



جامعة الموصل
كلية الادارة والاقتصاد

دور التدريب المستدام في تحسين جودة المعلمين

بحث الدبلوم العالي/ ادارة الجودة

في قسم الإدارة الصناعية

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بإشراف

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المستخلص

يهدف البحث الحالي إلى قياس علاقات الارتباط وطبيعة التأثير بين التدريب المستدام وتحسين جودة المعلمين في مديرية تربية محافظة نينوى / قسم الاعداد والتدريب، وتم تحديد مشكلة البحث عن طريق التساؤل الآتي: كيف يؤثر التدريب المستدام بوصفه متغيراً مستقلاً في تحسين جودة المعلمين كمتغير تابع؟ ومن هذا المنطلق، قامت الباحثة ببناء مخطط فرضي لقياس علاقات الارتباط وطبيعة التأثير بين هذه المتغيرات.

واختار الباحث قسم الاعداد والتدريب التابع لمديرية تربية محافظة نينوى ميداناً للبحث، أما عينة البحث فقد تمثلت بمعلمين ومعلمات في عدد من مدارس محافظة نينوى المشاركين في البرامج التدريبية والبالغ عددهم (139) فرداً مبحوثاً.

ومن أجل اختبار صحة الفرضيات وزعت (139) استمارة استبانة بوصفها أداة رئيسة لجمع البيانات على أفراد العينة وهي عينة قصدية وتم استرجاعها جميعها.

وقد قام الباحث بتحليل البيانات التي حصل عليها، والتي تعكس مواقف المبحوثين باستعمال عدد من الأساليب الإحصائية باعتماد البرمجة الجاهزة (SPSS Ver 26). وتوصلت الدراسة إلى جملة من النتائج أبرزها وجود تأثير معنوي مباشر وجود علاقة ارتباط وتأثير إيجابي وذات دلالة إحصائية بين التدريب المستدام وتحسين جودة المعلمين. وبناءً على النتائج، اقترح الباحث بضرورة تعزيز ابعاد التدريب المستدام (الكفاءة الأكاديمية، وتحديد الأهداف التدريبية، ودعم المعلمين) في مديرية تربية محافظة نينوى لما له من دور فعال في تحسين جودة المعلمين.

الكلمات المفتاحية: التدريب المستدام، جودة المعلمين، مديرية تربية محافظة نينوى / قسم الاعداد والتدريب.

Abstract

The present study aims to measure the nature of the relationship and the effect between sustainable training and improving teachers' quality in the Directorate of Education of Nineveh Governorate / Preparation and Training Department. The research problem was identified through the following question: How does sustainable training, as an independent variable, affect the improvement of teachers' quality as a dependent variable? To achieve this objective, the researcher developed a hypothetical model to measure the relationship and the nature of the effect between these variables.

The researcher selected the Preparation and Training Department of the Directorate of Education in Nineveh Governorate as the field of the study. The study sample consisted of male and female teachers from a number of schools in Nineveh Governorate who participated in educational training programs, with a total of (139) respondents selected randomly.

To test the validity of the hypotheses, a questionnaire consisting of (139) forms was distributed as the main tool for data collection from the study sample. It was designed scientifically and all its items were reviewed. The researcher analyzed the collected data, which reflect the respondents' opinions, using a number of statistical methods with the aid of the ready statistical software (SPSS Ver. 26).

The study reached a set of results, most notably the existence of a statistically significant effect, indicating a positive correlation and impact relationship between sustainable training and improving teachers' quality. Based on the results, the researcher proposed several recommendations, including enhancing sustainable training programs and academic efficiency, achieving educational goals, and supporting teachers in the Directorate of Education in Nineveh Governorate, due to their effective role in improving teachers' quality.

Keywords: Sustainable training, teacher quality, Directorate of Education in Nineveh Governorate, Preparation and Training Department.

HIGHLIGHTS	GRAPHICAL ABSTRACT
<p>Chapter One: Research Methodology and Procedures</p> <p>Section One: Research Methodology</p> <p>Section Two: Procedures Used in the Research</p> <p>Chapter Two: Theoretical Framework</p> <p>Section One: Sustainable Training</p> <p>Section Two: Improving Teacher Quality</p> <p>Chapter Three: Applied Aspects of the Research</p> <p>Section One: Gap Measurement and Analysis</p> <p>Section Two: Discussion of Results</p> <p>Chapter Four: Conclusions, Recommendations, and Implementation Mechanisms</p> <p>Section One: Conclusions</p> <p>Section Two: Recommendations and Implementation Mechanisms</p>	<div data-bbox="760 302 1430 516"> </div> <div data-bbox="760 541 1463 611"> <p>Figure (6): Modern Training Methods for Enhancing Teachers' Efficiency and Quality</p> </div> <div data-bbox="748 638 1182 863"> </div> <div data-bbox="1203 695 1507 835"> <p>Figure (7): Requirements of Methods for Achieving Teacher Quality</p> </div>
KEYWORDS	ABSTRACT
<p>Sustainable training, teacher quality, Directorate of Education in Nineveh Governorate, Preparation and Training Department..</p>	<p>The present study aims to measure the nature of the relationship and the effect between sustainable training and improving teachers' quality in the Directorate of Education of Nineveh Governorate / Preparation and Training Department. The research problem was identified through the following question: How does sustainable training, as an independent variable, affect the improvement of teachers' quality as a dependent variable? To achieve this objective, the researcher developed a hypothetical model to measure the relationship and the nature of the effect between these variables. The researcher selected the Preparation and Training Department of the Directorate of Education in Nineveh Governorate as the field of the study. The study sample consisted of male and female teachers from a number of schools in Nineveh Governorate who participated in educational training programs, with a total of (139) respondents selected randomly. To test the validity of the hypotheses, a questionnaire consisting of (139) forms was distributed as the main tool for data collection from the study sample. It was designed scientifically and all its items were reviewed. The researcher analyzed the collected data, which reflect the respondents' opinions, using a number of statistical methods with the aid of the ready statistical software (SPSS Ver. 26). The study reached a set of results, most notably the existence of a statistically significant effect, indicating a positive correlation and impact relationship between sustainable training and improving teachers' quality. Based on the results, the researcher proposed several recommendations, including enhancing sustainable training programs and academic efficiency, achieving educational goals, and supporting teachers in the Directorate of Education in Nineveh Governorate, due to their effective role in improving teachers' quality.</p>

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The Role of Sustainable Training in Improving Teachers' Quality

By

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to the Council of the College of Administration and Economics.

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