

The Contribution of Training to the Development of Human Resources Performance

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Abstract:

The study aims to identify the impact of the training function on the performance of human resources in the Ministry of Interior, local groups and urban development. The study relied on the questionnaire to collect data. The study was based on a final sample of 50 employees, and the data was analyzed using the Statistical Packages System for Social Sciences (spss) The study concluded that there is a relationship between the training function and the performance of human resources, and the relationship strength reached 41.1%, based on the value of the correlation coefficient, and this indicates that the training will improve the performance of human resources in a medium way

Keyword: Training, human resource performance, improving human resource performance, Ministry of Interior and local groups and urban developmen
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1. Introduction:

It has become clear in our time how important training is for human resources and qualifying them to keep pace with changes in order to achieve the organization's goals. It is also considered a necessary requirement to gain competitiveness as it is the primary driver for all its activities. Hence, many organizations have been keen to pay attention to training as an essential tool to raise the level of performance, increase productive efficiency, and prepare workers and prepare them to assume more responsibilities through their abilities to face complex tasks in the future.

Training at the present time is not limited to developing human capabilities in controlling a job, but rather a tool for rationalizing and managing human resources, as it represents importance in the process of job qualification for human resources as it is an effective element in the organization to improve performance. It is also considered a basic necessity for building the efficiency of individuals, addressing their functional problems, and developing their various capabilities so that they can adapt to various accelerating developments .

If the importance of improving the performance of the human resource is prominent, clear, and inevitable, then the importance of the means used to achieve it is no less important. Therefore, most institutions resort to training as a strategy to develop the human resource and raise its performance. The condition for the success of this method to achieve the goals of the institution is to manage it effectively by identifying the training needs and designing and

implementing training programs in thoughtful and systematic ways. From this logic, our study came to shed light on training and highlight its role in raising the performance of the human resource in the Ministry of the Interior, local communities, and urban planning, which Through it, we are trying to identify the extent of the contribution of targeted training to employees of the Ministry of Interior, local communities, and urban development.

.1.1The problem of the study:

Through the above, we raise the problem of the study in the following question:

To what extent does training contribute to improving the performance of human resources in the Ministry of Interior, Local Governments and Urban Development?

.2.1 Study questions:

-Is there a relationship between training and its components (identifying training needs, selecting components, designing training courses, evaluating the training process) and the performance of human resources in the Ministry of Interior, local communities, and urban planning?

-Does training improve the level of performance of human resources?

.3.1Study hypothesis:

Training and its various components affect the performance of human resources, and the following sub-hypotheses branch out from this hypothesis:

- There is a high direct relationship between identifying training needs and the performance of human resources at the Ministry of Interior, Local Communities and Urban Planning.
- There is a high direct relationship between the selection of components and the performance of human resources at the Ministry of Interior, Local Communities and Urban Planning.
- There is a high direct relationship between the design of training courses and the performance of human resources at the Ministry of Interior, Local Communities and Urban Planning.
- There is a high direct relationship between the evaluation of the training process and the performance of human resources at the Ministry of Interior, Local Communities and Urban Planning.

.4.1The importance of the study:

- Highlighting the training function as a fundamental pillar in raising the performance of human resources because of its contribution to reducing stress resulting from a lack of knowledge or skill, or both .
- Contribution of training to workers in carrying out their assigned tasks efficiently and reducing wasted time and material resources used.
- The challenges facing institutions and the need for them to adapt to environmental inputs, and this will only be done through training.
- Training is necessary for the development of the institution and raising the wheel of development if it is used in a good way, as its results appear on the human resource and the institution together.

.5.1 Study objectives:

- Identify the concept of the training function and learn about the content of the training process and its compatibility with the needs of employees.
- Identifying the repercussions of training on the performance of employees in the Ministry of Interior, local communities, and urban planning.

.6.1 Limitations of the study :

Spatial boundaries: Our study was applied in Algeria and was projected onto the institution of the Ministry of Interior, Local Communities and Urban Planning.

Time limits: The field study was conducted in November 2019.

Human Resources: Employees of the Human Resources Management Directorate .

.7.1 Study topics:

To answer the question posed, the study was divided into the following topics :

First: configuration

Second: Human resources performance

Third: The role of training in improving the performance of human resources.

Fourth: Applied study at the Ministry of Interior, Local Communities and Urban Planning.

.8.1 Previous studies:

- **A study (Mandali Mohamed, 2006) entitled: Human resources management and the training policy applied in the Algerian industrial institution:** The study centered on revealing the extent to which human resources management and the applied training policy contribute to the institution's adaptation to the economic institution, and ensuring the development and quality of production. The study concluded that there are gaps in the training policy followed, but it led to raising the efficiency of workers, and brought about a change in the cognitive and technical level, and thus increased control over production and its development. (Mandali, 2006)

- **Study (Bo Abdullah Samir, 2018) entitled: The problem of training and improving performance in the Algerian public administration - a case study of the General Directorate of Customs:** The study centered on understanding the reality of the training policy in the Algerian public administration. The questionnaire was adopted as a tool for the study and was based on the descriptive analytical approach. The study sample represented 105 individuals. After statistical treatment, the study concluded that the contribution of training in the customs administration requires greater effectiveness in determining the administration's training needs, and the administration must take into account the evaluation. Accurate and focused employee performance in order to enable it to determine where the deficiency lies and thus enable it to build training policies with the aim of addressing the recorded deficiencies. (Hamar Al Ain, 2018)

- **A study (Hamar Al-Ain Abdel Razzaq, 2018) entitled:** The reality of training and its relationship to the development of human resources competence in small and medium enterprises, an applied study in three small and medium enterprises in Jijel: The study aimed

to reveal the reality of training organization and its relationship to the development of human resources competence in small and medium enterprises. The study relied on the descriptive approach, and the study sample consisted of 147 workers. After statistical treatment, the study reached a set of results, the most important of which is the existence of a statistically significant relationship between the reality of organizing training courses and Show the development of human resources efficiency. (Bo Abdullah, 2018)

.2 Genesis :

Investing in human capital through training represents strategic planning that enables the performance of institutions to be upgraded, based on decentralized management policies. Paying attention to the human element and upgrading it from lower levels to better levels would help in the good management of the regional administration. This will only be achieved through continuous and ongoing training of human resources, as it is a societal project that has repercussions on all aspects of public life. Training also provides important prospects for the general development of organizations.

.1.2The nature of the composition :

Training is defined as a dynamic process that aims to bring about changes in the information, experiences, methods of performing tasks, behaviors and trends of the trainees in order to enable them to exploit their potential and latent energies in a way that helps raise their competencies. (Al-Hariri, 2014, p. 107), which is also known as providing individuals with specific skills and special knowledge that contribute to improving performance and correcting errors in their field of work or when changing jobs and promotion. (Jab Al-Rab, 2015, p. 391)

In the same context, it is an organized, integrated and continuous effort aimed at enriching and developing the individual's knowledge, skills and behaviors to perform his work with a high degree of efficiency" (Abdul Karim, 2015, p. 169).

.2.2The importance of training and its objectives:

.1.2.2The importance of composition :

The importance of training includes the following aspects: (Muhammad Abbas and Hussein Ali, 2000, pp. 109-110)

- Raising productivity and organizational performance as a result of clarity of goals and methods of work.
- Working to link the goals of individual employees to the goals of the organization.
- Developing leadership methods and building an effective base for internal communications and consultations.
- Updating and enriching information that allows for the formulation of objectives and implementation of the organization's policy.
- Creating the opportunity for individuals to achieve development, excellence, and promotion at work.
- Developing individuals' skills regarding interactions and communications to achieve effective performance.

- Developing methods of social interaction among working individuals.
- Strengthening the relationship between management and working individuals.
- Providing the constituents with knowledge and information and developing them by informing them of the organization, policy and objectives of the institution.

Therefore, training is considered an important matter in order to improve the quantity and quality of work, raise morale and motivate workers. The importance of training increases if we know that the most important features of the modern era are the enormous and continuous changes in human knowledge and the resulting continuous changes in work systems, which necessitate the necessity of bringing the workforce back to adapt to them. (Al-Khatib, 2006, p. 301)

.2.2.2 Training objectives :

The objectives of training are many and varied and vary depending on the training programmes, their duration and nature, so it is difficult to separate them or be satisfied with some of them and they can be limited to the following: (Abdul Baqi, 2001, p. 214)

- Removing individuals' weaknesses: Whether related to current or expected future performance, by addressing performance weaknesses, performance can be improved, which contributes to developing the organization and achieving its goals.
- Reducing expenses: Through training, efficiency and skill increase, which leads to reducing errors, including reducing work costs.
- Financing institutions with qualified competencies: Through training, the institution can be prepared with human competencies capable of achieving the organization's goals.
- Increasing organizational stability and flexibility: which is the organization's ability to retain the individuals working for it, as training develops a spirit of loyalty to the organization as well as the acquisition of several skills, which allows the worker to hold more than one job.
- Raising the morale of workers: The individual's acquisition of new information and experiences leads to an increase in workers' self-confidence, which results in a change in their attitudes and behavior within the organization, which has a clear impact on the level of productivity.

Reducing the need for supervision: The individual still needs supervision to direct his efforts in the right directions, which serves the organization's goals, and thus training works to reduce errors.

-Developing individual relationships and the spirit of teamwork: through sound behavior and logical thinking that increases and achieves the spirit of cooperation between employees and management.

-The individual acquires new skills that qualify him to advance, assume responsibility, and enable him to occupy leadership positions.

Reducing work accidents: Most accidents are caused by incompetence of individuals. Training leads to reducing the rate of accident recurrence as a result of the worker's

understanding of the nature of the work and the flow of machinery. Thus, training contributes to surrounding the work with educational protection, scientific rules, and practical guidance.

-Increasing production efficiency: Increasing the skill of individuals resulting from training leads to higher production and lower costs.

-High profit: With higher production and lower costs, the organization's sales can increase.

-Increasing competitive ability: The competitive ability of the institution increases by improving production and reducing costs by developing the efficiency of individuals, which works to raise the institution's share in the market and achieve its goals.

.3Human resources performance :

The human resource is considered the most important resource in the organization and through it other resources are moved. The organization's goals cannot be achieved with the required effectiveness unless the human resources goal is achieved. The survival and continuation of the organization depends on the performance of the human factor in it.

1.3The nature of human resources performance :

Human resources performance is the achievement that is achieved as a result of the mental and physical effort an individual exerts in his work, and therefore it is a reflection of the extent of the individual's success or failure in achieving job-related goals. (Jbeirat, 2019, p. 51), which are the practical results through which the individual's performance of his tasks, his abilities to perform, and the characteristics necessary to perform the work successfully are known. (Al-Sarihi, 2017, p. 70).

It is also defined as the degree to which an individual achieves the goals of the work unit and the organization as a result of his behavior and the use of his skills, abilities, and knowledge. It can be considered the ratio between the results obtained and the means used to reach these results, or what is expressed by the dimensions of efficiency and effectiveness. (Khan, 2018, p. 215).

.2.3 Dimensions of human resources performance :We can distinguish between three partial dimensions on which the performance of the human resource can be measured. These dimensions are: (Sultan, 2003, p. 220)

.1.2.3amount of effort :It expresses the amount of physical or mental energy that an individual expends at work during a certain period of time, and it is considered the measures that measure the speed or quantity of performance during a certain period of time and express the quantitative dimension of the energy expended.

.2.2.3Quality of effort :It means the level of accuracy, quality, and the degree of conformity of the effort exerted to certain qualitative specifications. In some types of work, one may not care much about the speed or quantity of performance, as much as it matters about the quality and quality of the effort expended. Under the qualitative standard of effort fall many standards that measure the degree of conformity of production to specifications, which measure the degree of error-free performance, and which measure the degree of creativity and innovation in performance.

.3.2.3 Performance style : What is meant by it is the style or method in which you exert effort at work, i.e. the way in which you perform work activities. On the basis of the performance style, it is possible, for example, to measure the order in which an individual performs certain movements or activities, or a combination of these movements or activities, if the work is primarily physical. It is also possible to measure the method in which a solution or decision is reached for a specific problem, or the method that is followed in conducting research or study, or that used in writing a report or memorandum, if the work is of a mental nature.

.4 The role of training in improving human resources performance :

.1.4 The relationship between training and human resources performance : When we talk about performance, we mean a set of overlapping dimensions: (Jawad, 2009, pp. 38-39)

- The work performed by the individual, the extent of his understanding of his role and competencies, his understanding of the expectations required of him, and the extent to which he follows the method or method of work that management guides him through his direct supervisor.

- The achievements he achieves and the extent to which the production he completes meets the established quantitative, qualitative and time standards.

- The worker's behavior in his job and the extent to which he maintains the tools, services and devices he uses.

- The worker's behavior with his colleagues and superiors, the extent of his cooperation with colleagues, and his contribution to completing the team's work.

- Methods of improvement and development that the worker can follow in his work to increase the efficiency of performance, as well as methods of progress and development for him personally, that is, the skills and information that he can learn and develop through training programs, and then impose progress and technology open to all employees.

.2.4 The impact of training on human resources performance :

Training has an impact on the performance of human resources in: (Mia et al., 2009, p. 05).

- Raising the level of performance and improving it quantitatively and qualitatively.

Strengthening human relations between individuals and developing their attitudes.

- Developing employees' sense of belonging and loyalty to the organization .

- Reducing rates of both absence and turnover.

- Educating employees about the importance of training and giving them the ability to search for new and innovative things in various fields of work.

It is clear that the process of developing individuals is the core of individuals' training specialization, and once the close relationship between training and performance management has been realized, interest has increased and it is considered the basis for comprehensive administrative development and a new management philosophy that moves towards a "high-performance organization" or a performance-oriented organization. In light of the data of the performance management system, dealing with training begins from a completely different perspective, which is as follows: (Jawad, 2009, pp. 38-39)

Training is considered a mechanism for developing and improving the actual performance of human resources to reach the targeted (planned) performance level as determined by performance plans.

The selection of the configuration to achieve the desired development and improvement shall be made in light of verifying the size of the performance gap, its sources, and the factors affecting it, and after reviewing the various mechanisms and approaches that can be used to reach the desired level of performance.

-The configuration is used in the context of it being an integrated package of development and improvement tools that deals with all performance parties and not just the human resource.

-Individuals in the industry are selected and trained according to scientific principles.

.5Applied study at the Ministry of Interior, Local Communities and Urban Planning.

Through the field study in the Ministry of the Interior, Local Communities and Urban Development, the responses of the sample members were analyzed using the Statistical Program for the Human Sciences (SPSS), and we will discuss a detailed description of the approach and procedures used in implementing the study, the members of the study population and its sample, as well as the study tool, methods of preparation, validity and reliability.

.1.5Study methodology :In order to achieve the study objectives, we relied on two data sources:

*Questionnaire: The questionnaire was used to collect primary data as the main research tool, designed specifically for this purpose.

*Interview: In our study, we relied on an interview with a framework at the Ministry of Interior, Local Communities and Urban Planning, in order to obtain accurate information related to the subject of the study.

.2.5Study population :It consists of workers in the Ministry of the Interior, local authorities, and urban planning in their various job ranks. From this population, a random sample of employees working in the Human Resources Management Directorate was selected. The number of members of the study sample was (70) male and female employees. The questionnaire form was distributed to them and was retrieved. After examining it, 20 questionnaires were excluded due to the refusal of some to fill out the forms and some of their answers were not complete. Thus, the sample that we will rely on in the study is represented by (50) questionnaires.

.3.5Study tool :We used the questionnaire as a basic tool for collecting data. A questionnaire was prepared about the impact of training on the performance of human resources in the Ministry of Interior, Local Communities and Urban Planning. The questionnaire included two axes:

The first axis: on the formation of human resources at the Ministry of Interior, Local Communities and Urban Planning, and it consists of sixteen (16) paragraphs.

The second axis: On the performance of human resources in the Ministry of Interior, Local Communities and Urban Development, and it consists of (10) paragraphs.

.4.5 Statistical processing methods:

1.4.5 The validity of the questionnaire : The questionnaire was judged by a group of professors, who expressed their comments about the suitability of the questionnaire's paragraphs. In light of those opinions, some paragraphs were excluded and others were modified.

2.4.5 The stability of the questionnaire : The data was analyzed and processed using the (SPSS) program, and the analysis process was based on reliability analysis to ensure the stability of the study tool through the Cron-Nbach alpha coefficient. Table No. (01) shows the Cron-Nbach alpha value for each of the study variables. These are acceptable values and express the validity of the tool, as the result of the scale is statistically acceptable if the Cron-Nbach alpha value is greater than 0.70, and the closer it is to one indicates the higher degree of stability of the study.

Table No. 01: Validity results of the configuration variable and the human resources performance variable:

College	Human Resources Performance	Composition	
0.906	0.863	0.895	Cronbach's alpha
26	10	16	Number of paragraphs

Source: Prepared by the researcher based on the outputs of the SPSS program

In light of the results recorded in Table 01, we notice that the two axes of the questionnaire have a high degree of reliability, which increases the form's ability to achieve the purposes of the study, as the reliability coefficient for the composition variable reached 0.895, while for the human resources performance variable it was 0.863, and for the tool as a whole the result was 0.906, and this shows in general the possibility of stability of the results that the form can be stabilized on as a result of its application.

.3.4.5 Hypothesis testing and analysis : The following decision rule was adopted:

- Accept the null hypothesis H0: if the calculated significance level is greater than the approved significance level (0.05)
- Reject the null hypothesis H0: if the calculated significance level is less than the approved significance level (0.05)

♦ **Testing the first sub-hypothesis: There is a high positive relationship between identifying training needs and human resources performance :** To test this hypothesis, we

will choose the Sipperman correlation coefficient, after it was proven that the variables do not follow a linear distribution.

Table No. 02: Spearman coefficient table for the correlation between the variable identifying training needs and the human resources performance variable

Spearman Rho					
Human resources performance			identifying training needs		
Correlation coefficient	Sig. (bilateral)	N	Correlation coefficient	Sig. (bilateral)	N
1,000	.	50	,2580	,0710	50
,2580	,0710	50	1,000	.	50

Source: Prepared by the researcher based on the outputs of the SPSS program

Table No. 02 shows that the correlation value between the two variables Coefficient de corrélation reached 0.258, which is a weak and non-significant value because the significance value is 0.071, which is greater than 0.05, but at the same time it is direct because the sign of the correlation coefficient is positive, meaning that the more training needs are identified, the human resources performance increases by a weak percentage, and from this the first sub-hypothesis was partially fulfilled and the relationship is weakly direct between identifying training needs and human resources performance.

♦ **Testing the second sub-hypothesis:** There is a high direct relationship between the selection of the two components and the performance of human resources. To test this hypothesis, we choose the Sipperman correlation coefficient after it was proven that the variables do not follow a linear distribution, as shown in the following table:

Table No. 03: Sipperman coefficient table for the correlation between the two-component selection variable and the human resources performance variable

Spearman Rho	
Human resources performance	identifying training needs

Correlation coefficient	Sig. (bilateral)	N	Correlation coefficient	Sig. (bilateral)	N	
1,000	.	50	,0430	,7670	50	Identifying training needs
,0430	,7670	50	1,000	.	50	Human resources performance

Table No. 03 shows that the correlation value between the two variables Coefficient de corrélation reached 0.043, which is a very weak value and not significant because the significance value is 0.767, which is greater than 0.05. This means that there is no relationship between the selection of the two components and the performance of human resources, and hence the second sub-hypothesis was not met, and there is no relationship between the selection of the two components and the performance of human resources.

♦ **Testing the third sub-hypothesis: There is a high direct relationship between the design of training courses and the performance of human resources:** To test this hypothesis, we will choose the Sipperman correlation coefficient after it has been confirmed that the variables do not follow a normal distribution, as shown in the following table:

Table No. 04: Sipperman coefficient table for the correlation between the training course design variable and the human resources performance variable

Spearman Rho						
Human resources performance			identifying training needs			
Correlation coefficient	Sig. (bilateral)	N	Correlation coefficient	Sig. (bilateral)	N	
1,000	.	50	,0430	,0766	50	Identifying training needs
,0430	,7660	50	1,000	.	50	Human resources performance

Table No. 04 shows that the correlation value between the two variables Coefficient de corrélation reached 0.043, which is a very weak value and not significant because the

significance value is 0.766, which is greater than 0.05. This means that there is no relationship between the design of training courses and the performance of human resources, and therefore the third sub-hypothesis was not met, and there is no relationship between the design of training courses and the performance of human resources.

♦ **Testing the fourth sub-hypothesis:** There is a high direct relationship between the evaluation of the formative process and the performance of human resources: To test this hypothesis, we will choose the Pearson correlation coefficient after it has been proven that the variables follow a normal distribution, as shown in the following table:

Table No. 05: Pearson coefficient table for the correlation between the formative process evaluation variable and the human resources performance variable

Human resources performance			Human resources performance			
Correlation coefficient	Sig. (bilateral)	N	Correlation coefficient	Sig. (bilateral)	N	
,737**0	,0000	50	1		50	Identifying training needs
1		50	,737**0	,000	50	Human resources performance

.**The correlation is significant at 0.01 (bilateral).

From Table No. 05 it appears that the correlation value between the two variables, Pearson's Correlation, reached 0.737, which is a high and significant value because the significance value is 0.000, which is smaller than 0.05. It is significant at the level of significance of 0.01, which is strong. This means that there is a high, positive relationship with strong significance between the evaluation of the formative process and the performance of human resources. That is, the higher the evaluation of the formative process, the higher the performance of human resources. This indicates the extent of the Ministry's interest in evaluating the formative process, because it has a clear impact on the nature of work, which can be reflected in the performance of working individuals. Hence, the fourth sub-hypothesis was fulfilled and there is a high direct relationship between the evaluation of the formative process and the performance of human resources.

♦ **Analysis of the main hypothesis: The composition and its various components affect the performance of human resources:** To test this hypothesis, the Pearson correlation coefficient was chosen, after it was proven that the variables follow a normal distribution, as shown in the following table:

Table No. 06: Pearson coefficient table for the correlation between the composition variable and its components and the human resources performance variable

Human resources performance			The composition and its components			
Correlation by Pearson	Sig. (bilateral)	N	Correlation by Pearson	Sig. (bilateral)	N	
1		50	0,411**	0,003	50	Identifying training needs
0,411**	0,003	50	1		50	Human resources performance

.**The correlation is significant at home 0.01 (bilatéral).

From Table 6 it appears that the correlation value between the two variables, Pearson's Corrélation, was 0.411, which is an average and significant value because the significance value is 0.003, which is smaller than 0.05. It is significant at the level of significance of 0.01, which is strong. This means that there is a moderate positive relationship with strong significance between training and its components and the impact of training on human resources. That is, the higher the training, the greater its impact on human resources on a moderate basis. Hence, the main hypothesis was fulfilled, and training with its various components affects the performance of human resources.

6 .Conclusion:

Training is considered an effective tool that institutions resort to in order to keep pace with developments and changes in the current century, and the human resource has become a key to success and a means of competitiveness in an environment characterized by uncertainty and constant change. Therefore, the Ministry of Interior and local authorities were faced with the imperative of investing in training. An appropriate budget was allocated for him and various material and human resources were mobilized for him in order to develop the knowledge, skills and attitudes of its employees to improve their performance and achieve their goals and objectives. The training process was not only in the central administration, but extended to the institutions under guardianship and regional groups. The training process was directed at all functional levels in the institution. Officials in the Ministry acknowledged the importance and benefit of training in raising the efficiency of the performance and productivity of workers and thus having a positive impact on the performance of the Ministry and the regional groups.

.1.6Result :After conducting various statistical analyzes of the study tool, and through the interviews conducted by the two researchers, a set of results were reached, the most important of which is:

- The study showed that there is a weak, direct relationship between identifying training needs and human resources performance.
- The study showed that there is no relationship between the selection of the two components and human resources performance.

The study showed that there is no relationship between the design of training courses and the performance of human resources.

- The study showed that there is a high direct relationship between the evaluation of the training process and the performance of human resources.
- The study showed that training-related initiatives are mostly organized by the central administration.
- The study showed that the qualitative training of employees of the Ministry of the Interior, local communities, urban planning, and employees of regional groups contributed to responding to societal changes and environmental interventions in improving performance.

.2.6Recommendations :Based on the findings, the following recommendations can be made:

- Organizing the various forms of training, improving the level and updating information periodically and continuously for all institutions under the tutelage, based on the identification of training needs.
- Organizing specialized training courses in modern administrative systems and working to refine the skills of new employees at the Ministry.
- Involve the management in choosing the type of training directed to them according to their qualifications and job abilities.
- Implementing the annual training plans and ensuring the follow-up and evaluation of the training process from its inception to its completion.
- The need to pay more attention to long-term and medium-term training and to ensure it is better financially.
- Reconsider the policy of selecting individuals to join the training courses by setting specific and publicized criteria for all and searching for appropriate training programs for employees in the various training centers.
- Coordinate with the central authorities and the various regional and international groups through partnership and cooperation agreements, and engage in international organizations in the formulation of training programs that ensure the effectiveness of performance and follow various mechanisms to ensure the promotion of the overall performance of the regional administration.
- Focus on modern methods in designing training courses in line with rapid developments.

-The necessity of comparing the specialization of the employee to be trained with the content of the training programs so that the student responds to the prescribed material of knowledge and skills to raise his level of performance.

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