

The policy of Vocational Training in the Algerian Public Economic Institution - The Pipe Industry Institution (ALFAPIPE) in Ghardaia as a Model.

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Abstract

Nowadays, Economic Institutions Are Regarded As The Primary Engine Of Economies As They Can Provide The Social And Economic Foundation For Societies, And Human Resources Are One Of Their Most Important Assets. Cultivating Its Productive Capacity Is What The Human Resources Department Intends To Do Via Set Vocational Training Policies And Programs That Attempt To Enhance Individuals' Abilities, And Technical And Management Skills, As Well As D Established منTo Assure Its Continuity And Achievement Of Its Intended An Goals.

Keywords: Human Resources Management, Human Resources, Vocational Training

1. Statement of the problem

Due to the high significance and important role that institutions and organizations as a whole play within the system in general, whether it is social, economic, political, or legal, the study of institutions and organizations is considered the axis that many theorists in different disciplines have been interested in, even though this focus cannot be considered as recent because it can be traced back

to the establishment of industries and their expressions in the mid-eighteenth century.

On the one hand, the study of individuals within organizations has taken the largest share in the political and organizational fields, with its numerous topics in order to achieve the highest levels of performance, organizational effectiveness, and productivity, or to determine worker satisfaction and improve their professional conditions. Modern and contemporary beliefs see the institution as a small society and an open format, rather than closed, as it was previously perceived, since it influences and is impacted by the external world, both near and far.

In the same line of thought, the fact that an individual's labelling today reaches human resources within institutions after it was a cost that burdened the institution is evidence of its prominent importance and the effective role that it occupies in the production process in general, which prompted institutions to work on developing his skills and knowledge in his field of work through various formative policies. To stay up with the newest innovations in management and production, especially in light of the world's present and dynamic changes in the twenty-first century, the Algerian Foundation for the manufacture of pipes and tubes ALFAPIPE, one of the national economic institutions that are not exempt from the changes taking place at the macro and micro levels, through its formative policies and approved programs, seeks to keep pace with these developments and changes at the internal and external levels in order to achieve the efficiency of its human capital and achieve its production and organizational goals.

We can raise the following significant question based on the aforementioned:

What is the policy followed by the “Algerian Pipe Industry ALFAPIPE Ghardaia” in the vocational training of its human resources?

2. Defining the study concepts

2.1. The concept of human resources

“It is the knowledge and skills in addition to the self-abilities to identify and find sources of knowledge and skills that individuals do not possess, which is what managers sometimes call initiative, innovation or organizational capabilities”. (mouhamed , 2014, p. 213)

2.2. The concept of human resource management

“Human resource management is the means of all administrative activities related to determining the organization’s needs of human resources, developing its capabilities, raising its efficiency, and granting it compensation, motivation and full care in order to make the most of its effort and thought in order to achieve the goals of the organization.” (kaffi , 2013, p. 17)

It is also defined as “management and a basic function in organizations that works to achieve the optimal use of the human resources in which they operate, through a strategy that includes a set of multiple policies and practices, in a way that this use is consistent with the organization’s strategy and mission and contributes to their achievement.” (Wasfi Aqili, 2015, p. 14)

2.3. The concept of vocational training

Max Weber defines vocational training as “a dynamic system that is sensitive to the contextual changes around it and constantly strives to respond appropriately to them, through a process through which it seeks to train a certain person in a certain specialization to fulfil certain goals and through a specific vocational training program.” (Bouabdallah & Nani, 2010, p. 08)

It is also defined as a set of educational activities programmed to provide individuals with knowledge and trends that help them adapt to their social and professional environment on the one hand, and achieve the goals and effectiveness of the organizations to which they belong on the other hand.

2.4. The concept of human resource development

“Human resource development is a planned work that consists of a set of programs designed to teach human resources and to acquire new knowledge, behaviours and skills that are expected to be needed in performing new tasks or jobs in the future and adapting and coexisting with any developments or changes occur in the environment and affect the activity of the organization". (Wasfi Aqili, 2015, p. 438)

It is also known as “providing individuals with renewable knowledge and skills about the nature of their work and making a positive change in their attitudes and behavior”. (kaffi , 2013, p. 361)

3. Methodology of the study

In this study, we relied on the content analysis method, which is defined as "a method that aims to describe in an accurate and neutral manner what is said about a specific subject and at a specific time." This method is based on the objective and systematic use of deductive reasoning for meanings, ideas, or features.

4. Data collection tools

In this study, we collected data through interviews, which are "considered an important research method or technique that allows discovering the respondents' opinions and perceptions in light of that interactive relationship with him, and the researcher's meeting with the respondents is a prerequisite for conducting the interview in a specific location."

A series of questions were asked during the interview, including:

01- Are vocational training programs designed to adapt to the new changes?

02- What are the methods used the invocational training to develop scientific and technical skills?

03 - Where is the process of forming the organization's personnel?

04- How long is the programmed vocational training?

05- Was the vocational training period sufficient to acquire the new job requirements?

06- What are the objectives that the vocational training programs seek to achieve?

07- Is there continuous follow-up and evaluation of the vocational training programs?

08- What are your suggestions to improve the level of vocational training programs?

5. The rationale of the study sample

The present research sample included officials of the Human Resources Department at alphaspipe Foundation in Ghardaia, and the study sample consisted of five (05) respondents.

The Spiral Pipes Unit was established in 1974 AD and is one of the oldest Algerian public economic institutions. The German company HOCH has completed this project with all its structures in the industrial zone of Noura, which is 08 km from the city of Ghardaia. The area of the institution is 24 hectares and is the largest production unit in the state of Ghardaia, within the framework of the economic transvocational trainings, the company "PIPE GAZ" was merged with Bannoura (Ghardaia), "ALFA TVS" and Belhjar (Annaba) under the name "ALFA PIPE"

6. Analysis of the interview results

6.1. Design vocational training programs to adapt to changes

According to the respondents, vocational training programs are being built to adapt to changing situations and improve workers' talents and skills in line with advances in the internal and external environment, particularly those connected to ISO standards given that the working individual is the main pillar and an important factor in the success of the existing reforms And achieving administrative development and growth, as vocational training allows the development of its human resources and the discovery of its latent

energies and making it more capable of controlling and controlling modern technology, especially if these programs include both theoretical and applied aspects, taking into account what is offered Reports by the direct person responsible for the worker, or developments of new ways of working, including electronic programs, laws, technologies and everything that is within the intellectual, technological and invocational trainingal environment of the institution.

One of the most important means used invocational training at alphapipe is specialized vocational training, which allows increasing the efficiency of the individual in his field of specialization, in addition to holding lectures and specialized forums and designing vocational training courses and study days to see the developments in the field of work and the following table explains this matter.

6.2. The methods used in the vocational training

Alphapipes' Foundation relies on a set of vocational training methods, including specialized vocational training, in order to develop the ability of employees to perform their tasks effectively, by increasing and developing invocational training and knowledge regarding work fields, its objectives, and the institution's policy, in addition to modifying and developing skills and capabilities with regard to the methods and ways of performing work, in line with the changes taking place in work procedures, mechanisms, and means of performance. and work procedures) which must be known in order to master the work, and an attempt to change their attitudes towards work so that they have a positive attitude towards their work, so they show motivation and dedication in carrying out their tasks, which affects the level of their performance.

The second method used in vocational training is the method of specialized lectures, which is the most common and least expensive method. It is an oral means of communication between the lecturer and the trainees, so that the first present a set of invocational training and ideas on the subject of vocational training, while the role of the

trainer is limited to listening. The most important characteristic of this method is that it focuses on the theoretical aspects and the scientific material, as well as the direct meeting between the two parties, and the students interact positively with the lecturer by listening and investigating invocational training, but the success of this method depends on a number of factors, including:

- The correct language of the lecturer, the extent of his control over the terminology and the time allotted for the lecture.
- The ability to organize his thoughts and attract the attention of the participants.
- The ability of the two components to absorb and the strength of memory.
- The use of illustrative means shortens the time and clarifies more.

It is portrayed in field vocational training as the third approach employed in vocational training, in order to reinforce the theoretical components that the worker profited from, whether in his academic career or through Sonelgaz vocational training programs. How to respond in emergency circumstances, since it allows him to talk with the coach about any topic that is on his mind and ask for additional clarity because this technique strives to bring about changes in the worker's experiences and skills, as well as how to operate the equipment and work machines in a safe manner.

The last method, is represented in seminars and vocational training courses, and the application aims at stimulating and activating the workers' ideas and developing their ability to analyze and compare, as it is considered a mental method that allows workers to exchange opinions and discuss them on work issues so that they rely on their invocational training and their experiences, and this helps them to benefit from the opinions and experiences of others and their experiences in the field of work, which develops knowledge and perceptions related to work problems and how to deal with them.

6.3. the vocational training programs covering job requirements

With regard to the question of the vocational training programs covering job requirements, the administration officials stated that the vocational training covered all the new requirements, especially those whose vocational training was a specialized one. It touches on work tools and mechanisms, as well as methods of implementation and the use of modern means in it, in addition to the fact that the vocational training they benefited from was well defined and compatible with the requirements of their jobs and keeping pace with the changes taking place in the field of work. The ability of the vocational training organizer to list and keep abreast of all the developments that occur and present them and explain them in a simple and understandable way to the trainees makes them obtain the largest amount of knowledge and developments in a short time. Being constantly updated on developments in their field of employment gives them the opportunity to discuss emerging issues and ideas with each other and with the component, and this leads to enriching the discussion and coming up with a set of data that each party may benefit from in their field of work. It requires good planning so that it contains new developments in the field of work and the method used is in line with the specialization of each individual and takes into account the levels of workers, in addition to the diligence of both parties in order to enrich the vocational training and that the matter does not depend on one party only.

Field vocational training, according to the respondents, is the most beneficial program in vocational training since it allows students to exercise the invocational training they have acquired on the ground. It can improve the positive aspects of business performance while strengthening the negative aspects. It also concentrates on a specific issue to study it and gives the chance to talk and query about confusing matters in the work techniques and seek explanation at the order of the inquiry, which improves knowledge of the composition's content.

Regarding specialized vocational training, it is generally acceptable because it helps to perform the functions and adapt and adapt to the tasks entrusted to them, especially those who received more theoretical than applied programs in their university studies, and specialized vocational training is a means that helps to avoid making mistakes and Minimizing the accidents that they may be exposed to, so that they are more aware of all the risks surrounding their field of work, but they require specialized training, in order to keep pace with developments in the field of vocational training and vocational training and according to modern scientific methods and with a better quality, and That the developers of these programs have a great deal of efficiency in indoctrination and vocational training of the trainees, and that they are constantly informed of all developments in work methods, methods, mechanisms, and the means used to perform the various functions in the alphapipe Foundation

6.4. place of vocational training

Alphapipe foundation relies on vocational training its workers on special centers that are not affiliated with it, in addition to the vocational training within the institution. The vocational training process takes place in the institution so that the vocational training programs published and available during that period are reviewed, and individuals covered by the selected vocational training s are selected and specialists from outside the institution are brought to carry out the vocational training process. With regard to vocational training within the institution, and there are vocational training s outside the institution specifically centers for vocational training that are not for the benefit of the institution, but are accredited centers and they are multiple and not a single center and this depends on the type of vocational training and specialization,. There are four basic schools to train their staff and staff through a calendar that takes into account the programs and goals: CTMC in Boumerdes, and the Ibn Aknoun School and School, where these schools have all the basic necessities for educational and technical achievement as well as capacity development, and they meet the needs of the institution and cover The

shortage experienced by the workers, given that they are aware of all the requirements of the various functions of the Sonelgaz Foundation at all levels, in addition to the fact that the vocational training programs therein are in line with developments in their field of activity and have acceptable facilities, and consider it a social and cognitive field in which the Sonelgaz family interacts positively Through the exchange of experiences between supervisors and workers benefiting from these programs.

The institution also relies on vocational training within the institution by relying on highly qualified professors and frameworks from within the institution in order to control the outputs of vocational training programs and the economy in the budget, in addition to having more control over its various stages and benefiting from the services of workers during the period of their vocational training, in addition To the fact that vocational training in the workplace benefits both the component and the component at the same time, as the component is physically and psychologically linked to the work environment and provides him with an opportunity for actual learning through his performance, and since the workplace is the same as the place of performance, the component can evaluate with distinction the amount of what the component has achieved From the progress of my work and the remaining effort and formative work that allows him to perform his duties.

6.5. The type of vocational training approved in the alphapipe Foundation

There is a short-term vocational training that we define as three days, and there is a vocational training that is determined by ten days, and in the year period there is continuity of vocational training , that is, continuous vocational training , that is, every month or every week. This is due to the nature of the work entrusted to them, which is often Outside the organizational framework of the institution, which cannot be postponed and therefore cannot be dispensed with for a long time, in addition to considering it less costly than others in terms of money

and time. Additional fees may not be borne by the Foundation's treasury. The vocational training period and its duration depend to a large extent on the nature of the program and the number of topics it includes and the extent of its importance in developing and developing the skills of the trainees, as well as on the nature of the working individuals, their intellectual level and their ability to assimilate and perceive, in addition to the fact that the vocational training places are far from The workplace and residence of the graduates, their ties to their social environment and their family obligations push them to prefer short-term vocational training , in order to avoid long absence from their family and children, especially if they live in separate homes from their families and there is no one to depend on during their absence. Also, the alphapipe Foundation relies on long-term vocational trainings for a period of one year, when necessary.

Accordingly, the vocational training period that Al Fabeeb employees benefit from depends on several factors, the most important of which are: the nature of the vocational training program, its importance, the means used in the supervision process, the nature of the employees, their level of awareness and their social conditions, in addition to the nature of the work they do. As mentioned, the programming is carried out according to the requirements and needs that the direct supervisor notices in the incumbents, but when sending these requirements and vocational training needs, they do not fall within the current year, but fall within a future annual program and they call it, i.e. a vocational training program is being prepared for the next year and this report is held 1 + 1 i.e. this year The needs are presented next year, the vocational training process will be completed. The program determines the number of those involved in vocational training , what vocational training s are needed and how long the formative process takes, in addition to anticipating the period in which the vocational training can be exploited. On the other hand . The duration of the vocational training is according to the desired goal

6.6. Sufficient vocational training period to absorb and develop skills

The respondents believe that the vocational training period was sufficient, as the time period allotted for vocational training allowed the workers to absorb the content of the vocational training programs and exchange opinions and ideas among the trainees and discuss the problems they encounter while performing their tasks, and the vocational training could have focused on a topic or A specific task, and therefore the invocational training and knowledge to be conveyed to the component and an explanation of it does not require a long time, in addition to the fact that the adequacy of the vocational training period does not depend only on the time period, but depends on the ability of the component and the component and the conditions of vocational training. Delivering it in a correct manner and having a strong and likable personality and having a good relationship with the trainees, this facilitates his task in framing the trainees on this one hand, and on the other hand, the capacity of the students' comprehension and their mental and psychological readiness plays a major role in controlling the time of vocational training. The speed of assimilation and mental readiness to accept the invocational training and have a great ability to understand and correct the invocational training, and the following explanation of the content of the composition requires neither effort nor time, in addition to the circumstances of the vocational training Where does it have an impact as well? The use of advanced and modern means of illustration facilitates the task of the component, and the fact that the place of vocational training contains places for entertainment helps the component to entertain himself and renew his physical and intellectual energies, and the sufficient formative period is due to the fact that the invocational training received by these workers is invocational training It is not new and they are aware of it, given the educational level and informing them of all developments related to the tasks and duties entrusted to them from the Internet.

6.7. Benefits gained from vocational training

Through the answers obtained, it is clear to us that vocational training helps to control more technical means in vocational training centers, because vocational training is an effective means that has the ability to invest human capital in terms of the availability of skills, tools and knowledge required by various jobs, it helps to prepare the individual professionally and Rehabilitation, as well as vocational training him on how to deal with technical technologies and control the means of work. It also helps him develop his professional and technical capabilities in order to increase his efficiency in carrying out the tasks and works entrusted to him within the framework of his current or future job, in addition to helping him adapt to new technologies from by providing him with the necessary expertise to perform professional functions, as well as the ability to analyze the problems he encounters and how to deal with them.

As these vocational training programs established by the institution that work on refining and developing the skills of workers in line with changes in the surrounding environment and to meet its needs of competencies in its resources, the vocational training was also aimed at keeping pace with developments in the field of work and increasing the motivation of workers to perform their work in schools. Moreover, the vocational training , especially that takes place in specialized centers, makes the trainees meet with other workers who do not work in their organization, but from the same specialization, so that they can discuss developments in the field of work, which allows for the exchange of experiences between them and obtaining as much invocational training as possible about work techniques, In addition, changing the professional atmosphere and moving away from workplaces for a certain period of time creates motivation to work, especially if the vocational training has benefited the trainee in several ways and helped him to develop himself because he wants to apply what he learned.

6.8. Monitoring and evaluating vocational training programs

Alphapipe Foundation monitors and evaluates vocational training programs, because it is an important step through which it is possible to identify and know the most important changes that have occurred to those who have knowledge, skills, attitudes, and behaviors, since the vocational training programs aim to bring about positive changes in the level of individual performance and behavior within the institution, and thus, the follow-up and evaluation process enables it to measure the extent to which these programs achieve the established objectives, and the extent to which they are successful in meeting the needs and covering the deficiencies in the human resources that they suffer from in terms of their acquisition of skills and technical and technical invocational training, and to identify the validity of the vocational training methods alphapipe Foundation relies on some methods for evaluating the trainees, including: performance comparison, where the official evaluates the performance of the trainees after they benefit from the vocational training and writing of his report on the new performance level and then comparing it with the previous performance reports, which are usually saved in the component file in the archive , in order to know and measure the rise in the level of completion of tasks as a result of the acquired skills and abilities, and the institution also relies on a second method of evaluation, which is to ask the trainees to write reports T about the acquired knowledge and what are the positive points in it that enabled them to develop their skills and helped them perform their work, as well as the most important difficulties they faced during the period of their vocational training. An interview with them or putting questions and asking them to answer them in writing, in order to verify the knowledge and gains that the vocational training added to them. Through the follow-up and evaluation process, the administration can identify the obstacles that hinder the progress of vocational training and try to devise solutions to them, as well as knowing the steps in which the programs were implemented and the extent to which they comply with work requirements and achieving goals, and it also helps to design programs that are in line with changing circumstances. The

administration's interest in the follow-up and evaluation process is due to the fact that vocational training is considered a means and not an end, and it spends a lot of money and effort on it when preparing programs.

6.9. The respondents' recommendations regarding the development of vocational training programs

Researchers must therefore give the following vocational training recommendations from respondents:

- Creating new vocational training institutions with new frameworks and appointing civilized managers.
- Keeping up with vocational training with job reality and relying on specialization and contact with foreign experiences to benefit from them in the field of work.
- That the vocational training is based on fairness and justice so that there is no distinction between technician and engineer.
- Priority should be given to vocational training serious workers after being vetted by an impartial committee.
- The continuous conducting vocational training courses in addition to allowing them to attend forums and conferences inside and outside the country, each according to their specialization, and intensifying the vocational training.
- Increase the work more on specialized vocational training and according to the job that the individual occupies within the institution in order to reach goals that serve the institution and increase the knowledge of individuals.

It is vital to focus on the shortcomings of individuals very precisely and to accommodate them by placing the right man in the right place, i.e. competence according to the position, and here work to strengthen and train the individual more in order to reach the true vocational training goals, that is, he answers the incumbent to have a knowledge base for the position even if the vocational training is still in progress. The gain will be greater and the vocational training will be more effective if inadequacies are added rather than a new foundation being built.

7. Conclusion

Using a sociological analysis of the responses of the respondents. The following findings were obtained from this study:

* The alphapipe Sonelgaz Foundation designs vocational training programs that are commensurate with the changes taking place in its field of work.

* The alphapipe Foundation diversifies its training methods in order to develop work-related skills and knowledge, as well as discover talents, face changes in administrative and economic systems, and keep up with scientific and technological development, including specialized training, field training, and specialized lectures.

* Training, whether theoretical or practical, is an important and required strategy of dealing with the issues that a worker may confront if the organizational structure, work techniques, and procedures are changed. If the company wishes to get the best outcomes, the vocational training process must be completed.

*The alphapipe Foundation trains its staff in a variety of locations, depending on the type of the job they do and the funds provided to vocational training programs, but it favours vocational training centers since they are the most informed of the institution's genuine requirements.

* The nature of the vocational training program, its importance, the means used in the supervision process, the nature of the employees, their level of awareness, and their social conditions, in addition to the nature of the work they perform out, are the most important factors that define the vocational training period that the employees of the organization benefit from. And that the vocational training time was enough for absorbing and identifying advances in the field of work of workers in particular and the field of activity of the Sonelgaz Foundation in general.

* The alphapipe Foundation is developing training programs aimed at keeping up with external developments, as well as developing

employees' skills and capabilities, which allows them to control more technical means and complete work more quickly, as well as creating motivation and a desire to work in order to preserve its human resources and create job stability.

* The establishment of the Alphapipe Foundation meets some of the objectives intended by both working individuals and the organization. boosting their morale and instilling a willingness to gain from the vocational training The institution, on the other hand, was able to raise the level of services it delivers to the community by boosting the performance of its personnel and developing their ability to fulfill their task.

* The institution monitors and assesses the existing trainings. This procedure is carried out immediately following the vocational training and is occasionally repeated after a period of time to assure the sustained influence of the vocational training on the performance of the trainees, by employing some evaluation methods such as performance comparison and report writing.

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