

## **The impact of training on performance and production efficiency in agricultural projects in Libya**

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**Abstract** : Training represents acquiring knowledge and skills to certain jobs. Training is done to achieve specific objectives through improving employees and worker capability to do certain tasks, at best performance. Training is an investment in people, benefiting both the employer and employee.

### **I Introduction**

In public agriculture projects the training is compulsory and needed to improve the productivity of workers and increase production. In Libya, the managers of public agriculture projects pay less attention to training and therefore the productivity of workers in these farms is very low.

.Studies also indicated that the agricultural sector in Libya suffers from many difficulties, including the misuse of human and material resources, low productivity, high costs and the continuing decline in production levels. In addition, low and weak administrative and financial control, which led to the phenomenon of corruption in public projects, which led to a lack of access to the target of production in the agricultural sector? First National Conference for Public Policy at the University of Libya, Benghazi Garyounis Issa Abdul-Latif (2007)

It is highly important to conduct researches regarding the potential methods in order to improve the effectiveness and efficiency of performance and production in agriculture projects in Libya.

### **II Problems statement**

The problem is a shortage of agricultural production in the agricultural projects in Libya. There are some factors that led to this, one of these factors is the training. Where, we will study this factor and its impact on the efficiency and thus increase their impact on production.

### **III Objectives of this study**

The objective of this study. To find out some of the factors that led to the lack of production in agricultural projects in Libya. We in this paper will examine the training factor, whether inside or outside Libya, because of its significant impact in increasing the production

### **IV Methodology**

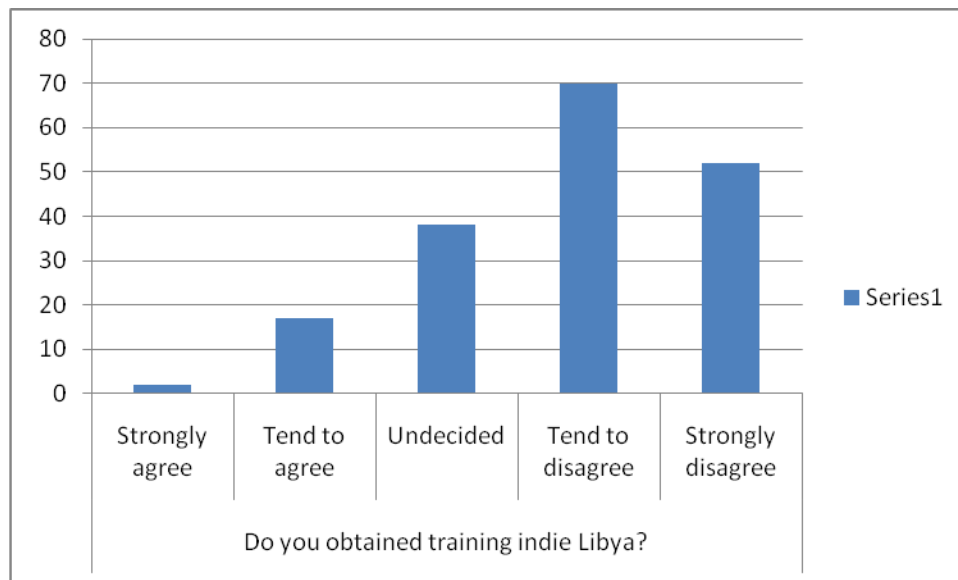
Questions of this paper are about training. However, we have directing tow questions to the staff and workers in some agricultural projects in Libya. Sample size surveyed (179) supervisors workers and staff in five agricultural projects in Libya Been Guidance them some questions. Then took the results and analysis by statistical software packages (SPSS) has been performed, where it includes arithmetic mean and the standard deviation and percentages to the results of these samples. It will allow the respondent put one option for each statement according to the Liker scale. Are as follows.

1 - Strongly Agree 2 - tend to agree 3-undecided.4- tend to Disagree5 - Strongly Disagree

The questions and results according to the following

#### **Q1 did you attended training sessions inside Libya?**

In question 1, we asked the participants if they attended training sessions inside Libya, the result of our survey showed that among the 179 participants; (2 workers strongly agree, 17 workers tend to agree, 38 workers undecided, 70 workers tend to disagree, and 52 workers strongly disagree), and the overall percentage of workers as follow; (1.1% strongly agree, 9.5% tend to agree, 21.20% undecided, 39.10% tend to disagree, 29.10% strongly disagree) as shown in Fig-1 below.



**Fig -1 (A chart showing training inside Libya)**

It is obvious from the percentages above and as shown in the chart in Fig-1 that the statistics mode value (the most frequent number) is 4 (tends to disagree), which means that most of the workers in agricultural farms did not have the opportunities to attend a training sessions related to their work in agricultural farms inside Libya. Few workers confirmed that they did have the chance for limited training inside Libya as shown in the chart above.

The mean value (3.8547>3) with a standard deviation (0.98364<1), which means that the participants have very close opinions regarding training inside Libya, however this result will negatively affect the performance of workers because the increasing number of non-skilled workers is affecting the overall performance and the production efficiency of the public farms, which lead at the end to reduce productivity to very low levels.

In our survey we asked the workers definite questions in order to know more information about training available for workers in public agriculture projects and the level of their skills.

As shown in this chart, the majority of workers did not take any training sessions to help them improve their skills which reflected badly on their performance. Workers in Farms need for intensive training courses to increase their awareness and improve their job performance.

The period of time we made the survey is important, in recent years the public agriculture projects in Libya decrease the level of production significantly according to recent survey by the government in 2009. Black and Lynch (2001) used an establishment training survey at two points of time. In the cross section, they identified some effects of the type of training on productivity, but they found no significant association when they controlled for plant-specific effects.

Training is essential to improve performance, and performance is important to improve productivity, these factors play a significant role in production volume in public agriculture projects. Ballot *et al.* (2002) and Delame and Kramarz (2001) used French firm-level panel data to look at the effects of training on management value added and found positive and significant effects of training on the productivity of organizations under study.

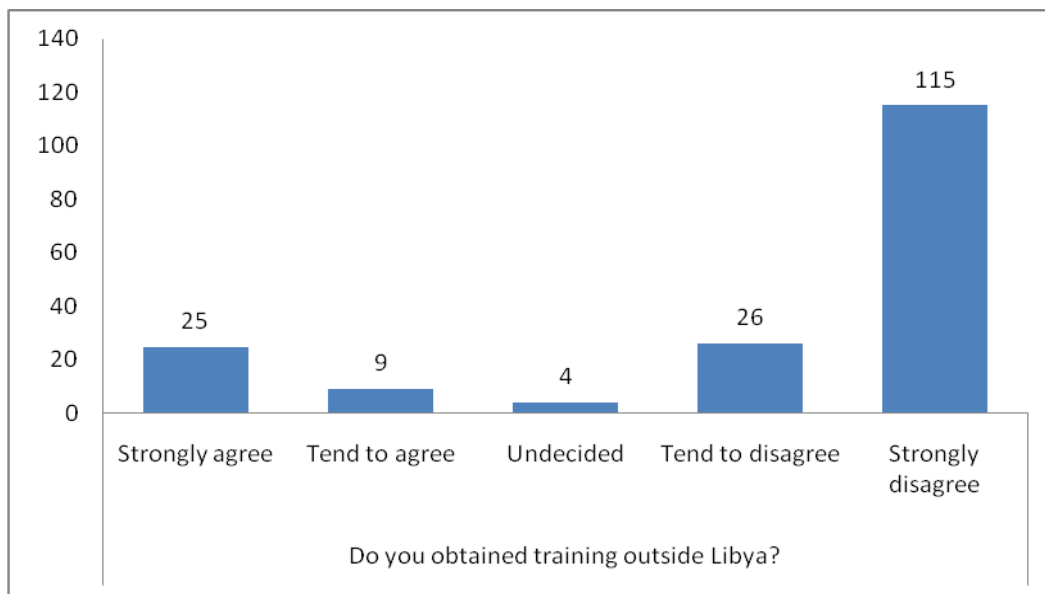
Dockery *et al.* (1997) measured costs and returns for enterprises with indentured apprentices, using Australian case studies. They conclude that there are returns, especially late in the indenture period, but that the returns are less than most employers of apprentices believe them to be. Returns can be increased by having apprentices spend more time on tasks requiring less skill. But they also note that employers prefer to recruit tradespersons by training their own apprentices rather than recruiting ones who have been trained by others.

This would suggest that employers expect to be able to accrue longer-term returns from their better apprentices than provided during the indenture, giving an incentive to provide practice in higher-level skills for those they intend to retain post-apprenticeship.

The second question in our survey is concerned about training outside Libya.

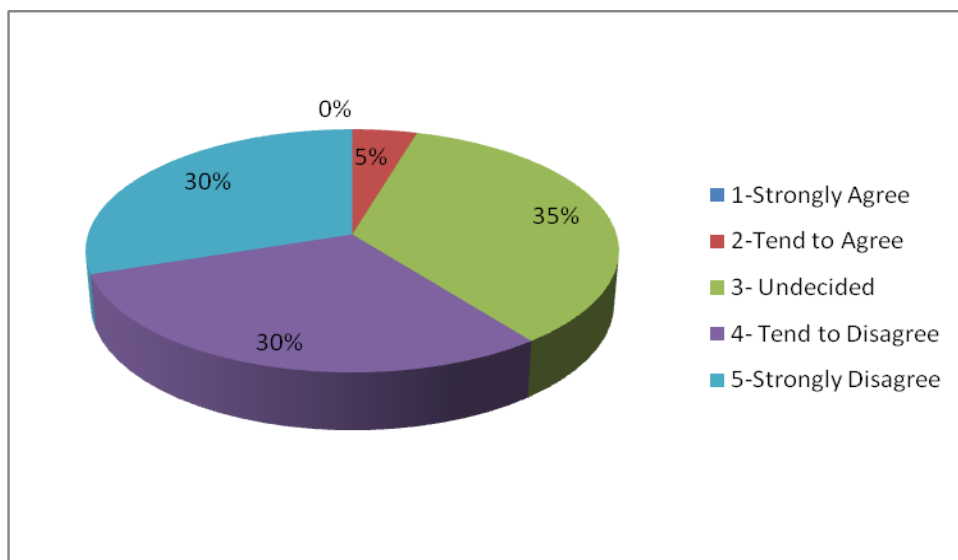
**Q2 did you attended training sessions outside Libya?**

In question 2, we asked the participants if they attended training sessions outside Libya, the result of our survey showed that among the 179 participants; (25 workers strongly agree, 9 workers tend to agree, 4 workers undecided, 26 workers tend to disagree, and 115 workers strongly disagree), The overall percentage of workers as 14.00% strongly agree, 5.00% tend to agree, 2.20% undecided, 14.50% tend to disagree, 64.20% strongly disagree). As shown in Fig-2 below .



**Fig -2 (A chart showing training outside Libya)**

When we evaluate the result we found that 64.20% of participants strongly agree they did not take any training session outside Libya. It is a big negative percentage comparing with those who confirm that they took training courses outside Libya are 14.00%, this is very small number comparing to the number of workers who need for training by qualified institutes outside Libya. This percentage is illustrated in Fig-3 below.



**Fig -3 (A chart showing training outside Libya)**

The mean value 4.1006~4 (tends to disagree), and the standard deviation is (1.45762>1), which means that the majority of workers having an opinion distracted away from the mean and strongly disagree with the

current situation that made unskilled workers without taking any kind of training on the principles of doing farming jobs according to the modern ways and techniques.

It is understood why the public agriculture projects in Libya producing very low income in the last decades. Economic literature suggests that productivity growth is the main force behind development and welfare. Francesco Goletti and Achyut Bhatta (2001) analyzed changes in farmer income over the period 1997-2001 for Nepal. This study indicated an improvement in farmer income and livelihood and also a reduction of poverty.

Gollin, Parente and Rogerson (2002) showed that improvements in agricultural productivity effects on a country's relative income examining data for the 1960-1990 periods for a set of 62 countries defined as developing by the Food and Agriculture Organization of the United Nations. They found that there was a positive relationship between the growth in a country's agricultural productivity and the training of labor outside their country. They also concluded that productivity growth, along with the ensuing good training for workers, was an important source of economic growth for these countries.

The level of skills was low and technical and management expertise and organization were at a premium. (The lack of sufficient numbers of skilled Libyans in the labor force remained a problem in the 1980s; despite large sums of money having been spent on training Libyans, the government still relied on foreign workers.) A large part of the national life was lived under nomadic or seminomadic, rather than settled, conditions. The high birthrate added to the country's poverty. The rapid population increase strained the agricultural economy and resulted in the drift of excess unskilled laborers to urban centers, but these centers, too, lacked sufficient adequately paid employment.

An employee training program should have three distinct phases: (a) orientation, (b) learning to do the first job, and (c) preparation for future tasks and responsibilities. Orientation is limited to answering immediate questions and providing essential information for a new employee to get off to a good start. Some of the orientation will have been done during the application and interviewing process.

The researcher sees that education and training of the workforce in the agriculture projects currently requires the involvement of the entire organization and participation of project managements, not just a training department, if training is to be effective in improving the performance and profitability of the public agricultural projects. The researcher suggests that training programs should use an instructional systems process and operate as a high performance work team in partnership with the rest of the project management.

Organizations employing skilled workers with definitely receive higher outcome from employees if they hire non-skilled workers. The study showed that this hypothesis is valid and true in agriculture projects in Libya, most of the participants did not receive any training sessions inside Libya or outside Libya, with 14.50% tend to disagree, 64.20% strongly disagree that they did not take training outside Libya is a high percentage, this result approve the study reliability about the positive proportional correlation between labour training and the on labour efficiency and performance. The current low performance of most of labour force in public agriculture project in Libya is due to lack of training.

## V Summery

The study sees that education and training of the workforce in the agriculture projects in Libya, currently requires the involvement of the entire organization and participation of project managements, not just a training department, if training is to be effective in improving the performance and profitability of the public agricultural projects. The study suggests that training programs should use an instructional systems process and operate as a high performance work team in partnership with the rest of the project management.

Many studies have proven that the staff and labor become more motivated when they see that there are a lot of training and development opportunities in the workplace. This leads to a high level of employee satisfaction and thus lead to increased performance and production.

Training initiatives and career development important for both managers and staff workers in both agricultural sites in Libya. And training is important. To direct the staff and workers. To carry out their jobs as required, and obtain the necessary skills and access to performance and high efficiency, And hence an increase in agricultural production in general.

## VI References

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