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1.1 INTRODUCTION

The training process is no longer a traditional of seminars, it is a full investment of human wealth, which has become the real wealth of all the nations, and training became in the core of the overall real development. The information revolution produced a managerial revolution tended to change the traditional approach method in organizations, administration, and in this direction sought many sectors of the State in Libya recently, to organize training programs for its employees, in order to bring about the needed change, and raise the levels of the competences, and develop their skills in various disciplines. This study is one of the attempts to assess the degree of satisfaction of trainees for those programs, which targeted the study population through the forms evaluation, which is recognized training program. Therefore, the model was distributed to respondents.

1.2 - THE IMPORTANCE OF THE STUDY

The aim of the study is to implement the programs of professional institutes of public and private training in order to pay attention to the human element and work on its development, and upgrading skills humanitarian, artistic and intellectual, these can be summarized as the follows:

1) To Focus on the nature of the scientific training material, on the level of the trainers and training, and the level of professionalism and expertise, along with their readiness.

2) To reveal sectors of the State feasibility of training programs in which employees are involved, by identifying the extent of their satisfactions with it.

3) This study also represents a special importance for the trainees themselves, by identifying their abilities, and whether these programs have covered their training needs or not? And how much satisfied they are?

1.3- OBJECTIVES OF THE STUDY:

The primary aim of this present study is to highlight the importance of training in human development, the definition of administrative and types of training, and to highlight the appropriate methods of evaluation, to ascertain the extent of the trainees take advantage of them, which provides programs. The overall objectives of the research are summarized as follows:

1) Identify the extent of the satisfaction of trainees for training programs which are offered to them, in terms of the training material, trainers and time and place of the training.

2) Contribute to the dissemination of training awareness, and draw the attention of those responsible for training in sectors of the State, that the evaluation of training programs is very important during training or even after training.

3) The researchers, the scientific institutions and research centers have draw their attention on the questionnaire distributed to the trainees after the end of the program model, which did not only measure the impact of training, but also measures the degree of satisfaction of trainees as well.

4-1 THE PROBLEM OF THE STUDY

Some organizations and bodies and training centers, at their implementation of its training programs, the distribution of evaluating training programs to the trainees form, after the training program is completed, to measure the impact of the training program to the trainees. In fact that specialists in management evaluation methods, agreed that this questionnaire does not measure the impact of training to the trainees, but also measures the extent of employee's satisfaction training program for those involved in it.
So, the problem of the current study, aimed at content it and then to measure the extent of the staff's satisfaction with training programs that already progressed, by asking the following questions:

1) What is the level of satisfaction from the coach?
2) To what extent they are satisfied from the training program?
3) What degree of satisfaction of the trainee himself after attending the training program?

5-1 THE METHODOLOGY OF THE STUDY

To achieve the objectives of the study a descriptive style is applied, as a way to identify a sample of the Heads of Departments sector of Social Affairs in Derna and Tobruk views, and the heads of departments ports company with all of Derna and Tobruk ports, and adopted data collection through conventional form, and distributed to the research sample, in addition to what has been collected data and information from books, studies, and research published online in this area, and to use them in the construction of the theoretical side and supported the practical aspect of the study.

6-1 SOCIETY AND THE SAMPLE OF THE STUDY

In view of the limited possibilities and time, the researchers sought to select a sample study of branches company in Derna and Tobruk ports, and the sector of Social Affairs in Derna, also chose the sample, which includes (60) Members of the total respondents, who actually attended the training program, and the duration of each program one week, with the same valuation model to adopt in each time after the end of the training program.

7-1 THE TOOLS OF THE STUDY

The necessary data and information are collected to the study at secondary sources of literature looking at the subject of administrative training evaluation adopted what is available and is available from magazines, research and theses, and sources and publications from the Internet, and they were all references appropriate to support the analytical aspects and explanatory conducted by the researchers, as has been relying on primary sources of generally accepted form included (18) questions. As the researchers conducted personal interview is programmed with some officials in the branches company, sector and Social Affairs in order to make sure of the answer to the form variables relating to the study questions accuracy.

8-1 THE STUDY PROCEDURES

After making sure of the reliability and validity of the study tools, and suitability for the purposes of scientific research, the researchers distributed the questionnaire to respondents, and consists of three categories of officials sectors surveyed:

The First Category: The inventory of elements that have been among the participants in the "Human Resources Management" which designed for heads of the departments in Derna port company, during the first week of February 2012 and the number of trainees were 18 trainees.

The Second Category: Includes some Heads of Departments in Derna Social Affairs, who attended the training program, "the Department of Administrative Affairs" in the first half of the month of May 2012 and the number of trainees were 20 trainees.

The Third Category: The sample represented in the Heads of Departments of the branch company in the port of Tobruk, whose attended the training program, "Director in the planning and communication skills and decision-making during the last week of June 2012, and the number of trainees were 22 trainees.

9-1 THE STATISTICAL TREATMENT

To achieve the process of analysing the statistical data on the present study, and in order to answer the questions of the study. A numerous of measures of descriptive statistics has been adopted, which known as standards, as the relative weights and averages, which fit and match to such studies.

10-1 THE PREVIOUS STUDIES

The researchers enabled to obtain similar studies for training evaluation, but does not extent the satisfaction of trainees, and has been utilized to the development of the study methodology and the analysis methods, and even taken the advantage of the results. Regarding to the knowledge of the researchers, this study is a virgin attempt to use common error assessment model used by many training centers in measuring the impact of training, where the researchers used it in the right purpose, to measure the degree of satisfaction of the trainee for the training programs, which crossed by.

1) The Study of Mr. Saleh Mohammed Alnooijm, which deal with evaluating training process efficiency in Security Training institutes in Riyadh from the point of view of the workers.
2005, Naif Arab University for Security Sciences, the study goaled to identify the training process efficiency in security training institutes in Riyadh from the the point of view of the workers which revealed the obstacles facing the training process in the security training institutes. The study reached to a number of results denoted low efficiency of the axis identification of training needs, and low efficiency in terms of methods been used in the implementation of training, and the effectiveness and efficiency of the methods used with the evaluation of the training programs.

2) The study of Mr. Bandar Saad Alstrae, which evaluate the methods to identify training needs in the security devices, 2003, Naif Arab University for Security Sciences. The study aimed to determine the extent of the importance of the methods used by the security agencies in the identification of training needs, and find out the feasibility of the methods used in the security agencies in the identification needs of the training, and to identify the most important difficulties that prevent the effective identification of training needs, and the results yielded to the importance and effectiveness of the methods used in the identification of training needs in the security services. The researcher recommended the need to raise awareness and training of trainers and trainees officials, and the importance of using all of the written tests, surveys and analysis of technical reports of the security units in the identifying the necessary security requirements for device security, the security functions and the security man.

3) The Study of Ms. Mona Rashid Saleh Al-Rasheed, designed to evaluate the training effectiveness in raising the efficiency of working women, King Abdul Aziz University, Jeddah, 1995. The study aimed to identify the area of women's training in Saudi Arabia in general Administrative Institutes, the women sector. In particular also aimed at identifying the impact of training on the participated in the training terms of their behavior and interests and their knowledge by taking the view of the trainees and supervisors who supervised on the trainees on of their work. The researcher found that the vast majority of respondents who received while sample of the study during the training one course, although the participation of trainees in the training programs at the institute may impact the effective and positive impact on their behavior and specialist about their work, and that the greater the training provided by the effectiveness of programs has increased the efficiency and effectiveness of the performance of the trainees, and that the effectiveness of the training is increasing gradually since the starting of the training programs. Also, the researcher recommended the annual attention to training courses.

11-1 THE STRUCTURAL OF THE RESEARCH

The research is divided into three sections: the first is the general framework of the study, the second topic on the theoretical framework for assessing the subject of training, and also present the results of the study and the recommendations in the third section.

First topic: Management training concept, its importance, its objectives, its obstacles

2.1 INTRODUCTION

The new methodology adopted for total quality management on the human element and its development on an ongoing basis, that the old organizations that remain recently and future should endeavor to develop and expand its objectives to meet future's unknown, then it changed with clear and relevant targets institutions recipe amount and activity of a typical, to the same goals of institutions renewable diverse and far-reaching not only in the quality of how limited, but may go beyond the requirements of ways and is a difficult quantity measurement. This is the most serious factor faced by the organizations and institutions business and finance in the countries of the Third World. This is where training views are mechanism to keep up with the ongoing maintenance and to meet the challenges. Therefore, training occupies a prominent place.

2.2 THE CONCEPT OF TRAINING

The concept of training that is interested in trying to distinguish between human resources training and the development of those forces, some of them identifies that training concept is the transfer of specific skills to the trainees and directing them to master those skills to acceptable performance level, and the development limited as develop the skills of employees in an organization, to be more acceptable of the challenges of their duties or new functions entrusted to them( Frenzy, 1997, 11). Training, is defined as the organization and a continuous process aimed at improving the performance of employees at work, to be a performance effective and to achieve certain results required for that work by the employee or the teacher work and certain tasks consistent with the policies, procedures and conditions of the educational institution in which it operates that employee or teacher (Alshtrae, 2003.91). Also, definite as the
systematic effort integrated continuously aims to enrich the knowledge or the development of the individual and his skill and behavior for the performance of his work with a high degree of efficiency and effectiveness ”(Daia 1990.18). And also it is: a regular and continuous process during the life of the individual aimed at strengthening of the individual's ability to achieve a high level in the performance and growth of the professional, this is done through the skills and impart information and trends related to his work in the field or specialization (Tracy 2004.158).

3-2 THE OBJECTIVES OF TRAINING

To achieve the training objectives, this depends on the two main sources, material, human resources and the management training of its personnel and their development constantly to be providing them with information, skills and the necessary directions that make them able to perform current and future jobs efficiently and effectively. We can summarize the importance of training in the following points:

1) The individuals professional acquisition, the functional knowledge, refine skills, abilities to achieve the work to the finalist, and the development of performance methods to ensure performance to ensure work effectively perform, and raise the production efficiency of the individual, and reduce the burden on supervisors and superiors. In addition to contributing to addressing the causes of absence from work and provide the needs of the institution of the workforce.

2) Reduce the errors and losses and take the advantage of the manpower, tools, equipment and machinery used to the maximum extent possible and help each employee to understand and recognize the relationship between his work and the work of others and the party which works out goals.

Depending on the objectives of the training program which may vary, and training generally aims to promote the human element factor in all sectors and at all levels and prepare the appropriate setting to play its role and perform its functions efficiently.

4.2 THE IMPORTANCE OF TRAINING

The training process can not create an open-minded and conscious human, but at the same time it is a golden opportunity for individuals to move them from the current level to the top level, and returns the importance of training to many kinds of benefits that we get from behind and gaining training of paramount importance in contemporary administration, in response to change the organization environment internal and external, with the technological advances will appear jobs and the needs of new training, stand with them the importance of training (El Baradei, 2004.86). Therefore, we need to train them, and training is not only in science, knowledge and modern technologies linked, but training has other reasons, and the most important of these reasons strengthen our weaknesses or the employees of an organization and less of their competence to perform their work. The origin of these weaknesses may have poor education or the difference between education and work requirements or change in a career path. Many of us when life begins the process discover that he was not aware of reports of work left, organizing meetings, labor laws, and the methods of analysis problems.

The employee may be able to do his work, but we trained him to do other work carried out, so as to be able to rotate the staff of work to another. This practice style in many modern management policies such as Cellular Manufacturing in which the person running several different machines, and the policy of reducing the rumbling JIT, overall productivity and maintenance and other TPM (Al-Shhrria, 1993, 96). The concept of rotation of staff between different acts has many of them positive aspects; unconsciousness employee bored as a result of doing the same job for years and years, and the development of different experiences among workers so that, they can assume senior management positions, as well as the lack of concentration of expertise in one person and the ability to cover any shortfall in workers.

There are other types of training, known as the development, the training of personnel and work skills that will enable them in the future to assume the highest positions and succeed in them. Many companies train their employees on the management skills to be able to assume managing positions, while the enterprise need (Al-Azzawi 2006.105.)

The importance of training and development, including the achieve of the benefits which will accrue the both (John Brod, 1995.111)

1) Individuals: In terms of training and development will improve their ability to solve different problems.

2) Small groups: training and development lead to established a strengthen ties between small groups, and to find communication channels between them.

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3) Administrative regulations: training and development term leads to raise the efficiency and effectiveness of the organization.

4) Society: That means to improve productivity work in the community as well as national income growth. Believing in the importance of training and development interest in the various organizations has increased this activity, where varied at different levels of training programs offered at different levels. Meanwhile, The proliferation of institutes and schools that provide various training programs and held to raise and develop manpower efficiency and increase its effectiveness, is only an expression of the importance of training and development in the life of individuals and organizations.

2-5 OBSTACLES TRAINING

The Success of the Training programs can not be achieved by holding one training course, it is no secret to the reader the sheer number of courses that fail to achieve their goals, and if the foundation has held training courses to improve the administrative side and then the trainees did not use what they have learned skills in their work, the course may have failed, There are lots of reasons for the failure of the course are as follows: (Harbbia and Others., 1986.49)

A- Training Courses has nothing to do with its work: many of the sessions held are just training budget consumption without paying attention to the selection of the appropriate study courses and training needs.

B- The training courses theory: the coach may be familiar with the theoretical background to the subject of training, but he does not have the practical experience in the subject and thus fails in practical skills needed by the trainees development.

C- Trainees have been chosen according to the whims and the relationship to the manager and not according to the actual need of work: Some consider the course of such award given by the Director for anyone who loves, and thus find someone who has nothing to do with the issue of attending the training course, while an employee who needs in his work he does not attend.

D- Trainees who do not have the desire to learn: You must ensure with the portability of trainees for training. Some managers will not change the management methods even attended hundreds of administrative sessions, because he does not think that the management theories can be applied in his world.

E- Training syllables and contents is bad: many coaches try to exploit the training material that is not owned by trying to change depending on the quality of trainees. This is a bad influence The coach wants an example to be close to reality. But a lot of the coaches used training material transferred from the international network and therefore are examples of another reality different environment and become a training content which may not suitable for both the coach and the trainee.

F- The coach might be unable to deliver information or skills development: He may be the main reason for failure, due to shortens of the coach's ability to explain the subject and use training methods.

6-2 THE CONCEPT OF TRAINING EVALUATION

It is a targeted process to measure the effectiveness and efficiency of the training plan, the amount required to achieve the objectives, to highlight the weaknesses and strengths. It also defines procedures that measured the adequacy of training programs, and the extent of its success in achieving its goals (Al-Manea, 123.2002), as measured by the adequacy of the trainees and the extent of change that training and development succeeded in events including, also measured by the adequacy of trainers who carried out the training work.

1-6-2 The Importance of Training Rating:

The assessment is necessary where it is evaluating its training program efficiency and effectiveness and the achievement of the goals more effectively and leads to significant future savings in time and costs as the assessment identifying new strategies and formulation constantly, and that lead to the development of human resources. The importance of the fundamental of evaluating training programs in that it identifies the advantages of education and training programs, and shortcomings, so that, it can keep the advantages of good points and at the same time can give up as much as possible for the others advantages in these programs.

The evaluation process designed to achieve the following objectives(Alsda,1998, 117)
1) Identify according to the amount of what has been achieved from the training plan and what has been achieved their objectives.

2) The ability to forecast the results of teaching trainees, skills and attitudes they have been acquired.

3) Measure the effectiveness of the trainers and their suitability to practice the training work.

4) Identify the software components and how to increase the elements of success and its effectiveness.

5) Compared both the benefits of training and development by physical investments that have been made in the process.

2.6.2 The Stages of The Training Evaluation

Training and development programs undergo the evaluation process through four stages as follows: (Al-Rasheed, 1995.83)

1) The Pre-Evaluation of training and development (this evaluation program is designed and peripherals) can be done through the adoption of the results of previously evaluated programs implemented, as well as survey the views of the trainers and trainees and manage previously, to choose the skill level and trends of the trainees previously. The aim of this stage is to choose the training method which is the best and the appropriate to achieve the best results.

2) Assessment in the course of training and development (training program content evaluation and techniques and the efficiency of trainers) where it can be at this stage to evaluate the program's objectives and conduct of the training process, according to the objectives have been set, as well as the methods and appropriate to achieve the goals, the appropriate of time and place and how, and the extent of appropriateness of the design theme of the program, the sequence of topics and the integration of their contents, and evaluate the results achieved by the program information and concepts and trends that the program was able to row through training sessions to provide and to develop the trainees.

3) Assessment of the training program after the end of the training program (evaluation of the results achieved in the trainees). After the end of the training program the question is about the results have been achieved by this program and the extent of reaching the goals set for it, and measure the feedback and learning through questionnaires distributed to the trainees.

4) Follow-up the results after the end of the training and development in a certain period (The effects assessing of training and development in the functional position of the trainees). In this stage, re-evaluate the behavior of the trainee and his performance in his job after the training program directly to the end, so that can be identified on the degree of continuing training and development impact of the passage of time and can be measured by the results of the training and development are the two elements: the trainee’s behavior and performance.

Training methods of evaluation: "(Abuscakhh 2001, 31) There is more than one way to measure the knowledge, which can be listed as:-

A- We distribute a questionnaire to the participants at the end of the training program to learn their opinions of the importance of the program, and its value. The studies that method is the most widely used and that the subscribers often staying positive after the end of the training and development has shown directly.

B- To test for participants before and after the training program to learn the difference between the results of the two tests, but the problem here is to make sure whether that difference is the result of training and development, and not the influence of other factors.

C- The usage of the comparative method between the two groups, the test group (under training) and the supervising group (which is not a subject to training) to see whether there are clear differences between the two groups can be refunded to the training and development. This method is usable.

D- The immediate supervisors of the trainees assessed the training and development of their subordinates and that the results of the observation of changes in the behavior and achievement in work after the end of the training and development.

These studies showed that companies in most cases, do not evaluate training and development and the results of exercise training and development activities for the positive conviction its impact in improving the skills of the participants.

The third topic: The analysis of the respondents views, the results and the recommendations
The main aim of this study is to measure the extent of government employees satisfaction with the training programs they already attended, and to answer the main questions raised by the research. The researchers used the customary form and managed to compile 60 forms suitable for analysis, and then the researchers used the arithmetic average, for the analysis of search data obtained. After it has been coded and entered on the statistical program (SPSS) the results came as follows:

1-3 Measure the extent of the research sample satisfaction about the coach:

Analysis showed that the coach has a lot of familiar topics of the training program and that meant (4.45), also received the ability of the coach to deliver information an average of strong my account (4.63), and note in the table that the method of organizing the offer in terms of clarity and efficiency obtained the arithmetic average high (4.36), and make sure that our analysis of the coach's ability to explain the content of the program was a mean high (4.54).

Through the table we can note that the arithmetic average of the extent of cooperation lecturer with the trainees came degree (4.63), as the arithmetic degree came average (4.27) for the diversity of activities and exercises, and the means used the program, as we note from the table also his coach's ability to motivate the participants to interact amounted to scale the arithmetic average (4.36).

In other words, evaluation of the lecturer from the viewpoint of the trainees have reached an arithmetical lump (4.45).

<table>
<thead>
<tr>
<th>Mean</th>
<th>N</th>
<th>60 wise</th>
<th>Valid N (list wise)</th>
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<tbody>
<tr>
<td>4.4545</td>
<td>60</td>
<td>4.4545</td>
<td>The topics of the training program.</td>
</tr>
<tr>
<td>4.6364</td>
<td>60</td>
<td>4.6364</td>
<td>The Coach's ability to deliver the information.</td>
</tr>
<tr>
<td>4.3638</td>
<td>60</td>
<td>4.3638</td>
<td>How to organize the presentation (in terms of clarity and efficiency).</td>
</tr>
<tr>
<td>4.4545</td>
<td>60</td>
<td>4.4545</td>
<td>The ability to explain the course content.</td>
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<tr>
<td>4.6364</td>
<td>60</td>
<td>4.6364</td>
<td>The level of cooperation with the trainees.</td>
</tr>
<tr>
<td>4.2727</td>
<td>60</td>
<td>4.2727</td>
<td>Diversity of activities and exercises and the methods used.</td>
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<tr>
<td>4.3636</td>
<td>60</td>
<td>4.3636</td>
<td>The Coach's ability to motivate the participants to interact.</td>
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<tr>
<td>4.4545</td>
<td>60</td>
<td>4.4545</td>
<td>The Assessing lecturer.</td>
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</table>

2-3 The measurement of the extent of the satisfaction research sample about the training program:

- The results of the analysis showed that the training program topics have won satisfaction of trainees with a meth-minimum (4.36), and that the organization and ease of content scientific material of the training program may be obtained on the arithmetic average degree (4.18), as the study was to achieve training goals' with a meth-minimum of confirmed (4.000). It was found through the study that the level of organization of the regulatory program has reached the arithmetic average (4.000).

- We also notify from the table below that the program during a period of two weeks has obtained the arithmetic average of (3.63), and that the satisfaction of trainees about the place of residence of the program may get an arithmetic average of (3.73), it has obtained the timing of the training program with the arithmetic average of (3.36).

That any evaluation of the trainees of the training program has won an average total of mathematically (3.896).

<table>
<thead>
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<th>Mean</th>
<th>N</th>
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<th>Valid N (list wise)</th>
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<tbody>
<tr>
<td>4.363</td>
<td>60</td>
<td>4.363</td>
<td>The topics of the training program.</td>
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<tr>
<td>4.181</td>
<td>60</td>
<td>4.181</td>
<td>The concept of content and the ease of scientific material.</td>
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<td>4.000</td>
<td>60</td>
<td>4.000</td>
<td>The Achievement of the objectives of the program.</td>
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<tr>
<td>4.000</td>
<td>60</td>
<td>4.000</td>
<td>The level of organization of the regulatory program.</td>
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<tr>
<td>3.636</td>
<td>60</td>
<td>3.636</td>
<td>The Duration of the program.</td>
</tr>
<tr>
<td>3.363</td>
<td>60</td>
<td>3.363</td>
<td>The site and location of the program.</td>
</tr>
<tr>
<td>3.727</td>
<td>60</td>
<td>3.727</td>
<td>The Schedules of the program.</td>
</tr>
<tr>
<td>3.896</td>
<td>60</td>
<td>3.896</td>
<td>The Evaluation of the training program.</td>
</tr>
</tbody>
</table>

3-3 The measurement of the satisfaction research sample for themselves:
Results of the analysis showed that the average mathematically weak of (1.9091) recorded for the benefit of the trainees believe that they are not the right people to attend the course, as the results of the analysis also showed that the arithmetic average of (2.000) check for the benefit of that program has helped the trainees to develop their skills and performance, as demonstrated through results of the analysis that the trainees did not have sufficient information on the nature of the program before attending a meth-minimum of (1.7273).

<table>
<thead>
<tr>
<th>Mean</th>
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<tbody>
<tr>
<td>1.909</td>
<td>60</td>
<td>Do you think that you're the right person to attend the program?</td>
</tr>
<tr>
<td>2.000</td>
<td>60</td>
<td>Do you think that the program helped you to develop your skills and your performance?</td>
</tr>
<tr>
<td>1.727</td>
<td>60</td>
<td>Have you had enough information on the nature and type of program before attending?</td>
</tr>
<tr>
<td>4.090</td>
<td>60</td>
<td>What do you think about the public session?</td>
</tr>
<tr>
<td>60</td>
<td></td>
<td>Valid N (list wise)</td>
</tr>
</tbody>
</table>

The trainees expressed their satisfactions with the program with mathematically average of (4.9090).

4.4 The Notes of the trainees and their suggestions:

In another form there is an open box model at the end of each trainee as he pleases of proposals for the development of work in which he wrote, and what is gained and learned from the training program, and will apply it in his work, he has summarized the suggestions and observations of trainees as follows:

1) To enrich these programs in various fields locally and abroad.
2) They actually benefited new information, and they can apply them on their work.
3) It is very important for the lecturer to know the nature of the organization, and to visit it before starting the session.
4) The trainees ensured that the time selected (two weeks) is not enough to cover all the training program axes, and the specialized programs. They then, need more time.
5) They notified that the location must be prepared for training with the latest information and communication technology.
6) The respondents across all their hopes that the evolving state institutions in Libya and in accordance with the principles and foundations of the modern trends of management, and that is available to them appropriate regulatory climate in which they can apply what they have learned and acquired knowledge.

5-3 CONCLUSIONS:

After the completion of the presentation of the study of the general framework, and the theoretical framework of the literature and analyzing the results of the study and the views of the respondents and the study concluded the following results:

1) The respondents are very satisfied with familiar themes of trainers program, and their ability to deliver information and the organization of the show in terms of efficiency and clarity way, and their ability to explain the course content.
2) The respondents expressed a high degree of satisfaction with the cooperation of trainers with the trainees, and the variety of activities and exercises and the method been used, and the ability of coaches to motivate the participants to interact.
3) The respondents expressed their complete satisfaction with what the contents of the topics of training programs, and the organization of content and ease of scientific material, and training programs to achieve their goals, and the level of organization of the training programs in general.
4) The respondents expressed their medium degree of satisfaction with the duration of the program, and wished to be from 30 days to 45 days, instead of two weeks, also expressed a medium degree of satisfaction the place of implementation of the program, and called for further processing and development, and the timing of the programs expressed It hopes to be in the morning instead of the evening, for their concern to work in the morning to co-exist, and that the program should be at evening time, came at the expense of social obligations, especially with females.
5) The Recent findings and results influenced the focus of the training programs, and the degree of public satisfaction. So that, was the focus of the overall assessment of training programs in general by the respondents a medium degree of satisfaction.
6) It turned out that the trainees have individuals believe that they are not the right people for some of the training programs, and they have sufficient information on the nature and type of program is not available to them before engaging in it.

7) As for the final evaluation of the training programs and contents in general, has received a high degree of satisfaction by the trainees.

5.3 RECOMMENDATIONS

The researchers have recommended the following:

1) Schools, institutes and vocational training centers must show interest to train specialists and skilled technicians to work in various fields.

2) Pay more attention through training sessions and courses held for all employees and issued these training programs in many different magazines such as production, sales and financial affairs until the field is determined by the workers who has enrolled in and be a factor in a higher efficiency.

3) Special consideration of each step at the organization or sections to create its own training program includes the preparation and training program in more conditions on many of the areas of work and experience and also to identify the values and philosophy of the company and the way the company's management.

4) Generally, the view of Libyan society and Arab communities still low towards the works of art, professional needs to increase the development of social awareness of the importance of technical and vocational works.

5) Must give more interest to the increase research and private messages to training even the benefit of researchers trainers and trainees.

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The training process is no longer just traditional seminars, but it is a full investment of human wealth, which has become the real wealth of all nations, and training became in the core of all real development. Thus, this study aims to highlight the importance of training in human development, and the definition of training, administrative and types, and the Methods of Evaluation appropriate, and to ascertain the extent to which trainees take advantage of offering them programs.

This study is one of the attempts to assess the degree of satisfaction of trainees from those programs that targeted a sample of trainees community through a measurement – which is generally accepted standard valuation model training program. And because training experts have agreed that this questionnaire does not measure the impact of trainees about training program, but also measures the extent of employee's satisfaction. The training program for those involved in it, so the problem of the current study, aimed to prove it and then to measure the extent of staff satisfaction with training programs that achieved and applied.

The trainees expressed and showed their satisfactions with the lecturer and training programs. The study recommended an increase of interest in research and private messages to training and attention to the need to increase research and private messages to training even the benefit of researchers trainers and trainees alike.