

Job Career Success by Human Resource Training

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Introduction

Human resources development theories emphasized on the importance of training and its effects on the empowerment of human resources of organizations. The training goal is the some important functions such as socialization, learning skills, succession planning, employment capability and helping to job career success. The most general use of job career success is the advancement path in job. Mental career of job success is the criteria of individual assessment of his/her job success that referred to individual attitudes to his/her job and it is determined by psychological terms such as professional commitment. Job success, between individual success, hierarchical success and financial success are 4 parameters of job career. Although some researcher add life satisfaction as fifth parameter of job career.

Method

This applied study aimed to investigate the relationship between In-service training programs efficiency with staff career success in one of power ministry organizations, which conducted by confirmatory mixed method (quan.+ qual.). In quantitative section, data were collected with Homayounia (2005) and Gattiker and Larwood (1986) questionnaires, and in qualitative section, documentary analysis and interview were used for data collecting. Qualitative data derived from semi-structured interviews with 10 experts of that organization in Ahvaz Power & Water Organization. Stratified random sampling method was used in quantitative part, 290 persons were selected based on Morgan table, and to determine the sample

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size in qualitative section, and the desirable cases choice method was used. Pearson correlation, regression and repeat measure ANOVA used for quantitative data analysis and interview inductive content analysis method was used for qualitative part.

Results

The results showed that in-service training programs efficiency except of interpersonal success, have positive relationship with job success, financial success, hierarchical success but trainings programs efficiency can not improve individual performance in their career. Analysis of interviews showed that personnel believed that the courses had the some effects on job success, financial success and hierarchical success. This qualitative result is the same as quantitative results about the relationship between training courses and job career success. Also in both Qual. and Quan. Results, there is not found the relation between job some of career success' parameters such as: friendly relationships, formal communications, team moral, and fitness of courses with needs.

Discussion

In this organization, the training courses are being conducted with the purpose to become familiar personnel with their jobs and their work environment. Therefore it can be comprehend that the results of both sections of research are confirmed each other.

Keywords: job success, interpersonal success, hierarchical success, financial success.

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