

**Evaluation of the Effectiveness of Training at
Educational Institutions:
(An Empirical Study on the Career
Management Center at Damascus University)**

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Abstract

This study aims to identify the effectiveness of the existing training process at Universities via the evaluation of Training Programs at the Career Management Centre at Damascus University. For the achievement of the study's objectives, a questionnaire was designed and distributed to a random sample of 144 respondents ranging from undergraduate students to graduates.

The mains results of the empirical study are:

Training at the Career Management Centre is focused only on certain Faculties such as Economy and Civil Engineering.

There are significant differences between the perceptions of respondents for training dimensions (training environment – training needs – training methods) concerning the demographic variables of this study.

There is a significant relationship between most dimensions of training and the effectiveness of the training program with the exception regarding the dimension of training time.

The category of students and graduates who had done more than one and less than five training courses are the more sensitive of the training dimensions.