

**The impact of identifying training needs and  
the content and duration of training in the  
performance of employees  
Case study of the Syrian Private University**

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**Abstact**

The aim of this study was to find out the effect of determining the training needs and the duration and content of the training in the performance of the employees at the Syrian Private University. The researcher used the descriptive analytical method, and the questionnaire was based on obtaining the necessary data.

The researcher used the comprehensive inventory method. The questionnaire was distributed to all the administrative staff at the university, which is (85) workers, and (73) questionnaires were restored (85.88%). The questionnaire included (30) paragraphs, in addition to the demographic information prepared by the researcher On five grades ranging from strongly agreed to strongly disagreeable, and then analyzed using the program "Statistical Group for Social Sciences (SPSS)"

The most important results were: positive impact and a strong positive correlation between training and performance of employees. A positive correlation was found between determining the training needs, the training period,

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**the training content, and the performance of the university staff.**

**The study also showed the absence of a clear training plan and strategy, the lack of use of scientific criteria to evaluate the results of the training, and the limited evaluation of the majority of the reactions of trainees only.**

**The study recommended the need to develop a training plan that takes into account the practical and scientific steps in place in the organizations, and depends on identifying the training needs, selecting the appropriate training times, and taking care of the training content to avoid spending money and efforts without achieving the desired benefit.**

**And recommended the adoption of scientific standards and models used globally to evaluate the results of training, and measuring the return of it, and also to identify the level of trainees before the start of the training process by testing them, in order to determine their current level, to facilitate the measurement of improved performance after training.**