

The Impact of Summer Training in the Development of Human Resources Applied Study for Students of the Faculty of Tourism Sciences

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Abstract

The tourism institutions need more efficient human resources that possess intellectual, mental skills and abilities through summer training for students during the academic stages, which contributes to intensifying communication with the accelerated and evolving environment variables, and developing creative and professional thinking for students, motivating them to pursue and continuous research and social adaptation , the art of dealing , their knowledge and professional empowerment , such as electronic booking systems and the art of providing hotel and tourist services in order to meet the challenges and competition in the tourist work market, The survey identified a group of students in the Faculty of Tourism Sciences / the fourth stage of the Tourism Management and Hotel Management Department. The questionnaire was distributed to 70 students. The statistical analysis of the respondents' outcome through statistical measures such as weighted arithmetic, standard deviations, relative importance and factors analysis.

The research concluded to several results, the most important was the significant impact of summer training on the development efficiency of the students in the Faculty of Tourism Sciences, The most important recommendations were the need to develop programs on a clear training bases for students at the last three stages in summer vacation, and attention to training needs that fit their wishes and requirements of the actual market.

introduction

Summer training for students of the Faculty of Tourism Sciences is one of the foundations of the human development process, on which the governmental and private tourism sector depends, and it is an educational, knowledge and informational method that increases the efficiency and energy of students at work and contributes to developing skills, mental, mental and emotional abilities, and to show the intellectual and creative side in light of the huge developments in technology Knowledge and digital economy to achieve competitive advantage and is an effective weapon that forms the psychological personality and structure of students, and many tools emerged for training through the explosion of knowledge, technology and communications, and linking education outcomes to the labor market Hor new occupations and jobs, electronic and modern systems of labor laws and create a knowledge society capable of employing science, knowledge and technological information systems in the labor market. Theoretical study, whatever its methods and diversity, does not reduce the growing need to train students professionally, technically, technologically and emotionally.

Working to prepare coordinated training programs during the summer vacation and for all academic levels for students of the Faculty of Tourism Sciences contributes to raising efficiency, quality of performance and excellence

As university education and training represents the real tributary of the tourism labor market and hence in comprehensive development.

the theoretical side

The first topic: Concepts of summer training

First: The concept of summer training and its benefits Concept of Summer Training

Summer training for college students (universities) is an investment in human resources, especially in light of the challenges of the knowledge and digital economy and the accelerated growth in communications. And his role in tourism organizations is highlighted by raising students' competence, abilities and skills in the practical, technical, technical and emotional side, and for clarification, therefore, the opinions and ideas of some of the many and varied researchers will be addressed, including what is related to the concept of training as he sees (Mathis & Jackson, 1994: 265). "The learning process that the individual (the student) acquires on the skills and knowledge that help them reach their goals"

As (Bedeian, 1993: 371) defines it as "the process of developing an individual's knowledge of his skills and abilities in order to develop the current and future work of the organization." (Sarhan, 1999: 8) states that it is "a planned and organized process that aims to develop knowledge and information and develop skills and capabilities to improve performance and develop attitudes and ideas for the individual towards the organization and its policy and the direction of work and colleagues and the ability to assume higher leadership positions and take responsibility".

He defines it (Sekiou.et.al, 2001: 336) as "the set of planned processes, means, and techniques through which individuals can improve their knowledge, change their behavior and habits, and optimize the use of their energies, in order to achieve the goals of the organization first and their personal goals secondly, and also aims to make individuals acclimate With their surroundings, and also contributes to make them complete the work in a way that suits both the present and the future together" .

)Zewulf, 1994: 180) believes that "a process of positive amendment with special directions that addresses the behavior of the individual in terms of professional or functional need of the person and the collection of information that is lacking, and the directions suitable for work and will, behavior patterns, appropriate skills, and habits necessary in order to raise the level of efficiency in Management and increase its productivity so that the required conditions for perfecting work and effectiveness are met with speed and economy in the efforts made and in the time spent" .

Training is often used to relate to development, as it ideally focuses on providing students with special skills or helping them learn new ways to do the required work and to correct the skills shortage (Mejia, Balkin & Cardy, 1998: 237.(

It is clear to us from the previous definitions that summer training is broader and more comprehensive in developing the capabilities and competencies of students, rather it is the cultivation of creative values, behaviors, professional, intellectual, technical, and emotional skills they have, positive social interaction, development of creative thinking, and changing attitudes toward modern technologies, programs, and distinguished services in the tourism industry.

The benefits of summer training for the university students are numerous, as it works to provide them with the necessary knowledge and various skills and helps them to find appropriate and specialized job opportunities.

Summer training also brings many benefits, one of the most important (Al-Alaqi, 2014: 351(

-1It helps to enable students to acquire and develop diverse knowledge, science and skills in all areas of the tourism industry.

-2Updating information, data, modern methods of work and new patterns in the tourism industry.

-3Take advantage of modern and online programs such as online reservation and ticketing programs.

-4It helps students self-confidence, self-management and development.

-5It helps students with psychological flexibility and high emotional control.

-6Students help in the art of dealing with tourists and diplomacy.

-7Students were able to adapt positively to various difficult and critical situations.

Second: Of Summer Training Principles

The principles of summer training are achieved through several important principles and principles for each of its stages, as follows:

-1Legitimacy: (LEGITIMACY) Summer training should take place within the laws and regulations of the Ministry of Higher Education and Scientific Research.

-2INCLUSIVENESS: :) Summer training according to educational, educational and professional systems that are more democratic and human and what it adds to the basic human relationships and values within the environment of modern science, knowledge and trends (Wikipedia, 2016(

-3Positive: It is a positive activity that enhances the knowledge process and learn behaviors through competition, cooperation, respect and evaluation of the trainee student's work (Chen, j & Mcnamee.G, 2011: 71) and consolidating the principle of creativity on the student's work and performance of the tourist service.

-4Flexibility: the emotional and mental response, good compatibility and positive response to crises and work pressures (Shaqqura, 2012: 2) It must be an updated system, change and continuous development to keep pace with modernity, and that providing tools and means to satisfy the training needs contributes to the success of the training process (Al-Khatib, 2006: 304.(

-5Harmony: (Harmony), compatibility and complementarity of the training program (Spring), which is concerned with the behavioral, cognitive, mental, psychological and emotional aspects.

-6Continuity (Cotiniuity): Training is a continuous process that works to change the student's personality depths, convictions and attitudes with continuous courses and programs and adapt to ongoing developments and current and future changes (Al-Rabee, 2007: 8.)

-7Positive Interaction: Positive, Interaction): Various social capabilities and skills require a high level of positive interaction in harmony to confront coexistence within difference and variance of tourist groups (Rizk Allah, 2008: 488) and use the senses of communication with sincere desire and affection through understanding, understanding and language of dialogue The guider.

Accordingly, the researcher concludes: The principles of summer training are established by laws, regulations, and programs that are consistent with theoretical approaches and entrench the values of creativity and cooperation and are consistent with the changes and rapid development in the tourism sector.

Third: Tasks of Summer Training

Summer training in its various types is considered one of the basic entry points for developing, developing, qualifying, enabling and motivating students and preparing them to assume responsibility for working in tourism organizations in the future. The importance of summer training is evident as mentioned by (Soyer 1998: 292), (Hani, 1999: 203), (Hussein , 1999: 177), (Spring, 2007: 9:(

-1Arming students with the knowledge, skills, behaviors and attitudes that accompany the variables of technology, communications and digital knowledge.

-2Providing students with many opportunities to work after graduation.

-3Improving performance, given that vocational, technical, technical and emotional training is one of the most important pillars for providing them with skills and raising their capabilities to meet the requirements of the tourist labor market.

-4Raising the morale of students and giving them self-confidence.

- 5Developing renewed creative thinking for students through cultivating the values of love of work, developing rules of conduct, dealing with guests and bosses, concepts of managing feelings and sentimental values.

-6Self-realization, self-control and adapting to developments and technologies, and a revolution in communications in the tourist labor market.

-7Motivate students to promote in the field of work and strive for continuous research and development in the field of his future work.

-8Contributes to the adaptation and adaptation of the work environment and efficiency in performance in the tourism work environment.

-9Mastering the work with the required speed, saving the cost, the efforts made, and the time taken.

-10Contributes to the promotion and modification of the values and attitudes of students to suit the prevailing value system in the tourism organization.

-11Providing new models for job opportunities through training in the use of technology and modern technologies in the tourism services sector.

We conclude from that class training for college students and for all academic levels that provides the student with intellectual, intellectual, cognitive and emotional skills, and contributes to changing the behavior of students and directs them to the tourism business sector with skill, competence, creative ideas and modern techniques of different inclinations and desires in keeping pace with developments in the digital economy and the information and communications revolution in the tourism industry.

Fourth: Types Of Summer Training

The educational institution defines its policy and philosophy in summer training for students, according to scientific specializations, and guides them in various ways, mechanisms, methods, and options, and it is divided into several types as follows:

-1Technical Professional Training:

Vocational training is a process of learning, teaching, empowering, mastering, adapting and skill (Al-Rumaihi, Al-Daifi, 2006: 9), and its comprehensive meaning is preparing students professionally, technically, and technically, and vocational training can be defined as "a group of operations, activities, skills, and abilities that build an important link between the theoretical academic field and the side Practical in tourism organizations, which is an integrative system between students and the college and the destination of training, and specialized vocational training aims to improve the qualifications of students and provide them with specialized expertise and skills "(Romelear, 1993: 174) and confront modern changes in the reality of work.

We can say that vocational training is all necessary professional requirements, whether in the tourism or hotel sector, and is often of a practical, artistic, cognitive and technical nature.

-2Cognitive training:

It is a set of strategies and methods of thinking, learning and enhancing the scientific capabilities of students and providing them with knowledge of modern science,

systems and programs (Al-Rumaihi, Al-Daifi, 2006: 16). And the necessity of dealing with individuals and groups in the tourism sector, therefore, the cognitive training aims to the following- :

- Enabling students to self-orientate with a cognitive ability to distinguish independently from doing work and stimulating thinking skills
- Establish balance in work and with others or work individually, and enhance self-confidence and relationship with colleagues in the work environment and maintain it.
- Explore all options between self-assertion and assimilation with others (Costa and Germstop(
- Being able to use the available sensory information and data.
- The ability to work independently or collaborate as a team.
- Effectiveness with the ability to influence and take responsibility.
- Professionalism, continuous learning and improving work and quality.

-3Social training:

It is a process of learning, interacting and communicating with the cultures, values, customs and traditions of society, and social training is distinguished to achieve the following-

- Aligning with the team and tourist groups and obtaining their appreciation and satisfaction
- Organizing relationships with diverse and different groups to enumerate those who deal with them. (God's sustenance, 2008: 3(
- يجابيPositive personal interaction with different tourism groups and various ideas and affiliations.
- Meet the desires of tourists according to their customs, traditions and tastes.
- Social adaptation to the internal and external work environment of tourism organizations to confront the difference and contrast between tourist groups (Randa, 2008: 4.(
- Providing communication skills, interaction and harmony with different tourist groups.

-4Training on the rules of conduct, protocols, meetings and invitations

One of the most important training requirements in the tourism industry is adherence to and implementation of the rules of highly polite behavior, good art of detail, details

of organizing meetings, conferences, events and celebrations, making official invitations, receptions, organizing banquets, banquets, and buffets.

-5Emotional training

It is the development of mental, emotional, and intellectual abilities, emotional control, control, and self-control (Banner, 2004: 15.(

It contributes to how to manage psychological pressures, have the skill, understand the emotions of others, the ability to adapt and prepare for a sophisticated, renewable and complex life in all aspects (Salovey, Mayer, 1990: 189). Students are in urgent need today "to possess skills and capabilities to adapt to lifestyles, technological development and diversity. Trends and Openness "(Jacobus, 2004: 73-261), and feelings training for college students comes on the job.

During the following:

Calm and calm in dealing with emergency situations.

Patience and persistence in controlling and controlling emotions.

Ability to withstand cash or failure while providing the service.

Create ethical methods and customs for dealing with tourists.

-6Online training and information technology

It is a technical and craft-oriented training using multiple methods of communication, interaction, knowledge intensification and information technology for students (Al-Najjar, 2005: 4) by dealing with the latest methods and programs of the international information network and using electronic reservation systems for all types of transportation, hotels, tourist sites and cities and using databases (Abdel Jalil, 2014: 698 (in the tourism organization and its departments, marketing, promotion, strategic analysis and scenario planning.

Accordingly, we conclude from the above that the different types of training that college students need for the four stages give them the following- :

-1A complete view of the skills and capabilities responding to the requirements of modern technology and scientific and practical programs in the workplace.

-2The necessity of positive personal interaction and coexistence within the difference and variance of groups.

-3Thinking skills, cognitive ability, creativity and innovation.

-4The ability to read other people's feelings, understand emotions, and control feelings.

-5 Training in electronic programs in reservation and marketing and all operational activities in the tourism and hotel sector.

-6 Adherence to the rules of conduct, the art of dealing, inviting meetings, and protocols.

The second topic: human resources development

Human resources are of strategic importance in tourism organizations that carry out the creativity process and the main element in creating opportunities for success and competition in the tourism market. The development of these resources, which is the primary element in creativity and innovation in light of knowledge and information technology, to meet the challenges and large and ongoing competition has become an urgent necessity to work on training And develop and develop the competencies of students in colleges to make the work of the organization successful.

First: the concept of human resource development

According to researchers (Tawfiq, 1996: 40), there are many concepts of researchers 'opinions that it is to help individuals in facing the challenges that technological developments and other types of developments create in the work environment, and aims to help them to adapt to the new requirements of performance levels required to survive and maintain Competitiveness, "he defines (Swanson & Holton, 2001: 54) as" the process aimed at organizing and developing human resources through education, training, and qualification with the aim of improving performance" .

)Ahmed, 2009: 78) believes that "these integrated operations are objectively planned and based on valid information aimed at creating a workforce commensurate with the requirements of the organization to the required conditions, rules and methods of performance and their capabilities".

As for (Al-Haiti, 2003: 22), "the human element is the main driver of all the activities of the organization, especially when it is characterized by the skill and knowledge quality and the capabilities and capabilities that are appropriate to the nature of the activities practiced in the organization." Human resources, teamwork development and team spirit charging" .

One of the basic foundations is to move, refine, maintain, and develop human capabilities and competencies in its scientific, practical, technical, and behavioral aspects, and hence it is an educational method that provides human knowledge, information, or theories of principles, values, or philosophies that increase their energy to work and a training means for scientific methods and advanced technical

methods that give individuals Additional experiences and self-skills hone their mental and physical abilities.

"It is the last behavioral method that reshapes his physical and literary behavior and behavior and his actions by working with his colleagues and subordinates" (Mansour, 1975.(:

Accordingly, we see that human resource development is a description of an integrated, comprehensive, conscious, and principled approach to changing knowledge, skills, and behaviors related to field work through techniques for integrating learning of all kinds in behavior to achieve progress and excellence at the personal and practical level of the organization, and in light of market challenges and a changing and rapid environment

-Providing the opportunity to rise to responsible positions to respond to rapid developments and work to continuously improve and enhance competencies and skills.

Training students to follow the method of creativity and innovation in the art of providing services, especially for guests who are looking for services of distinct value and quality.

Second: Human Resources Development Principles

The human resource development process needs curricula, methods, standards and principles through identifying informal communication channels, which is one of the main pillars of the organization and increases students' closeness and practical harmony, and human interaction leading to improved relations

Social between students and the trained organization in order to increase their efficiency. (Hamza, 2016: 210). The organization seeks to identify the elements of strength and influence of its human resources, both inside and outside the organization, and to value creative creations, innovations and renewal of services and encourage all initiatives for students and the art of principles of student development and training and to define and organize effective roles for them and direct them towards the desired goal of the tourism organization.

One of the ways the organization seeks is to develop future plans, a closer look, to forecast any emergency occurring in the organization's external environment, and to take action to respond to any emergency.

Third: Developing the efficiency of human resources

The researchers see each according to his opinion that there are multiple competencies for students, which represent a competitive advantage that could not be used in the field of training and in the professional and practical life.

-1Professional individual competence

The competencies are related to the formative aspect and the professional role the student plays in a specific framework. (Celile, 2007: 141) believes that "it is the total observed performance and includes the individual knowledge, skills, behaviors, and organizational capabilities associated with each other in order to provide a high-performance service." Professional competence is represented by acceptable practical skills and technical and technical methods, which is a combination of the internal and apparent materials possessed by the individual and is represented in the capabilities, knowledge and social values that appear during the work.

-2Group Proficiency:

It is the outcome of cooperation for individual competencies and includes a set of knowledge that contributes to its formation, including interactions between students during formal work, cooperation and solidarity from the informal framework and includes a set of skills and capabilities in providing service, etiquette, communication and communication that determine the strength of the organization and highlight the most efficient students.

-3Special competence or quality

They are related to a specific field of knowledge, skill, emotional or aesthetic specific to a specific type of task that falls within the framework of a section of the tourism organization. The competence of each department imposes special and specific competence related to the type of work and service (Busafel, 2011: 17(

-4Organizational efficiency

It is a combination of skills and technology possessed by students and varies and varies from one student to another and is evident within the career hierarchy of the tourism organization. (Marcel, 2002: 100) believes that understanding the relationship between the organization and the surrounding environment requires the efficiency of human relations and the technical and administrative competence on the one hand, and on the other hand, the efficiency is planning and management, according to the type of organization, the type of its work, and the extent of its understanding of the existing relationships between them.

Fourth: Conditions for developing human competencies

Human resource development is a social phenomenon linked to changes in the internal and external environment, and students carry multiple competencies that may be sufficient and can only be developed if the necessary conditions are met and specialists define them to four regions within the human being (Busavel, 2011: 8.)

-1Potential Capacity Competencies (Brainstorming)

Motivating students and training them to generate ideas and creativity and address the problems they face while working and providing services and by using the mind to actively address the problem and knowing and exploiting students' mental abilities and competencies leads to overcoming work difficulties.

-2Competencies of apparent abilities that are employed in the field, which are knowledge, skills, technical, emotional, and aesthetic capabilities, certificates and training courses obtained by the student that help him to work with skill.

-3The competencies and capabilities required by the job position are not available to students, and they come through their training and knowledge development in training programs for each department or type of service that a specific organization needs in achieving its goals.

Accordingly, the researcher believes that the conditions for developing the competence of students with training, whether theoretical or latent study needed in the field, contribute to making them able to analyze situations and problems and deal with them effectively and successfully.

The third topic: the field side

First - Research Methodology:

This topic deals with the problem of the study, the importance and objectives of the research, the hypothesis proposed, knowledge of the measures used, tools and statistical methods, and a brief presentation of the most important previous studies in this field. My agencies:

-Research problem:

The process of higher education outputs requires an understanding of the role of summer training (vocational, technical, technical and emotional) in the development and development of skills, capabilities and competencies of students of the College of Tourism Sciences for all stages and work to highlight its impact on the labor market and development programs in light of intellectual, social and cognitive openness as a

result of the knowledge, scientific and communication explosion, and concentrated

The research problem is in the following questions:

A- What are the theoretical foundations on which the summer training process is based on developing and developing the competencies of students of the Faculty of Tourism Sciences.

B- What is the nature and philosophy of the summer training system and the possibility of applying the training (vocational, technical, technical and emotional) For each stage of the study in the actual practical reality.

C- How appropriate are the types of summer training in developing and developing the efficiency of human resources (university students) to the reality of the Iraqi tourist market.

- research importance:

The research derives its importance through the role that summer training plays in developing students' competence, developing knowledge, information, skills, abilities, feelings and emotions and guiding their behavior, which achieves many benefits, the most important of which are:

A- Directs the attention of the educational institution to the importance of summer training in developing the capabilities of students by providing the labor market with qualified human resources with scientific and professional specifications.

B- Directs the educational departments and summer training officials to activate and increase the effects of the students 'development.

C- Intensifying communication with educational and international environment variables and labor laws and activating them in training programs for students.

- research aims:

The research aims to activate and develop summer training programs for all stages of study for students of the Faculty of Tourism Sciences through:

A- Laying the scientific and practical foundations on which all summer training is based in developing the capabilities of students and for all levels of students.

B- It helps the summer training system to prepare students as outputs for higher education in the tourist labor market.

C- Determining the objectives of the summer training programs of all kinds and their impact on developing and developing the students 'competence and capabilities in providing the labor market.

Research hypothesis: Assume that:

Summer training does not affect the development of human resource efficiency

There is no relationship to summer training in human resource development

- Society and sample of the research: The sample included a group of students of the Faculty of Tourism Sciences for the departments of Tourism and Hotel Management, the fourth stage, whose number is (70), who were trained during the month of July and August in the third stage of the year

70 (2017-2016) forms were distributed by the researcher.

-Statistical methods, analyzes, and methods:

This topic witnesses an application of the method of validating the content compared to the peripheral to indicate the extent of the validity of the questionnaire paragraphs to represent the tagged research (the effect of summer training in developing the efficiency of human resources for the tourism sector) is the best representation, followed by finding a stability factor (Cronbach's Alpha) to demonstrate the reliability of the data that we will get from the distribution of questionnaires On the researched sample, the researcher then proceeds to a descriptive analysis of the three axes of the questionnaire (summer training, summer training tasks, aspects of summer training and its types) by weighted mean, standard deviation, and the relative importance (The relative importance) of For a paragraph of the questionnaire, as for showing the effect of summer training on the development of human resources for the tourism sector, the researcher relied on the method of global analysis, as the researcher used in the process of data analysis with the program of statistical analysis ready Amos the twenty-fifth version (IMB SPSS AMOS) and SPSS version twenty-fifth () Statistical Package for the Social Sciences). The results were as follows:

****Honesty and consistency tests for the questionnaire paragraphs**

•The honesty test: The method of validating the content in a situational comparison emphasizes the necessity of arranging the data, either descending or ascending, with 27% of the upper section of the arranged data and 27% of the lower part of the data being cut, then the T-TEST test is applied to compare between The two sections are intermediate, as the validity requirement will be met in the questionnaire paragraphs when the calculated value of T is greater than its tabular counterpart of (2.021). After arranging the data in ascending order and applying the stages of the test, the calculated value of T between the two sections of the total questionnaire paragraphs (25.221) is significant because it is greater than the tabular value Adult (2.021), which proves the transit of all the poor The questionnaire saw the test of honesty

successfully, to indicate that the truth of the questionnaire in the representation of the tagged research (the effect of summer training on human resource development for the tourism sector) is the best representation, while table (1) indicates the sincerity of the first axis in the representation of summer training is the best representation and sincerity of the paragraphs of the second axis in the representation Summer training assignments

The best representation, and the sincerest paragraphs of the third axis, the representation of aspects of summer training and its types are the best representation.

Table (1) Results of the content validity test as compared to the terminals

Researcher's comment	T-TEST	Themes of Resolution
The requirement of content validity was fulfilled in the first axis paragraphs	22.528	summer training
The requirement of content validity was fulfilled in the second axis paragraphs	18.550	Summer training assignments
The requirement of content validity was fulfilled in the third axis paragraphs	18.164	The aspects of summer training and its types
The requirement of validity of content is fulfilled in the paragraphs of the questionnaire	25.221	The whole paragraphs of the questionnaire
The value of the tabular T at a significant level (0.05) was (2.021(

The value of the tabular T at a significant level (0.05) was (2.021(

*Stability Test: From Table (2), we find that the value of the stability parameter (Cronbach's Alpha) for the total resolution paragraphs (0.846), which is more than (0.500), confirming that the questionnaire paragraphs have passed the test of stability successfully, indicating the reliability of the data that we will get from the distribution of questionnaires On the sample, while the value of the stability parameter (Cronbach's Alpha) for the summer training paragraphs reached (0.781), indicating a high stability in the first axis paragraphs, while for the total paragraphs of summer training tasks, the stability factor was recorded (0.725), and this value indicates that the second axis paragraphs skipped for the stability test Successfully because it is more than (0.500), while the stability coefficient (0.693) is recorded, and this value indicates poverty poverty The third axis came to test the stability successfully because

it is more than (0.500), and we discover from these results a high stability in the questionnaire paragraphs, as shown in Table (2) as follows:

Table (2) stability test results

Researcher's comment	Coefficient of stability Cronbach's Alpha	of pivots	
The presence of high stability in the paragraphs of the first axis	0.781	summer training	the first
The presence of high stability in the vertebrae of the second axis	0.725	Summer assignments	training The second
The presence of high stability in the vertebrae of the third axis	0.693	The aspects of summer training and its types	the third
The presence of high stability in the paragraphs of the questionnaire	0.846	The whole paragraphs of the questionnaire	the

Descriptive analysis of the axes of the questionnaire:

This paragraph examined the statistical measures represented by the weighted arithmetic media, the standard deviations and the relative importance of each of the three paragraphs of the questionnaire with its three axes. As for the statement of the response strength, the researcher relied on the hypothetical medium of (3), which represents the boundary between agreement and disagreement within the quintuple Likert scale, either to show Respondent response level on questionnaires, the researcher relied on the response strength matrix, which represents an estimated balance according to the quintile Likert scale and as detailed in Table (3). If the weight of the weighted mean is between 1 to less than 1.8, then the strength of the response means total disagreement, and if the value of the mean ranges from 1.8 to less than 2.6 then the strength of the response means disagreement, while if the value of the weighted mean is between 2.6 and less From 3.4, the response strength means neutrality, while if the mean value ranges from 3.4 to less than 4.2 then the response strength means agreement, and we deduce from the response strength matrix if the weighted mean value ranges from 4.2 to 5 then the answer strength means full agreement.

Table (3): The matrix of the strength of the answer to the questionnaire paragraphs

Level of response	The strength of response to the questionnaire paragraphs	The value of the weighted mean is in the period
Low	Failure to agree completely	From 1 to less than 1.8
	Lack of agreement	From 1.8 to less than 2.6
Average	Neutrality	2.6 to less than 3.4
High	the agreement	From 3.4 to less than 4.2
	Full agreement	4.2 to 5

summer training

Table (4) has achieved that the value of the weighted mean for the summer training axis reached (4.0321), which is greater than the value of the hypothetical mean that represents the boundary between the agreement and disagreement of (3), especially since the value of the weighted average mean for the axis is within the category (from 3.4) To less than 4.2) in the response strength matrix, to indicate that the level of importance of the sample's responses to paragraphs went toward agreement and with a high response level, and with a standard deviation of (0.96742), which indicates a noticeable dispersion in the sample responses regarding the paragraphs of the summer training axis, and the importance was recorded Relativity of the axis (80.64%), and these results clarify the agreement of most of the individuals in the sample A study on the summer training paragraphs. The summer training paragraphs were distributed between the highest level achieved by the third paragraph in a weighted arithmetic mean of (4.2286) and a standard deviation of (0.87097), and relative importance approached (84.57%), documenting the contribution of summer training significantly to changing conviction And the positive attitudes of students towards working in the tourism sector, according to

The answers of the study sample, while Table (4) indicated that the second paragraph achieved the lowest level of response among the summer training paragraphs, as the weight of the weighted arithmetic mean was (3.8429) and the standard deviation was (1.05824), and relative importance amounted to (76.56%) to confirm this agreement

Most members of the study sample have a noticeable weakness in the contribution of summer training in learning the behavior and ethics of work in the tourism and hotel sector, as shown in Figure (1).

Summer training assignments

Table (4) confirmed that the value of the weighted mean for the importance of summer training reached (4.0371) which is greater than the value of the hypothetical mean that represents the boundary between the agreement and disagreement of (3), especially since the value of the weighted mean of the axis occurred within the category (from 3.4) To less than 4.2) in the response strength matrix, to indicate that the level of importance of the sample's responses to paragraphs went towards agreement with a high response level, and with a standard deviation of (1.05430), which indicates a noticeable dispersion in the sample responses regarding the paragraphs of the summer training assignment paragraphs, and recorded The relative importance of the axis is about (80.74%), and these results illustrate the agreement of most The members of the study sample were on the paragraphs of summer training assignments, and the paragraphs of summer training assignments were distributed between the highest level of answer achieved by the seventh paragraph in a weighted arithmetic mean of (4.3286) and a standard deviation of (0.94365), and relative importance approached (86.57%) to document the contribution of summer training in a way Significant in improving the efficiency of the performance in the professional, technical, emotional and aesthetic aspect, according to the answers of the study sample, while Table (4) indicated that the ninth paragraph achieved the lowest level of response among the paragraphs of the summer training tasks, as the value of the weighted average of the weighted average was (3.7571) and the standard deviation was (1.17258) , And relative importance reached approximately (75.14%) to confirm this Most of the study sample agreed that there is a significant weakness in the contribution of summer training in creating a spirit of motivation and the pursuit of development and promotion, as shown in Figure (1).

Types of summer training

Table (4) cells showed that the value of the weighted mean for the axis of summer training types was (3.9800), which is greater than the value of the hypothetical mean that represents the boundary between agreement and disagreement of (3), as the weighted mean of the axis fell into category (of 3.4) To less than 4.2) in the response strength matrix, to indicate that the level of importance of the sample's

responses to paragraphs went towards agreement and with a high response level, and with a standard deviation of (1.01073), which indicates a noticeable dispersion in the sample responses regarding the paragraphs of the summer training aspects and types, The relative importance of the axis was recorded (79.6%), and these results illustrate the agreement of M. Most of the members of the study sample were on the paragraphs of aspects of summer training and its types, and the paragraphs of aspects of summer training and its types were distributed between the highest level of response achieved by the twelfth paragraph with a weighted arithmetic mean of (4.2857) and a standard deviation (1.00927), and relative importance approached (85.71%) to document the contribution Summer training has a great deal of controlling feelings, restraint, and coping with work stress in the tourism sector. According to the answers of the study sample, while Table (4) indicated that the thirteenth paragraph achieved the lowest level of response between the paragraphs of the aspects of summer training aspects and its types, as the value of the weighted mean was (3.8143), the standard deviation was (0.92145), and relative importance reached approximately (76.29%) This confirms that most of the study sample agreed on a noticeable weakness in making summer training help in the art of rules of conduct and protocols to organize, arrange, adhere to time, and prepare for meetings and invitations at conferences. As shown in Table (4) and Figure (1) as follows :

Table (4): Levels of the paragraphs and axes of the questionnaire

Level of response	Relative importance %	standard deviation	Weighted mean	Paragraphs	code
	The relative importance	Std. Deviation	Weighted Mean		
High	78.285714	1.00351	3.9143	Training needs are appropriate for students' desires and after-school needs.	Q 1
High	76.857143	1.05824	3.8429	Learn the behavior and ethics of work in the tourism and hotel sector.	Q 2
High	84.571429	0.87097	4.2286	A change in the conviction and attitudes of students positively towards working in the tourism sector.	Q 3
High	82.857143	0.93693	4.1429	Students interact and interact positively with workers and tourists in the workplace.	Q 4
High	80.64	0.96742	4.0321	summer training	X1
High	80.857143	.96962	4.0429	Arming students with knowledge, skills and competence to keep pace with modern technological changes.	Q 5
High	82	1.14398	4.1000	Improving performance efficiency in the professional, technical, emotional and aesthetic aspects.	Q 6
High	86.571429	.94365	4.3286	Develop concepts of innovation and excellence in providing services.	Q 7
High	79.142857	1.04168	3.9571	Self-realization, self-control, and adaptation to the tourism environment.	Q 8
High	75.142857	1.17258	3.7571	Create a spirit of motivation and the pursuit of development and promotion.	Q 9
High	80.742857	1.05430	4.0371	Summer training assignments	X2
High	79.714286	.95542	3.9857	Enabling cognitive training to enhance students' thinking capabilities.	Q 10
High	76.571429	1.22736	3.8286	Social training achieves the work of organizing relationships and interactions between workers and team work.	Q 11
High	85.714286	1.00927	4.2857	Emotional training contributes to control, restraint, and coping with work stress in the tourism sector.	Q 12
High	76.285714	.92145	3.8143	Conduct ethics training and protocols help to organize, arrange, commit to time and prepare for meetings and conference invitations.	Q 13
High	79.714286	.94013	3.9857	Electronic knowledge and information culture contribute to the rapid delivery of services.	Q 14
High	79.6	1.01073	3.9800	Types of summer training	X3

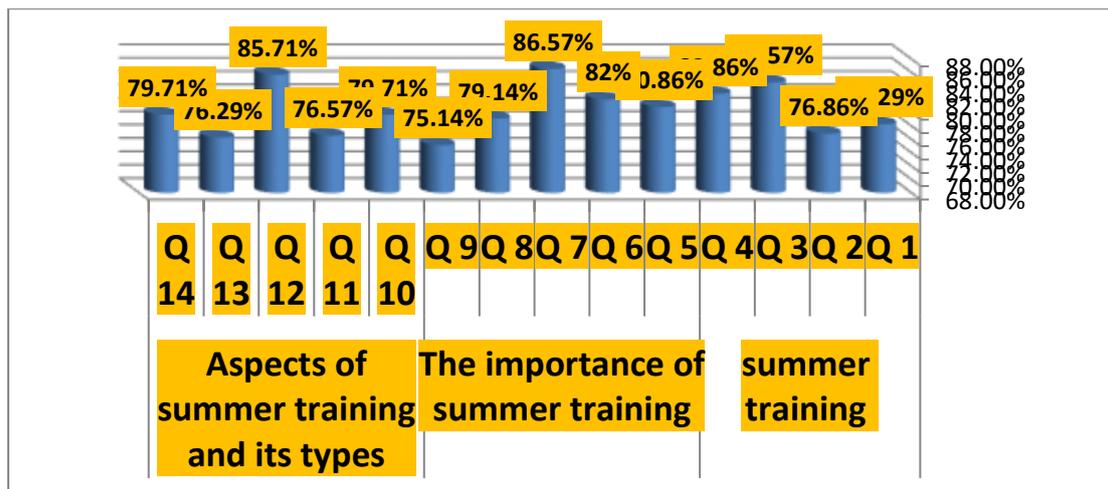


Figure (1): Distribution of axes and paragraphs of the questionnaire according to the importance of the respondent's response

Factor analysis

Factor analysis is one of the advanced and highly accurate statistical methods in analyzing scientific research, as it indicates the importance of the paragraphs after placing them in factors according to their importance and the strength of their association with the factor to which they joined, especially that Factor Analysis arranges factors according to their importance through the rate of their interpretation of the main variable, which It is reflected by the value of the explained variance for each factor, where four conditions (Dudin / 2013 / p. 190) are required when applying the global analysis in order for the global analysis outputs to be of high credibility as follows:

.1It is required that the sample size subject to the analysis be sufficient to apply the factor analysis in the event that the value of the KMO scale (The Kaiser - Meyer - Olkin Measure { more than (0.500) with the necessity and the existence of significant correlations between the axes within the same variable, in If the result of the (Bartlett) test was significant.

.2It is required that the cumulative percentage of the explained variance of all factors within the main variable be more than sixty percent in order to give more significance.

.3The value of the underlying root (Eigenvalues) for each factor must be more than the correct one, so that the factor has a significant effect within the main variable.

.4It is stipulated that the force of correlation of the paragraph with the factor to which it belongs is equal to (0.50 or more) in order for it to be statistically significant.

To prove that the sample size is sufficient to apply the factor analysis, the researcher will rely on the value of the KMO scale in the first step of applying the factor analysis, as the sample size will be acceptable to apply this analysis if the value of the KMO scale is more than (0.500), and vice versa, As Table (5) indicates that the values of the KMO scale for the total questionnaire items have been recorded (0.647) which is greater than (0.500), confirming that the sample size is sufficient to apply the global analysis.

Table (5) KMO and Bartlett Test

To prove the existence of correlations between the axes, the researcher will apply a Bartlett Test, as the result of the test will lead to the availability of the second part of the first condition of the conditions of applying the global analysis in the event that the probable value corresponding to the calculated Chi-Square value of this test is less or equal to the level of significance used In the research and the adult (0.05), as we discern from

Table (5): The calculated value of (Chi-Square)

Result of the tests	Tests	
0.647	Scale KMO	
549.814	Chi-Square	Bartlett Test
0.000	Probability value Sig.	

was (549,814) which is significant because the corresponding probability value was zero, to confirm that the first condition of the conditions of applying the global analysis has been fulfilled. As for ensuring the availability of the rest of the conditions of the global analysis and looking at Table (6), we find that the cumulative percentage of the explained variance of the total factors was recorded (72.473%) which is more than (60%), thus achieving the second condition of the conditions of global analysis in the questionnaire data, as we note from Table (6) that the values of the underlying roots (Eigenvalues) for each factor formed values more than the correct one, proving

the fulfillment of the third condition of the conditions of application of global analysis in the questionnaire data, as we discover from Table (6) that the strength of linking the paragraphs with the factor in it was more From 0.50, thus fulfilling all the conditions for applying factor analysis, as indicated by factor analysis For me, the paragraphs within the first factor are more important than the rest of the paragraphs in the questionnaire, especially that the explanation variation of the first factor will be higher than the rest of the variations explained by other factors, and at the same time the value of the underlying root of the first factor is also greater than the rest of the underlying roots of other factors, Then it follows in terms of the importance of the paragraphs within the second factor and so on until the last factor that includes the least important paragraphs within the questionnaire, as it appears from Table (6) that the first factor is more important than the rest of the factors, as the percentage of the varied explanation of the paragraphs that this factor included (30.195%), since The first factor included six items, arranged from the most important in the factor to the least, as follows :

1. Developing concepts of innovation and excellence in providing services.
2. Training contributes to controlling, restraining and adapting to work stress in the tourism sector.
3. A positive change in the conviction and attitudes of students towards working in the tourism sector.
4. Students interact and interact positively with workers and tourists in the workplace.
5. Improving performance efficiency in the professional, technical, emotional and aesthetic aspects.
6. Arming students with knowledge, skills and competence to keep pace with modern technological changes.

Then the first factor in terms of importance follows the paragraphs within the second factor, recording a percentage of the explained variance (24.881%), as the second factor included five items arranged from the most important in the factor to the least and as follows:

1. Enabling cognitive training to enhance students' thinking capabilities.
2. Electronic knowledge and information culture contribute to the rapid delivery of services.
3. Self-realization, self-control and adaptation to the tourism environment.
4. The training needs fit with the desires of students and their post-study needs.
5. Learn the behavior and work ethics of the tourism and hotel sector.

While the third factor included three paragraphs, which are the least important of all the paragraphs of the questionnaire, recording a percentage of the explained variance (17.397%), as follows :

1. Social training achieves the work of organizing relationships and interactions between workers and working in a team spirit.
2. Training in the art of codes of conduct and protocols helps to organize, arrange, commit to time and prepare for meetings and invitations at conferences.
3. Create a spirit of motivation and the pursuit of development and promotion.

From the results of the previous global analysis, we infer the acceptance of the hypothesis (there is a significant statistically significant effect of summer training in human resource development in the tourism sector) as the proportion of the interpretation of the summer training variable for human resource development in the tourism sector constituted approximately (72.50%), which is an acceptable percentage.

The fourth topic - conclusions and recommendations:

First - Conclusions:

-1There is a noticeable effect of summer training in developing the competence of students of the College of Tourism Sciences, and it was evident from the sample responses that students need to increase the duration of the summer training by two months per year and that it be for the last three stages.

-2There is a noticeable weakness in the contribution of electronic knowledge and information culture to the completion of the work and the rapid adaptation to its requirements.

-3The summer training needs in all fields and types do not match their desires and inclinations after graduation.

-4There is a significant weakness in social training achieving the work of organizing relationships, interaction and work in a team spirit.

-5There is a noticeable weakness through the sample responses in learning the behavior and work ethics in the tourism and hotel sector.

-6Great weakness in making summer training contribute to establishing rules of conduct and protocols, managing meetings, invitations, arrangement and commitment to time.

Second - Recommendations:

-1Laying the foundations, programs and development of summer training for university students in the last three academic levels and in the summer vacation for two months, and paying attention to training needs that suit their desires and preferences, while constantly considering the actual requirements of the labor market.

-2Keeping pace with the global electronic programs in the tourism and hospitality industry, such as reservations for hotels, trips and services of all kinds.

-3Paying attention to developing students' abilities with electronic knowledge, self-realization, and adapting to the changes in the tourism environment.

-4Making summer training in all its forms and fields commensurate with the desires of students and with the needs, requirements and changes of the tourist work market.

-5Providing educational and training curricula with the principles, rules and ethics of tourism and hotel work.

-6Making summer training for students contribute to establishing rules of conduct and protocols, and managing meetings, conferences, events, and various festivals.

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