effective in gaining experience and improving performance of newcomers to the organization. However, training newcomers doesn't mean lack of training experienced employees. Hence, specific training courses should be designed for them if required. In fact, training is not limited to certain group or certain period. All employees should be trained during their work life constantly, so that they can display highest efficiency and effectiveness in their position (Biabani, 2000.) In human resource management, training refers to a course, in which manager, staff, or employee improves personal skills and increases new information and experiences and gains much information in order to face future and upcoming challenges. In addition, increase in efficiency of employees through proper training can improve spirits of staffs and also can reduce costs and decrease wastes (Todaro, 1998).

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Employees in every position of the organization such as complicated jobs need training, learning, and gaining new knowledge and skills, since they need gaining new information and methods in order to face new challenges of business. In addition, when job of employees changes; it is required for them to gain new information and skills in order to play their job responsibilities successfully. Today, those organizations would win in domain of competing with other organizations, would achieve their goals properly, and would be successful in presenting products and services to the societies, which are equipped to efficient and powerful human forces that is greatest capital for the organization. When employees in an organization are well trained, they would have higher spirits and motivation and also they would need less supervision and control (Akhlaghi, 2001).

Organizational Relationship

Such relationship, which is rooted in lecture trainings for managers in 1920s, has been considered in 1927. By that time, Telis Berger, Dickson in factories and Western Electric have conducted several studies in regard with work relations between employer and employee. After them, many researchers of management started to study in this field and provided some theories for human society, among which one can name theories of Redding (1972), Porter and Lesnisk (1978), and studies of Joplin (1985), and Kelly (1982) (Mashayekh, 2000.) This type of relationship, along with this issue that starts its activity through characteristics of interpersonal relations, can provide desirable outputs through using 5 senses. However, it includes specific characteristics as follows.١: Limitations and boundaries of organizational relations, contrary to wide range of interpersonal relations, are certain and have less resistance against influences. In a general state of action against concentrated, individual can hardly be aware of being outside or inside; although everyone is properly aware of his/her membership in an organization. In fact, if a person is dismissed from a organization, he/she can't make relation as a member; although if the person is among organizational members, he/she should make relations within the determined limitations in specific manner. One of the characteristics for organizational relation is reproducing series of messages. In this kind of reproduction, messages would be sent from a person to another and gain to another up to the end; although every communicative action would mostly remain as a mutual interaction (Akhlaghi, 2001).

Research Literature

Karimi (2004) has conducted a study in order to identify effective factors in human resource productivity and in order to determine effectiveness of costs of production and export of industrial goods. Obtained results from the study indicated that training human resources can have positive and significant effect on enhancement of human resource productivity.

Rose (2005) has investigated characteristics of a desirable technical education system and its positive effects. She has considered positive effects of technical training as follows: increase in learning ability, developing analytical skills of students, cooperation in activities, increase in role of skills in reflecting individual abilities and adjusting them for performing tasks and avoiding errors and making mistakes, increase in motivation for training and activity, and in general increase in human force productivity (Rose, 2005).

In a study (2004), technical trainings in Nebraska State have been investigated. Technical training programs include agricultural and commercial trainings; family economy; hygiene; communication

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technology; electronic; etc. every one of these programs can propose a series of principles in order to enhance efficiency and productivity of workforce (Haltiwanger et al., 1999).

Differences of productivity among laborers in different industries during 1996-1998 have been studied using production function method. Based on obtained results, number of laborers, age, and human capital can affect their productivity.

Low level of skills has challenged fans of classic technical trainings and speed of changes in technology and expectations of labor market from skilled forces and intensification of necessity of technical trainings while working has expanded the interaction significantly (Asian Productivity Association, 2002). In fact, in many developing countries, selecting general or technical trainings is considered as a hard decision (Yong, 1998.)

In perspective of human resource theory, general training can result in public capital and technical training can make private capital. The advantage of second capital is that learners can use gained skills in order to achieve job opportunities and such attitude has made many countries to consider technical training, along with academic grades of public trainings (Becker, 1964). Among these countries one can name India, which has had emphasis on increasing job opportunities and finally eliminating unemployment from the country since beginning of programming in 1950.

Making such policies is one of the basic measures in growing job creation spirits and is laced against the view that job creation has been considered just as a characteristic. Previous studies over the past 40 years have indicated that both heredity aspects and provided opportunities in the environment can be effective in growing entrepreneurs (Harper, 1983). Evidences indicate that systematic interferences through training programs and developing them, along with recognizing target groups and needs of labor market, have been effective in forming job creation activities. It should be mentioned that the needs are not static and change in environmental conditions requires new training necessities (Gibb, 1991).

Materials and Methods

Methodology Applied method in the present study is in kind of descriptive-correlative method. Statistical population of the study includes all trained employees in private sector of Chaharmahal and Bakhtiari Province. According to presented statistics by General Office of Technical Sciences, 166 trained individuals are employed in private sector. Number of statistical sample in this study was determined using Cochran formula equal to 166 persons. In order to determine total sample size that should be selected from stud ied population and they should answer questions of the questionnaire, Cochran formula was applied as follows:n: sample size; N: population size; S: population variance; P: probability of existence of desires characteristic; q: probability of lacking desir ed characteristic; t:ˠ t-student, which for population higher than 120 in 5% level is equal to 1.96.

$$n = \frac{(1.96)^2 * ./5 * ./5 * 166}{(166-1) * (\%5)^2 + (1.96)^2 0/5 * /5} = 116$$

$$n = \frac{Nt^2Pq}{(N-1)d^2 + t^2Pq}$$

For data collection purpose, questionnaire has been applied. Applied questionnaire was designed by the researcher using valid questionnaires and texts related to studied subject. In order to test content and physical validity of the questionnaire, it was presented to 10 scholars, so that they can announce their

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personal ideas in regard with quality of writing questions, content of the questionnaire, number of questions, relation of questions with options, and adjusting questions with research objectives. After testing and investigating ideas and suggestions, final questionnaire was regulated and was presented to statistical population. In order to determine reliability of the questionnaire, 30 questionnaires were distributed among trained persons and finally the reliability was measured using Cronbach alpha 0.87 (α=0.87). Stability of every factor was also estimated separately, according which value of Cronbach alpha was estimated for factors including changing attitude (α=0.85); skill and ability (α=0.86); problem solving ability (α=0.83); better understanding of goals (α=0.93); job creation(α=0.92); and organizational relations (α=0.83). After required arrangements of technical association of the province, required permission was received. Then, applied questionnaires were copied and distributed among trained people in presence of researcher. In addition to explain about answering style of questionnaires and also answering all questions, statistical calculations were collected. Finally, 116 questionnaires were analyzed. For data analysis purpose,
descriptive statistics were applied for describing and classifying information. In order to determine validity of the questionnaires, Cronbach alpha was applied and in order to test hypotheses, regression and correlation coefficient of Pearson were applied. Mentioned estimations were conducted using SPSS version 19. Significance level for all tests was considered to P≤0.95.

Results and Discussion

The present study has investigated role and position of technical trainings in human resource development in Chaharmahal and Bakhtiari Province. At this section, obtained data from questionnaire would be analyzed using SPSS19 and findings would be presented in two forms of descriptive and inferential findings.

Descriptive Findings

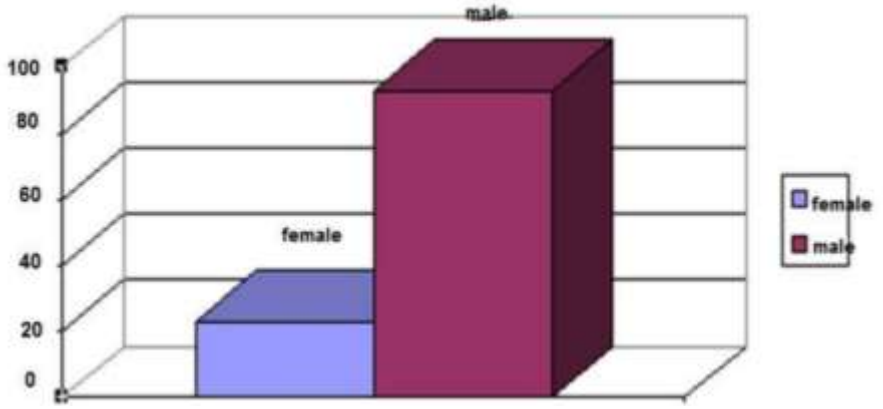


Figure 1: Diagram of frequency of respondents based on gende

Figure 1 has illustrated frequency and cumulative percent of respondents based on gender. As it is obvious, 80% of respondents are male and 19% are female. Among 116 persons, maximum frequency has been related to men with 93 persons and 23 persons have been woman.

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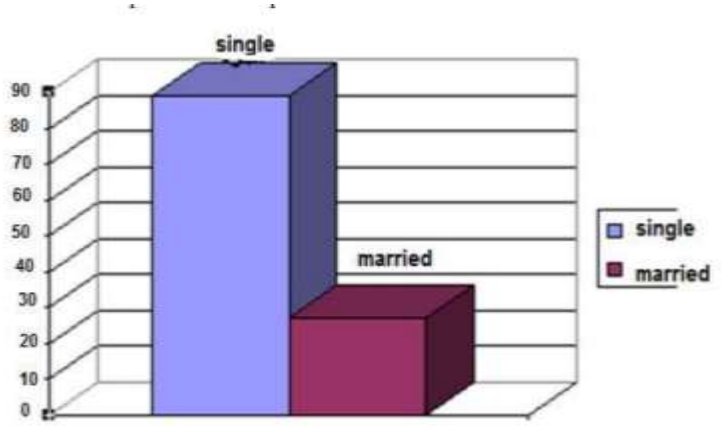


Figure 2: Diagram of frequency distribution based on marital status

Figure 2 has presented frequency of respondents based on their marital status. Among 116 persons of sample individuals, maximum frequency has been related to singles with 89 persons and 27 persons are married. According to the figure, 76% of respondents are single and 23% are married

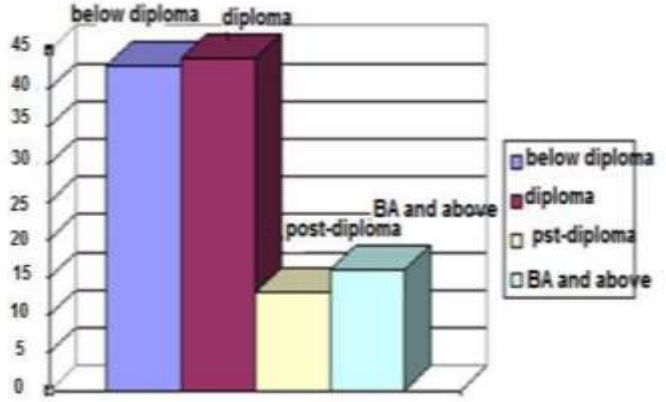


Figure 3: Frequency distribution based on educational level

Figure 3 has illustrated frequency of respondents based on educational level. Among 116 respondents 37% have been below diploma; 37% diploma; 11% post-diploma; and 13% have been BA and above. Among 116 persons, maximum frequency has been related to diploma level with 44 persons and the minimum frequency has been related to post-diploma level with 13 persons.

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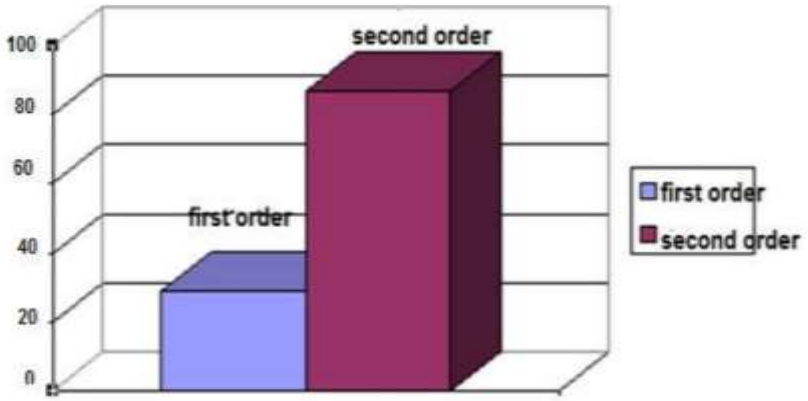


Figure 4: Frequency distribution based on skill certificate

Figure 4 has indicated cumulative percent of respondents based on their skill certificate. Among 116 respondents, 75% have second order certificate and 25% have first order certificate. According to figure 4, maximum frequency of 87% have had second order certificate and minimum of 29% have had first order certificate.

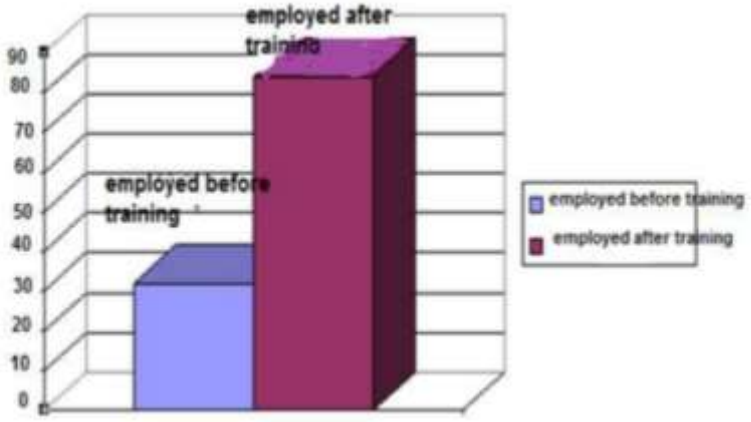


Figure 5: Diagram of frequency distribution based on employment

Figure 5 has illustrated cumulative percent of respondents based on their employment. Among 116 sample individuals, more than 72% have been employed before training and 27% have been employed after training. Figure 5 indicates that 84 persons (maximum) have been employed after training and just 32 persons have been employed before training

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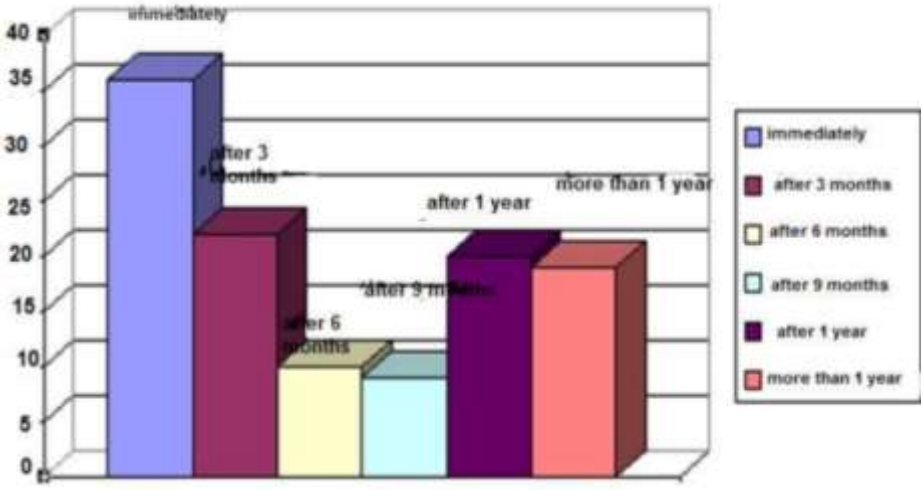


Figure 6: Frequency distribution of respondents based on employment period

Figure 6 has illustrated cumulative percent of respondents based on their employment period. Among 116 respondents, 31% have been employed immediately after training; 19% after 3 months; 8.6% after 6 months; 7.8% after 9 months; 17.2% after 1 year; and 16.4% have been employed after several years Figure 6 indicates that 36 persons have been employed immediately after training, which is maximum rate and 9 persons have been employed after 9 months, which is minimum frequency rate.

Inferential Findings

Hypothesis 1: Technical trainings can affect human resource development**.**

Table 1: Multiple correlations results for effect of technical trainings on human resource development

	Sum of squares	DF	Mean of squares	F	Sig	R
Regression	5.848	6	0.975			
Residual	6.118	109	0.056	17.36	0.000	0.69

Table2: Results of regression of technical training effect on human resource development

Model	B	Standard error	Beta	t	Sig
Mutual effect	1.03	0.102	-	10.06	0.000
Positive attitude	0.006	0.008	0.07	0.68	0.49
Knowledge ,power and ability	0.022	0.009	0.255	2.4	0.01
Problem solving and decision making power	0.006	0.009	0.077	0.69	0.49
Better understanding of	0.005	0.011	0.041	0.42	0.67

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Organizational goals	0.012	0.006	0.17	1.8	0.06
Job creation	0.020	0.009	0.23	2.14	0.3

Table 1 has indicated correlation results of effect of technical trainings on human resource development. Clearly, correlation among technical trainings on one hand, and human resource development on the other hand has been estimated equal to 0.69. if these coefficients achieve exponent 2, the result should be equal to 0.47 and this indicates that 47% of variances in human resource development are related to technical training variance. F=17.36 is also significant in confidence level of 0.05 (p=0.000) In table 2, regression equations have been changed into T. clearly, results are significant p=0.000. It means that is all variables are controlled and inputted to the equation at the same time; technical trainings can significantly affect human resource development. However independently, just knowledge and skills and job creation are in relation with human resource development (p=0.03 and 0.01). Hence, the hypothesis has been confirmed and it could be found that technical trainings can affect human resource development.

Hypothesis 2: Technical training can affect changing attitude and creating positive spirits in individuals

Table 3: Multiple correlations results for effect of technical trainings on changing attitudes and creating positive spirits

	Sum of squares	**DF**	**Mean of squares**	**F**	**Sig**	**R**
Regression	2.84	1	2.84			
Residual	9.119	114	0.08	35.58	0.000	0.48

Table 3 has indicated correlation results of effect of technical trainings on creating positive attitude. Clearly, correlation among technical trainings on one hand, and changing attitudes on the other hand has been estimated equal to 0.48. If these coefficients achieve exponent 2, the result should be equal to 0.23and this indicates that 23% of variances in changing attitude and creating positive spirits are related to technical training variance. F=35.58 is also significant in confidence level of 0.05 (p=0.000). Hence, the hypothesis has been confirmed and it could be found that technical training can affect change of attitude and creation of positive spirits in individuals.

Hypothesis 3: Technical training can affect knowledge, skill, and ability of individuals

Table 4: Regression results for effect of technical trainings on knowledge, skill, and ability of individuals

	Sum of squares	**DF**	**Mean of squares**	**F**	**Sig**	**R**
Regression	4.16	1	4.16			
Residual	7.79	114	0.06	60.9	0.000	0.59

Table 4 has indicated correlation results for effect of technical trainings on knowledge, skill, and ability of individuals. Clearly, correlation among technical trainings on one hand, and knowledge, skill, and ability of individuals on the other hand has been estimated equal to 0.59. If these coefficients achieve

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exponent ,۲ the result should be equal to 0.34 and this indicates that 34% of variances in knowledge, skill, and ability of individuals are related to technical training variance. F=60.9 is also significant in confidence level of 0.05 (p=0.000). Hence, the hypothesis has been confirmed and it could be found that technical
training can affect knowledge, skill and ability of individuals.

Hypothesis 4: Technical training can affect problem solving and decision making ability

Table 5: Regression results for effect of technical training on problem solving and decision making

	Sum of squares	DF	Mean of squares	F	Sig	R
Regression	3.8	1	3.8			
Residual	8.16	114	0.072	53.12	0.000	0.56

Table 5 has indicated correlation results for effect of technical trainings on problem solving and decision making ability. Clearly, correlation among technical trainings on one hand, and problem solving and decision making ability on the other hand has been estimated equal to 0.56. If these coefficients achieve exponent 2, the result should be equal to 0.31 and this indicates that 31% of variances in problem solving and decision making ability are related to technical training variance. F=53.12 is also significant in confidence level of 0.05 (p=0.000). Hence, the hypothesis has been confirmed and it could be found that technical training can affect problem solving and decision making ability of individuals.

Hypothesis 5: Technical training can affect organizational relations

Table 6: Regression results for effect of technical training on organizational relations

	Sum of squares	DF	Mean Squares	of F	Sig	R
Regression	2.92	1	2.92			
Residual	9.04	114	0.079	36.8	0.000	0.49

Table 6 has indicated correlation results for effect of technical trainings on organizational relation. Clearly, correlation among technical trainings on one hand, and organizational relations on the other hand has been estimated equal to 0.49. If these coefficients achieve exponent 2, the result should be equal to ۰.۲۴ and this indicates that 24% of variances in organizational relations are related to technical training variance. F=36.8 is also significant in confidence level of 0.05 (p=0.000). Hence, the hypothesis has been confirmed and it could be found that technical training can affect organizational relations**.**

Hypothesis 6: technical training can affect job creation

Table 7: Regression results for effect of technical training on lob creation

	Sum of squares	DF	Mean Squares	of F	Sig	R
Regression	3.77	1	3.77			
Residual	8.18	114	0.072	52.57	0.000	0.56

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Table 7 has indicated correlation results for effect of technical trainings on organizational relation. Clearly, correlation among technical trainings on one hand, and job creation on the other hand has been estimated equal to 0.56. If these coefficients achieve exponent 2, the result should be equal to 0.31 and this indicates that 31% of variances in job creation are related to technical training variance. F=52.57 is also significant in confidence level of 0.05 (p=0.000). Hence, the hypothesis has been confirmed and it could be found that technical training can affect job creation.

Hypothesis 7: technical training can affect better understanding of organizational goals

Table 8: Regression results for effect of technical training on better understanding of organizational goals

	Sum of squares	DF	Mean of Squares	F	Sig	R
Regression	4016	1	4.16			
Residual	7. 8	114	0.068	60.77	0.000	0.59

Table 8 has indicated correlation results for effect of technical trainings on organizational relation. Clearly, correlation among technical trainings on one hand, and organizational goals on the other hand has been estimated equal to 0.59. If these coefficients achieve exponent 2, the result should be equal to 0.34 and this indicates that 34% of variances in organizational goals are related to technical training variance. F=60.77 is also significant in confidence level of 0.05 (p=0.000). Hence, the hypothesis has been confirmed and it could be found that technical training can affect organizational goals.

Hypothesis 8: There is a significant relationship between technical training and personal characteristics.

Table 9: Pearson correlation results for relationship between technical training and personal characteristics

Variables	Correlation Coefficient	Sig	Number
Gender	0.17	0.05	116
Marital status	0.09	0.3	116
Education	0.000	0.9	116
Skill	0.50	0.000	116
Skill certificate	0.03	0.7	116
Job type	0.01	0.8	116
Employment duration	0.30	0.001	116

Table 9 has presented Pearson correlation coefficient between personal characteristics and technical training. Correlation rate of gender, education, marital status, skill certificate, and job type is not significant in confidence level of 0.05 ($p=\leq 0.05$). However, skill and employment duration have significant relationship with technical training. Hence, it could be found that technical training has no correlation with gender, education, and skill certificate and job type and just skill and employment duration after training are in significant correlation with technical training.

Training in human resource management refers to a course, during which manager or employees improve their personal skills or enhance their information and experiences and new specializations and also they

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gain new information in order to face future challenges of their job (Meyer, 2000). In addition, increase in efficiency of employees through proper training can improve their spirits and also can cause saving costs and reducing wastes. On the other hand, it seems that those people that have been employed previously needed more technical trainings in order to gain skill and knowledge. Employees in every position of the organization, including complicated jobs, need training, learning and gaining new information and skills, since they need such information in order to face upcoming challenges. Moreover, when job of staffs is changed, it is required for them to gain new skills and information in order to perform their tasks successfully. Today, those organizations would be successful in their competition with other organizations; would achieve their goals, and would be successful in providing products and services for the society, which are equipped to well-trained human force. When employees of an organization are well-trained and have high awareness and information level, they would have high motivation and would need less supervision and control.

Obtained results from the study indicate that among total of 116 respondents, 31% were employed immediately after training; 19% after 3 months; 8.6% after 6 months; 7.8% after 9 months; 17.2% after 1year; and 16.4% were employed after several years training. The results indicate also that 36 persons that is maximum rate have been employed immediately and 9 persons that is minimum frequency have been employed after 9 months. Hence, it seems that effect of technical trainings in job creation has been significantly positive.

As one of the main factors of economic and social growth in every society is training efficient human resource and technical training organization is one of the institutions for training specialist human resource, level of information of learners should be to some extent that they can be employed in labor market based on their skill, so that employment problem can be solved.

Obtained results from the present study indicate that there is a significant correlation between technical trainings and human resource development. It means that technical training can affect human resource development directly and hypothesis 1 has been confirmed. It means that if all variables are controlled and entered the equation at the same time, technical training can be in direct relationship with human resource development. However, just skill and job creation can separately be in correlation with human resource development.

Obtained results from the study are in consistence with the study of Karimi to some extent in dimension of human resource development and profitability. Karimi (2004) has conducted a study in order to investigate effective factors in human resource profitability and also to determine effectiveness of production and export costs of industrial goods in industry sector. Obtained results from this study indicated that training and skills of human resource can have positive and significant effects on increasing profitability of human resources.

.Obtained results indicate that correlation between technical training and change of attitude and providing positive spirits is significant in level 0.05. Hence, the hypothesis would be confirmed and one can found that technical training can affect changing attitudes.

Regression results for effect of technical training on job creation indicate that in this study variances in job creation are related to variance of technical trainings and are significant in level of 0.05. Hence, the hypothesis would be confirmed and it could be found that technical training can affect job creation.Obtained results from the study are consistent with studies of Horsy (1986) and it has been stated in regard with confirming it as follows: as one of the main factors of economic and social growth is

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training efficient human resource and technical training organization is one of the institutions for training specialist human resource, information level of learners should be in a range that they can be employed easily, so that unemployment problem can be solved. The results have been also inconsistent with results of study of Sham and Berim (2005). Sham and Berim (2005) have investigated effects of trainings in field of Work and Knowledge on technical efficiency of Hand-made Carpet Industry. Obtained results from data analysis indicated that efficiency of weavers that have participated training courses is less than efficiency of traditional weavers and variable of training is in reverse correlation with variables of technical efficiency; meaning that participating technical courses can't enhance technical efficiency of weavers. Results of the present study have been inconsistent with results of study by Molayi (2005) Molayi (2005) in his study has calculated total profitability and mean profitability (2001) for small and large industrial activities of Iran during 1987. Obtained results from this study indicated that total and mean profitability of all small industries is less than it for all large industries. The researcher believes that education level and lack of passing technical courses in small industries can be the reason for low efficiency.

Conclusion

Although technical trainings can prepare individuals for their jobs and professions or can enhance their ability in performing their tasks, lack of presence of relation bridges between academies and industrial centers can make academies to train human forces. Technical trainings have important role in forming human resources through training skilful forces required by labor market in different countries around the world. Such trainings in developing countries are not only responsible for training required workforce by different sectors, but also it can solve unemployment problem through providing suitable context for self-employment. Based on findings of the present study, obtained results are presented as follows:

- Technical training can affect human resource development
- Technical training can affect changing attitude and providing positive spirits in individuals
- Technical training can affect knowledge, skill, and abilities of individuals.
- Technical training can affect problem solving and decision making ability of individuals
- Technical training can affect organizational relations
- Technical training can affect job creation.
- Technical training can affect better understanding of organizational goals.

Applied Suggestions

- In order to enhance ability of human resources in organizations, every person should receive at least 6 certificates of technical training courses in order to get promotion for higher position.
- A certificate should be provided for professional qualification, so that individuals can be forced to pass the courses before employment as a pre-requisite.
- In regard with providing positive spirits in youths along with academies, constant exhibitions of abilities and productions of successful individuals should be established.
- In addition to professional training for changing attitude and making positive spi rits in individuals, raining investment styles and legal requirements should be also provided.

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- In order to enhance ability of the organization and to improve technical trainings, these trainings should find executive capability through internet and virtua l networks.
- It would be better to hold courses of problem solving and decision making during holding technical training courses.
- It would be better to hold group working training courses in addition to hold individual training courses.
- It would be better to provide facilities of product and service supply to market for individuals in regard with enhancing their motivation for employment.

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