

Presentation of a New Paradigm of Human Resources Development in Shoushtar City

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ABSTRACT

In the knowledge society of the 21 century human resources development (HRD) is of critical importance in both enhancing the competitiveness of nations and insurances social integration towards national development. As it is well known, Korea has achieved remarkably rapid economic growth in the past 50 years to transform the poverty – ridden country in to the world’s largest country. Its export – oriented industrialization depend on tangible in puts and in particular Korea effectively utilized the country’s cheap and well- educated labor forces a key factor driving such labor – intensive industries as textile and clothing industries. Well in this critical time of global economic domestic and foreign direct investment in a major action for the national economy is considered. Domestic and foreign investment to create jobs in the job supply and quality of life improvement with the aim of achieving production of the new jobs will have an important contribution. Develop and expand industrial investment which makes domestic investment is mobility this issue is so greatly importance that should be Iranian government action. This requires an immediate action to resolve problems. Particular domestic investment and foreign investment in the business for commercial activities and thus make the action will be thriving job market, in line with initiatives, the government published a response to management personnel to purpose foreign investment that surely and certainly a great help to the realization of investment in business and management guidance personnel acting in a reasonable and useful and effect five manner in compliance with standards, lows will have to work according to the country's population and rate of tissue university graduates and growing imbalance between job seekers and other hand lack of jobs for graduates, the challenges facing numerous government placed. According to the latest population estimates by the end of 2009 to 75 million will mature. Peak age population aged 23 years who started to work and family formation. Net immigration country according to the migration of neighboring countries is negative. But immigration among individuals with higher education is common. Undoubtedly one of the youngest countries is considered. We are studying the population 18 million people in the elementary grades to high school and about two million people are at different levels of university. Note worthy that approximately one million annual universities accepted in public universities and there is of Azad University and the other hand, the same name before parallel in put graduate levels. According to the present unemployment rate of university graduates seems that until 1390 the unemployment crisis facing the government will be. Prospects facing the government can be combined to achieve national global proper place. Programs and action available on the internal and external process for solving the unemployment problem.

We hope that this essay helps to solving problem. Mean while we hope that this essay help personnel managers and practitioners to effective governmental efforts made by boarding up and planning to improve working conditions and conditions for young people seeking work to create effective business and this way capable and can afford to produce the necessary jobs and farther increasing the national economy achieved key words.

This study tries to present a new paradigm as an antecedent of problem solving. By using a regression analysis, it is found that certain type of new paradigm.

KEY WORDS: Knowledge society, resources management, social welfare, national development, information technology, national innovation system, research and development, vocational education.

INTRODUCTION

A new human resources policy for Shoushtar city need for a new development paradigm human resource development is an important issue that needs active involvement of the government .human resources development cannot be adjusted automatically by market forces only due to the imperfectness of capital market, labor market and skills market. Due to the imperfectness of the market, it is possible that the wage level attained from education and training may not reach the respective marginal productivity. More over the benefit of education and training tend to bypass the party paying for it, and flow to the trainees and employers. The result is that employers tend to bypass the party paying for it, and flow to the trainees and employers. The result is that employers tend to hire skilled workers rather than invest in employee

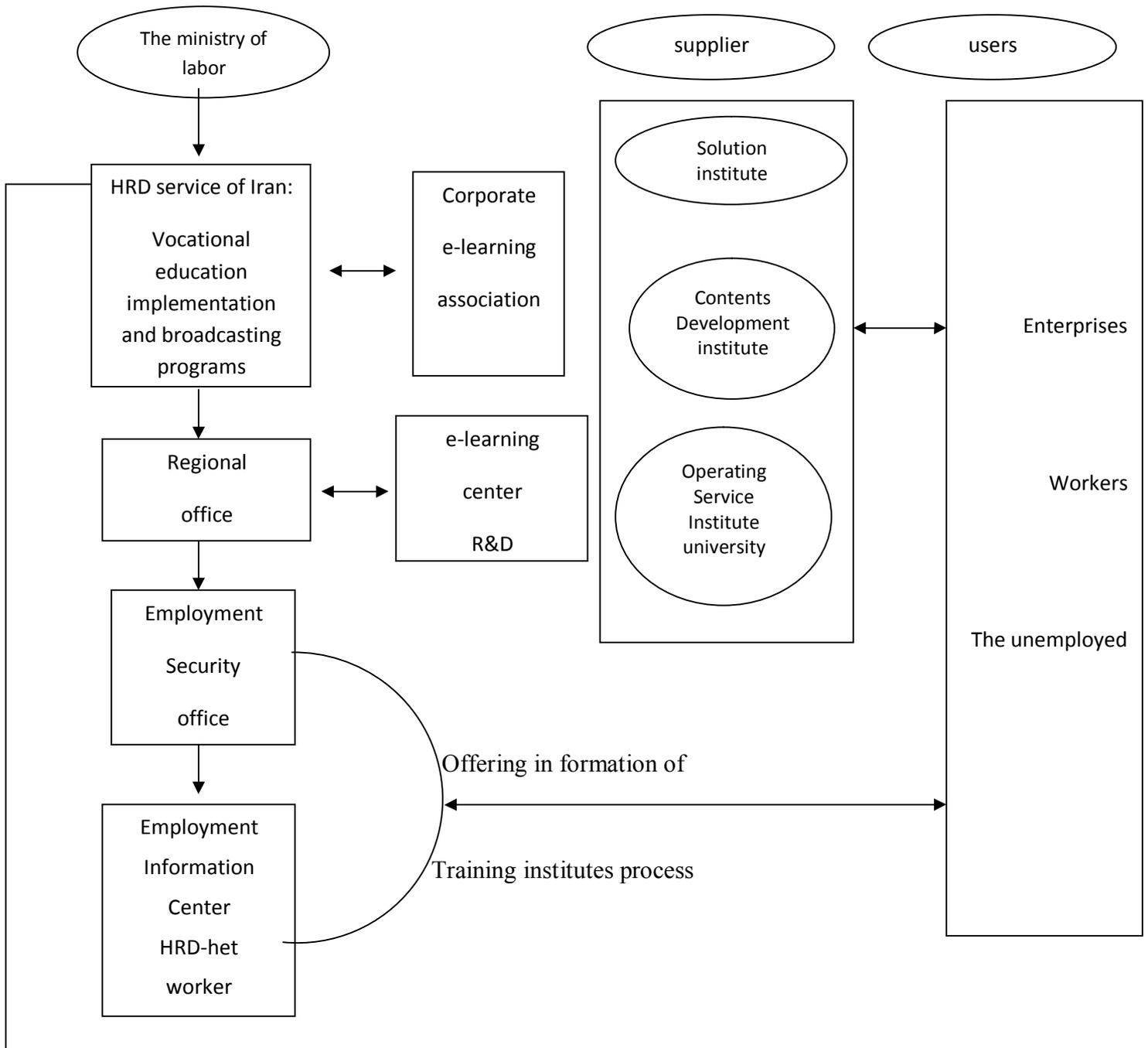
Education and training. Consequently, society as whole fails to achieve a desirable level of investment in education and training. In addition, human resource development policy is significant as an active policy

measure to achieve social integration, for it can ease or alleviate the digital divide, or the knowledge and information gap between various groups in society. Especially, the low. Income groups and socially marginalized groups that are less capable of adapting to the rapidly changing economic environment are likely to experience widening of economic, social and cultural differences, which will aggravate the problem of polarization national human resources development policy can be used as an effective measure to lessen or remove such social polarization. Labor market polarization can be prevented and social integration promoted, if the widening of the knowledge gap is averted through development of human resources targeting the more vulnerable groups of society. By supporting continuous vocational development, labor productivity can be improved and income gap narrowed.

maintheory :

there is a relation between new paradigm vocational education and human resources in shoushtar- city.
Conceptual model of researcher.

Conceptual model of researcher.



In a knowledge-based society, the sharing and expansion of knowledge and information travel has accelerated tremendously in connection with the rapid expansion of the internet and ICT. The flow of information is one of the important agents of change in society. Thus, many nations around the world have created key policies for developing human resources with a focus on acquiring and expanding knowledge and information.

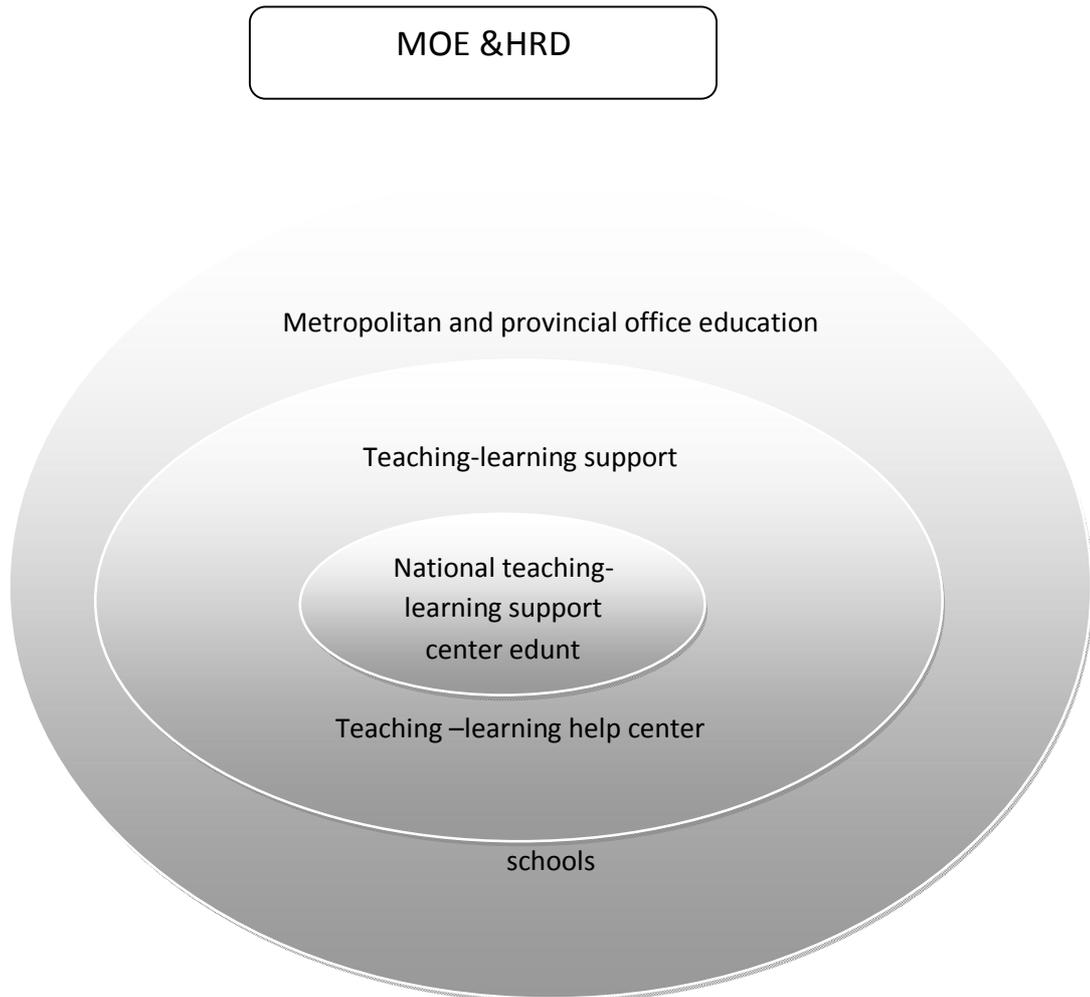
With these shifting policies, e-learning has emerged as a new alternative in education and training. The initiative to develop national human resources through e-learning has been widely adapted by the Korean government as e-learning overcomes the limits of time and space and contributes to knowledge expansion through interaction. Korea has one of the strongest foundations for e-learning in the world. In a report by England's economist intelligence unit, which compared the e-learning readiness of 60 countries, Korea ranked among the top five countries (EIU,2003). The study was conducted using approximately 150 qualitative and quantitative standards of measurement. They were grouped into four sectors (education, industry, government and society). The degree of readiness in each sector was then measured according to 'general contact with and usage of the internet' attitude towards new technology' and the usage of internet- based learning programs.

Education sector :

Adapting ICT into education, Korea's e-learning policy-making system consists of the government, local government agencies, education-related agencies, the private sector, and school. The national policy for ICT in education is formulated and enforced by the ministry of education and human resources development. The MOE & HRD establishes and plans policies, extends administrative and financial support, and operates a national cooperative system.

Metropolitan and provincial offices of education establish plans and operate a cooperation system for supporting schools. Schools improve the quality of education and promote e-learning. EDUNET develops models and research policies, supports the sharing of resources and establishes national standards, and provides a one- stop service at the national level.

Teaching-learning supports centers develop and research policies for municipal and provincial offices, operate web portals at the metropolitan and provincial level, and support teaching learning help centers. Teaching-learning help centers manage teaching-learning resources and operate school websites.



Source :Korea education& research information service, white paper on educational informatization,2004

Training sector :

In the job-training sector, corporate workers are usually the main targets of e-learning support. In the public sector, the ministry of labor and its affiliated offices are in charge of providing training services, training information, and financial support for training. In the private sector, on the other hand, they are in charge of e-learning contents development, training service, support programs, and development of tools. In order to better represent their interests, a federation of e-learning industries was also founded to carry out cooperative work in e-learning service and research. While the Korea research institute for vocational education & training (KRIVET) administers specialized research and development in the field of job training, the human resources development service of Korea uses the EBS channel to provide job broadcasting to e-learning recipients and the internet to directly provide distance-learning services.

In addition, employment centers found in various regions provide information on e-learning along with information and counseling to individuals who wish to either change their place of employment or find a job. The system has been set up so that individuals can use the work information center's HRD-net to search for information about training institutes and training courses.

Table 1 : Regression result for new model.

Model	regression	Regression square	Moody fide square	std
1	0.413	0.171	0.136	0.76

Table 2: Anova

model	Sum of squares	df	Mean square	F
Regression	11.382	4	2.845	4.882
Residual	55.368	95	0.583	
Total	66.750	99	3.426	

Conclusions :

Education welfare of society marginalized groups needs to be therefore strengthened to promote social integration. For effective national human resources development, the Iranian government needs to focus on the following.

First, the government needs to strength then the link age between school education and the world of work and move away from a supplier –oriented education system.

Second, vocational education and training need to become more specialized and diversified. Under the knowledge- based economy, the nature of knowledge information is such that it requires not only various educational courses but also vocational education that is specialized and diversified for specific groups to ensure that all those who need it are provided with such opportunities.

Third, the government needs to establish a lifelong learning system. In a knowledge based- economy, the creation, transfer, sharing and use of knowledge is highly dynamic, and the speed of knowledge evolution is fast. Hence, the government must take responsibility for providing educational opportunities that make learning possible for anyone, anywhere and at any time.

Fourth, the government needs to support and encourage human resources development among small- and medium- sized enterprise. Continuous development of vocational completeness is necessary for all.

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