

## The role of professional combinative educations of technical industrial school in entrepreneurship and job creation

Shabnam Malekshahi

Master, industrial engineering and computer of Payam Noor university- education formal teacher,  
industrial engineering M.A-social-economic systems engineering, Payam Noor university of Karaj,

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### ABSTRACT

Learning related new skills is the introduction of evolution and development in any profession. It is obvious that human knowledge development would not accomplished but in the light of change and applying training new affairs. The purpose of this article, is Study and the place and role of professional combinative educations in entrepreneurship and job creation. Due to limited institutional and non-institutional markets (free) graduates of art colleges to attract attention to entrepreneurship in education is necessary and inevitable. The purpose of this training is to train the labor force needed for different sectors of society, it seems that the purpose of the training, to enhance the capabilities of knowledge, skills and understanding and work better in the range of job duties. The character of these teachings, a growing entrepreneurial, which means that the skills of technical knowledge, will be able to obtain suitable employment opportunities and ultimately create jobs. One of the objectives of entrepreneurship education in school, improving personal and professional abilities of students. Vocation training can be accomplished through personal knowledge, increasing market opportunities and demand to promote entrepreneurship. In this paper, about the concept of entrepreneurship and the role and position of the combined-skills training in entrepreneurship and job creation, mission and goals of the school in the field of entrepreneurship, the necessity of training competent entrepreneurs, objectives and achievements and the most important strategies for hybrid-skills training discussed

**KEYWORDS:** Entrepreneurship; professional combinative educations; Training; Job creation.

### 1.INTRODUCTION

Nowadays that achieving ideals like production, development, employment and with stable suffix and presence ability and introduce in high levels of global class is of the main needs and wills of developing societies, the role of professional training in accelerating trend of achieving it will be more dramatic and because learning and teaching process involve affairs based on very precise knowledge that internalize information relied on environment and man, enjoying such information and training, suspect the person to simulation and confront with new changes and conditions and capable of developing competitions like business and possessing stable employment conditions. One of the basic factors of every society economic and social development is its human resources. It is obvious that training investment specially professional training on human resources and their employing will be regarded as one of the main indices of determining it's being developed. In addition, creating any kind of incoordination between the kinds of training and employment would cause crisis [1]. The topic of employment and unemployment of human force is one of the main problems of the world which in developing countries regarding to non- balancing of economic, social, cultural and political structures, has more role on development. Unemployment is along with harmful effects in economic, social, political, cultural and security issues [2]. Education should provide the ground of attempt and work soul for economic development. Self- esteem, stability soul, overcoming problems and having decided will for acquiring success should be taught to students. Skillful human force is regarded as one of the factors determining countries development. Professional and vocational high school training is regarded as the main debates in training skilled and semi- skilled human force. The main goal of education system in technical schools of art is training forces who can use their art- training period trainings in work environments in addition to entrepreneurship. In the direction, the lessons are presented in the form of theoretical and practical headlines. Entrepreneurship training is a policy that affect the quantity of entrepreneur supply in a society directly. It can be said that school of art training because of mixing theoretical and practical training is of much ability in creating human investment and training skilled work force. In addition, on one hand, regarding to the training benefit of scientific basics and using accepted methods of classic trainings, has separated it's way from learning based on

\* **Corresponding Author:** Shabnam Malekshahi, Master, industrial engineering and computer of Payam Noor university- education formal teacher, industrial engineering M.A-social-economic systems engineering, Payam Noor university of Karaj, Email:sh.malek@gmail.com

absolute practical experience and shortened long- term and non – scientific way of the kind of learning by this and provide the capacity in the art- student in order to they can coordinate them against technological changes easily. On the other hand, they provide art- student with the possibility with twinning practical and theoretical training that they have more alignment with the needs of work market and more possibility for their attraction in economic- social activities is provided through this. It is here that in addition to the mooted cases, the topic of work and entrepreneurship in society is mooted. It is only by education that millions of creative and entrepreneur students can be taught and create millions of business. Entrepreneurship trait is acquiring, not heritage and genetic. Education should provide the ground of acquiring students mental characteristics for the purpose of creating entrepreneurship soul with plan and organization and nurture the traits in them. Because entrepreneurship is a behavior not a characteristic trait and it's basic is theory and concept not intuition [3]. In the article, firstly training and entrepreneurship concepts in technical schools of art is described. Then , the role of combinative – professional trainings in promoting entrepreneurship soul is explained and the topic will be discussed regarding to the obtained findings of a survey research by researcher and present literature. Finally, the approaches of developing effective professional compound training in students soul will be presented.

## **2. problem statement**

During the last years, because of not scientific encountering of state organizations with present problems and challenges in the society, the organizations were never successful in removing the problems and could not present suitable problem. Un effective being of presented trainings in schools of art in creating business for students ,such that the training, in addition to students employment can remove work market needs and state and private section employers. A look at training process of technical schools of art indicates that several factors are always mooted as the main resources. The factors are classified as the following:

1. Education ministry as trustee of training (including managers and clerks).
2. The student who is regarded as the ministry provider.
3. Art –seeker who is in fact the same as student.
4. The training software and hardware resources such as the facilities of holding lesson classes and training environment.
5. Teaching methods, test and issuing graduate certificate or diploma.
6. Financial resources of training holding in school of art during academic year.

It is obvious that without the presence of any mentioned factors, the training is impossible and the training will be executed just when bringing together correctly of all the factors.

## **3.Training definition:**

Training is attempt about changing and raising people knowledge and awareness that cause the process of acquiring new knowledge to change and create change in behavior and skills in person in its body and change people intellectual and thought route. Empirical and professional trainings are presented based on workshop profession and techniques learning for the purpose of achieving relative stable changes in art–seekers in order to make able them to execute work and improving abilities, skills change, knowledge, attitude, and social behavior, so knowledge means changing knowledge, attitude and interaction with society. The training involves methods that necessary skills for doing works is taught to art- seekers in accordance with their selective course through them. Of course, the training after passing high school first grade that is executed jointly, is started from industrial school second grade with selecting desired field and is ended in industrial school third grade.

## **4. Entrepreneurship in education system**

Entrepreneurship in education is a continuous and regular process that on one hand causes identifying and effective exploitation of all internal and external resources of education system and on the other hand cause creating new learning. Teaching opportunities. The process is accomplished with emphasize on two axis of entrepreneur learner training and providing the grounds of it's appearance, since entrepreneurship traits is acquiring Inheriting and genetic.

The education should provide the ground of acquiring the students mental traits for the purpose of creating entrepreneurship soul with planning and organization and nurture the traits in them, because entrepreneurship is behavior not characteristic trait and it is based on theory and concept not intuition [4].

## **5. professional- compound training and work market**

Despite that entrepreneurship is taught only in some vocational courses and involve considerable results, but less attention is paid to the lesson and supplying private teacher for it , Despite of holding special classes and sessions would not have desired result [5]. In the approach, action research can be regarded as an effective tool and teachers, art- seekers who play in the frontier of education system holy front and have more awareness of different angels of real world of education ,engage to research

and use their findings directly. On the other word , in addition to approaching real world ,decrease interval between producer and consumer to a minimum. Attention to social, economic and cultural coordinates of different areas is the necessity of being successful of professional – compound training, a reality that would not be accomplished in a centralized planning. Two fold trainings that is executing in recent several years in education, in addition to entrepreneurship and creating business for many university educators are based on more assessment and regional facilities and this is one of the signs of decentralization success in education and carry entrepreneurship culture development [3]. Creativity nurture, critic think, positive self- confident , self-esteem depend on the interaction of teaching and content method in order to exit the plan from mental space and approach to read world [7]. Among European countries , Sweden, that is one of successful models in technical trainings, in the process of change in the structure of the education system, have considered four axis that the first of it is decentralizing technical education system [8].

Among the goals was followed in the Sweden new experience was that technical schools became native regarding to regional need in order to preventing unnecessary migration, the interval of education to employment decrease and education methods change regarding to the content [3].

## **6. Entrepreneurship definition**

Several definitions are mooted about entrepreneurship that we refer to some of them in the following:

The process that can using creativity, create new thing using time, resources, risk and applying associates is called entrepreneurship. The entrepreneurship is not just personal, it can be organizational also, even big companies including state and private can also engaged. Nowadays, entrepreneur state is being spoken.

In Ortorkol idea, entrepreneurship include purposeful activity including a series of person coherent decisions or a group of people for creating, developing or keeping economic unit.

Robert Nashtat regards entrepreneurship as risk- acceptance, opportunities prosecution, needs satisfaction through innovation and establishing a business.

From peter Draker view, entrepreneurship is a behavior and applying managerial concepts and techniques , the product standardization, is instantiating work based on education.

In Britain encyclopedia, the entrepreneur is defined:

A person who has managed on economic institution or business and accept the risks result from it.

Entrepreneurship is the process of creating a new and valuable thing with dedicating time and applying necessary attempt and considering financial, mental and social risks that it's goal is achieving financial personal satisfaction and independency.

- Nearly in all entrepreneurship definitions, there is the agreement that we discuss about a behaviour that:

1. It is pioneer
2. Organize social and Economic mechanism for transforming resources and situations into practical situation.
3. It is accompany with adventure and failure.

In general, the entrepreneurship can form into three following model:

1. In the form of independent people to organization :

- A. personal entrepreneurs
- B. independent entrepreneurship entre-preneurship

2. In the form of organizations clerks

- C. organizational entrepreneurship

- D . In Organization form

- E. entrepreneur organization

- F. organizational entrepreneurship.

## **6-1- key factors of entrepreneurship:**

There are six key factors about entrepreneurship that include:

- goal recognition
- having horizon
- applying mental innovation
- being socialism and sociability
- bravery, innovation, being hopeful and risk able
- realist confronting with difference between creativities and opportunities.

## **7. The importance of technical schools trainings**

The goal of professional- compound trainings is culturing self- confident and self- employed art-seekers who can enter work market regarding to the society needs through little supports of government. To achieve the goal, education quality should be raised and ort- seekers hope the future.

The general goal of professional- compound training is creating skill and knowledge in production process along with employment in direction of social and economic development. Most countries of the world have started new attempts for strengthening professional- compound trainings. The goal of the attempt is overcoming youth's unemployment problems, promoting professional skills and satisfying economic needs and there is the belief that acquiring skill cause promoting productivity and competition ability in worldwide economy. Meanwhile, developing the kinds of trainings follow other goals such as trainings diversifying and reducing pressures of high education demand that development planning of the trainings is become complex by the goals diversity. Assessing the trainings efficiency and affectivity and aware of made attempts about their extension and strength can help acquiring useful business in this regard. A look at world different countries who have started the debate of economic reforms confirms the note that in direction of economic changes about changes in technical trainings, basic and important steps are taken.

In fact the topic implies that the trainings had have an effective role in the trend of those countries economic development and should be into serious attention. The made reforms in Russia present a new approach for social development in work market and following it satisfying new needs in professional- compound training.

In the technical training transiting countries, had have interactive, corresponding and repairing approach and play the following important roles:

1. Foundating and motivating the process of economic social changes.
2. Preventing social isolation of the people deprived of work market.
3. Overcoming permanent changes of technology and non- trust space present in work market.
4. Management practice, revolution in managerial thought and developing managerial skills for promoting institutions competitiveness capacity and their matching with new economic conditions.(Ebrahimzade2007)[9].

#### **8. the role of professional- compound role in entrepreneurship development**

Professional- compound instructions in technical schools is presented in different methods. It is believed that art-seekers should not leave the period without acquiring skill and the goal is prosecuted in different form. In some countries, the schools are completely separated and follow the goal of work-seeking and students employment strengthening with various skillful groups (France and Sweden) and in some others, general schools which present both theoretical and non- theoretical period lessons are present.

Art – seekers select among the lessons in terms of if tend to continues high education or immediately enter work market.

Since in psychology science ,the stages of people change includes motivation, knowledge and establishment, if a person want change his behavior based on the traits of an entrepreneur person, and engage to entrepreneurship activities like a creative person and just when some people see just contradiction, ambiguity and chaos , he can see the opportunities and convert them into the success and use, he should pass three stages of motivation, knowledge and establishment to achieve the goal. On the basis, Aldridge and Zimer regard entrepreneurship as a process that is located in variant network of social relations. the social relations can facilitate entrepreneur relation with resources and opportunities. The network include all peoples who have relation by special way and can play the important role in the process of companies establishment:

1. Raising motivation
2. Motivating thoughts
3. Facilitating the thought conversion into a real plan
4. Offering scientific help
5. Support

A look at the five factors, the result is get that in playing the first and second roles, motivation, third and fourth roles, knowledge and fifth role, establishment is mooted. So, regarding to university functions (cultural, training and research) motivation role can be played by cultural and promotional activities, knowledge role by instructive plans and establishment role by research activities [10]. On the other hand, the works should be done in direction of creating entrepreneurship culture among society people, the following can be refereed to:

1. In education system, including universities, colleges, technical trainings centers, art schools , high schools and ... , they should value innovation, creativity and entrepreneurship not memories. If the innovation thought is dominated on the instruction, the vast section of our youth forces become involved with entrepreneurship activities.
2. The school and other research centers should know creating research relative correlation with the purpose of industrial development ,university courses change toward technology change trend and futurism and originality- giving to researches as their main duties.

3. Entrepreneurship training in schools and identifying susceptible and entrepreneur people in universities by expert group who have worked in industry.
4. Developing innovation and entrepreneurship culture through training periods, holding seminars and ...should be in universities working plan.
5. Encourage and support schools susceptible art- seekers in the country level through mass media and financial and laboratory helps.

**9. The necessity of developing professional- compound training based on work market need.**

Except of economic dimension, the role of professional- compound trainings in social and cultural changes especially in growth and improvement of work culture is important. The plan of the kind of training and the structure of it's executive operation as the agent of professional activities reforms and skills improvement in work can play the basic role in the direction and correspondent officials can with removing limitations and correct planning as the main factor for training entrepreneur, efficient and possessing the culture full of work moral people use correctly.

The role of the instructions in social, cultural changes is regarded very important because of the following reasons:

1. Decreasing unemployment level.
2. Decreasing social challenges.
3. Helping to prevent youths much migration to big cities.
4. Decreasing negative consequences of unemployment.
5. Reconstruction and modernization of education.
6. People rehabilitation for better life.
7. Increasing mental health and hygiene.
8. Increasing life expectancy.
9. Developing life, work and profession area.
10. Improving social relations and human correspondents.
11. Transforming social values and norms.
12. Making people sociable.

**10. conclusion**

Desirable applying of high goals of landscape document and along with achieving it and trying to making schools and art schools as entrepreneur in all degrees with creating entrepreneurship courses and related to it and also putting lessons for technical schools art – seekers under the title of entrepreneurship and using noble art-seekers who have worked in industry,

Identify entrepreneur and entrepreneurship- susceptible art- seekers and manifest their capability with laboratory financial support in entrepreneur universities. The government can develop entrepreneur culture among student class with dedicating more financial resources to the section.

So, when we have centers for developing entrepreneurship and encouraging entrepreneurs in art schools and help art- seekers susceptible to achieve their goals we can have an entrepreneur school. We should develop entrepreneurship training in technical training in art school among student classes in order to have a change in the trend of country entrepreneurship industrial development. So, in many countries specially developed countries that problems are removed the governments have evolved people potential capacity. It is times that nurturing skilled people who are dominated over tools and trends of doing business has been out of education procedure.

The necessity of maximum employment, self – employment and entrepreneurship depend on complex skills like creativity, self- confident, problem solving and interpersonal skills. Since one of the main parameters and factors of every society social and economic development is training efficient human force, and technical trainings is one of the approaches training expert human force, the level of learners knowledges and experiences should be such that they can easily be attracted by work market in coordination with their expert course in order there would not be unemployment problem.( Amin Bidokhti 2004)[11].For entrepreneurship culture becoming comprehensive, the changes should be made in education system and the content of schools and universities lessons and the peoples are put in the affairs center who are interested in creating and developing productive activities and provide suitable conditions for entrepreneurs appearance. According to the obtained findings result from researches , students stimulus has caused developing suitable view and strengthening entrepreneurship morale in them and has had effective role in their entrepreneurship behavior. Professional- compound trainings play an important role in creating human capital through training expert forces required for work market in the world different countries. The trainings in developing countries, not only is responsible for training work force required for different sections of the countries economy ,but help solving the unemployment problem through self- employing bedding. In addition ,the trainings are regarded as a shortcut way in the route of training human force, because one hand, regarding to the

trainings benefit of scientific basics and using accepted methods of classic training, have separated their way from learning based on pure practical experience and have shortened the kind of learning non- scientific and long term way through this and provide the ability in art-seeker in order to they can coordinate themselves against technological changes easily.

On the other hand, the trainings with combining practical and theoretical trainings, provide the possibility for art- seekers that have more consistency with work market needs and through this, more possibility for their attraction in social- economic activities to be provided.

#### **11. Proposal procedures**

1. Culture- making for the purpose of creating social dignity of technical schools, such that the institutions graduates possess special dignity and this would cause entrepreneurship motivation in them to be strengthened.
2. Using education plans suitable for competent art- seekers and expert instructors to attain technical training goals.
3. Creating facilities for youths and providing their encouragement tools entering to technical schools.
4. Determining training goals regarding to social problems and needs, such that the goals are born of current activities and take cultural changes in to attention.
5. Attention to needs, interests and facilities of art- seekers in determining the goals of technical training system.
6. Attention to the permanent learning origin in determining general goals in the education system.
7. Changing lessons orientation toward work market needs and applying new models of active patterns that finally result in improving the graduates employment landscape.
8. Impartment of cooperation and interaction between education ministry and ministries and the sections responsible for technical training, local and regional managers, employer and employee organizations, internships institutions and individual employers in every region.
9. Increase of education quality through increasing industries cooperation in support of schools and technical training section.
10. More emphasize on acquiring key competitive benefits including technical, social, organizational, legal, cultural and entrepreneurship skills through active learning.
11. providing support tools including training art- seekers, teachers, evaluation and granting certificate ,developing infrastructures and the activities of human resources development.
12. Reforming official structures and work market toward promoting technical professions position.
13. Creation of entrepreneurship group in technical unit of education ministry and also in the country technical unit of education ministry and also in the country technical institutions for the purpose of more effective planning of entrepreneurship development according to regional conditions and traits.
14. Offering financial helps like tax exemption, professional consult, bank facilities and so on behalf of state officials and facility in the trend of the affairs execution.
15. Acting necessary being of passing entrepreneurship lesson for all art schools art- seekers and students who are studying in institutions.
16. Maintaining supervisor system in technical schools, so that every student after entering institution by supervisor to be guided for professional and academic consult.
17. Continuous maintaining of within- service periods for art- seekers of lesson entrepreneurship.
18. Their scientific level.
19. Holding regional meeting with inviting regional successful entrepreneurs.
20. Publishing the issue related to entrepreneurship with active cooperation of art- seekers in the level of education and teachers and educators in technical schools level.
21. Creation of student technical cores in institutions levels for the purpose of strengthening entrepreneurship morale.

#### **12. Other useful proposals**

Since to different reasons including not enough similarity of center facilities with market technology and non- efficacy of practical work hours, the art-seeker does not enjoy necessary readiness for entering work market in some cases and also for creating or strengthening self- esteem in art – seekers ,it is recommended that Internships in industry or the society business units is considered as a part of their function and do necessary help centers in this regard, because we are observer of evident neglects to Internships topic in art-seekers. In this regard. That pass their internships hours in centers unrelated to doing irrelevant works forcedly.

The results from performed researches indicate that capital shortage is one of the main problems of art-seekers self- employment, so paying suitable facilities to them can be of high steps in removing the barrier.

-since the main goal of technical trainings is training work force required for different sections of society, that seems that one of the effective methods in increasing success of the centers in the route, is

their close relation with related sections in the society. The relation can be made through visits or contracts with the sections for the purpose of training human force required for them.

The sections can help about more equipment of art- schools and on the contrary, the mentioned art- schools, train their required expert work force and expose them.

One of the reforming approaches about increasing efficiency and affectivity of training process in technical school is interfering other factor to previous desired factors that are the same work market and employers of state and private sections. What is in the training process and production that is the same learned knowledge or art- seekers acquired skill, is important, is that the product is sold in work market and in fact there is customer for it.

Research and need- assessing of work market: the education system should acquire information with referring to work place and procuring a complete informational bank of market need about required skills.

Planning holding the courses demand by work place: Education system should satisfy work place required. Skills through practical and theoretical training regarding to the results of the made need- assessing and employing expert art- seekers.

-continuous improvement of training process: Education system should improve it's training process with analyzing registration results and determining suitable reforming measures. Getting the idea of experts and researchers is quite necessary.

- training structure: In the technical part move toward decentralization ,so that decision making about the course type and necessary regional training to be responsible of people who identify regional needs and evolve capacities based on it.

- For entrepreneurship training, we should translate and compile suitable content and enter it in the form of a separate topic or integrable with other lesson topics in schools lesson plan.

- About making macro policy (giving little training to every one) or expert- selecting policy (giving much training to special people), the evaluated decision should be made.

- Entrepreneurship training should be developed in all training grades, such that elementary grade emphasize be on the first goal and high school grades emphasize on the next goal.

The regions education, in addition to considering work offices needs and made researches, provide required facilities of courses study.

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