

The Role of Employee's Training on Implementation of Lifestyle in Organizations

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Abstract

Human resource is one of the most important enterprise resources. If they are trained and capable, they can make organizations dynamic and provide diverse and frequent resources for their organizations. Added value, resulted from knowledge and intellectual creation of human resources, is considered as an effective factor to foster community goals in various fields and in particular "lifestyle". It is obvious that changes in knowledge lead to changes in business practices and social and personal behavior in the workplace. In this cycle, the continuation of life culture in the workplace depends on lifestyle and culture training in organizations. The objectives of Islamic Republic of Iran are to achieve real peace, practical behavior along with Islamic life and pure life in order to institutionalize and create necessary fields for the establishment of desire system of lifestyle. Such objectives are based on principles of rationality (rationalism), Islamic ethics, and respecting rights which double the importance and necessity to provide appropriate trainings and human resource-improvement- based effectiveness as well as implementation method of goals including consumption pattern reforming and savings, economy, housing, in particular in organizations. Since public-sector organizations are some of the most important executive sections to implement lifestyle goals in Iran, this paper intends to study the relationship and the role of employee's training in implementation of life-style goals in organizations.

Keywords: lifestyle, training, organization

Introduction

Nowadays, training and development of efficient and professional human resources in specialized fields and their optimal management are considered as one of the most important key components of effectiveness and development in organizations around the world. To this end, enhancing the quality and training method of human resources are addressed as one of the most important issues in the field of human resource planning. (Yazdian, 2003). Training and learning go on as a lifelong and continuous process during individual's personal and occupational life. High speed production of science and continuous changes and transformations in technology field made a continuous and steady training system necessary for individuals and organizations (Roya, 2003).

If we consider comprehensive progress as Islamic modern civilization building, we can claim that this civilization falls into two sections: tool section and real, main section. Tool section involves values in which we raise concerning progress such as science, invention, industry, politics, economy, political and military authority, international credibility, propagation and its tools. These issues form tool section of civilization and we have reached acceptable progress in this field.

However, real section involves items forming our life context which are lifestyle. Islamic lifestyle is real and main section of civilization with some examples such as family affairs, marriage

style, type of accommodation, consumption pattern, type of food, type of cooking, recreational activities, the topic of handwriting, language, business, our behaviors in working places, schools, and university, our behaviors in political and athletic activities, our behavior in media, our behavior toward parents, spouse, children, boss, client, police, and government agent, our trips, hygiene and cleaning, and our behavior with fiend, enemy, stranger, etc. These are main sections of civilization which are life context of human beings.

The objectives of Islamic Republic of Iran as well as planning policies of the country intends to rise productivity and self-sufficiency, and reduce dependency on economy section which requires organizations to provide proportional training with lifestyle requirements as well as its pathologies for their employees. In this way, they will change threats into opportunities by increasing knowledge and awareness of employees. It is obvious that organization's smart leadership leads to flourish creativity and proper ideas and creates sacrificing spirit against problems through identifying and training talented workforce for scientific and operational activities. Training section in organizations acts similar to research center by providing the possibility of personnel accessibility to this dynamic and smart system through creating active and effective network of important and new activities. It will also play a key role in soft war by strengthening the belief on national confidence and sacrificing spirit (Nejati, 2003).

Definition of key terms

Lifestyle: "Style" means particular way of doing, designing, or producing something. It means religious life method, manner, and way.

Organizational training: Organizational training is structured, systematic process in which employees obtain necessary dominance to meet their occupational tasks. Anderson defines employee's training as following: it is the process to change employees' behavior during work through applying learning principles. Change in behavior is usually focused on knowledge, skills, activities, attitudes, and values (Armstrong 1997). Training is defined as a planned process to change individuals' knowledge, attitude, or skills through learning. This issue is performed to reach efficient performance in an activity or a wide range of activities (Sabaghan & Akbari, 2010).

Lifestyle conception: Lifestyle is among concepts raised and used by researchers in sociology and cultural study fields to explain some cultural realities of society and the scope of its application has become popular in literature of social science and cultural studies to the extent that some believe that this concept enjoys the capability of replacing many words such as class and it can accurately express complex reality of our behaviors and even cultural and social attitudes in our society. Some scholars have even raised the application of inclusive concepts such as ethnicity and nationality. Lifestyle refers to a collection of behaviors, models, and action patterns of individuals in cultural studies, focusing on normative, behavioral, and semantic dimensions of his social life and showing the quality of beliefs, and individual-society interactions. In other words, lifestyle indicates the nature and content of relationships, interactions and actions of individuals and people in every society.

Improvement of human resources and training in organizations

Reaching organizational objectives depends on employees' capabilities to meet their current tasks and adaptability with authentic environment which is possible by training and improving human resources. Human resources training and improving are systematic and designed methods and ways to enhance effectiveness of human groups and all the organizations (Saki, 2000). At the moment, staff training not only is desirable but also is an activity for which any organization should consider some resources in order to have efficient and informed human resources (Tabatabaee, 2004).

The reasons to train staff in organizations

- Strengthening the spirit of solidarity and cooperation among employees

In fact, organization's achievement to reach a set goals depends heavily on mutual caring and understanding environment at working places as well as increased level of collaboration among staff and supervisors, providing the field for mutual contact in training environment from one hand and, on the other hand, creating increased occupational knowledge and information equally among them (Bazaz Jazayeri, 2000).

- Compliance with social conditions

All contemporary organizations work in environments with special values and ideologies concerning cultural and social affairs. Thus, knowing social environment and deep understanding of such systems enjoy great level of importance for all employees and in particular for managers and executive decision makers in current conditions.

- Updating knowledge and skills of human resources in organizations

Increased productivity in organizations requires human resource improvement and growth concerning quality and prevention of becoming untimely in their professions. Unquestionably, training through knowledge improvement and renewal plays important role in this regard.

- Reducing work related injuries and accidents

Work injuries and increased organization cost are some results of lack of knowledge and competence of human resources in organizations. To meet such failure and problems, in-service training needs to be considered seriously (Shams Al-Dini, 2007).

- Harmonizing staff with organizations

This issue is important to meet organizational goals and reach a set of policies and guidelines for organizations (Yamani Duzan Sarkhani, 2001).

Promotion methods of religious lifestyle

After correcting identification of religious lifestyle, it needs to be trained, promoted, and propagated in order to gradually orient it as culture in society. To this end, we need to follow culture-orientation solutions and culture modification to change religious lifestyle to social and cultural value. In this regard, training and propagation are important.

Training

Training means teaching and explaining positive and accepted features, describing the boundary between correct and error, determining the necessity of such actions, explaining the effects and results and their consequences, stating damages in society without moral traits, responding to difficulties and doubts, etc. This training needs to be performed in all levels of society and with various, diverse, efficient, and update methods.

Training through making speech: Speech is one the most common training methods in which training material is taught to learners by trainer. Speech method is the one in which materials can be conveyed to the audience fast and appropriately (Aldershot, 2004). By the help of this method, we are able to present some generalities toward resistive economy for a wider range of audience and reply participants' questions through question and answer session at the end.

Method of conference: Conference is a participatory method formed by limited number of members. The term "conference" is consultation with each other officially and with pre-planned groups in order to discuss a specific topic. Conference might be planned in advance or without prior planning. Training conferences are normally ranged in pre-planned ones and the objective of forming conference is to collect individuals' ideas, opinions, and experiences toward a specific topic (Fulmer, 2007). By using this method, we are able to provide more specialized discussions in the field of resistive economy in target groups of staff. According to limited number of participants, it is

also possible to create discussion and exchange environment as well as provide the possibility of presenting proposition and recommendations.

Method of seminar: In seminars members are required to participate actively in discussion sessions. To this end, each of them needs to provide a verbal or written work report and determine opinions, recommendations, results and methods. Then other members try to discuss and exchange ideas about the issue. If this method to be done correctly, a scientific research method will be taught to participants in training seminar. The highlighted characteristic of seminar is that participants are required to prepare in advance (Geoffery, 1998).

Extensive propagation

In order to form or strengthen positive culture and make negative culture leave on the society, it is necessary for accurate and complete propagation toward capacities, equipment, and the philosophy of creation.

In other words, in order to use everything correctly and appropriately, accurate and complete informing is essential concerning capabilities and their capacities. Thus, special attention should be paid to effects and benefits of issues to make individual and society informed about the benefits and consequences of such actions. This will make the path of performing such action smoother.

Determining effect and benefits of anything by informing and propagating is an important factor in positive and valuable culture orientation. Individuals and society are directed toward the correct culture usage and application of something when they have complete, sufficient, and deep awareness.

Training and propagation management elements

There are different methods and tools for training and propagation which can manage these two issues such as seminary schools and universities, and in other words, clergies, seminary and university lectures, schools' teachers and trainers, mass media like art, cinema, TV, satellite and Internet, and some tools such as computer, and cellphones, specific time such as religious ceremonies (days of mourning and religious festivals), special locations such as holy places, mosques, sport, athletes, and stadiums which are very attractive and effective for people these days, cultural centers and offices such as Islamic Development Department, culture and Islamic guidance, religious groups, government, parliament, judiciary organization, police, etc.

Easy and simple change in people's culture and attitudes cannot be expected. Thus, we need to be firm in this regard because change in attitude and culture occurs gradually in a period of time. Culture and attitude modification is more difficult and harder than creation of a culture because, first, it is necessary to inform people about the damages of culture and attitude where people are living in and then positive and valuable culture needs to be gradually replaced with.

Like for a disease such as swine flu that all factors and organizations are activated to reduce the damages and prevent it, mental, spiritual, and moral problems of society need to receive sensitivity and all factors and organizations help each other remove the problem otherwise, temporary solutions cannot be effective and beneficial.

Reaching organizational goals depends on staff capability while doing assigned duties and compatibility with variable environment. Thus, training and improvement, continuous and planned effort by management are to improve the level of staff competencies and organization's performance. Nowadays, what is really important in progress of a society is human resources in that economists believe that what determines economic and social trend in a country is human resources, not other financial resources. This is a proof on the necessity of awareness and wisdom level of staff and human resources within an organization which will finally be effective on fulfillment of policies and macro-level plans and in particular on economy (Tabatabaee, 2004).

Overall, environment and culture of a community play important role in people's behavior. Culture modification is one the best and most important replacement for religious lifestyle among people and it is not fulfilled except for "training and propagation" which need to be managed by various tools. With such tools, we can orient culture, modify culture and remove wrong and incorrect traditions. In this regard, everybody is responsible and accountable.

Necessary training and measures for introducing and applying the concept of lifestyle

Centralized leadership

Organizations need to study the pathology of lifestyles, barriers, and requirements as their highest goals of staff training in accordance with main headings of training. Holding directed training will provide the possibility of identifying and training talented and suitable workforces for scientific and operational activities in this field.

Economic monitoring and detailed statistics

Organizations require to monitor domestic and international economy and collect accurate data. This important issue is met through staff training while preparing public and specialized indicators as well as familiarity with statistical topics.

Sacrificing lifestyle

Organizations can design a clear pattern of lifestyle which is compatible with lifestyle in Islamic countries for staff and people. This pattern can contain national confidence indicators, sacrificing spirit, and haram earning avoidance, etc. Ethical approach plays an important role in political analysis and recommendation of economy and there are few people who advise in lifestyle field without taking ethical principles into account. In held training sessions, emphasizing on above topics can solve many weaknesses in organizations concerning lifestyle and it can help organization's economy growth and then community through the creation of appropriate beds and increased awareness and identification to promote administrative health.

Modifying training system

Organizations can set up training system which is compatible with Islamic lifestyle. Lifestyle function is able to train and treat children, teenagers, and youth since the beginning in accordance with timely conditions and requirements. Administrative system and management gain special importance and role in developing countries such as Iran due to limitations resulted from lack of skilled human resources. Physical resources might be appropriately used through selecting and applying correct technical and technological methods. However, desirable usage of human resources, the creation of motivation and spirit, and cooperation and collaboration are not easily accessible. Thus, human resources productivity improvement needs to be considered as one of important goals in every country, organization, or institution. Also, accurate and correct planning should be prepared to achieve the objectives (Tousi & Saebi, 1998)

Modifying propagation system

Organizations can plan media and propagation system to determine Islamic lifestyle goals through training their personnel. In order to reach goals, coordinated and integrated propagation system is required which can present necessary trainings within proper packages for people and community through official and unofficial media.

Rapid reaction to attacks

Organizations can provide the personnel's to be familiar with nature and action method of a social and cultural rapid action system against attacks. According to achieved training in this regard, reaction power will be created to cope with actions and attacks by enemies toward cultural system of the country, and organization in smaller scale. For instance, applying trainings presented in this

section, staff will realize how much they can save and how long the organization can survive and adapt with new changes.

Discussion orientation

Organizations can make lifestyle topic as common conversation in administrative meetings and unofficial meetings among employees. In this way, proper solutions as recommendations can help organizations achieve goals and pass the crisis.

The relationship and role of staff training in organization and creativity, entrepreneurship in Islamic lifestyle

Creativity means "to create new economic and productive opportunities and to create new values with financial resource's risk taking" which is one of growing and flourishing factors of life method. Organizations' flourish and growth of new ideas among personnel are done by holding creativity and entrepreneurship training sessions and enhancement of the spirit of creativity in organizations. Entrepreneur personnel lead to increased productivity and preparation for business improvement in organizations by introducing new methods in business procedures and finding new resources and efficiency growth. Organizations have recently noticed this important role in organization's promotion and productivity and they have started to hold entrepreneurship trainings courses. These courses lead to introduction of new ideas to decrease waste, reduction of old procedures of business chart, proposition of new ideas for reduced consumerism, and modification of consumption pattern. Therefore, organizations which pay attention to personnel training concerning creativity and entrepreneurship can reach desirable results in long-term in terms of Islamic lifestyle implementation (Komijani, 2010: 23)

The relationship and role of personnel training in organization and consumption pattern modification

Consumption pattern modification is a pattern for human consumption knowledge including beliefs, behaviors, collection of habits, values, morality, and certain consumption pattern in different social conditions (Sinaee, Parsa, 2010: 18). In order to institutionalize and create necessary cultural beds to establish desired consumption pattern system, the first step is to present proper and effective trainings. It is obvious that appropriate trainings can gradually create identification and attitude change among individuals and we can be hopeful to reach changes in attitudes of every single employee. The importance of training and continuous culture provided in consumption pattern modification which is obvious when we observe many symptoms of over usage in resource consumption in different working and administrative meetings of organizations despite Islam's advice to avoid extravagance.

Thus, enjoyment of all personnel from valuable resources of organization can be performed by providing appropriate trainings concerning consumption pattern modification. Trained staff can help save energy consumption and internal resources of organizations and lead to many advantages along with promotion of efficiency in organization (Sinaee, Parsa, 2010).

The relationship and role of personnel training in organization and self-reliance and self-sufficiency

One of strong points in organizations is presence of human resources with rich talents, potentials, and capacities for realization of productive, encouraging, dynamic, and active ideology. Nowadays, it is obvious that not only development process requires scientific reasons and democratic relations but also ethical and valuable attitudes of organizations need to be taken into account in countries. Identifying these capacities, plans, and operations are highly regarded for fulfillment of lifestyle objectives. In Islamic lifestyle approach, organizations move toward creating

internal talent and capacity finding movement and using opportunities. In this movement, there is no place for laziness. Thus, trained staff will be able to support domestic production in organization and family levels. In Islamic lifestyle method, nobody waits for order from boss to reach self-sufficiency but everybody makes effort to move toward self-reliance and self-sufficiency with national production approach (Rahimi Boroujerdi, 2012: 17).

The relationship and role of personnel training in organization and efforts to control inflation

Inflation means an increase in the average price of goods and services according to money (Taghavi, 2009: 310). Inflation can have devastating effects on welfare in a society through reduced family purchase power, changes in income distribution, and optimum allocation of resources. Inflation is a process which leads to reduced value, national currency, and purchase power due to the continuous rise in prices. Organizations can take step to make staff aware of inflation and its reduction by optimum allocation of organization resources through holding training classes in organizations and direct personnel to promote Islamic lifestyle along with productivity (Kordbacheh, 2011).

Expectations from organizations concerning personnel training to implement Islamic lifestyle

- The formation of consultation committee to guide staff;
- Providing necessary training in terms of entrepreneurship identification and introduction to employees;
- Awareness and education for changing lifestyle with entrepreneurial attitudes;
- Clustering to identify the capabilities, advantages, and talents of employees by holding training sessions;
- Carrying out comparative studies on successful practices of personnel in organizations and holding specialized- educational seminars in this regard for all employees;
- Exploitation from successful experiences and providing native patterns by personnel.

Conclusion

Each organization needs active and flexible staff with different conditions to reach their goals. When an organization considers revision of economic policies and in other words economic sacrifice to reach set and predicted goals, dynamic system of training needs to move toward human resources improvement in order to reach economic goals and optimum usage of resources for increasing productivity. Trained human resources lead to increased capital, appropriate and desired productivity from organization resources, growing manufacturing, and society progress in accordance with national development and economic goals of resistive objectives.

Islamic lifestyle is based on intellectual and spiritual capital of personnel in organizations. Undoubtedly, religion's goals cannot be met without religious lifestyle and this issue (not having religious lifestyle) causes human not to reach real growth and objective of creation. Community cannot completely digest religious affairs and reach essential realities. Staff training system needs to be flexible in order to be able to present new and modern principles as well as effective solutions in terms of Islamic lifestyle growth and development in accordance with updated conditions. Providing directed and operational trainings for employees in an organization, according to planned and set goals in lifestyle pattern, will lead to efficiency growth, increased productivity, optimum resource allocation, and organization preparation to reduce economic pressure, and finally transferring and institutionalizing these principles across society and fulfillment of self-reliance and self-sufficiency. The meaning of religious lifestyle is Islamic lifestyle with Shiite method and attitude.

Recommendation of the study

Based on the results of the study, the following recommendations can be suggested:

- Organizations need to invite highlighted lecturers and professors concerning personnel's lifestyle topic;
- It is necessary to provide essential training courses, related books, and necessary personnel in order to teach lifestyle principles;
- It is essential to make it possible for applicants to attend in lifestyle training seminars in other organizations and create necessary facilities for them.

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