

The Role of Education in Productivity of Human Resources and Increasing Job Opportunities

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Abstract

In today's era, no organization able to survive without paying attention to the human force and its constructive role in providing services. In fact, the level of ability of organizations, companies and the criterion of getting a job is education and workforce productivity. The purpose of this research is to find out the place of education in the improvement and productivity of human resources and its effect on increasing job opportunities. This research was conducted using the library method and the sources used in this research are books, articles, figures and reports. The result of this research shows that employees work with 20 to 30 percent of their abilities before training, but when they are trained and properly motivated, they reveal 80 to 90 percent of their abilities and competencies and increases productivity. Increasing productivity increases the demand for Recruitment and increases job opportunities.

Keywords: Economics, Education, Job, Human Resources and Productivity.

INTRODUCTION

Human Resources is the most valuable and most important factor in any countries development, the sustainable human resource development requires the creation and development of sustainable organizational capabilities, these capabilities can be interpreted as talent, speed of action in dealing with changing conditions, learning, collaboration and performance, and ultimately functional culture. Training is a continuous and planned effort by the management to improve the competency levels of employees and organizational performance, education has been associated with human life (Seek knowledge from the cradle to the grave) in such a way that all people should learn for all time and from make them aware of the new human knowledge and follow the beneficial life with more awareness (Shariat-Madari, 2009). Economists believe that what ultimately determines the process of economic and social development of a country is the human resources of that country, not capital or other material resources. There are the human resources that concentrate capitals, exploit natural resources, they create social, economic and political organizations and promote national development. A country that cannot develop the skills and knowledge of its people and use it effectively in the national economy is not able to develop anything else (Fadai and Reza, 2017). Specialists in science education and learning believe that acquiring the necessary skills in specialized fields as an inevitable social necessary has a special importance and place in the matter of development, this importance especially in its special form originates from the fact that humans will be able to bring their unlimited abilities to the fore in the field of action with the help of education and training. Training and improvement of human resources is considered as a kind of useful investment, if it is planned and implemented correctly and competently, it can have a significant return. Research shows that paying attention to training and improvement of human resources leads to increase in productivity and employment (Sharait-

Madari, 2009).

In 2012, Wasouqi Jokar published an article entitled the Role of Organizational Training and Human Resources Empowerment in increasing Productivity and National Production, and he found that the most important element of any system is human resources and can lead the country towards development goals, the correct use of human power is important as the most valuable and greatest wealth of any society and it is the concern of governments (wasouqi, 2012). In 2012, Mohammad Hussaini published an article entitled “The Role Of Education in Economic Development” and found that education plays an effective role as an effective element in the process of achieving cultural, social, economic and political goals (Hussaini, 2012). In 2010, Ibrahim Rawabdeh conducted a research under the title of the relationship between technical and vocational training and employment in less developed countries (Jordan, Oman) and concluded that most university graduates who enter the labor market did not have the necessary skills to enter the labor market and participate actively and effectively, and as a result, they join the unemployed (Rawabdeh, 2010). The research conducted by Hamed Fazli and Mahnaz Noor Muhammadi, under the title of the role of Universities in the development of skills training and job creation in Iran in 2018, which was carried out in a field form with the distribution of 310 questionnaires, examined the contribution of education in job creation and it has been concluded that education in universities helps for job creation and business skills (Fazli, 2018). The research conducted by Reza Fidai Kaivani and Seeda Zulaikha Sadaat ashkour in Iran in 2017 and published in the quarterly journal of management Sciences show that training and development of human resources works effectively to create stability in organizations and increase self-confidence in the direction of empowerment and career development in order to achieve goals (Fidai and Sadaat, 2017).

RESEARCH METHODS

This research was conducted using the library method and the sources used in this research are books, articles, figures and reports.

RESULT AND DISCUSSION

Concept Of Training

Many definitions have been given for training, but in general, training is used within organizations to improve and acquire new job skills, to prepare for moving in suitable career paths and to meet professional needs and it does not only include the concept of internship, work or practical training in a specific field, rather its scope is so wide that it starts from the learning of a simple profession or technique and leads to full coverage of very complex sciences and techniques, how to behave and deal properly leads to human, economic, social and cultural issues (Zahmat kash, 2019).

Education is always considered as a reliable means to improve the quality of performance and solve management problems, its lack is one of the basic and acute issues of any organization, therefore in order to equip the human force and improve and utilize these forces as effectively as possible, education is considered one of the most important and effective measures and factors to improve the affairs of the organization (Shariat Madari, 2009).

One of the important tasks of educational groups is to cultivate efficient human resources for employment in various and needed sectors of society, and the main and final goal of these

assemblies is to produce knowledge, meet the needs of society, train specialists and provide appropriate solutions to solve social problems (Bazargan, 1992).

About half of the jobs that exist today in many countries did not exist fifty years ago and were created based on new trainings, so employee training is not only desirable, but it is an activity that every organization should consider resources in order to always have efficient and informed human resources at its disposal (Shariat Madari, 2009).

Training Objectives

In general, training goals are: increasing the ability and individual growth of employees on order to improve their efficiency and productivity, training new skills, adapting the knowledge, attitudes and skills of people to their jobs (Khudai and Khalil Aabadi, 2012), improving the commitment of employees towards the organization, the stability of the workforce, the scientific and social awareness of employees, the promotion of employees, the development of personality, values and ethics (Fadai and Reza, 2017), coordinating and aligning employees with the organization, increases job satisfaction and improving the morale of employees, reduces work accidents and waste and adapts to conditions and circumstances (Farmihani, 2011).

Necessity Of Training And Empowering Human Resources

The development of human resources is more of a combination of multiple perspectives (Jizai and colleagues, 2010), the real concept of development is to improve and promote the capabilities of people and employees of the organization and to expand various dimensions according to the progress of society and solving its problems (Noorshahi, 1993), the process of developing science and technology is actually the main key to development and achieving scientific insight and development in it requires a suitable environment and special conditions for human resources, this will not be possible unless special attention is paid to empowering human resources (Mousavi nek and colleagues, 2012). New and effective technical empowerment in order to improve productivity by utilizing the power of employees is very valuable (Azari Nia, 2008), regarding why we empower employees, Scott and Jaffee write that: Organizations are under attack from both inside and outside, from the outside intense global competition, incredibly rapid changes, new demands for the quality and services and limited resources demand a quick response from the organization. from the internal aspect, employees feel that they are not treated honestly, therefore; disappointed and disillusioned, they constantly expect more from the organization and regularly change the rules of the game; Empowerment both fulfills the needs of the organization for high performance of the employees and responds to the demands of the employees regarding independence and prominence (Abudul-hai and Noh Abraham, 2006). Empowering employees provides many opportunities for them to practice creativity, flexibility and authority over the job, it is believed that empowerment has a positive effects on the self-esteem of employees, in short, this is vitally important and should be Human Resource managers should understand that empowerment is a necessary tool for increasing employee satisfaction and causes greater productivity and effectiveness (Farhadi, 2016).

The psychological dimensions of empowerment are: a sense of competence (self-sufficiency), which means having confidence in the necessary abilities for activities related to oneself, feeling of self-organization (assured of the right to choose in starting and orderly related activities), feeling of meaning (assured of pursuing important and valuable career goals), feeling of trust (having confidence in the fairness of the behavior of subordinates and superiors in relation to oneself) and feeling effective (being confident in being able to influence the strategic, administrative and operational results and consequences of ones gob) (Wattan and Kamran, 2002). There are factors that show the need for training in the organization, such as: relocations, the arrival of new employees, rapid progress in science and technology, the

injecting of human relations, the movement towards all-round productivity and the complexity and mechanization of the organization (Fadai and Reza, 2017).

Benefits Of Manpower Training

Training is not for new arrivals (Ze ghahwara ta Gor Danish bejo), but training courses should also be arranged for employees with history and experience based on necessity. In fact, training is not specific to a group or exclusive to a specific period of time, and all people and employees should be trained permanently and continuously throughout their lives in order to have the maximum efficiency and effectiveness in the position they perform their duties (Jazairi, 2000). In general the benefits of employee training include organization, social and individual benefits, which are as follows:

1. Facilitating the achievement of organizational goals;
2. Creating coordination in the way of doing things and to preventing interference of duties and responsibilities;
3. Reduction in direct and indirect supervision;
4. Strengthening the sense of loyalty and creating the necessary flexibility and solidarity of employees towards the organization;
5. Help to increase individual efficiency and organizational effectiveness (Abtahi, 2000).
6. Creating job satisfaction and increasing credibility, which improves the performance of duties and improves the quality and quantity of products;
7. The possibility of using internal resources, reducing costs and reducing accidents and waste;
8. Strengthening the spirit of cooperation and creating more stability in the organization (Mousavi Nek and college, 2012).

Human Resources Efficiency

Productivity consists of two components, efficiency and effectiveness which discusses the efficiency related to determining the needs and demands of customers (how to spend resources) and discusses the effectiveness of the effects that spending resources has on society and customers (Zahmat kash, 2019), productivity is the meaning of doing the right things, the productivity of human power is the maximum appropriate use of human power in order to move towards the goals of the organization with the least time and minimum cost, productivity means obtaining the maximum possible benefit from the power, the talents and skills of manpower, land, machine, money, equipment, time, place in order to improve the well-being of society in such a way that it is increasing as a necessity, in order to improve the level of human life and build society, is always considered by experts in politics, management and economics (Abtahi, 2000). In present time, productivity is called a method, a concept and an attitude about work and life and in fact they look at it as a culture and a worldwide, productivity can be involved in all matters, work and personal and social life, and it is an index that determines the per capital income of any country (Zahmat kash, 2019) and the issues of communication with employees, commitment and continuity are among the necessary conditions for improving the productivity of human resources. (Abtahi, 2000)

Factors Responsible For Manpower Productivity

There are different opinions in determining factors affecting productivity and each of the scientists and experts have identified factors, the main of which are: continuous job training of employees, promotion of motivation for better and more work, creating suitable grounds for initiative and creativity, establishment of a suitable performance-based payment system,

establishment of a punishment and encouragement system, work conscience and social discipline, transformation in the system and methods, strengthening the governance and dominance of the organizations policies over affairs, saving as a national duty, desirable behavior and the right actions of leaders and managers, providing the necessary conditions for career advancement, employee training courses, giving employees sufficient authority increases productivity (Zahmat kash, 2019), and factors such as: the imbalance of income and expenses, the existence of discrimination between employees, job insecurity, unsuitable work environment, lack of attention to the needs of employees, lack of management planning, instability in control programs, lack of coordination between academic and professional fields (Abtahi, 2000). Lack of internship, lack of interest in current work and inflation of manpower reduce productivity (Zahmat kash, 2019).

Relationship Between Education, Productivity And Employment

In general, it can be said that long-term productivity as a way of thinking is based on education and culture, therefore education can be considered an important tool in the direction of accelerating and improving the quality of the workforce, the appropriate education system increases the productivity of the labor force and facilitates the increase of employment, the goal of productivity is to maximize the use of resources, human power reduce production costs, expand the production of goods, increase employment and increase wages. It is real and improving living standards (Nasiri, 2020). New-classicists consider labor demand as a function of labor the production value and argue that as long as the final production value of labor is greater than its cost (wages paid), manufacturers will hire more workers (Qadiri, 2014). And the main factor for employment is the empowerment of the population (Labor force training) (Sidai and Issa Bahari, 2011). The above topics of expression is that there is a direct and meaningful relationship between education, productivity and employment, a relationship that clearly teaches us that better education is equals to more productivity and employment, In general, the relationship between productivity and education can be examined in the following areas:

1. **Individual and psychological aspect:** a person receives formal education during his childhood and adolescence and almost immediately after leaving the educational institution, he enters the labor market. The more his education is in harmony with his job needs, the more he will benefit from his education and job (Nasiri, 2020).
2. **Social aspect:** Peoples view of education is closely related to types of jobs, jobs that require more training and more difficult acceptance conditions are more valuable than other jobs, at the same time, trained people have less need for medical, police and judicial services, therefore for productive and other public benefits, manpower will be saved and it will contribute to greater productivity of national resources (Zahmat kash, 2019).
3. **Economic aspect:** In the economy of a country, education and employment are closely related to each other, the more organized the educational planning is, the higher the productivity of human force, which will be the factor for more employments (Nasiri, 2020).

Discussion

The research show that there is a direct and meaningful relationship between education, productivity and employment of the workforce and factors such as education, motivation, initiative and creativity, punishment and encouragement system, saving, training courses, giving sufficient powers to employees is effective in increasing productivity and employment, and factors such as: the imbalance of income and expenses, the existence of discrimination between employees, job insecurity, inappropriate work environment, lack of attention to the needs of employees, lack of management planning, lack of coordination between academic and professional fields and lack of internship at the organization level and factors such as (Political,

structural and organizational obstacles, lack of administrative independence, lack of a coherent system of meritocracy, cumbersome laws and regulations, complexity of work methods, lack of appropriate technology and lack of mechanization of work, lack of attention to collaborative management, inappropriate payment system and the lack of motivation in employees, the lack of a suitable space for expressing new ideas, the lack of initiatives and creativity on the productivity of organizations, especially public service departments) at the macro level, it is considered as an obstacle to improve the productivity and employment of human resources.

In general, the studies and researches have shown that there is a positive and very strong correlation between productivity and education, in addition the comparative studies of different countries of the world show that the countries that have more trained personnel in various specialties have high productivity and growth. The Japanese believe that the productivity of work and its methods starts with education and ends with education, Neoclassicals consider labor demand as a function of labor production value and argue that as long as the final production value of labor is higher than its cost, producers will hire more workers and consider the main factor for employment to be the empowerment of the population (workforce training). Wasouqi believes that organizational training and human resource empowerment is very effective in increasing productivity, national production and employment, Ibrahim Rawabdah believes that unemployment can be reduced through the number of universities and their increase, Hamed Fazeli and Mahnaz Noor Muhammadi examined the contribution of education in job creation and came to the conclusion that education in universities for job creation and business skills helps to find a job. They have come to the conclusion that human resource training and development works effectively to create stability in organizations and increase self-confidence in the direction of empowerment and career development in order to achieve goals. And finally, the current research shows that there is a direct and meaningful relationship between education, productivity and employment of the workforce.

CONCLUSION

Human societies are developing and changing at an amazing speed, and these developments include different aspects of life. In today's changing world, which is based on the knowledge-based economy, only organizations can continue to survive that attract, retain and develop human capital. Therefore, the developed human resources play an essential role in the growth, dynamism and growth or failure and destruction of an organization, the correct use of human power as the most valuable and greatest wealth of any society is the attention of governments. In this research, we come to the conclusion that education can be considered as an important tool to accelerate and improve the quality of workforce, the educational system increases the productivity of the labor force and facilitates the increase of employment, the goal of productivity is to maximize the use of resources, human power, reduce production costs, expand goods, increase employment, increase real wages and it is the improvement of labor is a function of the production value of labor, the main factor for employment is the empowerment of the population (workforce education)

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