

**Evaluating of the Effectiveness of Training Employees of the Oil and Gas Company of Gachsaran, 1391.**Yaghoob Kiany<sup>1</sup>, Mohammadnoor Rahmani<sup>2</sup>, Hossein Zeinali Pour<sup>3</sup>, Davod Kiany<sup>4</sup>

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**Abstract:** Institutional training and education programs have a major role in training and equipping practical knowledge of personnel and increasing productivity and creativity and achieving national production. This study aims to explain the effectiveness of education on employees of the Company's oil and gas operations conducted in Gachsaran. This study is descriptive. Our statistical society is 270 employees of Gachsaran oil and gas companies operating in 1391 who attended in 15 training courses. Sampling, simple random sampling and sample size of 150 was calculated based on the Cochran formula. The questionnaire was used to collect data. For data analysis in level of descriptive statistics, the mean and standard deviation of the statistical methods were used and statistical methods of inferential in statistics test  $t$  Correlations. The findings show that training can improve employee effectiveness as well as the increase of knowledge and skills, improve the quality of services, improving human relationships, career and the speed of innovation and increasing staff creativity. So administrators and officials are advised to look more seriously into the corporate training as an empowering force for employees. [Evaluating of the Effectiveness of Training Employees of the Oil and Gas Company of Gachsaran, 1391].

[Yaghoob Kiany, Mohammadnoor Rahmani, Hossein Zeinali Pour, Davod Kiany. **Evaluating of the Effectiveness of Training Employees of the Oil and Gas Company of Gachsaran, 1391.** *J Am Sci* 2013;9(3):406-411]. (ISSN: 1545-1003). <http://www.jofamericanscience.org>. 65

**Key words:** education, effectiveness, employees of exploit company of oil and gas.

**1-Introduction**

The role of education has played a key role in the development of any society. Knowing technological achievements and ways to take advantage of them are the most basic principles of training. Yet with the goal of making the chase is the change in the attitude of Manager tool organization of humans, so that the managers consider human as the main and ultimate goal of all the efforts and dynamic look. Unfortunately, because today's educational vision is founded on the basis of technological man devoid of emotions and human obligations.

And considers human as a dangerous tool for themselves, their community and the world in which it lives. Every effort training their managers in the oil industry is that the attitude of human beings in their managers and agents of the institutionalization of where will Ray. Compared to many industries such as oil, metal craft, wooden craft and beaux art is a new phenomenon., That life does not come about over a hundred years, so many of its aspects, from exploration to production..., refining, transport and export for its stakeholders ensures pristine and exquisite things, and why should your employees

have the option of Innovation and new working groups in various activities with the knowledge and skills learned to update their training objectives. to prepare. Due to the complexity of the changes and innovations in the industry, thanks to the discovery of oil in the world today occur in all stages, the efficient and powerful people need to get familiar with the achievements of modern and technologies, innovations and new elements that add new excitement and a new plan in which the consistency of the oil industry and other the optimal way to use their talents to be taken the same time the answer meet the needs of learned employees trained, will be necessary to enhance their motivation and organizational attachment, and pulls them attractive to other industries or countries to prevent. Variety of activities in the oil industry and the entry of new ways and new strategy in the industry, the emergence of new fields of education is inevitable (Also, 1383).

Investment in staff training has increased and development organizations are increasingly on educational activities and emphasize to provide learning opportunities for all employees in the different levels of the organization and at the same

time education of the increasing time expectations of it have improved. In the past, training courses and the personnel's participation in it seemed persuasive; education today is expected that the employee is able to create the desired behavioural changes and thereby to facilitate organizational goals (Qahremani, 1382). Educational Evaluation, one of the most controversial areas of human knowledge is a challenge because, as is evident from its name, value and how it affects judgments are based on values and hence less background in this area happen Connoisseurs exist. Brief look at the basic concepts of educational evaluation shows that the number of specialists in this field provides a different definition of educational evaluation. This complexity is increased when we attention to evaluation in the realm of the effectiveness of training. Delicacies and complexities of the assessment is to the extent that it has become a serious problem and address it to a small number of books published in this field, the evidence of this claim. on the other hand The delicacy of the situation and of evaluating the effectiveness of training in organizations is a key that can't and should not have a serious message without a scientific and theoretical basis, and clarifying the orientation of the underlying, entered the area of the evaluation of the effectiveness of training courses, and Preparation and filing forms and not only the logical orientation, training and evaluation will be reviewed. (Fathi, 1384) Abel is a reminder of the carelessness and negligence of any evaluation of training courses as it will make the occasional action for the staff or an attempt to be of the benefits of (Abili, 1386).

## 2-Background of Research:

Vafadar (1386-1384) in a research titled: evaluating the effectiveness of training on agricultural insurance brokers. This study aimed to determine the effectiveness of training in Agricultural Insurance Agents according to Kirk Patrick model during 1384 to 1386 and it was implemented to response to this question that "To what extent Agricultural Insurance Agents training is effective?" Statistical Society included all agricultural insurance brokers in 1384 to 1386 that took part in the agricultural insurance specialized training courses, organized by the Agricultural Products Insurance Fund that have the population of about 4,500 people. Provincial Department Heads insurance services (32 people) as the direct supervisor of the agents, are considered as the second statistical population.

Saed Panah (1386) investigated the effectiveness of in-service training of the point of view of bank employees of shahr bank in Tehran in 1386. The results of the research indicate that learners participating in the courses at all levels of learning and behavioural changes were assessed as good and

most of the theoretical training, inappropriate location of distance education, and the low scientific ability professors were mentioned as the problems by the learners.

Aghjanpour (1385) investigate another researcher in order to evaluate the effectiveness of staff training of montage Mega motor Saipa Company. For this study, a question was raised and seven sub-questions. This study was based on a survey of employees participating in the training courses that from the courses which were held during 6 months of 1385, the two periods were randomly selected. The questionnaire that was distributed consisted of five parts and 32 questions. Analysis of the data at the end of the training showed that training of employees cause the increase of the technical knowledge, skills and professional capability in the use of tools and equipment needed to increase the order, discipline, precision work and spirit of cooperation, reduce waste and utility devices to increase staff productivity and efficiency, reduce work-related accidents and enhance safety and regulations governing the work of the staff.

In another study that by Beheshti (1384) was conducted evaluating the effectiveness of training (short-term jobs) and Management Education and Research Management and Planning Organization of Tehran province were studied. For data collection questionnaire was distributed among the participants on the course and results of the analysis of the data collected showed that in-service training organized by the point of views of the participants in these courses, cause the increase of accuracy of the staff, promoting staff work quality, job knowledge and job skills is increasing.

Mirzaiean (1382) investigated another study as evaluation of in-service training application in hydroelectric plants (co-production and operation of the dam and powerhouse dez) to be more efficient programs. The main purposes of this investigation were to evaluate in-service training for staff, getting necessary and appropriate feedback in order to have appropriate reform and to represent of a more.

Practical program based on the aims. A five-item questionnaire was used for data collection in this study based on the findings of the study concluded that the most trained employees in the service of functional training have positive ideas about the programs. And because the results of this type of training on the job and the working group will be realized., If you continue training and evaluation required at various stages before, during and after the necessary modifications in the course content and level of education, the motivation of training and appropriate applying them and staff productivity will increase.

Kolaiean (1388) in a study titled as Evaluation of learners and teachers Comments about in-service training courses in book keeping and Agricultural Scientific Information and Documentation Center in 1383 to 1379 to examine the effect of courses and at the end of the survey reached in the discussion of learners readiness of teachers, communication skills and ability to answer questions about the course content and work respectively 85%, 82% and 79% of teachers who score very well and only The use of instructional tools to help teachers score 63% good or very good, which is the main reason for the failure of teachers to provide educational facilities are not adequate in terms of knowledge.

In terms of timing and delivery of programs and services, education and training programs, and providing information about the learners and the application has been successful. One of the most unsuccessful operations in terms of learning was allocated about The Center Programs and utilities (19%).

John Sarmen <sup>1</sup>, and his co-workers (2011) at the German Institute of Maastricht University in its research study entitled "Effect Education. On productivity of him and hos co-workers, And Associates 'Evidence obtained from One farm has considered education and the impact. He has been training effects on worker productivity. Educational roles He has seen the before and after effect. 9% to more efficient after training is reached.

Lorraine Dirdon <sup>2</sup> and his co-workers (2000) in his case study of the University of London in their study titled "The Impact of Education On productivity and wages: Evidence from Panel data Great Britain "Education has been studied. She has put her base wage is an important indicator. Impact of training on productivity measurement has been studied.

Emilio Colombo <sup>3</sup> (2008) in their case study at the University of Milan, Italy, to train and productivity with the topic "Impact of Education Productivity based on data from a large company "is discussed. He has the positive role of education on productivity.

Sels <sup>4</sup> and colleagues (2008) in his case study of the University of Brussels has studied the positive influence of education on productivity. In the food industry. They have a positive role in educational assessment.

Adomi and Talov after research on education in book keeping and information service in Delta State of Nigeria has found the authorities concluded that it is necessary libraries and information centers of the state to play a greater role in the Education and Library and their staff are required to attend this course. Also need more of Library and Information

Association's in-service training of LIS has been mentioned.

Moreover Tesoee (1995) has done research at the University of Hong Kong. The research is essentially to monitor the collaborative learning model in-service training of teachers in Hong Kong. It is generally considered that the monitoring process is created tension and emotional benefits reduce the richness of the experiences of supervision and instruction.

Joseph Kvnyngez 1 (2008) in their study as the impact of training on productivity and law at the Catholic University of Lyon France Faculty of Economy and Trad has studied the subject if training. She is a scientific analysis of many companies evaluate data, And the role of education The staff has found, in a comparison between trained ones and those who have not been trained.

### 3-Research hypotheses

A - The main hypotheses:

Determination of effectiveness education period  
Held at company Interest Vector Oil and Gas  
Gachsaran

B - Alternative hypothesis:

- 1 – Training has not Increased the level of knowledge and skill of staff.
- 2 - Training Improves quality of offer services staff.
- 3 – Training causes the Improvement of staff relationship.
- 4 – Education Promote the work of staff.
- 5 - Education Improve the speed of performance of staff.
- 6 - Education Increase Creativity and Innovation of staff.

Methods of research:

This is a descriptive study of the training effectiveness of a group is measured before and after training.

#### 3-1 Kirk Patrick model: a comprehensive approach in evaluating the effectiveness

Donad Kirkpatrick proposed a comprehensive model and its wide range of organizations including banks (barclay). In this model, which is a major part of the previous models, multi-level has been proposed for the evaluation. He follows the desired levels (Craig Patrick, 1996).

- 1 – The level of reactions
- 2 – The levels of learning
- 3 – Their behaviour
- 4 - The results

#### 4-Statistical population, sample and sampling

The population of this study consisted of 270 employees of Oil and gas operating company in Gachsaran that has taken part in 15 course of Engineering training in 1391, the company held by the Department of Education.

**Sample size:**

Required sample size in this study is determined by using Cochran formula samples.

Information gathering instruments:

To evaluate and test the research hypotheses and assess the effectiveness of a questionnaire that was the same questionnaire and the process of preparing the questionnaire with the experts agreement, the questionnaire was prepared with the necessary licenses approved by the concerned authorities have been distributed and collected. The questionnaire had two parts: the first part includes information on the demographic characteristics of the sample and the second part consists of two open-response questions and twenty-two questions pack is Likert response scale response by selecting one of the options "Great Okay, good, fair, poor "express its opinion on the question, however small quantities to move toward high values indicate that the

environment is better off choosing. A sample questionnaire is attached in the appendixes.

To assess the validity of the survey questionnaire, the questionnaire has been approved by supervisor and advisor.

In order to determine the reliability of the questionnaire, a questionnaire was distributed to 20 students between the experimental and estimated alpha coefficient of reliability was used to assess Krobakh Obtained an alpha coefficient equal.

**Findings**

**The main assumption:** The training increases the effectiveness of the Company's oil and gas operations of Gachsaran.

Note that in this study, previous research has already been used to test the hypothesis of the test to check t Data is frequently used.

Table 8-4 Test Results t Correlated to the main hypothesis of the study

Average	Standard deviation	Value t	Degrees of freedom	Significance level
-17/26	11/95	-17/69	149	0/01

According to information presented in the table and taking the t (-17/69) reported significant levels (0/01) between the two data sets can be said that there is a significant difference between pretest and post-test training that enhance the effectiveness

of the researcher assumes the company's staff oil exploit Gachsaran gas will be approved.

The first sub-hypothesis: Training has not increased the level of knowledge and skill of staff.

Table 9-4 Test Results t Independent review of the first sub-hypothesis

Average	Standard deviation	Value t	Degrees of freedom	Significance level
-4/05	2/21	-4/22	149	0/01

According to information presented in the table and taking the t (-4/05) reported significant levels (0/01) between the two data sets can be said that there is a significant difference between pre-test

and post-test, researchers assume that the training. The Increase Level skills staff will be approved.

The second sub-hypothesis: Training Improves quality of offer services staff.

Table 10-4 test results t Correlated to check the second sub-hypothesis

Average	Standard deviation	Value t	Degrees of freedom	Significance level
-2/9	2/14	-16/58	149	0/01

According to information presented in the table and taking the t (-2/9) and reported a significant level (0/01) between the two data sets can be said that there is a significant difference between pre-test and post-test, researchers assume that the training. The

Improve the quality of services Staff Will be approved.

The third sub-hypothesis: Training causes the Improvement of staff relationship.

Table 11-4 test results t Correlated to review the third sub-hypothesis

Average	Standard deviation	Value t	Degrees of freedom	Significance level
-2/72	2/69	-12/38	149	0/01

According to information presented in the table and taking the  $t(-2/72)$  reported significant levels (0/01) between the two data sets can be said that there is a significant difference between pre-test

and post-test. Therefore, researchers assume that learning Improve Staff relationship.

The fourth sub-hypothesis: Education Promote the work of staff.

Table 12-4: Test Results  $t$  Correlated to review the fourth sub-hypothesis

Average	Standard deviation	Value $t$	Degrees of freedom	Significance level
-3/23	2/67	-14/78	149	0/01

According to information presented in the table and taking the  $t(3/23-)$  reported significant levels (0/01) between the two data sets can be said that there is a significant difference between pre-test

and post-test, researchers assume that the training The Career Staff Will be approved.

The fifth sub-hypothesis: Education Improve the speed of performance of staff.

Table 13-4 test results  $t$  Correlated to the fifth sub-hypothesis of

Average	Standard deviation	Value $t$	Degrees of freedom	Significance level
-2/26	2/08	-13/3	149	0/01

According to information presented in the table and taking the  $t(-2/26)$  reported significant levels (0/01) between the two data sets can be said that there is a significant difference between pretest and post-test, researchers assume that the training.

The Improve the speed performance Staff Will be approved.

The sixth sub-hypothesis: Education Increase Creativity And Innovation of Staff.

Table 14-4 test results  $t$  Correlated to review the sixth sub-hypothesis

Average	Standard deviation	Value $t$	Degrees of freedom	Significance level
-2/1	2/02	-12/67	149	0/01

According to information presented in the table and taking the  $t(-2/1)$  and reported a significant level (0/01) between the two data sets can be said that there is a Significant difference between pre-test and post-test, researchers assumes that the training The Increase Creativity and Innovation Staff Will be approved.

improving the way organizations train and develop human resources.

And the purpose of it was education and human resource development, development of human capital in the organization. And the aim of educational activities is enhancement and development the knowledge and skills in an investment broker. Thus valuable teaching time is to test the performance impact on corporate employees. Therefore, companies operating in the oil and gas enterprise Gachsaran constantly dealing with new technologies and tools Training, and evaluating the effectiveness of one of its main functions is considered as one of the most important factors in having employees trained in organization's performance and effectiveness It also should be noted that no specific training new comers But all employees during their working life, must be permanently and continuously trained to serve on the side. And finally are evaluated, can have a maximum efficiency. Therefore, to improve the level of knowledge, skill, and speed and accuracy and improve employee relations and employee creativity, Main tasks and a critical part of effective teaching and assessment of oil and gas exploitation is Gachsaran therefore, Staff training for both the organization and its employees is so useful

### Conclusion

By review of previous researches, we consider the effectiveness of efficacy in all areas of the country and studies that have been done show the importance of this issue.

By comparison between this study and the research that has been done in the field of industry which has been mentioned we should say in research more data gathering tools were Questionnaire in two series, first for staff and other supervisors. Since the results of the training held in the visible range and the actual impact on job performance Supervisors and employees can also see the effects of this training. In all of these studies, researchers sought to determine the efficacy and effects held technology and increased knowledge, skills and abilities they need to use tools in employee's job. Efficiency and effectiveness necessary to perform these tasks,

because the employee the higher the level of technical knowledge and skills to enhance their career He takes the same value in the job market and thus his ability to market the business, the more will be added. Also, special skills and good causes to organization officials, employees should attach more value and therefore job security is higher.

As stated in Chapter 2, one of the most popular methods for training staff is training and assessment and it has an Important role in the education and skills necessary to do the job properly for staff.

The big advantage is that the training and in-service training, the responsible thing to do is to learn and be familiar with the tools that can be used. The training is done in a real environment as well as training can better control their success and progress., Therefore, manpower and assess effective staff training and improve the exploitation of oil and gas of Gachsaran is important because Future improvements in educational planning and management and improve their ability to improve the efficiency and effectiveness of the company's efficient and effective.

**Thanks:** This article is taken from the thesis of the Master Researcher Yaghub Kiany. Thank professors and scholars who helped researchers in this Staff were enthusiastic and active cooperation in the field of oil industry Gachsaran.

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