Identifying the components of a plan for human resources training in the light of the identification of the training needs: A study of the perspectives of a sample of respondents in the supervisory level in the Ministry of Interior, Kingdom of Bahrain.

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Abstract

The study sought to identify the reality of training process of the management of human resources in the Ministry of Interior in the Kingdom of Bahrain, through its four components: identify training needs, preparation of the plan, training implementation, the evaluation of training, and to identify whether there are differences between the importance of training competencies in the functionality of the staff in the Ministry of Interior in the Kingdom of Bahrain and the degree of proficiency of the staff for these skills; and to identify the differences significance in the reality of the training process due to sex, age, academic qualifications, years of experience, the type of management and the number of training courses obtained.

- The study sample consisted of (32) employees of the human resources department in the Ministry of Interior, who are equally divided between males and females. A questionnaire consists of two main axes was applied to them, as follows: the axis of the reality of the training process, which consists of four sub - axes, and the axis of competencies matrix which consists of four sub - axes.

- The study found that the most foundations to identify the training needs used were: "the identification of the training needs is determined in accordance with the strategic objectives of the ministry," then, "The training evaluation reports are evaluated," then, " the staff perspectives regarding the training courses they want or need to attend are considered", then " the perspectives of officials and leaders regarding their attitudes toward the type of courses needed for their employees or their management are considered," then "the forms to identify the training needs are relied on."

- The results show that the degree of importance of competencies in the job performance of staff in the Ministry of Interior of the Kingdom of Bahrain were higher and of a statistically significant degree of proficiency of staff for these competencies, and that these differences in all leadership competencies (12 competency), and all technical / intellectual competencies (17 competency), and all the technical competencies (4

competencies), and all personal / behavioral competencies (13 competencies).

- The results also have shown that there are no statistically significant differences in the reality of the training process at the Ministry of Interior in the Kingdom of Bahrain due to sex, age, educational qualification, no. of years of experience and number of training courses, on the following four axes: identifying the training needs, the preparation of training plans, the implementation of training, and the evaluation of training. The results also indicated that there was no statistically significant differences in the reality of the training process due to the variable of management on the axes that identify the training needs and training implementation; while there were statistically significant differences due to the variable of management on the axis of preparing the training plans and the axis of the evaluation of training, which were in the side of civilians' personnel management.

The researcher recommended the concerned specialists and researchers of the following:

1. It is important that the process of identifying training needs in the Ministry of Interior in the Kingdom of Bahrain to be based on personal interviews of the staff, in order to able to identify the actual training needs.

2. It is important that the staff at the Ministry of Interior in the Kingdom of Bahrain be subject to the analysis of the capabilities and skills that they own, to identify the high skills, consolidate them and benefit of them in the process of training other staff; and to identify the low skills, and work for lifting through the training programs.

3. To link between the future plans for upgrades, with the process of identifying training needs according to the requirements of the top jobs in the career ladder.

4. It is important that the process of identifying the training needs in the Ministry of Interior in the Kingdom of Bahrain to be based on the analysis of quality reports to demonstrate the shortcomings and the imbalance in the performance.

5. It is important to work on the analysis of the reports and proposals of complaints that are related to training requirements, because of its large and active role in the development of the training process.

6. It is important to work on the analysis of all the data and information that have been obtained from the methods of identifying training needs.

7. It is important to use the latest books, references and related applications, when identifying the training content.

8. It is necessary to implement the following-up, to make sure that the trainee had applied the training skills obtained in the training courses.

9. Doing the process of measuring the performance of trainee after the training, because of its role in giving an indication of the extent to which trainees benefited from the training process.