

# The Study Figurative Training and on the Job in Improvement Job Performance Municipality Employees Isfahan Town

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**ABSTRACT:** In spite of importance and necessity have train in every organization do they have with problem. Because comprehension training important and have effect on human, is needy to foresight and prophesy .training is kind of investment in human training .force human decrease, especially in training part, is problem that vain in all activity and trying .Because training is activity that needy foresight, consistent do and successive value. The man purpose of this research is study effects on the job training on improvement and development and job performance municipality employees Isfahan town. Research method is descriptive – measurement and on this is studying seven aspect for example ability, role clearness, support, motive, feedback, validity, environment. Research statistic population is on the job employee in Isfahan municipality town 2015 that is choosing 70 employees for best result of this research. For collect data is using of questionnaire job performance harsi and goldsmith and for data analysis used lain test. The result showed that employees do on job train way of figurative training are better than of employees don't on job train ,in the end to determine that figurative training and on the job training have positive and significant on employees.

**Keywords:** On Job Training, Figurative Training, Employees, Improvement and Develop, Job Performance.

## INTRODUCTION

Employees training are one of important discussions that in recent decade have focused by government and organization.

With by society advance and relationship complexity and human needy, more seen notice to change and in doing and imperative for correlate this change and quick development started to employee training and they were ready for doing Correct with this change. Histories backgrounds this after Second World War. For example U.S.A in 1958 rules first about employee training approval representatives. In England don't have comprehensive education until 1944.

After that solve problem about international development replace training. In France for first time is establishment international school 1946 and doing performance training comprehensive program for improve quality and organize employee efficiency. In Iran for first time bring in to existence employment law with separate section for employee training in 1966 (Khalvad, 2008; Abadini, 2008).

**One the job training**

It is process that training with group employee on organization different level for efficiency and effectiveness advance in their present and future job position, improvement in thinking and does skill and good behavior.

One the job training is: government trying in order unifies wishes and future needs people with organize future need in forms have expectation of people (Moeine ; 2001, Fathi, 2004).

In spite of present definite could result that one job training in order knowledge increase and technical notice and job for improve doing and job responsibility and good behavior settlement in employees (Nadari, 2007).

**Research question**

Whether on the job training with figurative method has effect on improvement job performance Municipality employees Isfahan town?

**METHODOLOGY**

Research method is descriptive. research statistic population is all of employee municipality Isfahan 2015, that between employee and manager on the job is choosing 70 person for sample (35 employee is training on the job and 35 is n't training on the job). In this research used standard measurement questionnaire job performance Harsi and Gold Asmit (1981) shakar shakan translate (2006). Table 1 is showing question number and questionnaire aspect.

Table 1. Job performance measurement questionnaire and that aspect.

Variable	Number	Question number
Job performance role training figurative on the job questionnaire	16	1-6
1.Ability	3	1-3
2.Clearness role	2	4-5
3.Support	2	6-7
4.Motive	3	8-10
5.Feedback	2	11-12
6.Validity	2	13-14
7.environment	2	15-16

**RESULTS**

On the job training with figurative method have effect on job performance municipality employees Isfahan town.

Table 2. Person test correlation for determined relation between on the job training and job performance.

Variable	Correlated level	Abndance	Sig.
On the job training with figurative method	162	70	0.009

According correlate test result, have relation positive and significant between figurative training variable and on the job training with employee job performance in 5% level. Between figurative training and on the job training have relation positive and significant, if this variable is more lead to better performance in employee.

Table 3. Study descriptive situation two group of training employee and don't training employee and boy.

Variable	Abundance	Average	SD	Standard division average
Don't on the job training employee	35	35.73	1.66	2.73
On the job training with figurative method	35	51.33	2.00	1.03

According to result of data analysis in Table 3, average for employee don't on the job training (35.73), standard division and average standard division is (1.66), (2.73). Average for employee is (51.33), standard division and average standard division is (2.00), (1.03).

Table 4. Study variance two groups.

	F	Abundance	Sig.	Result
Levin	0.302	70	0.17	Observe the assumption of homogeneity of variance

Statistic loin level is 0.302 that is in 17% level and stated same variance two group of isn't on the job employee and on the job employee with figurative method. So that variance is same we use T index in first line for report.

Table 5. T test independent sample two.

	T	Free level	Sig.	Different average	Division standard
Average	-4.170	33	1.1	15.6	1.05

T index obtained of two independent variable that is (-4.170). This level is free level 33 in 1% significant level. So opposite confirmation have relation significant between on the job training with figurative method and improvement job performance in employee.

With according two averages could state employee on the job training with figurative method situation is higher than employee isn't training.

## CONCLUSION

The man purpose this research is study effect figurative training and on the job in improvement job performance municipality employees Isfahan town .this purpose is studying in seven aspect: ability ,clearness role, support, motive, feedback, validity ,environment (Sabajghyan , 2010; Haidarinejad, 2012).

According to test result, we can between figurative training variable and on the job training on job performance in 5% level relation positive and significant.

If this variable is more lead to improvement job performance in employees.

### *Suggest*

According to figurative training effect and on the job training on improvement employee job is suggesting:

1. Formation institute management and training programmed for management education and different level expert
2. The study administrative and education employee and planning different period set of their need.
3. Allocation offices on the job training equipped to equipment and mobilizations training complete and boarding in every area
4. Training and guarantee teacher different period on the job with way different university.
5. Used of present education, not present, self-education, way through education with use equipment group connection.

The study effect figurative education and on the job on motive job employee private and government company.

### **Conflict of interest**

The authors declare no conflict of interest

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