

Original Article

## Identifying the Desirable Elements of Organizational Training for Industry of Electricity and Water Engineers Based on the Professionalism Approach

Zainab Sharaf\*

Mohammad Reza Nili Ahmadabadi\*\*

Mohammad Javad Liaghatdar\*\*\*

### Introduction

The present research has analyzed the ideal pattern of organizational training for water and electricity engineers based on the teachings of the professionalism approach. The purpose of the research is to identify the important elements of the ideal pattern of organizational training for engineers from the perspective of curriculum planning and to express the characteristics of each of these elements.

### Method

This qualitative research employs a phenomenological approach. Data was gathered through semi-structured interviews with 20 lecturers and industry employers, following the principle of theoretical saturation and utilizing purposeful sampling along with a snowball technique. The seven-step Colaizzi coding method was used for data analysis.

### Results

The findings show that, the desirable process of training engineers in the four basic elements of goal setting (clear and based on competence dimensions; attainable; based on interest and job and managerial needs and a forward-looking view of today's technologies), content design and compilation (comprehensiveness of content; based on job needs and skills; attractiveness and appropriate organization and based on the principle of

---

\* PhD Student, University of Isfahan, Isfahan, Iran.

\*\* Associate Professor, University of Isfahan, Isfahan, Iran. *Corresponding Author:*

[m.nili.a@edu.ui.ac.ir](mailto:m.nili.a@edu.ui.ac.ir)

\*\*\* Professor, University of Isfahan, Isfahan, Iran.

usefulness), teaching and learning strategies (active teaching method; use of technological platforms; participation in learning and suitability to learners' conditions) and Evaluation and revision of the program (standardization of the evaluation tool, emphasis on the types of goals and variety of evaluators and corrective feedback and design of the rehabilitation program) can be abstracted.

### **Discussion**

The findings suggest that the elements of the organizational training model, ranked in order of importance; include goal setting, program evaluation and revision, content design and formulation, and teaching and learning strategies. Attention to the characteristics of these elements can guide the design and development of customized organizational training programs based on the professional competence of engineers.

**Keywords:** Curriculum, Organizational Training, Professionalism, Industry of Electricity and Water.

---

**Author Contributions:** The second Author was responsible for leading the overall research process. The first Author was responsible for research plan design, data collection and analysis and all authors discussed the results, reviewed and approved the final version of the manuscript.

**Acknowledgments:** The authors thank all dear teachers who have helped us in this research.

**Conflicts of interest:** The authors declare there is no conflict of interest in this article.

**Funding:** This research is not sponsored by any institution and all costs have been borne by the authors

---