

**EVALUATION OF THE VIRTUAL IN-SERVICE
TRAINING COURSES IMPLEMENTED BY DEPARTMENT
OF HUMAN RESOURCES OF CULTURAL PERSPECTIVES
ON IMPROVING THEIR JOB BEHAVIOR**

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Abstract

The aim of this study was to evaluate the effect of virtual In-service training on the job of educators Natanz to Kirkpatrick evaluation model 94-1393 is in the school year. In this study is to determine the effectiveness of the first three levels of Kirkpatrick (reaction, learning, behavior) should be used. This study has a descriptive-survey. The study population will comprise all the cultural city of Natanz. This research is stratified random sampling. The total number of teachers in this area is 270, of which 140 were male and 130 were female, according to Morgan, 97 were selected as the sample size, of which 66 were male and 31 were female. To determine the validity of the content, the tool provides supervisors and advisers and experts were concerned and reliability of the questionnaire using Cronbach alpha coefficient was 90%. To analyze the data from one sample T-test, T-test and ANOVA groups have been used. The results indicate the fact that from the perspective of cultural programs held in a positive increase in job behavior and

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have the desired effect. In general it can be said that from the perspective of participating teachers, training courses and positive role in promoting good professional practice profession has them.

Keywords: training, effectiveness, job behavior.

Introduction

In the age of knowledge explosion and title information and the development of science and technology, growth, and human resources training can, not remain indifferent to these developments. Look deeper into the mission of education, when it becomes apparent that we are beings who have different dimensions and full of valuable gifts and talents when it is realized and flourish in all aspects of spiritual, physical, be considered. And it is clear that education is learning the value of human life meaningful and beyond learning to rebuild their character and capabilities of human resources and training to become a culture of human development.

Some experts are saying that human knowledge will double every five years and this increase puts everything has changed. So how can an organization's human resources are not familiar with these changes? Obviously, if the neglect of the teaching staff, fate and survival of the organization would be in danger. That is why in developed countries today, manpower usually at least once a year to attend training classes. Organizational life largely depends on the skills and knowledge of employees.

The importance of and need for research

The success of a country in all fields requires an educational system that is dynamic educational activities as a major investment for the next generation is considered. The investment objective of human development and with regard to

the scope and complexity of educational activities and the need for notification of the results of their performance, evaluate the effectiveness of this training can play an important role in providing quality education and thus improve the performance of and access to innovation and be creative.

It is necessary that the scientific strengths and ways to modify it, as well as the goals and overall effectiveness of this training show (Talbpvr and Bahrami, 1386).

Although training is necessary for humanitarian purposes, but the training of teachers for the role of the cortex in the development of the country, is considered more important. In today's world, education and teacher training in terms of scientific interests are the interests of the first level is (SarkarArani, 1389). Since the teachers on the one hand in preparing students for life in different societies and cultures have a lot in all the other countries considerable resources spent on improving the education system, teachers, subject teachers discussed various politicians (UNESCO, 2006)

Service training of officials should open the organization of educational and training to the national capital and organizational audit will take effect without cause (Daniel, Thomas, Grove, 1997).

History Research

Rezai (1390) in a study to evaluate the effectiveness of training as primary school teachers in Qom action research using the Kirkpatrick model, the results of this report-teachers of the courses have had a good response and could Teachers are learning and to promote knowledge and training courses of teachers and the results were effective.

Kim (2010), this research pseudo-test to "measure the effectiveness of information security training program in Western Pennsylvania Institute of Financial Services and the comparative analysis of computer-based and instructor-based training"

among the 900 employees at the institute, 212 of them (85 players axis and 127 computer-based) elected. In this study confirm the effectiveness of the transfer of learning, knowledge retention learned, students' satisfaction level. However, a significant difference in the preservation of knowledge between the two groups was observed in the period of 90 days.

Sahndayz and Boris (2008) in a study entitled "The relationship between the training provided with the attitude of staff" have done. The aim of this study was to investigate the relationship between the training given to employees and job satisfaction, motivation and commitment to them. Results of the study, the hypothesis that the training of staff motivation, commitment and job satisfaction, there is confirmed.

Research Methodology

The study, based on targets such as descriptive methods. The purpose of this descriptive, describing the conditions of the phenomenon studied.). The research and practical use of the time period and the type of data, little research.

Statistical Society

The population consists of a collection of individuals or entities that have a common trait usually every research study population, a population that researcher characteristic (attributes) to study its single variable pay (Sarmad et al. 1378). The study population consisted of all the cultural city of Natanz (270) 1393 1394 academic year have been taught, is.

Statistical sample and sample size calculations

A small group of the population studied are called sample quantitative research, the process of selecting a sample of a defined population with the aim of precisely

defining the target population is called sampling. (Gal et al. 1384) In this study, stratified random sampling method is used. The total number of teachers in this city 270 which 140 men (51.85%) and 130 females (48.14 percent), which is used to estimate sample size according to Morgan table of 97 people chosen from No. 66 men and 31 were women. A total of 97 questionnaires, 91 of them answered the questionnaire so that the rate of return is 94%.

Data collection method

The data is generally divided into two categories: method and field method library. In this study, both library and field method is used. Using library of documents in the archives, archives, theses, using previous research and the use of Internet resources in the field and in the field of questionnaires were used.

Data collection

In this study, a questionnaire is made. The questionnaire consists of two parts, the first part of the questionnaire included demographic characteristics of respondents and demographic variables (gender, education level, field of study and work experience). The second part of the main body of the questionnaire contains 37 questions closed is. Suggested responses using a 5-Lykeryt very high, high, medium, low, very little was graded, so that very low score for answers 1, 2 score low for answers, for answers to size a score of 3, 4 and to call for answers high score very high score of 5 is considered.

Analysis methods Information after running and collected by research, it's time to summarize, categorize, analyze the data and then answering the questions of research. In this study, the analysis was conducted in two parts: the first part, described the data collected, the descriptive statistics were used in order to sort the

information in the descriptive part, characterized by such (tables, graphs, frequency and frequency) to analyze data on the respondents, such as (gender, education, work experience, and education) was discussed in the second part of the section related to inferential statistical methods single-sample T-test, T-test and ANOVA groups (ANOVA) was conducted by 18 SPSS software has been used.

Results

From the perspective of educators, virtual training courses run by the Department of Human Resources to what extent they impact on improving job behavior?

Table 1: Results of the one-sample T-test on the cultural perspective on the impact of courses on job behavior

Sig	Degrees of freedom	Value t	Posts Comments	The standard deviation	Experimental Posts	Number	Variable
0.0001	90	9.46	3	0.576	3.579	270	Surface treatment

Based on the above data and component-level learning with an emphasis on the value of T 9.460 with 90 degrees of freedom is statistically significant at the $0.05 = \alpha$. The experimental and theoretical mean there Tbetween average. Given that the empirical average of 3.571 means 3 is larger theoretical average can be said from the perspective of educators, virtual training courses run by the Department of Research, planning and human resources to improve the impact of their job.

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