



UNIVERSITY OF SCIENCE & TECHNOLOGY

FACULTY OF ADMINISTRATIVE SCIENCE

**IMPACT OF HUMAN RESOURCE DEVELOPMENT PLANS
ON THE PERFORMANCE OF EMPLOYEES**

(Case Study University of Science & Technology)

**A Research Submitted for Master Degree in Business
Administration**

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January 2014 - Rabbi Alawal 1435

Abstract

The main purpose of this research is to study the effectiveness of the performance of employee at University of Science and Technology with special focus on training, the current issues and new development in the organization and implanted it in University of Science and Technology, this achieved through testing Questionnaire, interviews and observations.

The statistical analysis show training before and after joining the university decreasing, specially the training numbers inside country decreases after joining (from 76.1% to 11.2% had training outside country and 21.2% inside country). Also the number of training times decreases after joining to the university (once from 12 employee to 8 employee, in twice (7 to 5 employee) but in more than twice decrease from 16 to 2)

Also the analysis shows that there is no strong relations between number of working years in the university and having chance for training ($R=0.2$). Also if the working years in the university are increase, the training times may increase ($R=.42$). Most of training is inside country (75%) and only (25%) are in outside country, which indicate the need to more attention to training outside if the university want to be up- to - date.

Many recommendations could be summarized from employee's suggestions. Scheduled training courses, Training Awareness, New training courses, Training before job attachments, Give any employee chance in the training, Improvement scholarship (full/part) times, only one employee suggested that the university needs to build training center, which may be good future suggestion.

المستخلص

هدف البحث هو دراسة أثر خطط التنمية البشرية علي أداء العاملين بجامعة العلوم والتقانة بالتركيز علي التدريب.

تضمن البحث أسئلة رئيسية، والفئة المستهدفة هي المجمع الطبي بالجامعة والذي يحتوي علي كلية الطب، طب الأسنان، الصيدلة والمختبرات الطبية.

تم تحليل الاجابات للوصول الي النتائج الختامية والتوصيات.

عملية التحليل الاحصائي أظهرت أن التدريب قل بالنسبة للعاملين بعد التحاقهم بالجامعة، خاصة التدريب الداخلي فقد أنخفض من 73.3% الي 21.2%. وعدد مرات التدريب ايضاً سجل انخفاضاً ملحوظاً (التدريب لمرة واحد انخفض من 11.25% الي 0.15%)، لمرتان تساوت النسبة، ولأكثر من مرتين انخفض من 6.25% الي 0.02%).

كذلك اظهرت عملية التحليل أنه لا توجد علاقة بين عدد سنوات عمل الموظف في الجامعة واحتمال تلقيه فرصة تدريبية. أغلب الموظفين تلقوا تدريباً داخلياً (75%) مقابل (25%) فقط، مما يلفت الانظار الي ضرورة الاهتمام بالتدريب الخارجي لمواكبة التطور في العالم.

عدة توصيات تم استخلاصها من مقترحات العاملين. على السبيل المثال لا الحصر قيام دورات والاهتمام بالتدريب بالاضافة لفتح مجالات جديدة في التدريب. كذلك اقترح بعضهم ضرورة تدريب العاملين قبل تعيينهم ومنحهم فرص تدريبية بعد التعيين وتفريغهم لها. احد العاملين اقترح انشاء مركز تدريبي في الجامعة والذي يمكن عده مقرحاً مستقبلياً مثالياً لحل المشكلة.

Introduction

Human resource developments mainly focus on training. Training is considered as highly significant management tool in any leading project such as universities for excellent performance.

It is a systematic process of training and growth by which individuals gain and apply knowledge and skills in the organization to achieve certain objectives.

As technology changes and as people are upgraded, there is a need for well designed and executed training and development programs. This includes formal and informal training, so that managers can be able to manage their organizations effectively.

Management is a process of utilizing materials and human resources to accomplish designated objectives. It involves the organization, direction, coordination and evaluation of people to achieve these goals.

Human resource management planning is very important to any organization in order to forecast and predict the future.

Through planning managers can estimate what numbers and kinds of human assets will be needed.