

## **Summery**

### **Training Programs and Their Impact on the Employees within the Palestinian Ministry of Education In Hebron Governate:**

#### **Reality and Aspirations**

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This research aims at exploring training programs and their relation with the performance of the employees within the Palestinian Ministry of Education. The study also aims at suggesting recommendations that are helpful in developing the training process within the Ministry of Education in an attempt to assist in designing and implementing programs and courses to upgrade those who are involved in the education process. The researcher adopted the descriptive approach and used a questionnaire to collect related data.

The research population includes all employees (8781) at the Ministry of Education in Hebron in 2009/ 2010 as indicated by the statistics provided by the directorates of education within Hebron district. To carry out the research, a disproportionate stratified random sample (368 employees) is used and 368 questionnaires were distributed. 100% of the questionnaires were collected. The researcher found the following results:

All five dimensions of the training programs were arranged according to their importance: first, determining the training needs of schools. The second is designing training programs and the third is evaluating the training process. The fourth is the selection of trainers, and the selection of the trainees came final.

There is statistical significance differences among answers of the employees concerning the training programs provided by the Ministry of Education. Such differences were attributed to the variables of gender, the occupational status, specialization and the directorate.

There are no statistical significance differences attributed to the variables age, years of experience and qualification among the answers of the employees concerning the reality of training programs within the Ministry of Education.

There is a direct relationship of statistic significance in the replies of employees between the reality of training programs within the Ministry of Education and career performance.