Technical training and its impact on the formation of organizational climate: An analytical study of the views of technician inspectors in the General Directorate of Traffic - Kingdom of Bahrain

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ABSTRACT

In order to keep the organization competitive advantages in a high level, and to run that business activities in a professional and smooth way, Human resource management need to play a vital and important role by implementing the right method of training and developing. For that the professional training programs play a big role in implementing such aim. It also play a real important role in increasing the employee skills level. Many researches done in this topic found that the professional training is the real foundation of the staff T&D. Also it mentioned that the investment in people is a real investment in increasing the organizational productivity level. It also found that the organizations who attracts its employee to inrole into a professional training courses, short or long term courses, they reach to the point of implementing its tactical and strategical goals in less cost that others.

The main finding of this research, which supported the previously mentioned researchs, are: the relationship between the professional training programs and the increase level of employee knowledge, the ability of taking right technical decisions, also it found that the employee who pass through some professional training courses agreed that they implemented them future empiciuse. For that the researcher recommended currying on setting such professional training courses and encourageing employee to inter such type of training courses. This besides activating desired motivation systems which attract the employee to increase them productivity level.