

The human component is one of the organizations' most important resources, as it is the pillar of the organizations in achieving their success and implementing their objectives. Hence, the Department works to improve the guidance and capacity-building of individuals through their objectives with the objectives of the organization and to promote an organizational climate that fosters participation, mutual respect, a sense of responsibility and belonging, and a spirit of cooperation and belonging in action. The need for change in management's working methods has become even more urgent, especially at the beginning of the new millennium, and the accelerated development of technology has a significant impact on global and local institutions, as well as the democratic environment of the workforce and global spread. Hence, the strength of the Foundation lies not in the number of such resources but in its potential, capabilities, qualifications and extent to which it contributes to the achievement of its objectives. Human resources management is therefore one of the most important and essential core functions of an organization, as an integral part of the management process system. Therefore, the organization must attract the human resources of the quality and quantity necessary to achieve its objectives and work to develop the skills and midwives of personnel working through training programmes, and provide fair remuneration and salaries according to the performance of its employees. It should be noted that these resources must not only be seen as a full-fledged individual within the Organization, but are the source of intellectual and intellectual capacities as a reservoir of creativity and innovation because they are capable of assuming responsibilities and challenging difficult tasks. Therefore, training is one of the necessary activities and one of the basic functions of human resources management, which is beneficial to the individual, the organization and society alike. It is one of the topics that has received and continues to receive considerable attention at present, because of the effective role played by training in developing and improving the performance of all categories of the institution's workforce. Given the great importance of training, today's world in general is witnessing what can be called a training revolution, in the sense that there are numerous training programmes organized by different institutions, with large budgets, as well as the plurality of States with which many training centres have been established, which train the workforce, in addition to the human resources .management of the institutions themselves