

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

قال تعالى:

(اقْرَأْ بِاسْمِ رَبِّكَ الَّذِي خَلَقَ الْإِنسَانَ مِنْ عَلَقٍ اقْرَأْ
وَرَبُّكَ الْأَكْرَمُ الَّذِي عَلَّمَ بِالْقَلَمِ ۗ إِنَّسَانَ مَالَمْ يَعْلَمْ).

صدق الله العظيم

"سورة العلق الآية (1-5)"

DEDICATIONS

To ALL MY Family

To My Husband

To MY Consults & Supervisor

To MY Friends & Collage

To everyone who helps me

Samah

ACKNOWLEDGMENT

*I want to thank everyone who assisted
Me in executing this assignment and who
Stand beside me from the beginning
Of the work to the end.
I present special thank for SASU staff*

Samah

Abstract

This research presents a study of the current situation in the Sudanese institutions and aim to ensure the Career planning and its impact on identity training needs, and that by assessment management system in Sasu Company as case study, considering that human resources management comprises a set of key functions directed to facilitate career planning that work on the link between the goals of individuals and the organization to achieve the aspects of the human resources management and included in the strategic plan of the institution. According to that we can identify the specific objectives of this research to identify the challenges that hinders the process of career planning, to highlight the importance of career planning and its impact on identifying training needs, to highlight the importance of career planning in the alignment between the goals of the institution and individuals.

To achieve the objectives of the study the questionnaire designed to conduct a field study in order to test hypotheses and to answer questions on the study was the use of statistical analysis software SPSS was used to analyze the data.

The study has reached a set of results:-

- Most institutions in Sudan they haven't career path.
- Lack of a career path to identifying training needs.
- There is no clear methodology in compatibility between the goals of the institution and individuals.

المستخلص

يقدم هذا البحث دراسة عن الوضع الراهن في المؤسسات السودانية, وتهدف إلى ضمان تخطيط المسار الوظيفي وأثره على تحديد الاحتياجات التدريبية، وذلك من خلال تقييم نظام الإدارة في شركة ساسيو كدراسة حالة، باعتبار أن إدارة الموارد البشرية تشمل مجموعة من الوظائف الرئيسية الموجهة لتسهيل تخطيط المسار الوظيفي التي تعمل على التوافق بين أهداف الأفراد واهداف المنظمة لتحقيق جوانب إدارة الموارد البشرية وتضمينها في الخطة الاستراتيجية للمؤسسة.

وفقا لذلك يمكننا أن نحدد الأهداف المحددة لهذا البحث, التعرف على التحديات التي تعيق عملية تخطيط المسار الوظيفي، لتسليط الضوء على أهمية التخطيط الوظيفي وأثره على تحديد الاحتياجات التدريبية، و أهمية تخطيط المسار الوظيفي في التوافق بين أهداف الأفراد و أهداف المنظمة.

لتحقيق أهداف الدراسة تم تصميم استبيان يهدف إلى إجراء دراسة ميدانية من أجل اختبار الفرضيات وللإجابة على أسئلة في الدراسة, وتم استخدام برامج التحليل الإحصائي SPSS لتحليل البيانات.

قد توصلت الدراسة إلى مجموعة من النتائج:-

- معظم المؤسسات السودانية ليس لديهم مسار الوظيفي.
- لا يوجد مسار وظيفي واضح لتحديد الاحتياجات التدريبية.
- ليس هناك منهجية واضحة للتوافق بين أهداف المؤسسة والأفراد.

TAPLE OF CONTENT

<i>SECTION</i>	<i>CONTENT</i>	<i>PAGE NO</i>
	الآية	I
	Dedication	II
	Acknowledgment	III
	Abstract (English)	IV
	Abstract (Arabic)	V
	Table of contents	VI
	List of figures	IX
	List of tables	XII
	List of abbreviations	XIII
CHAPTER ONE		
INTRODUCTION		
1.1	INTRODUCTION	1
1.1.1	Background	1
1.1.2	Research problem	3
1.1.3	The importance of the topic	3
1.1.4	Research hypothesis	4

CHAPTER TWO
LITERATURE REVIEW

1.2	Literature review	5
1.2.1	Previous research	5
1.2.3	Definition	8
1.2.3.1	Management	8
1.2.3.2	Human Resource	8
1.2.3.3	Career	8
1.2.3.4	Planning	9
1.2.3.5	Career planning	9
1.2.3.6	Career planning within organizations	10
1.2.3.7	Advantages of career planning	10
1.2.3.8	Challenges in introducing effective career planning structure	11
1.2.3.9	Elements of well-structured integrated career planning system	11
1.2.4	EFQM Excellence model	12
1.2.5	Training	15

1.2.5.1	Important of training	15
1.2.5.2	Systematic approach to training	15
1.2.5.3	Training needs	16
1.2.5.4	Dynamic training model	16
1.2.5.5	Definitions	17
1.2.5.6.A	Methods of determining training needs	17
1.2.5.6.B	Additional methods	17
1.2.5.7	Identify training need Process	18
1.2.5.8	Training analysis as a process often covers	18
1.2.5.9	Training analysis process	18
1.3	Objectives	21
1.3.1	General objective	21
1.3.2	Specific objectives	21
CHAPTER TWO		
MATERIALS AND METHODS		
2.1	Materials	22

2.1.1	Study design	22
2.1.2	Study area	22
2.1.2	About case study	22
2.1.2.2	Vision	23
2.1.2.3	Mission	23
2.1.2.4	Quality policy	23
2.1.2.5	Performance evaluation in SASU Company:	24
2.1.2.6	2.1.2.6 Identify training needs in SASU Company	24
2.1.3	Study population	26
2.1.4	Sampling	26
2.1.5	Inclusion criteria	26
2.1.6	Exclusion criteria	26
2.1.7	Ethical consideration	26
2.1.8	Data collection	27
2.1.9	Data analysis	27
2.2	Method	27
2.3	Reliability test	27

2.4	Reliability coefficients	27
CHAPTER THREE		
ANALYSIS		
3.1	Frequencies tests	28
3.2	Chi square test (Test of hypothesis)	53
3.2.1	The first hypothesis	53
3.2.2	The second hypothesis	54
3.2.3	The third hypothesis	55
CHAPTER FOUR		
DESCUSSION, CONCLUSION AND RECOMONDATION		
4.1	Discussion	56
4.2	Conclusion	57
4.3	Recommendations	58
References		60
Appendix		61

List of Table

Table	Page
Sex	25
Sector	26
Experience	27
Q1: Is there clear training activates in your organization?	28
Q2: Is training activates match with organization planning & objective?	28
Crosstabs between Q1 & Q2	29
Is the organization undertakes its activities through a clear vision?	30
Is the organization going towards its goals always through a specific career path?	31
Career path of the institution are not seek just to achieve profitability targets, but only to multiple targets and comprehensive development?	32
The organization is committed to career path planned in all administrative operations?	33
The organization seeks to continuously improve and develop career path to cope with external changes?	34
The organization continuously trained workers through various training activities?	35
Training activities are aligned with the direction of the organization toward its goals?	36
The Organization committed to identifying appropriate training needs?	37
The career path of the organization is interested to identifying training needs effective methodology?	38
There are competent views within the organization they specify the appropriate training needs?	39

The organization seeks to continuously improve performance through continuous development of training curricula, even aligned with the evolution of the external environment?	40
Career path within the organization supports the development of human resource through which to identify deficiencies in the resource and find solutions and methods for the development of these aspects?	41
Provide the training needs of the organization's priorities in her career?	42
There is a clear methodology for the organization with regard to training and needs?	43
The Organization shall ensure the availability of all the financial and technical resources to support organization development?	44
Organization planning to achieve clear and specific objectives includes all goals short and long term?	45
Culture of the organization is seeking to continually compatibility with employee goals?	46
Planning within the organization cares about achieving the goals and objectives of the organization working at the same time?	47
The planning care within the organization to develop methods that leads to achieving the general objectives and compatibility with employees?	48
The organization planning always seeks to remove the obstacles between the goals and objectives of the organization and its employees to create an environment of compatibility between these goals?	49
Most institutions in Sudan they haven't career path.	50
Some institutions suffer to identify training needs and clear methodology; this is due to the lack of a career path, if we have effective career path they identify training needs for any institution.	51

Importance of career planning in the alignment between the goals of the institution and individuals.	52
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Figure	Page
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List of Figure

EFQM Excellence model	14
The Deming cycle and Kolb's learning cycle	15
Sex	25
Sector	26
Experience	27
Is there clear training activates in your organization?	28
Is training activates match with organization planning & objective?	29
Is the organization undertakes its activities through a clear vision?	30
Is the organization going towards its goals always through a specific career path?	31
Career path of the institution are not seek just to achieve profitability targets, but only to multiple targets and comprehensive development?	32
The organization is committed to career path planned in all administrative operations?	33
The organization seeks to continuously improve and develop career path to cope with external changes?	34
The organization continuously trained workers through various training activities?	35
Training activities are aligned with the direction of the organization toward its goals?	36
The Organization committed to identifying appropriate training needs?	37
The career path of the organization is interested to identifying training needs effective methodology?	38
There are competent views within the organization they specify the appropriate training needs?	39
The organization seeks to continuously improve performance through continuous development of training curricula, even aligned with the evolution of	40

the external environment?	
Career path within the organization supports the development of human resource through which to identify deficiencies in the resource and find solutions and methods for the development of these aspects?	41
Provide the training needs of the organization's priorities in her career?	42
There is a clear methodology for the organization with regard to training and needs?	43
The Organization shall ensure the availability of all the financial and technical resources to support organization development?	44
Organization planning to achieve clear and specific objectives includes all goals short and long term?	45
Culture of the organization is seeking to continually compatibility with employee goals?	46
Planning within the organization cares about achieving the goals and objectives of the organization working at the same time?	47
The planning care within the organization to develop methods that leads to achieving the general objectives and compatibility with employees?	48
The organization planning always seeks to remove the obstacles between the goals and objectives of the organization and its employees to create an environment of compatibility between these goals?	49

List of Abbreviations

Abbreviation	Definition	Page no
SASU	SASU Company	2
HR	Human Recourse	8
HRM	Human Recourse Management	10
ISO	International Organization for Standardization	13
EFQM	European Foundation for Quality Management	13
TNA	Training Needs Analysis	18
SHEQ	Safety, Health, Environment and Quality	22
SHSE	SASU, Health, Safety& Environment	23
KPIs	Key Performance Indicators	51