

**الأساليب الحديثة في تحديد الاحتياجات التدريبية  
في بيئة العمل الكويتية**  
دراسة ميدانية بالتطبيق علي القطاع الحكومي في دولة الكويت

رسالة مقدمة من الطالب  
**عادل حسن دشتي**  
بكالوريوس تجارة – جامعة الكويت 1989

لاستكمال متطلبات الحصول على درجة الماجستير  
في العلوم الإقتصادية البيئية  
قسم الاقتصاد والقانون والتنمية الادارية

قسم الاقتصاد والقانون والتنمية الادارية  
معهد الدراسات والبحوث البيئية  
جامعة عين شمس  
2009 م

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ  
وَعَلَّمَكَ مَا لَمْ تَكُن تَعْلَمُ  
وَكَانَ فَضْلُ اللَّهِ عَلَيْكَ  
عَظِيمًا

سورة النساء الآية 113

**Modern Methods in Identifying Training  
Needs in Kuwaiti work Environment  
Field Study With Application on The  
Governmental Sector in Kuwait**

**By  
Adel Hassan Deshtiy  
Faculty of Commerce  
Kuwait University- 1989**

**A Thesis Submitted in partial Fulfillment  
Of  
The Requirement For the Master Degree  
In  
Environmental Sciences**

**Department of Economies, Law, Development  
Administrative Institute Of Environmental  
Studies & Researches Ain Shams University**

**2009**

## **APPOVAL SHEET**

### **Modern Methods in Identifying Training Needs in Kuwaiti work Environment Field Study With Application on The Governmental Sector in Kuwait**

**By  
Adel Hassan Deshdi  
Faculty of Commerce  
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**2009**

### **Abstract**

The study aimed to assess the training needs of all the jobs on the aim of the study sample and the awareness of the staff member aware of the training process. And knowledge of the concept of training. And the identification of needs and relevance of the training system in the governmental sector and its role in the success and development of the training process. And the promotion of officials and managers of development and training on the importance of the issue to identify training needs to increase the effectiveness of training and its impact on the development of the performance of staff. Improve the working environment in the government sector has been used by the descriptive approach and tools used: the questionnaire - observation - interview

The research sample consisted of a sample of 200 single study has found a number of results, the most important

- 1- training programs in the public sector is not sufficient to meet the training needs in some government departments.
- 2- Adoption of the departments training budget available in the identification of training programs and not the need



for the actual work of training and development programs in the government sector

- 3- dependence on the basis of the number of courses without considering the quality and the need for them by the trainees in the government sector.
- 4- the increasing rate of waste of time, money and effort at the actual implementation of the training programs in the government sector.
- 5- the absence of a link between the identification of training needs and the actual design of training programs in the government sector. It was recommended by a review of the training process and to identify the needs of workers in the non-governmental organizations.

## **Summary of the study**

### **The problem of study:**

The problem arose when analyzing the reasons for the low performance of some staff in the various functional levels, thus it was necessary to study modern methods of training and know the reasons for the inability of the development centers and training in the ministries and governmental institutions in carrying out their work to the fullest extent, but they must have systems to deal with training programs deficiencies in the capabilities of individuals through increased knowledge, skills, attitudes and experiences and make positive changes necessary to complete the objective of the training process.

The lack of proper identification of training needs, "target group" in the work environment of the problem, where we find that some ministries and government institutions rely on candidates to members of the training programs of various non-traditional methods of objective and interested in its quantitative training in the implementation and not on quality in addition to non-conviction Some leaders the importance of

training and non-optimal use of training budgets and waste in some aspects, as well as the lack of correlation in many cases, the actual training needs of staff and design training programs and more importantly, based on training to be eligible for this task to the fullest so that they are fully aware of the knowledge and skills and trends and giving them the expertise required for the targeted training.

It is therefore necessary to introduce methods to determine the training needs of the working environment in government institutions, and did so through the exact training needs in the work environment, which result in the preparation of integrated training programs on scientific and sound methodology and clear through the development of the trainee the appropriate manner and where appropriate, courses have , according to his needs and his own personal investment and the lifting of these capabilities to optimize and improve the performance achieved in the work environment in the various sectors of government.

In the State of Kuwait concluded the Ministry of Trade and Industry 4 / 2007 season training for the financial year 2006 / 2007 development program implemented by the overall

performance of the organizations, which is one of the most important programs of the contractual evolutionary thought.

### **study Hypothesis**

- 1- training programs in the public sector is not sufficient to meet the training needs in some government departments.
- 2- Adoption of the departments training budget available in the identification of training programs and not the need for the actual work of training and development programs in the government sector.
- 3- dependence on the basis of the number of courses without considering the quality and the need for them by the trainees in the government sector.
- 4- the increasing rate of waste of time, money and effort at the actual implementation of the training programs in the government sector.
- 5- the absence of a link between the identification of training needs and the actual design of training programs in the government sector.

### **The importance of research:**

Important in theory.

- 1- Knowledge to identify new training needs in the government sector.

- 2- Enrich the knowledge regarding the identification of training needs, in particular studies concerned with human development.
- 3- Knowledge of mechanisms to improve the working environment in the government sector.  
The importance of practice

**Due to the importance of the study:**

- 1- Improve the working environment in the government sector.
- 2- Investment potential and the capacity of individuals to the fullest.
- 3- Assistance to the decision maker through a thorough data collection, compilation and analysis, and develop proposals and recommendations and alternatives, with the studies in this area of applied globally or locally in addition to the raw data field.

**Objectives of the study:**

- 1- assessment of training needs for all the posts in order to study a sample employee awareness and awareness of the training process.

- 2- Show the list of programs and courses, which represents the training track for the target group which is assisting them in career advancement.
- 3- to know the concept of training.
- 4- to identify needs and their importance in the training system of the government sector and its role in the success and development of the training process.
- 5- Show the list of programs and courses, which represents the training track for the target group to help upgrade your career.
- 6- Building a database to assist the technical support of the sponsors of the training.
- 7- Knowledge of methods of training programs in government institutions
- 8- to encourage officials and managers of development and training on the importance of the issue to identify training needs to increase the effectiveness of training and its impact on the development of the performance of staff.
- 9- To improve the working environment in the government sector.
- 10- Develop a vision for the future of performance required.