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The Impact of Training Courses Implemented by International Organizations and Their Impact on The Performance of Agricultural Staff in Anbar

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A B S T R A C T

Training has become a clear feature of developing the performance of institutions, and keeping pace with the rapid developments in all fields. The study aimed to determine the effect of training courses, which were implemented by international organizations, operating in province of Anbar, on the performance of agricultural employees. The study included workers in the agricultural departments in Anbar Governorate, numbering (136 employees). The questionnaire was designed to match the benefits of training and employee performance, and the Spss statistical program was used, with the use of Model: Patrick Kirk for the American expert. The results showed that the best resource for employees was through training courses, with an average score of 2.54, and in the field of orientation for training, use your training results when you return to our departments came first with an average of 2.71, and in terms of performance, decision making with averaged 3.93. The study indicated the positive relationship of performance with the educational level, the number of training courses, and the attitude towards training at a significant level of 0.01. The training depends on determining the training needs of the employee. in addition to the needs of the institution and the department in which he works, the need for the training to be in a timely manner, before the planting season and for the place to be suitable for the trainees, with the selection of the competent trainer with modern and developed information.

KATA KUNCI

dituliskan dalam 5 kata yang merupakan subset dari judul makalah, ditulis dengan menggunakan huruf kecil kecuali untuk singkatan, dan dipisahkan dengan tanda baca koma untuk antar kata

A B S T R A K

Pelatihan sudah menjadi ciri nyata dalam mengembangkan kinerja lembaga, dan mengimbangi pesatnya perkembangan di segala bidang. Penelitian ini bertujuan untuk mengetahui pengaruh kursus pelatihan yang dilaksanakan oleh organisasi internasional yang beroperasi di provinsi Anbar terhadap kinerja pekerja pertanian. Penelitian ini melibatkan pekerja di departemen pertanian di Kegubernuran Anbar yang berjumlah (136 karyawan). Kuesioner dirancang untuk mencocokkan manfaat pelatihan dan kinerja karyawan, dan digunakan program statistik Spss, dengan menggunakan Model: Patrick Kirk untuk pakar Amerika. Hasil penelitian menunjukkan bahwa sumber daya terbaik bagi karyawan adalah melalui kursus pelatihan, dengan skor rata-rata 2,54, dan dalam bidang orientasi pelatihan, gunakan hasil pelatihan Anda ketika Anda kembali ke departemen kami menjadi yang pertama dengan rata-rata 2,71, dan di dari segi kinerja, pengambilan keputusan dengan rata-rata 3,93. Hasil penelitian menunjukkan adanya hubungan positif antara kinerja dengan tingkat pendidikan, jumlah kursus pelatihan, dan sikap terhadap pelatihan pada tingkat signifikan 0,01. Pelatihan tergantung pada penentuan kebutuhan pelatihan karyawan. selain kebutuhan lembaga dan departemen tempatnya bekerja, perlunya pelatihan yang tepat waktu, sebelum musim tanam dan tempat yang sesuai bagi peserta pelatihan, dengan pemilihan pelatih yang berkompeten. dengan informasi modern dan maju.

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1. Introduction

All private, governmental, local and international organizations have become very focused on the human element, because of its impact on their reality and future, so investing in the human element has become a means to reach its goals and objectives. One of the most important means of investing in the human element in the present era is “training”, which it has come to the fore in the priorities of a large number of countries in the world – both developed and developing [1], and training is one of the means that make individuals more receptive to change and development within organizations, so any change cannot. To have positive effects unless there are human competencies working with conviction, and contributing to activating the process of change [2].

Training is an essential and important element for developing the performance of employees, by providing them with modern information and keeping abreast of developments within their field of work to

develop their capabilities and capabilities and provide them with the required experience and skill. Because of the recent events that took place in the western provinces of Iraq through the introduction of terrorism and the destruction of the infrastructure, so many employees lost their skills through cutting off from the outside world, and thus they lost communication from the innovations and developments that took place in their field of work, including the agricultural sector, and after the liberation operations Anbar province from the terrorist ISIS [3]. Many international organizations supporting the agricultural sector entered the province, including organizations (FAO, JIZ, UNDP, Oxfarm, NRC, etc), which provided intensive training in all fields of agriculture, to develop the efficiency of the performance of all agricultural employees and departments, and for the purpose of identifying the most important training gains and what they achieved From acquiring skills on the ground, so this study was carried out throughout Anbar Governorate to find out what it has achieved from the benefits of training, as well as to identify the most important problems and obstacles that impede the development of the performance of agricultural employees, as well as to study the employees' proposals, to develop their job performance with proposals that are discussed with officials, To submit it to the decision-makers to take the necessary action towards it [3].

Agricultural development is based on two basic elements, the material element and the human element, and the material element includes everything that is used in operations related to the various means and requirements, and that the effective use of these means and requirements depends on the extent to which the human element possesses the skill, experience and scientific information necessary for that method. And possess the capabilities and skills necessary for the best performance. Therefore, training for this human element is necessary to keep pace with scientific developments in that field in which it works [4].

All "private, governmental and civil" organizations have become very focused on the human element. Because of its importance and impact on its reality and its future, investment in the human element has become a means to reach its goals and objectives. One of the most important means of investing in the human element in the present era is "training", which has become at the forefront of the priorities of a large number of countries in the world - both developed and developing ones [5]. Training is also one of the means that make individuals more receptive to change and development within organizations. Therefore, any change cannot have positive effects unless there are human competencies that work with conviction and contribute to activating the change process. The trainers have to choose the field of training [6].

Training is often a formal process that the trainee spends as a paid vacation and costs, in which he obtains a certificate of attendance for the course that enables him to compete with it in the promotion process or other advantages he obtains without any effect of the training on the trainee. Accordingly, there are training courses that do not represent a real added value for the trainee as much as they are a change from the work atmosphere and environment. Hence, it was necessary to stand on what these many courses have achieved, during the past four years, as the training was in the governorate center, and the other training was in Iraqi Kurdistan, due to the stable security situation, as well as the fact that most of the headquarters of international organizations are in northern Iraq. In addition, an organization that offers research and strategic studies encouraged the researcher and encouraged him to complete this study, regarding the performance of agricultural department institutions, due to the delay in the performance of these institutions, to find out the most important obstacles and proposals for the development of the agricultural sector [7]. The study aims to identify the performance of agricultural employees, after the implementation of training by international organizations operating in the governorate.

2. Material and Methods

Anbar province was chosen for its large geographical area, as it represents about 33% of the total area of Iraq, as well as for being greatly affected by the military operations that accompanied the liberation of the province from the filth of terrorism, in addition to the fact that the province was supported by international organizations that worked in the province during the past years, and provided More training within the province and in the Kurdistan region in northern Iraq. All agricultural departments deployed in the province were selected, from the city of Al-Qaim on the outskirts of the province to the city of Karma, adjacent to the capital, Baghdad. A special questionnaire was prepared to achieve the objectives of the study, and after completing the preparation of the questionnaire, it was presented to specialists in psychology at the University of Anbar to verify its apparent validity, and then the necessary modifications were made to it and some unimportant paragraphs were deleted. And then checking the validity of the internal content of the questionnaire by presenting it to specialists in the field of agricultural extension, at the University of Baghdad-College of Agriculture, and Tikrit University-College of Agriculture, and the proposals were taken after the final evaluation of the questionnaire, and then a (pre-test) was conducted with a number of 20 Employees were excluded from data collection when conducting the study [8].

The questionnaire included axes represented by the first axis, which represents the personal characteristics

of employees such as age, gender, educational level, number of years of service, number of training courses inside and outside the governorate, in addition to the current work location and finally the current field of work in the main branches of agriculture. The second axis included the most important sources of agricultural information in three grades (high, medium, and low grade), and the third axis is the attitude towards training and also in three grades (agree, neutral, disagree), and the axis of agricultural problems and obstacles and the degree of their importance, in addition to the most important proposals for the development of the agricultural sector, Then the last axis, which is the degree of job performance, was used in five degrees of measurement (strongly agree, agree, neutral, disagree, strongly disagree), and then study the relationship between the aforementioned independent variables and the dependent variable of this study, which is job performance. Data were collected and analyzed with the statistical analysis program SPSS [9].

This study was conducted in Anbar Governorate (Iraq), and a population of more than 2 million people [10]. Anbar Governorate is an Iraqi governorate located in western Iraq (Figure 1). It is the largest province in Iraq, as it constitutes the equivalent of a third of the area of Iraq. It includes within its borders the western plateau, whose height in the shortest west of Anbar reaches more than 900 meters above sea level.

As the percentage of 77% was adopted for the extent of its sincerity and achievement of the objectives of the study, and paragraphs that were less than that percentage were canceled. And then the validity of the content was confirmed, which is the clarity of each paragraph of the measurement in terms of its profession and formulation in line with the objectives of the study [4]. Where stability is one of the conditions that should be met in psychological and educational standards and tests. And the stability of the scale indicates freedom from irregular error, and stability means stability, and it means that if the measurement process was repeated several times, it would show some degree of stability, after which several paragraphs were deleted from some fields, based on the expert directives.

The initial test (pre-test) after completing the questionnaire form, and modifying the questionnaire based on the observations of experts, and a random survey was conducted from the studied sample of 30 employees, from the Directorate of Agriculture and they were excluded from the study population, and data were collected for the period from 1/7/2022 until 10/10/2022. The split-half method was adopted to find the stability, by finding the relationship between the paragraphs among them and the even paragraphs of the measures (using the correlation coefficient) and the value of the measured reliability coefficient was (0.87). Data collected with high reliability and validity.

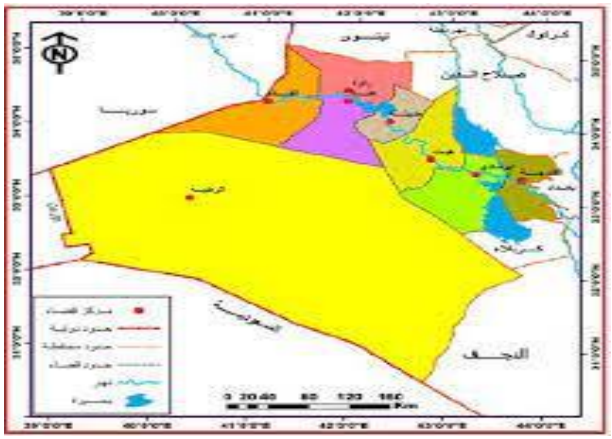

Figure 1. A map of Anbar Province - Iraq

The study included each of the workers in the Agriculture Directorate, the Agricultural People of the Directorate, the Agricultural Guidance Center in Anbar in the province of Anbar, the indicative farms, and agricultural research centers at Anbar University and Fallujah University.

3. Results and Discussion

3.1 1. Personal Characteristics of Agricultural Employees

The results of the study showed that the age of the employees is young and able to work for long years, as the study indicated that more than 70% of them are under 45 years of age, while the results of Table 1 indicate that most of the employees are male, at a rate of 83.9%. In the field of educational level, the results of Table 1 show that more than half of the employees obtained a bachelor's degree, with a total rate of 59.9%, followed by 19% for those with a master's degree, and 10.2% for those with a PhD, and this indicates that the employees obtain scientific certificates and information that improve their work In order to give the correct information and the necessary skill to the beneficiaries in the agricultural sector. In the field of occupational work location, the results showed that the greatest percentage was 40.1% for workers in the Directorate of Agriculture, followed by 19.7% for workers in the agricultural divisions and the extension training center in the governorate headquarters, but it is considered the main headquarters for the employees of the governorate, and it is the central department in the governorate headquarters to which the rest of the departments follow.

In the field of the number of years of work in the agricultural sector, it was found that the highest percentage was 35.8% for the years of work from 10-15 years, and those who have good experience to perform better, while the second came the rate of 27% for the years of work from 1-5 years, and this indicates

the existence of recent appointments for these employees Those who need more experience through training courses to provide them with the required expertise and skills, and in general most of them are holders of higher degrees (Master's and PhD) who were included in the appointment among the holders of higher degrees. Then came the percentages of 27.3%, 5.8% and 4.4% for years of service from 5-10 years, 15-20 years and more than 20 years, respectively shown in Table 1.

Table 1. Personal Characteristics of The Employees

No	Characteristics		N	%	Mean	Std. Deviation	Variance
1.	Age	25- 30 years	18	13.1	3.29	1.367	1.868
		30-35 years	16	11.7			
		35-40 years	45	32.8			
		40-45 years	29	21.2			
		45-50 years	21	15.3			
		50 and above	7	5.1			
2.	Gender	Male	115	83.9	2.04	.8240	.6800
		Female	15	13.9			
3.	Education level	Primary	4	2.9	5.14	1.169	1.366
		Middle school	2	1.5			
		Secondary	5	3.6			
		Institute	3	2.2			
		College	82	59.9			
		Master's	26	19.0			
		PhD	14	10.2			
4.	Workplace	Agricultural division	27	19.7	0.52	1.247	1.555
		Agriculture Directorate	55	40.1			
		Extension center	27	19.7			
		Extension Farm	10	7.3			
		Research center	17	12.4			
5.	Years of work	1-5 years	37	27.0	2.34	1.076	1.159
		5-10 years	36	26.3			
		10-15 years	49	35.8			
		15-20 years	8	5.8			
		More than 20 years	6	4.4			
6.	No of training inside governorate	0 training	8	5.8	1.54	.8850	.783
		1-5 training	69	50.4			
		5-10 training	40	29.2			
		10-15 training	16	11.7			
		15-20 training	2	1.5			
		More than 20 training	1	0.7			
7.	No of training courses outside the governorate	0 training	49	35.8	1.07	1.260	1.588
		1-5 training	58	42.3			
		5-10 training	15	10.9			
		10-15 training	6	4.4			
		15-20 training	4	2.9			
		more than 20 training	1	0.7			
8.	Current field of work	Administrative	39	28.5	3.04	1.744	3.043
		Extension	17	12.4			
		Training	23	16.8			
		Vegetable production	25	18.2			
		Animal production	15	10.9			
		Research center	16	11.7			

In the field of participation in training courses within the governorate, the results showed that 50.4% of them attended training workshops from 1-5 training workshops, while the second came the percentage of 29.2% for those who attended from 5-15 training courses, and the lowest percentage was 0.7% for those who attended more than 20 courses Training, and in general most of the employees have attended training courses, and this is due to the momentum of the international organizations that followed the liberation of the province from the terrorist gangs of ISIS, as they provided a lot of training courses and in various fields of agriculture. The results of Table 1 regarding training outside the province, especially in Kurdistan in northern Iraq, showed that 35.8% of the employees did not have the opportunity to participate in training outside the province, while the highest percentage was 42.3% for the employees who participated in training courses from 1-5 training courses. The percentage of 10.9% for employees who participated in 5-10 training courses, while the percentage was 4.4% for employees who got a training opportunity from 10-15 training courses. This indicates the clear discrepancy in the unfair distribution of opportunities among employees and the failure to include all employees with equal opportunities of training. This also indicates the presence of cronies in the nomination of employees.

In the field of current work, the results showed that the percentages were distributed among all departments of agriculture, where the largest percentage appeared for administrative work at a rate of 28.5%, while the second rate was 18.2% for workers in the vegetable field, and then came a percentage of 16.8% for workers in the training field. 12.4% for workers in the extension field, 11.7% for workers in research centers, and finally 10.9% for workers in the animal field. It is necessary to focus on equality between the extensions departments in order to distribute expertise in all fields and thus provide better services and performance.

The personal characteristics of the employees have an effective impact on the performance of the employees, where the effect of age or level of education and years of service, in addition to the number of training courses as well as the field of work, all have an effective impact on the performance of the employees and they are of course exponential, the higher the level of education, this It leads to better scientific information and skills, in addition to that, whenever the employee gets training courses, it will increase the employee's efficiency.

3.2 Sources of Agricultural Information

The results of Table 2 showed that the first source of information was during attendance at the training courses, with an average of 2.54 and a standard deviation of 0.677. The source came through communication with the agricultural and extension departments in the second place, with an average of 2.32 and a standard deviation of 0.707. The source came third (during agricultural microbes) with an average 2.19 and a standard deviation of 0.672, and the last source came through agricultural extension platforms with an average of 1.70 and a standard deviation of 0.723, and this is due to the lack of an approved extension platform and it is currently a modern platform, under development due to lack of expertise and specialists in this field. The results and sequence of sources can be observed according to Table 2 in details.

Table 2. Sources of Agricultural Information

No	Information	High degree	Moderately	Weak degree	Mean	Std. Deviation	Rank
1.	Through an electronic guidance platform	21	53	62	1.70	.723	13
2.	Through social networking	37	70	29	2.06	.697	6
3.	During agricultural crops	46	70	20	2.19	.672	3
4.	Through agricultural training courses	87	35	3145	2.54	.677	1
5.	Through communication with the agricultural and extension departments	62	55	19	2.32	.707	2
6.	Through agricultural research centers	45	52	39	2.04	.788	7
7.	Through the Colleges of Agriculture	31	49	56	1.82	.781	12
8.	Through radio and television channels	25	65	46	1.85	.708	11
9.	Through the guidance brochures for each crop	37	58	41	1.95	.775	10
10.	Through peasant associations	46	51	46	1.95	.792	9
11.	Through the experience of an agricultural friend	58	63	15	2.32	.663	3
12.	Through agricultural websites on the Internet	47	55	34	2.10	.669	5
13.	Through agricultural books or the results of agricultural research	35	61	40	1.96	.744	7

The job performance appraisal system is an important and vital process for any administrative body, as through it it is possible to retain efficient employees and help average qualified employees to progress and develop and thus develop administrative work, and help in the decision-making process that pertains to employees in the administrative apparatus. This study attempted to shed light on the impact of sources in evaluating job performance, and its impact on the return of administrative work, because of its large administrative apparatus that is consistent and consistent with its various activities and is considered relatively stable. Therefore, information sources are considered to have a vital impact on the performance of employees. Reliable and advanced scientific sources will give the employee high performance efficiency, but unscientific and unreliable information will lead to poor performance and thus will cause lack of credibility towards these agricultural institutions. Therefore, it is necessary to rely on reliable sources, as well as agricultural platforms that follow research centers and educate them to follow up on the latest agricultural information, with the development of advertising platforms that educate the sale of agricultural products and suspicious sites not to deal with them, and educate employees and farmers to stay away from those platforms and sites that do not credibility [4].

3.3 Orientation Towards of Training

Model: Patrick Kirk, the American expert "Kirk Patrick" has developed four levels for evaluating training programs, and this growth has become the most used model in the process of evaluating training, and these four levels are in succession, as it must move from one level to another of the models in a regular manner; Because the results of each level affect the next level, and at each level the evaluation becomes more difficult and more expensive, and requires more skill in the evaluation process. The first level:

"measuring the amount of reaction", The second level: "measuring the acquired skills" (learning level). The third level: "measuring the amount of change in work performance behaviors. The fourth level: "measuring the results and impact of the training program" [11].

Developing training plans according to the study of reality and the training needs of institutions and individuals. Training the goal of the trainee is to obtain the required skills and information, to develop the required performance and to provide the necessary service to clients in the agricultural sector. Since the vocational preparation of agricultural employees in order to provide the required service to farmers requires providing them with a set of knowledge, values and skills that contribute to building a professional personality, Since the training content is one of the important factors in the professional preparation process. For the employee, it was necessary to emphasize the need to adapt technology to develop training field in providing service to the agricultural sector, by relying on modern training, which is electronic training as a complementary method to traditional training methods.

E-training is one of the training methods that rely on technological innovations in developing the human resource, and with a historical view, we find that it has begun to rely on the personal computer and the Internet for learning purposes. And training since the mid-nineties of the last century, Norsida and others has been monitored [12]. The results of Table 3 showed that the trend towards training was high above the mean, and the highest percentage was with an average of 2.71 and a standard deviation of 0.52 for employees who indicated that they used the training results for returning to their uncles, and this is a good incentive to provide more training. And then it was also solved with the same average (I think that training is important to keep pace with contemporary changes in the agricultural sector) and a standard deviation of 0.51, and this is important for the employee to know the latest agricultural innovations shown in Table 3.

Table 3. Distribution of Respondents According to Their Attitudes Towards Training

No	Towards training		Not agree	Neutral	Agree	Mean	S.D	Rank
1.	Reaction	Training corresponds to the department's needs	22	39	75	2.12	.78	14
2.		Is the training topic appropriate and you are convinced of the training method?	24	70	42	2.39	.75	9
3.		Training content is always up-to-date and static	34	51	51	2.13	.68	13
4.		The trainers are experienced and competent	21	63	52	2.23	.69	12
5.		Training is according to the training needs of our department	10	62	64	2.40	.62	7
6.	Learning	Did you take advantage of your performance in the circuit?	13	42	81	2.50	.77	6
7.		It is equal to those who trained or those who did not train	30	39	67	2.27	.80	10
8.		There is an evaluation at the end of each training	23	58	55	2.24	.72	11
9.		The selection of the employee for training is not based on training needs	16	51	69	2.39	.69	8
10.	Behavior	It is preferable to choose trainers in the light of experience and ability to train	9	38	89	2.59	.61	5
11.		Use your training results when you return to our departments	5	29	102	2.71	.52	1
12.		I believe that training is important to keep pace with contemporary changes in the agricultural sector	4	32	100	2.71	.51	2
13.		The length of the training period leads to an increase in utilization and achievement	5	41	90	2.63	.55	4
14.	Results	It is preferable for the individual to apply what he has been trained in his work	5	26	105	2.65	.57	3
15.		I can train my colleagues who did not attend the training with high efficiency	7	33	96	1.62	.48	16
16.		The training gave its results by providing better performance to clients	21	60	55	1.70	.72	15

Then came the phrase (it is preferred that the individual apply what he has been trained in his work), with an average of 2.65 and a standard deviation of 0.57, and then came the paragraph (the length of the training period leads to an increase in utilization and achievement) with an average of 2.63 and a standard deviation of 0.55, and this indicates that the length of the training period will gain The trainee has more experience and skill in the field of currency. While it came in the last place (training gave its results by providing better performance to clients) with an average of 1.70 and a standard deviation of 0.72. In general, there were high trends towards training, and all employees wanted to participate in training, especially the training evaluated by international organizations working in the field of the agricultural sector.

A steady increase in reliance on the Internet as a medium Supporting and complementing the learning and training processes in various educational fields. There is a positive effect of identifying training needs on the performance of workers in the Directorate of Agriculture in Anbar Governorate. Thus, training based on identifying the needs of workers leads to an increase

in the performance of workers. The study showed the effect of the training period on the performance of the workers in the Directorate of Agriculture and its affiliated departments in a positive way. By interviewing some of the trained workers in agriculture, it was found that the duration and timing of the training was not appropriate in most cases [6]. There are training courses that start after the end of the agricultural season and the trainees go to them in order to achieve the desired benefit due to the end of the agricultural season and thus not applying what the trainees learned in the field of agriculture to clients [13].

In addition, developing a training charter for training institutions and trainers aimed at finding an influential trainer. Also, finding effective partnerships with vocational training centers to adopt specialized training programmes. There is another trend, which is the psychological and behavioral trend in vocational training. This trend is represented in the concern through the actions and behaviors of the employee in the workplace in his department or the institution, so that vocational training develops and develops the employee's behavior so that it is based on professional ethics and values towards work and the professional institution and towards Professional relations, development and development of behaviors for the employee to deal with professional problems during work, and to confront professional crises effectively and reduce them [7].

3.4 Job Performance

Seeking help from those with experience and high scientific competence in designing training programs. Absence of using scientific criteria to evaluate training results or any of the internationally known models in this field, such as Patrick's model, for example. Remaining as the degree of learning, and the amount of change in the behavior of work performance, due to the restriction by administrative work laws, and the impact of the training program and others, and this was found by the researcher through interviewing administrators in the human resources department in the agricultural departments and most of the workers who underwent training courses in Kurdistan [4]. In the field of job performance, a criterion of five degrees and sixteen various questions was used to evaluate the performance of employees, as the results showed that the highest performance was in the decision-making paragraph with a total average of 3.93 and a standard deviation of 1.05, which represents an important matter in the direction of agricultural work, as the employee follows instructions and fixed systems that cannot be Bypassing it, and most of the employees believed about making the decision regarding dealing with farmers, by giving accurate scientific information, as well as to solve a problem related to agricultural work.

The paragraph came second (make more effort and time to work), with an average score of 3.92 and a standard deviation of 1.07, as this represents the employee's motivation towards work, high performance, and dedication to his work. While the third paragraph came third (the desire to learn and develop) with an average rate of 3.90 and a standard deviation of 1.09, and this is consistent with the previous axis in the trend towards training and learning, where the desire of employees for more experiences, because most of the employees have been appointed recently, so they need more Training to acquire the necessary skill and experience shown in Table 4.

Table 4. Distribution of respondents according to the degree of job performance

Performance	Score					Mean	S.D	Rank
	1	2	3	4	5			
Productivity	3	19	34	38	42	3.35	1.06	14
Commitment to working times and hours	2	21	45	39	29	3.23	.95	15
Knowledge of job requirements	3	18	38	47	30	3.41	1.12	13
Work under pressure	4	15	27	41	49	3.69	1.01	8
The ability to communicate	5	21	28	42	40	3.81	1.05	5
Setup and follow up	0	15	42	41	38	3.60	1.15	9
New ideas and concepts	10	16	38	43	29	3.90	1.01	4
solving equations	2	17	25	41	51	3.49	1.11	11
Decision making	3	12	30	39	52	3.93	1.05	**1**
Relations with employees	4	15	46	44	27	3.75	.900	7
Effectiveness in work teams	1	10	41	54	30	3.14	1.17	16
Employ previous experience in the field of work	2	15	23	47	49	3.55	1.02	10
Make extra efforts and time to work	5	23	38	41	29	3.92	1.07	2
Desire to learn and develop	4	6	35	46	45	3.90	1.09	3
The ability to adapt to the work environment	9	11	41	39	36	3.48	1.16	12
The ability to add to the job	2	16	30	46	42	3.75	.98	6

The next paragraph was (effectiveness in work teams), with an average rate of 3.14 and a standard deviation of 1.17, as it indicates a weakness in working in research or extension teams, etc., because the employee works in the administrative work system at the headquarters of his department most of the time. The impact of job performance on the instructions and regulations of higher managements, and this determines the employee

from providing better performance than it is now, because the duties of each employee are defined within the framework of the divisions of the department that where the employee works [8], [14]. Therefore, it is necessary to overcome obstacles towards employees, through flexibility in administrative work laws, and setting fixed goals to develop the performance of institutions, in addition to that, it is necessary to conduct an annual assessment for each employee and activate the job performance quality system, and put in place specialists for performance evaluation who hold higher degrees who possess competence and integrity [15].

3.5 Problems and Obstacles

The results of Table 5 regarding the problems and obstacles in the agricultural work showed that the first percentage of the problems and obstacles in the agricultural sector is within the paragraph (the lack of modern irrigation methods and their wide support by the central government). One of the state institutions is to provide the necessary support to provide modern irrigation techniques to ration the use of water, in light of its scarcity year after year, as we notice the reluctance of farmers and the inability to cultivate their lands in light of the great water shortage. Secondly, the paragraph was replaced (relying on departments that do not have a future vision and a program to develop the agricultural reality), as the researcher, during the data collection process, met with all the directors of agricultural divisions and departments, and when asked about the period of their management of the department, it was found that most of them had more than five years in the management of the department or the department in which one of them works for more than 15 years has passed as the director of that agricultural division, and this is due to the administrative and financial corruption that is widespread in Iraq at present, in light of the interference of politicians in supporting this or that director, and thus he stayed for a long time in his administration and he is reassured of that, so find does not have Any future vision for its administration or for the agricultural sector in general.

The results of Table 5 showed that the third constraint in the agricultural sector in Anbar Governorate is (lack of annual agricultural plans that meet market needs and eliminate the negatives of previous seasons). Population, global market developments, or local demand. These plans have been prepared for years and are subject to increase and decrease according to the directives of the Iraqi Ministry of Agriculture. This is also due to the intervention of regional countries and Iraq's neighbors to supply and sell their products to the Iraqi market. There are many important obstacles in this field, such as (not distributing seeds with high productivity that keep pace with developments in the global production rate, and most of those distributed are poor), as this affects the economic situation of the farmer and thus the farmers' reluctance to cultivate their lands due to the lack of productivity compared to the hidden seeds, which have Productivity up to more than double the production of local seeds [16] shown in Table 5.

Table 5. Represents The Most Important Problems And Obstacles In Agricultural Work

No	Problems and Obstacles	Rank
1.	The lack of intention of the higher authorities to develop the agricultural reality	7
2.	Lack of belief in organizing the resources of the agricultural sector to contribute to achieving food security	10
3.	There is an intention for the agricultural sector to be affiliated with regional countries to achieve gains for those government agencies	9
4.	Lack of annual agricultural plans that meet market needs and eliminate the negatives of previous seasons	3
5.	Non-proliferation of modern irrigation methods and their wide support by the central government	1
6.	Not providing suitable fertilizers according to the soil needs of each region	14
7.	Not distributing high-yielding seeds keeping pace with developments in the global production rate, and most of those distributed are poor	8
8.	Non-involvement of agricultural associations in developing strategic plans	2
9.	The lack of complementary factories for agricultural products at the time of peak yield	11
10.	Relying on administrations that do not have a future vision and a program to develop agricultural reality	13
11.	The absence of milk collection laboratories in the governorate and laboratories with production cards that meet the needs of the governorate and the rest of the governorates and the capital	6
12.	Increasing the import of agricultural products and not relying on the local product, and thus the farmers' reluctance	12
13.	Weak government support in exchange for modern technologies in agriculture	4
14.	Lack of water and the phenomenon of desertification and drought	5
15.	Some politicians intervened in agricultural work	15

The same applies to the paragraph (the absence of complementary factories for agricultural products at the time of peak yield), where we note that there is a lot of cultivation through videos spread that they throw, for example, the tomato crop because the production does not meet the cost of production, in addition to the price of transporting it to the market does not meet the selling price, and this production is at the peak time of tomatoes or sophistication, and there must be packaging factories for these products at the time of their high availability in the local market [17].

While the paragraph (the interference of some politicians in agricultural work) came last, and this corresponds to what was referred to in the intervention of politicians in agricultural work by assigning them corrupt administrations that do not have any future

vision or ambition to develop the agricultural sector, because they have been reassured that they are backed by politicians who have indomitable power In Iraq because of the rampant financial and administrative corruption.

3.6 Proposals for the development of agricultural reality

Regarding the proposals for the development of the agricultural sector, the results of Table 6 showed that the first proposal was (developing future plans to contribute to achieving food security), where we noticed in the problems that the plans do not meet the aspirations of the agricultural sector and farmers in particular, and because the plans are prepared year after year and are prepared for years and do not meet Developments in the local market and population increase, in addition to the large shortage of foodstuffs and dependence on importers to fill the shortage in the local market shown in Table 6.

Table 6. Represents the most important proposals for the development of agricultural reality

No	Proposals	Rank
1.	Develop future plans to contribute to achieving food security	**1**
2.	Encouraging farmers to use modern technologies in agriculture and providing them with support	**5**
3.	The use of seeds with high productivity and internationally approved and suitable for the climate of the country	**6**
4.	Developing the marketing system and paying farmers' dues without delay	**10**
5.	Providing modern irrigation methods to reduce the effects of water shortage	**13**
6.	Holding the corrupt accountable and changing departments periodically, not exceeding three or four years, for all sub- and main departments	**12**
7.	The need for cooperation between the relevant departments to develop the agricultural reality	**14**
8.	Involving farmers and the union of associations in setting appropriate plans for the development of agriculture and production	**9**
9.	Opening the way for agricultural investment to achieve self-sufficiency and fill the shortage of products	**8**
10.	Relying on the results of recent research and disseminating them among farmers for adoption	**4**
11.	Taking care of livestock and providing subsidized fodder for them	**7**
12.	Monitoring investment projects and reducing red tape in granting investment licenses and facilitating them	**11**
13.	Establishing a control system on import without prejudice to the local product	**2**
14.	Intensifying internal and external courses on modern innovations in agriculture	**3**

Then came the next paragraph (establishing a control system on import without prejudice to the local product), and this goes along with the first paragraph in the absence of a control system keeping pace with market developments because the ministry's policy is in line with the policy of neighboring countries to sell their products at the expense of the local market, and the absence of a product protection system.

The point out here that a system must be put in place that guarantees the rights of the local product and preserves it without prejudice or exposure to loss. While the following paragraph came in third place for the proposals for the development of the agricultural sector (intensification of internal and external courses on modern innovations in agriculture), as the development of the efficiency and performance of employees must provide them with technical and scientific expertise and skills, by putting them in training courses that meet the needs of lack of agricultural skills or knowledge and information , to keep pace with agricultural developments in all fields [18]. It also coincides with the results of the current study in the field of attitude towards training. While finally came the paragraph (the need for cooperation between the relevant departments to develop the agricultural reality), as cooperation between all departments and institutions, whether research and agricultural and the irrigation department together, in order to guide together to develop the agricultural sector, as the department cannot work alone without the support of the other department, and taking into account the results Research from research centers and convey the most important problems and obstacles to find appropriate scientific and technical solutions to them [5]. There are important paragraphs that are consistent with the results of this study, as well as with the previous axis regarding water shortage, and the need to rely on modern irrigation technologies and provide appropriate support for them, to avoid severe water shortages and reduce its effects.

3.7 The relationship between the independent variables and the dependent variable in the study

Studying the effect of the independent factors represented by this study (age, gender, educational level, place of work, number of years of service in the agricultural sector, the current field of work, the number of training courses inside and outside the governorate, in addition to the sources of information and the attitude towards training), with the dependent change in this study It is job performance. Where the results of Table 7 showed that there is a positive significant relationship between the above variables and job performance at a significant degree of 0.05 and a significant of 001, and this calls for rejecting the research hypothesis and accepting the null hypothesis, which indicated that there is a relationship between these variables and the dependent variable job performance.

As age has an impact on job performance by providing them with the necessary experience and thus better efficiency and performance. In addition to that, the

educational level variable, where the more the employee obtains higher education, the more his information increases, and accordingly, his efficiency and ability to perform better increase, as is the case in the field of years of service or the number of training courses that Effectively contribute to the development of employee performance in reverse, as increasing training courses leads to increasing employee skills and experience in their field of work, and thus better performance, and this is consistent with the studies of both [4], [8], [19] shown in Table 7.

Table 7. Relationship between the Independent Variables, (Personal Characteristics Information Sources, Job Satisfaction) and Job Performance

No	Independent variables	Pearson Correlation			
		Mean	Std. Deviation	Correlation Coefficient	Sig
1.	Age	3.29	1.36	0.076	0.001
2.	Education level	5.14	1.16	-0.68**	0.002
3.	Gender	2.04	0.82	0.014*	0.000
4.	Workplace	2.52	1.24	0.070	0.001
5.	Years of work	2.34	1.07	0.51**	0.000
6.	Current field of work	3.04	1.74	-0.326**	0.000
7.	The number of training courses within the province	1.54	0.88	0.203**	0.000
8.	The number of training courses outside the province	1.07	1.26	0.292**	0.025
9.	Information sources	1.70	0.72	0.35**	0.000
10.	Orientation towards training:	2.06	0.69	0.256**	0.000

Significant at level 0.05*. Significant at level 0.01**.

This indicates the importance of all personal variables and their effective impact on the performance of employees, and as we have previously indicated the importance of age in a direct way with its effect on performance, as well as the educational level, and the rest of the variables in addition to the gender variable, as it was found that the vast majority of men, and this is due to the ease of men's work in the sector Agricultural, and the difficulty of this for women, as it was noticed their reluctance to be appointed in the agricultural sector, and most of the women work in administrative work far from dealing with farmers [20]. Correlation coefficient, and this indicates a strong correlation between the "independent variable" and this training and the "dependent variable" which is the performance of the workers. As for the coefficient of determination, it reached R Square was 0.543 and Adjusted R Square .543, as well as the modified coefficient of determination shown in Table 8.

Table 8. values of the correlation coefficient, the coefficient of determination, and the modified coefficient of determination between the training axis and the employee performance axis

Model	R	R Square	Adjusted R Square	Std. .Error of the Estimate
1	.734*	.543	.535	.4053

3.7.1 Predictors: (Constant), Training

From the table 8 the R.734* From the previous table, we find that the value of the That is, the independent variable explains 5.54% of the behavior of the dependent variable, and thus the independent variable affects the behavior of the dependent variable. The dependent variable, and we note from the regression analysis of variance table (ANOVA) that the value of the F test for regression analysis of variance(320.87) at a number of degrees of freedom (72) and the significance value of the test F (87.32, 000. Sig) is less than the level of significance [12]. This indicates the importance of using this model (Patrick Kirk) in evaluating training steps to obtain valuable results in training employees, and thus better performance for those institutions.

The effect of the independent variable on the dependent variable, and this leads us to the statistical result ($\alpha = 0.05$) i.e. there is a significant effect the following: There is an effect of employee training on the performance of employees at the in agricultural enterprises, thus rejecting the main hypothesis, as shown in the following Table 9.

Table 9. Results of the regression variance analysis of the impact of the training axis on the workers' performance axis

	Model	Sum of Squares	Df	Mean Square	F	Sig
1	Regression	13.321	1	13.323		
	Residual	11.632	71	.154	87.32	.000*
	Total	25.167	72			

4. Conclusions

The lack of a clear and practical training strategy and training plan despite the interest of both the senior management and those working in agriculture, and a large part of that is due to the lack of sufficient experience among those in charge of training, and part of it is due to the low allocated training budget, and this is what the researcher found from an interview Director of the Human Resources Department in the Directorate of Agriculture. The study recommended the need to develop a training plan that takes into account the practical and scientific steps applied in organizations, according to the skill required for training, and depends on identifying training needs, choosing appropriate training times, and paying attention to the content of training to avoid spending

money and making efforts without achieving the desired benefit. Scientific standards and models used globally to evaluate the results of training by the organizations implementing the training, as well as identifying the level of the trainees before the start of the training process by conducting tests for them before training, measuring the return from it, and assessing their current level, to facilitate measuring the improvement of their performance after training. The researcher did not have the opportunity to measure performance before training, and it is preferable to measure performance before training and after training, in order to identify the difference obtained in training. In addition, performance was not measured for extension farms far from district centers, which provide extension services to farmers, and that performance must be measured by knowing the farmers' opinions about this circles.

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