

## Experts training system evaluation and development outlook in Iran higher learning institutions

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**Abstract:** This research wants to present outlook of involved system evaluation in training experts and specialist in universities and higher education institutions. For this purpose, first we introduce expert training system evaluation and development priorities in higher education institutions and academic education and then we name politicians system in national section and in Iran. In benefit section, we survey methods and principles of system evaluation in experts and specialist training. At last, we survey workforce training system evaluation by considering economical needs changes and assess investing in education by considering effective factors in economic changes aspect that are assessed for clarifying subjects and in the end of research, we show the same researches in countries, results shows that investing on human resources have more return than investing on physical agents.

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### 1. Introduction

Today, research and research findings has main role in creating autonomy and national development and different communities in directional and scientific investing, put research in their first priority. Our purpose of this procedure, creating backgrounds and equipment's that by their help in addition to extending knowledge boundaries, reaches to new developed technologies for responding to new needs and evolutions. Research and higher education institutions and universities, by directing and knowledge research management in community play important role in this process. Usually, this management is done through activities like defining need researches subjects, identifying research priorities, implementing research plans of their organizations and social systems, training specialized human resources with research skills and abilities, research organizing, supervising on implementing research activities, categorizing and using research results. On this base, higher education system, research and technology in Iran put research reinforcement and development in its first priority and based on country development programs, especially in universities and research and higher education institutions, in editing evolution document of science and technology procedural, improving research and education quality in Ph.D., creating Islam sciences predicted base, institutionalizing new research institutions, scientific magazines reinforcement and development, specialized and scientific societies development and reinforcement, creating scientific polar, supporting of implementing research plans, creating technology and research boxes, technology and scientific information management, increasing research credit's share of

national net production and like these, try to extend research ( M. Marefat,1992).

#### 1.1. Expert training system evolution and development priority in higher education institutions.

For expert training system evolution and development in higher education institutions, ministry of science, technology and research always follow related procedural politics. Whereas research groups and institutions have main role in strengthening theory basics and reinforcing research\_ scientific buildings, innovation and creativity, employment, human resources development and reinforcement have higher education well-educated. So, quality and quantity increasing of this institutions and units prepare essential backgrounds for country scientific development. So, ministry of science, research and technology follow extension policies of these institutions (Dube, S.C.1976). So, in 2009, 70 certificated issues for research unit in 4 group, research place, research center and research group . That in these groups, research group share with 41 certificates is more than Other examples of attention and working, ministry of science, research and technology for expert training system evolution, establishing purposes for improving research and education quality in PhD and for achieving technology and scientific first place in west south Asia and in preparing main purpose of PhD instructions assigned supporting plan of PhD students according to "quality development and existing innovation in PhD students thesis". Main purpose of this plan improving education and research quality in PhD and making background for innovation in students thesis and increasing scientific production,

preparation fulltime presence of PhD students in institution, preventing from unusual extension in PhD, reinforcing students prone to education inside of country and reinforcing professional and social skills of PhD students cooperating them in teaching and research that prepare financial credits by resulted coordination. Total viewpoint about making politics and programming is done in expert training evolution and development in higher education, research and technology system in national (infra section), region (staff) and universities (Bok D, 2003).

## **2.1. Politicians systems**

### **1.2.1. Politicians systems in national level**

1. Islamic council parliament
2. Cultural revolution higher council
3. Government boards
4. Higher boards of science, technology and research.

### **2-2.1- diplomatic systems and regional (sectional) programming**

1. Ministry of science, research and technology / ministry of health, treatment and medical sciences.
2. Higher education extension council.
3. Programming higher council.
4. Medical education and medical field's council.
5. Bourse central council.
6. Brilliant talent guiding council.
7. Higher education assessment and supervision council.
8. Country scientific polar council.

### **3.1. References, methods and principles of financial system evolution in training specialists and experts.**

Managing preparing research and educational needs and also preparing higher research and technology education cost, preparing financial needs have special place in compiling social-economic policies. Financial preparation of this cost, in addition of preparing essential power for higher, research and technology education system function, play guiding role in this system. So, in national certificate of regional development in fourth development program by identifying quantity purpose "functioning financial support of country universities according to social justice viewpoint" emphasized on basic workings for reinforcing financial systems of students and board of science and employees (Gordon, J., August, 1991).

Also, developing higher education and making background for increasing people accessibility and social different groups, especially in less equipment by establishing universities and higher education and

research centers in one hand and increasing student population on the other hand, needs creating, equipping and developing mold spaces according to accepted standards in this backgrounds. Preparing this needs with having civil credits that assign every year in total budget to higher education, production plans, development and completion, basic repairing, making resistant and preparing equipment and need equipment's that implemented for exploiting infrastructure like credits and some of higher education indexes, editing administrative instructions and higher education and research centers and mold centers and civil plans and done activities in 2009.

### **1.3.1- credits**

Fulfillment of predicted purposes for higher education and research section relate to needed resources for these section activities to maximum extent that most of it prepared from needed resources from government public budget. Provided credit for educational and research activities in this sections spend on current cost and investing (investment property). In this section, higher education and research sections financial resources are assessed in fourth development program of first year 2006 and surveyed year in this report 2009. All of credits of higher education in 2006 were equal to 15157 billion Rial that these credits with annual average growth 26.7 percent reached to 30848 billion in 1387. Surveying credit structure current year was 58.9 (8925 billion Rial) cost credits, 26 percent (3440 billion rial) investing poverty property credits, 15.1 percent (2292 billion Rial) from private incomes. Looking financial resources distribution of this section according to kind of credit in 2009 shows that above structure or in better words, is like 2006. Surveying assigned cost credit to higher education section in fourth evolution program shows that in 2006, assigned about 85 percent (7583 billion Rial) of higher education section credits to universities and higher education centers depend to two ministry of science, research and technology and ministry of health, hygiene, treatment and medical teaching and other ministries and governmental organization and 15 percent (1342 billion Rial) was related to staff rows. We can say that great growth of staff rows in ministry of hygiene, treatment and medical learning in 1387 than 1384, because of transposing credits related to two supporting row to hospitals per capita and student and educational activities rows of programs in higher education section are related to hygiene and treatment programs in this year. Also, above rows credits share of total credits in 1387 decrease one percent and reached to 14 percent (2473 billion Rial). This decline cause increasing cost credit

share in universities and learning centers reached to 87 percent (15585 billion Rial).

### **2. 3.1. Human resources training system evolution by considering changes in economic equipment's.**

Undoubtedly, changes and evolution in different dimensions need exact design of passing process to suitable style and gradual renovation of methods and mechanisms through modifying instruction and trying to preserve coordination and sameness in different parts of technology and science in country. According to systemic procedure and strategic viewpoint, extensive changes should apply to article number 49 in fourth evolution program that force government, in addition to make essential background to training specialized human resources, fulfill knowledge-based, innovative and entrepreneurship. There are different viewpoints in relation with surveyed subjects in higher education according to new evolutions. Flat knew contemporary higher education essential subject and believed that analyzing for recognition and programming for higher education should have below aspects: (Flat, 2004).

First, universities as knowledge procedures systems, have main role in improving education and research level. Communities set in transition path to knowledge communities and it means that they produce issue and use productive structures and knowledge. Second, extension, variety and separating science caused improving universities level and have positive effects on knowledge and its creation. Third, paying attention to universities as a system between networks and between social systems. In community, we have different systems like economic, working market, political and social system in different level of country, region and world. Universities should find their place in network and by redefining their duties, create essential space for autonomy and innovation.

None emphasize on paying attention to programming and management challenges in higher education. According to Non, universities are faced with different changes in management background and programming, that the most important is necessity for unrest raining, using universal commerce organization methods through organized, logical, and formal changes and eliminating governmental subsidies. Making commercial points to redefining production and higher education man-made as saleable goods that is possible with production process revision.

Gidnez emphasized on governmental role as social investor and believed that government investing in education is a main necessity in

contemporary world and the best investing is investing in human resources. Universal bank points some other challenges and the most important preparing budget problem. Universal bank believe that despite of higher education importance for economic growth and social development, investing in this section reaches to crisis in industrial and developing countries. In all of universal countries, higher education relies on government budget. Universal bank declare that in every era there are problems that annoy countries. Industrial and developing countries are faced with preserving and improving higher education quality, because educational budgets and especially cost per capita of students are in bottleneck (Yord Shahian, 2002).

### **4. Surveying financing in education according to effective factors in economic changes aspect.**

Today, countries economic growth isn't based on production agents means work and asset, but also improving working quality, technical improvement play important role in technology, better benefit designation and in training and education. Edward Deniswn has shown in his studies that economic growth about 21 percent in united states of America between 1957-1929, was derived from improvements that created from workforce quality improvement and technology improvement, that both of them affected by training and education. Also, improvement of workforce cause workforce become more professional in one hand and cause improvement in knowledge and technology on the other hand, to asset agent become effective and productive. So, productivity and efficiency improvement and extension of both production agents is depended on training and education. Dopyy Mesrone prof Said that in the absence of workforce with suitable abilities, asset and production work isn't insufficient. Dopyy emphasized on personality and improving special skills in specialized workforce role in considering training efforts in economical aspect. We shouldn't assess training people in industrial and other aspects. We should assess changes in attitudes and personalities. According to Poppy, basic personality characteristics in training and education should prepare people for accepting inventions and innovations and prepare deep and extended background for economic, political and technical decision to secure from deviation and faults and create "mental flexibility" or "thinking mobility". Although mental flexibility isn't one of characteristics that is ideal by itself. Because it is possible that it may use non-productive ways. Our mean about mental flexibility is that mind creator has ability for special problems in an innovative style and if it's necessary review social, economic and

industrial stabilized conceptions and processes. This work means financing in workforce and caused special personality characteristics, is one of most effective economic growth in community. None of uneducated community is reached to improvements and also none of educated communities is developed in economical aspect. Countries that have high income (like Kuwait and Arabia) but don't have specialized and educated workforce, don't achieve to real economical improvements. Although countries like Japan and Denmark in contrast with natural sources, rather than their neighbors, by using specialized workforce can reach to great economical improvements and have higher life level. (Worthen, B. R., & Sanders, J. R. (1987).

In summary, according to researchers in developing countries, educational investments have more power than physical investing and this works shows poverty in human invests. Researches show that:

- 1) Educational investing return rate declines according to educational levels. So, basic educational return is more than higher levels.
- 2) Private and social return rate is unequal, than underdeveloped countries pay more subsidies on education. Because people pay less charge on education. So, private return is higher than education return.
- 3) Away from educational investing social and private return rate, educational return rate in competition private sector is more than public section. This is because of more flexibility in salaries and wages system in private sector than public sector.
- 4) Investing return rate in professional education is less than return rate in public education. Reason of this problem: expenditure per capita in all of professional levels is more than public education, because of educational professional equipment's. Also, public education curriculum learners, have extensive spectrum in comparison with technical and professional programs. Also, technical and professional learners are taught for entering special job. So, this shows services in underdeveloped countries.
- 5) Educational return rate is more than in women than men. We should say that investing return rate in education, is reached by subtracting less educated workforce income than their learning wages. A basic element of this cost, is incomes that person lost during education. So, opportunity cost result from working in women education in underdeveloped countries is less than men. Educational return rate is increased.
- 6) Investing in education , create external or public benefit according to Lezli and Bringmann

research, social and cultural and benefits like declining unemployment, increasing healthy, declining hygienic cost, increasing social and political corporation about 20 to 40 percent of economic growth , can be related to higher education role.

- 7) Investing social return rate in education, have more draw than replaced investing return rate. According to dun researches, higher education social return rate is about 12 to 13 percent that is more than replaced invested return rates.
- 8) Community, prefer justice income distribution and accessing to tool-based education is for this goal. Although distributional justice is possible with redistribution of income by subsidy or with transitional payment, but in most of theorist viewpoint, investing extension in human investment, especially in low income level, is suitable work for justice income distribution and has less cost. This work is possible with investing in higher education.
- 9) Community, see education like suitable article, whereas, national decision makers are responsible for valuable goods like hygiene and education and forbid costs on harmful goods. This article can be suitable justification for leading subsidies to education.

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