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Impact of modern training strategies on changing traditional training pattern: IT moderately variable; exploratory study of a sample of trainers, trainees and staff at the Centre for Continuing Education at Basra University

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Abstract: The research aims to clarify the importance of modern training using information technology versus the current traditional training approved by our Iraqi organizations and institutions from the point of view of trainees, as many training institutions adopt modern approaches to training employees using information technology and its tools, including the Center for continuing education at the University of Basra. Who developed modern strategies in the field of training for employees and leadership levels from the lowest to the highest. It is a very important issue to adapt to modern technological changes that have a big role in gaining skills, qualifications and competence for the current and new job. Modern training strategies are important in our Iraqi organizations in order to survive, grow, continue working and achieve goals. In order to determine the level of training and its impact on employees, the Continuing Education Center at the University of Basra, Bab Al-Zubair colleges complex was chosen as an applied research model, being one of the advanced centers in the southern region covering state employees in the southern region with training. the research sample amounted to (110) distributed among employees responsible for the training process (10), (50) trainers and (50) trainees, to be opinions from all levels in the training process, the following statistical methods were used, (arithmetic mean, standard deviation and hypothesis proof). To reach the following conclusions, the center is working on changing the traditional pattern to a modern one, and currently work is underway on the use of technical programs in training courses, and from the recommendations of researchers to the need to increase searches for modern training programs, and work to provide classrooms with modern equipment to meet the accepted and desirable training requirements today and identify training needs based on market opportunities.

Keywords: training strategy, modern training, traditional training, Human Resources, Information Technology.