



Developing the Efficiency of Employee Performance Through the Development of Electronic Training Technology

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This paper focuses on the relationship between the development of e-training technology and its impact on developing and raising the efficiency of vocational training staff. It is hoped that this research will show the benefits of e-training and its impact on performance. We can say that these innovative applications in e-training will contribute to enriching knowledge about this activity. important in providing information. And makes their progress in education and training based on their speed in understanding, comprehending and applying, the individual, cultural and social differences between the trainees, this technique helps to nominate people to work as trainers and workers with high efficiency and performance. Here is the practical importance of the research paper. It is hoped that the senior management of vocational training institutions will benefit from the results of this paper, so that positive recommendations will be applied and away from the negative ones.

Keywords: *Efficiency, Employment, Electronic Training Technology*



I. Introduction

The human element represents one of the most important resources of institutions, as it represents the pillar in achieving its success and implementing its goals. Hence, the administration works to better guide individuals and build their capabilities by linking their goals to the goals of the institution and working to create an organizational climate that would strengthen participation, mutual respect, a sense of responsibility and belonging, and spread the spirit of cooperation. And loyalty at work, and the change in administrative work methods has become more urgent, especially with the beginning of the new millennium. The rapid development of technology has affected global and local institutions, as well as the demographic environment of the workforce and global expansion, and the increasing emphasis on quality and flexibility in providing service all confirm the need for change.

This paper targets the effect of electronic training technology on developing the performance efficiency of workers in vocational training institutions. As we know that training is a phenomenon that exists throughout history, it is the result of long, continuous work through generations. The progress of the phenomenon is witnessed by the information that reached us about ancient civilizations. Here, by training, we mean the transfer of information and technical skills. From one individual to another through direct rehabilitation only and not through writing and reading and with the emergence of the industrial renaissance in the 17th century and the inventions and technology it brought about and its impact on intellectual and human production. It had a clear impact on the development of means of selection and training and the provision of a suitable environment for increasing production and studying performance obstacles and raising production rates. In general, the development of training and the emergence of the World Wide Web (Internet) facilitated new methods of teaching, learning and training. The term e-training emerged, which helped in the use of modern technologies such as communications and digital technology that worked on digitizing information and was able to store and retrieve it in its original form quickly and educational technological applications such as educational, audio and video tapes, slides and computers. Hence, the study focuses on the e-training technology, which emerged mainly from the e-learning technology in the educational aspects, and here we see that e-training is a systemic process that takes place in an interactive environment saturated with technical and digital applications. Continuing in the modern era, and the outcome of this change is to achieve positive results for the institution, such as higher productivity and better performance, and based on the importance of electronic training, the researcher decided to deal with this study on the



impact of electronic training technology in developing the efficiency of performance of workers in vocational training institution.

It is hoped that this research paper will show the benefits of electronic training and its impact on performance. We can say that these innovative applications in electronic training will contribute to enriching knowledge about this important activity in providing information.

The development of performance and the trainee's view of the trainer helps to overcome the restrictions of time and place and makes their progress in education and training based on their speed in understanding, assimilation and application. Individual, cultural and social differences among the trainees, this technique helps to nominate people to work as trainers and workers with high efficiency and performance.

The methodology of the study

Through the information that was reported to the researcher in the light of the preliminary exploratory study with a group of heads of departments and employees working in training, the efficiency, performance, and productivity of the workers are still below the required level, and here the research problem becomes clear, and the researcher concluded this problem through personal interviews as follows:

1. Four employees (precision instrument trainers) and three employees (maintenance and installation) were interviewed.
2. Seven employees were interviewed (two for a department head, three for trainers, and one for a language teacher).
3. Two employees were interviewed, one of whom had a vacancy for the deputy director of vocational training in the south, and the other was a human resources employee.

Several questions were asked within the study problem, and the questions were as follows:

1. What do you know about e-training technology?
- 2..Do you think that this technology has an impact on raising the efficiency of workers?
3. Are the administrative decisions taken by the senior management to support the mechanisms of applying and providing electronic training technology effective?

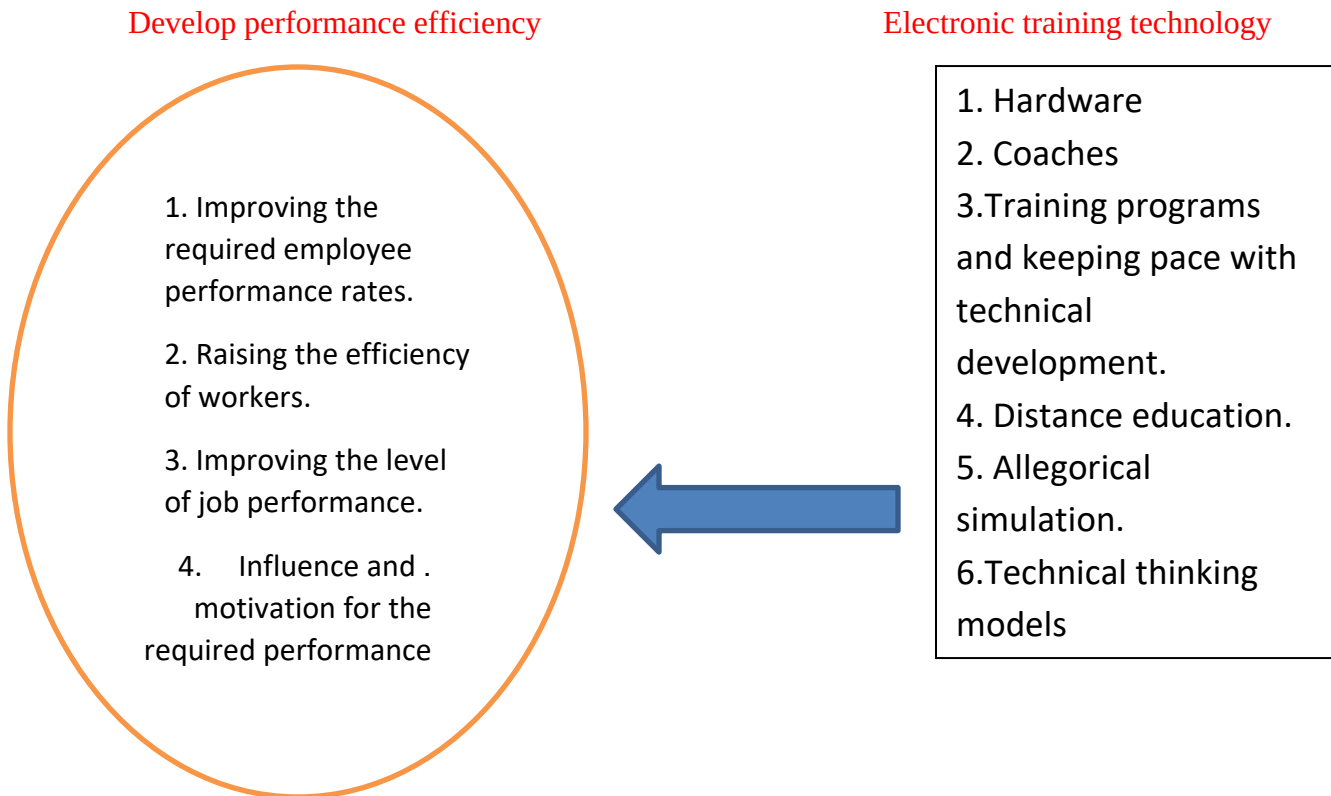
The researcher noticed a clear disparity in the answers in visualizing the impact of electronic training technology in developing performance.

10% of the employees answered yes The first question, I don't know.

66% of the employees answered yes to the second question. We believe it has an effect. 24% of the employees answered the third question, yes, the decisions of the senior management are influential. In the outcome of the interviews, the researcher found that despite the interest of senior management in electronic training, there is a problem in developing the performance of employees and the obstacles lie in motivating employees and evaluating periodic continuous training according to the career path based on the foundations of modern management.

Research Model & Procedural Definitions

A model showing the relationship between (electronic training technology) and (development of performance efficiency).





RELATED WORK

The e-training technique is defined as the modern method of direct interaction between the trainer and the trainee, meaning an environment with electronic content. For the purposes of our study, e-training will be measured by adopting dimensions that are measured with a resolution containing paragraphs that cover each dimension of the study on a pattern of questions that simulates a simple and comprehensive thought between educational levels. and culture for employee.

Devices, trainees, and training programs, and keep pace with technical development in any field of life. Training is inseparable from education, so education is only accomplished by practicing it in daily life and distance education, which is one of the relatively modern methods of education and simulated simulation, which is the process of imitating a real tool or a physical or vital process . Simulation attempts to represent and present the characteristics of the behavior of an abstract or physical system by means of the behavior of another system that simulates the first, for the purpose of the research paper and the expected results.

The role of technical thinking models is highlighted. These models help the teacher organize a series of inquiry-oriented learning experiences, helping them to link their giving to the opportunity to explore and engage students in scientific questions and new interpretations with their own ideas, creating opportunities to apply and evaluate what they have learned, build and test hypotheses, solve problems, and provide explanations for their observations. . Trainees analyze and interpret data and synthesize their ideas to build models to clarify concepts and expand new knowledge.

Here, the development of performance appears in consideration of the following:

1. Improving the required employee performance rates.
2. Raising the efficiency of workers.
3. The level of job performance.
4. Influence and motivation for the required performance

To identify the objectives of administrative training in ministries and public institutions, and to study the methods and methods used by these agencies in determining their training needs and the types of these needs in relation to the different organizational levels and the role of the Institute of Public Administration in meeting them. The researcher concluded that the process of identifying training needs requires extensive study, analysis and consultation. Continuing with the beneficiaries of the training.



This research paper explains that it contributed to promoting an orientation towards electronic training, its effectiveness and impact, and the study community is considered compatible with the research paper, and it was an excellent indicator of technical vocational training. In training methods and tools in the developed world and its role in developing modern training programs, for example, e-learning, which is the basis of e-training.

CONCLUSION AND FUTURE WORK

Among the most important results and recommendations is holding training programs for managers and heads of administrative departments in skills related to the areas of the research paper, with a focus on training programs in the areas of planning, leadership, direction and decision-making next :

- Function planning and setting goals and objectives
- Delegation of powers
- Human relationships

Control function

- Develop a general policy for training.

It recommended the need to keep abreast of the positive developments as follows:

1. The rapid development of innovations and their applications, and their integration with teaching and learning technology.
2. Updating the trainees' information leads to the production of future workers who are able to deal with daily work issues with ability, confidence and technical skills.
3. Provide the opportunity for the largest number of trainees to join different levels of training in accordance with the principle of equal opportunities and training for all, reduce material costs, and save time and effort by using electronic training.

And what was recommended by this current paper is to support future research that aims to deepen the modernization view and use and activate technology and promote it within a modern automation plan.

And that training is a special case and an essential support in the development despite the different variables and the study community.



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