Status of Management Training for Employees at Qatar Olympic Committee – Applied Research

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Abstract

During recent years, Qatar has paid a great deal of attention to the Sports sector, especially after organizing many big events and being nominated to host the World Cup in 2022. These achievements are in line with Qatar vision 2030 that is based on human resource development as one of the basic pillars, along with supporting Qatari youth and developing their skills to keep pace with the era of national development. In supporting this renaissance, Qatar Olympic Committee makes sure that their staffs are highly qualified to fulfill the high standards of administrative needs. Thus, this research evaluates the views of national employees, working at different departments in Qatar Olympic Committee, to evaluate the extent to which Human Resources Department cares about training QOC employees. It also discusses the methods used to identifying the training needs for QOC employees, and the level of employees’ satisfaction resulted from trainings provided to them by the Training Department. Moreover, it measures the impact of training on improving QOC employees’ performance, and the level of training given to each
employee. Finally, the research exhibits the implications resulted from changing the number of training courses and the consequent impact on improving the employees’ performance.

The researcher uses the descriptive analytical approach to accommodate the nature of the problem underpinned by the study through describing the problem and its dimensions and formulating the research hypotheses to determine the relationship between the variables. Then, the research analyses the results of the study and the hypotheses testing, and proposes the necessary recommendations.

The researcher has designed a Questionnaire and it considered as a research tool to gather the information needed by the respondents to answer the questions of the study, which was presented to a group of specialist arbitrators to ensure suitability for the purposes for which they were prepared for.

The results of the study summarized that there is moderately interest by Human Remorse Department of QOC to train the staff of the committee, and the awareness of the Human Remorse Department of the importance of training the personnel of committee, as well as the study showed a lack of agreement by the respondents on the methods used by Human Remorse Department to identify training needs of the staff, the results of the study showed the existence of a consensus among
respondents on the importance of training in improving the performance of committee’s staff.

Finally, the researcher recommended to develop the training process of QOC’s staff, and educate employees of QOC FOR the importance of training and functioning of the Human Resources Department in the Committee, and to increase communication between Human Resources Department and employees of QOC, and to clarify the methods adopted by the Human Resources Department in the process of identifying training needs, and the need to develop a training plan to train all employees equally and fairly according to functional tasks, and finally work out for further studies related to the satisfaction of the employees of QOC with the level of training courses provided to them.