

## Administers Educational Requirements in the Industrial Area of Jalan Suria

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### ABSTRACT

*Present investigation has been carried out with the objective of assessing the educational requirements of administrators in the industrial area of Johor, famous as Jalan Suria. It uses descriptive - correlation based Research method. Its population was comprised of 1000 administrators in the industrial city situated in Johor province. A random sample of 278 individuals was scrutinized among them based on Chris and Morgan. The research tool was a questionnaire including business administration, management, subordinates, and component characteristics of Directors, its management, management, internal relations and external relations department of the institutions. The t-test results showed by student that all variables comprise the educational requirements of administrators. Key words: Education, Training for Managers, Industrial City.*

### Introduction

So the life of the organization largely depends on the skills and knowledge of its employees and each of these skills can be improved upon and be more adaptable to the changing environment. So human resources education not only has effective role of knowledge and skills but also it causes them to be involved in improving the efficiency and effectiveness of the organization and adapt itself with the environment changing Pressures. Education entered as a separate issue related to psychology and scientific management in 1960. But before of it Taylor emphasized to staff selection and training in scientific management book's at 1911. Monsterberg after he also had stressed frequently to the importance of education, employment, administrative and military. And it is mentioned as a major problem in selecting employees (Latham, 1998). However, recent research on education and related issues are seen that could be done more systematically on topics related to industrial psychology organizations. These needs to be defined Training needs, will be resolved through education. These needs in are discussed the areas of knowledge, skills and attitudes .Educational needs solving in these areas were listed in ascending order, which is more difficult and more complex. In fact, the educational needs are the current level and ideal level ability of individuals (or organizations) in carrying out their duties and responsibilities. Educational needs can lack the necessary knowledge, behavioral skills and or circumstances that that will prevent from

Favorable and satisfactory work (Fathi & vajargah, 2006). Accordingly, improvement and equipping personnel with professional skills and expertise required is best practices for sustainable development. In other hand the era of innovation, evolution and science achievement, impose a drastic change into organizations to that however preparing manpower to keep track of the changes will be necessary (Abbaszadegan, 2007). Understanding of change and its relationship to teaching basic point is indicated manpower injection of the creativity, vitality and dynamism to organization, This requires continuous training of human resource (Afsari, 2008.) So education program managers is a vital requirement for most organizations. The goal of improving management skills and prepare them for the future. Depth studies on factors affecting the change of society and the advancement Indicates that there is a period of dynamic growth and prosperity with education organizations coincided (Ross, 2008). And the most efficient and powerful forces have been qualitatively and quantitatively (Ross, 2008). Recognizing the importance and urgency of this issue, is based on management duties systematic training needs assessment to determine the needs of managers. Can result in effective management practices, promote and evaluate their performance would be useful. This paper is an attempt to answer the basic question to be said In Johor, Jalan Suria Industrial Zone managers to do their job to the best roles and responsibilities, what knowledge, skills and attitudes, and with what degree of priority need.

### **Research Objectives**

The overall goal of this research is to study the educational needs of managers working in factories Taman Purnama Industrial Johor. The objectives of this study included:

- Personal Characteristics of Leaders
- Investigate the relationship between individual characteristics and educational needs of their managers
- Assessment of training needs of managers
- Study the educational priorities of managers

### **Materials and Methods**

The study and application of descriptive, correlational. The population consisted of middle managers factories in the industrial town of 1000 people Taman Purnama Johor. According to Morgan and a random sample of 278 people, has been studied. This study was conducted to collect data, a questionnaire consisting of 32 questions related to the educational needs of five middle managers Their office, office job, office subordinates, managing inter-organizational relationships and managing external relations and organizational designed and respondents were presented. In this study the managers' individual characteristics including age, education, gender, education and work experience has been. Statistical tests used in the study to examine the relationship between personality characteristics and educational needs

of managers are the Pearson correlation coefficient. To evaluate the effect of gender on the educational needs of managers in my test White reed, Student t test to determine the educational needs of managers and to prioritize the educational needs of the Friedman rank test was used.

## Results

### 1- Characteristics Leaders

A total of 278 patients were studied, of whom 242 (87.0%) males and 36 (13.0%) were women. The average age of managers is in 38/5 years to 42/5 years.

The youngest is 28 years old and the oldest 56 years. In the 30-40 years age related to the field of economics and management, 54% and 46% of other academic disciplines. In terms of academic qualifications, expertise with 0.69%, master's 15.2%, doctoral 9.0% and professional degree 6.8% respectively.

The average work experience of managers in this study was 9 years with the minimum of 1 year and a maximum of 21 years.

**Table 1 - Distribution of Leaders Individual Features**

Individual Characteristics	Categories	Abundance	Percent	Cumulative percent
Gender	<b>male</b>	<b>242</b>	<b>87.0</b>	0.87
	<b>Female</b>	<b>36</b>	<b>13.0</b>	100
Age	<b>20 to 30 years</b>	<b>67</b>	<b>24.1</b>	24.1
			<b>47.2</b>	
	<b>31 to 40 years</b>	<b>131</b>		71.3
				100
	<b>More than 40 years</b>	<b>80</b>	<b>28.7</b>	
Field of Study	<b>Management related</b>	<b>150</b>	<b>54.0</b>	54.0
	<b>Uncommitted</b>	<b>128</b>	<b>46.0</b>	100
	<b>Associate Degree</b>	<b>25</b>	<b>9.0</b>	9.0
Academic qualifications	<b>Bachelor</b>	<b>192</b>	<b>69.0</b>	78.0
	Masters	<b>42</b>	<b>15.2</b>	93.2
	Ph.D.	<b>19</b>	<b>6.8</b>	100
	<b>To 10 years</b>	<b>164</b>	<b>59.0</b>	59.0
Work experience	<b>11 to 20 years</b>	<b>76</b>	<b>27.3</b>	86.3
	More than 20 years	38	13.7	100

### 2 - The relationship between personality characteristics and educational needs of their managers results of Pearson correlation coefficients

(Table 2) show a significant relationship between managers and their educational needs exist.

However, education level and work experience with the educational needs of their managers, there is a significant negative correlation, Whatever the directors of

education and work experience, they are more likely to rate their educational needs are less.

**Table 2 - Results of the Pearson correlation coefficient between the variables studied**

Type of Relationship	<i>P</i>	<i>r</i>	Variable 2	Variable 1
no	<b>0.917</b>	<b>0.007-</b>	<b>Educational needs</b>	Managers age
Negative and significant	<b>0.002</b>	<b>0.181-</b>	<b>Educational needs</b>	Managers education
Negative and significant	0.048	-0.114	Educational needs	Managers work experience

The white Ney test results in Table 3 show me, between the two groups in terms of educational needs of male and female managers, there is no significant difference. In other words, man or woman, they had no effect on the educational needs of managers.

**Table 3 - The results of White Ney test about the relationship between gender and educational needs**

Variable 1	Variable 2	Two groups Rank	sig	<i>z</i>	<i>w</i>	<i>U</i>
Gender Leaders	Education Needs	Mal 141.72 female 124.56	0.232	-1.195	4.484	3.818

### 3 - Determine the educational needs of managers

For statistical analysis Student's t-test was used to collect data. Statistical analysis of the data in Table 4 show that all studied variables (Their management, jobs handling, subordinates administration, organizational relationships within the organization and external relations managing) are as leaders educational needs.

**Table 4 - Results of Student's t-test mean for managers to identify training needs**

Variable	Sample mean of	t	sig	Test results
Own Management	<b>2.886</b>	<b>68/602</b>	<b>**%000</b>	Need Exist
Jobs Management	<b>2.478</b>	<b>44/187</b>	<b>**%000</b>	Need Exist
Subordinates Management	<b>3.083</b>	<b>63/414</b>	<b>**%000</b>	Need Exist
inter-organizational relationships Management	<b>2.116</b>	<b>49/785</b>	<b>**%000</b>	Need Exist
External organizational relations Management	1.848	45/411	<b>**%000</b>	Need Exist

\* Significant level 5%

\*\* Significant level 1%

### **Conclusion**

In this study, we tried to define what administrators need training to be provided and it is further Taman Purnama Industrial Johor's training needs of managers be studied. Results of the study showed a significant relationship between age and gender with the educational needs of their managers. But managers of education and work experience with their educational needs, there is a significant negative correlation. This shows the importance of education and work experience in executive management needs. So based on statistics results obtained, whatever educational level and work experience of directors was higher, their educational needs are less. Also based on the results of the Student t test, all variables were included in the management, jobs handling, subordinates administration, organizational relationships within the organization and external relations managing Leaders are their educational needs. It clear the importance of in-service training courses for managers. Of course among these factors, their management and subordinates administration are of the most critical needs of educational administrators.

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