

# The Role of the Internet in the Development of Human Resources in the Economic Institution from the View Point of a Textile Company Employees "Tyndall"-M'sila

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## To cite this article:

Senoussi Ali, Kharkhache Samya. The Role of the Internet in the Development of Human Resources in the Economic Institution from the View Point of a Textile Company Employees "Tyndall"-M'sila. *Economics*. Vol. 6, No. 1, 2017, pp. 11-23. doi: 10.11648/j.economics.20170601.12

**Received:** March 12, 2017; **Accepted:** April 6, 2017; **Published:** May 2, 2017

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**Abstract:** The study aimed to demonstrate the effectiveness of using modern means of information and communication in the development of human resources, where the Internet is considered among the most important of these means, because we can use the Internet to control the development of human resources efficiently. To achieve this goal, a questionnaire had been designed and distributed to a random sample amounted to 122 employees in the textile company "Tyndall"-M'sila. The results showed a high degree of efficiency resulting from the development of human resources using the internet from the estimation of these employees. In addition, there were statistically significant differences in the estimation of these employees to the effectiveness of human resources development using the internet due to the variable level of education, while there are no statistically significant differences of the effectiveness of human resources development using the Internet due to the variables of age and experience.

**Keywords:** Internet, Development of Human Resources, Economic Institutions

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## 1. Introduction

Humans are the real any nation wealth, so any nation capabilities lies with holdings of human potential qualified, trained and able to adapt and deal with any new efficiently and effectively, so I took institutions rely and more on human resource in the business environment, to improve their competitiveness and achieve objectives and this is what led to the attention of the human aspect more in an attempt to understand the mechanisms that increase the ability and effectiveness and then development; as many business owners realize that the development or the development of human resources is essential and fundamental to the success of the competitive process.

Effective human resource development and sustainable serving economic institution does not come only through the use of new technologies for media and particularly the Internet connection, which the latter conquered the world in

all fields, where he became the use of the Internet in economic institutions is essential to keep up with Universal economic institutions survival in the market, due to the characteristic of internet facilities in their applications and economy of time and effort and money and so on.

From the above we will address in this article, the following points:

### 1.1. Research Problematic

Development of human resources in the current imperative of our time on the economic institutions in order to achieve their goals, and so it shall use technical means and modern technology such as the internet has lead to the achievement of the effectiveness and efficiency of human resources

And it can ask the following questions:

A- What is the effectiveness of human resources development using the internet from the viewpoint of a textile company employees "Tyndall"-M'sila?

B- Is there a statistically significant in the estimation of the textile textile company employees "Tyndall"-M'sila. of the effectiveness of human resources development using the Internet due to personal variables?

### 1.2. Research Hypotheses

To answer this problem we propose the following hypotheses:

The first hypothesis: There is a Medium degree of efficiency resulting from the development of human resources using the internet from the viewpoint textile company employees "Tyndall"-M'sila.

The second hypothesis: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of human resources development using the internet due to the variable age.

The third hypothesis: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable level of education.

Fourth hypothesis: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable experience.

### 1.3. Research Objectives

In view the problem of research and hypotheses can supply the basic objectives of this research:

- Identify the views and attitudes of workers around the development of human resources in the "Tyndall" institution using the internet.
- Learn how to use the Internet in the development of human resources and the most effective applications in it.
- Re-discover ways and means and new methods for the development of human resources.
- Come to control the use of modern methods such as online form that leads to the achievement of the institution of the Tyndall adequate and sustainable development of human resources.

## 2. Research Methodology

### 2.1. Theoretical Study

With regard to the theoretical side, we have adopted in this research on the descriptive and analytical approach, we look through the most important studies that have addressed the issue of human resources development using the most important internet applications.

### 2.2. Field Study

The field side was replaced "Tyndall"-M'silastudy, where officials agreed to conduct this study and where they were

welcomed Idea application of research on a sample of employees questionnaire.

## 3. Research Structure

Based on the foregoing, we will review in this article in the apartment theoretical nature of human resource development and the nature of the Internet and then touching the most important website for the development of human resources services, The Apartment Applied we will discuss first systematic research and field study procedures, and then view and analyze the results of the questionnaire used in textile company "Tyndall"-M'sila- to conclude at the conclusion of the most important results and suggestions that we have reached.

## 4. What is Human Resource Development

### *First, the nature of human resource development*

We will discuss the most important concepts of human development and components development based on human resource analysis as well as the means of human resource development, and address the most important human resource development measures and saved to clarify the role of training in human resource development.

### 4.1. The Concept of Human Resource Development

Varied views on the concept of human development, each according to its own prism, but we will cite the most important: Known as the United Nations Human Development report Global, issued in 1990 for sustainable human development as "the process of expanding the choices of individuals and, in principle, these choices can be absolute and can change over time, but the three basic options, at all levels of human development, is that individuals live long and healthy lives, and acquire knowledge and obtain the resources necessary for the level of decent living, but human development does not end there... additional choices ranging from political, economic and social freedom to enjoy the opportunities for creativity and production and enjoy the self-respect of personal and human rights guaranteed, " and thus objective of development is based on the composition of an environment conducive to long life and health and based on creativity.

- Include human resources development on the basic concepts in training and identify training needs, design and evaluation of training programs [1].

- The human development are: the preparation of the human element prepared right in line with the needs of the community, on the grounds that increasing knowledge and the ability of human growing and evolving exploitation of natural resources, as well as increasing its energies and efforts [2].

- Can also be human resources development as activities aimed at rehabilitation and development of individuals in a

rational way contribute to improving can look at the development of human resources as a system consists of elements of the "activities" linked with some relationship reliability, so that any vinegar in a range definition one of these elements leads to the lack of balance system as a whole, and each organization to form "human resource development" of their own system, in line with internal and external environment [3].

- The overall development of resources and environmental and working to improve the community level health and educationally, socially and psychologically in order to achieve the full development of the human person through the explosive potential and employment in order to be an element useful products contribute to development plans in the country and be able to face the challenges and to deal with the vocabulary of the times [4]

- The development of human resources is a major task of the technical and behavioral point of view, in order to increase the degree of mastering the workers for their business, so get used to taking responsibility and self-acting [5].

From the above we conclude that the development of human resources, developing means to acquire knowledge, skills and behaviors that will improve the ability of workers to cope with different types of challenges in the economic institutions, which she planned operation and organization that aims to improve the workers by providing them with the skills, knowledge and behaviors in order to meet present and future and their investment challenges current or future jobs.

#### ***4.2. The Development of Components Based on the Analysis of Human Resource***

The most important development based on the analysis of human resource components are as follows [6]:

Polarization; choice; setup and configuration; supervision and guidance; compensation; performance evaluation; accountability; promotion; recycling work; functional movement planning; training; self-development; compensation; empowerment, where these components are designed to form a comprehensive strategy to deal with all the dimensions of human performance and ensure appropriate measures such as provision of appropriate human resource to the nature and requirements of the job, and achieve continuous compatibility between human specifications and requirements of the job, and thus human resource development in this sense becomes a continuous process does not stop and nourish each stage of them remaining stages and are affected by, this confirms that the configuration but it is a loop integrated series from operations may not be dealt with in isolation for.

#### ***4.3. Means of Human Resource Development***

There is no doubt that the means of many and varied human resources development, most notably education and training, have differed some authors to determine the number and type of these means, but we will try to exposure to these

various means [7]:

- The provision of food
- The provision of health services- Provision of quality education policies
- Providing training for capacity development and technical skills and behavioral employed individuals
- Providing the media that presents a realistic developmental issues
- The provision of cultural and intellectual institutions

#### ***4.4. Human Resource Development Standards***

The development of human resources through the measurement of three-pointers and is [8]:

- Life expectancy at birth: The mean number of years that is expected to be witnessed by a newborn child, in the case of the continuation of death patterns prevailing at the time of his birth as it is throughout his life.

- The rate of literacy among adults: It means the percentage of people aged 15 years or more, who can read the understanding and to write a simple paragraph about everyday life.

- Per capita gross national product: It is calculated by dividing the GDP by the population and often expresses this share of the dollar. Which is used for other additional measures include the child mortality rate, the proportion of population with access to safe water, the number of calories what a day. This may lead to some interference between the human resource development measures and standards relating to the quality of life.

In economic institutions is grounded in human resources development benchmarks to measure the conditions needed to develop the capacities of individuals and skills, which play a role in economic development in the community.

Haut du formulaire

Bas du formulaire

#### ***4.5. The Role of Training in Human Resources Development***

Constitute businesses and other government institutions, the foundation stone in various fields of economic, social and cultural life, and the exercise of those institutions important functions in the formation and development of human resources to suit the needs of the community and keep pace with production and development movement. Where that improves performance and scalability consistently achieves levels of achievement, and in line with the impact on the work of institutions variables, and needs to achieve the integration and interaction of a variety of elements and factors affecting performance.

The recourse to the configuration as a means to improve and develop individual or team performance and a group of individuals, it should be based on a clear vision and accurate knowledge of the objectives and plans of target performance and the results of analyzing and evaluating the actual performance and identify the causes of the gap that has separated between actual and target levels. As the outstanding

planning and strict implementation of the activities of the configuration will not achieve the target it effects as the configuration it was not accompanied by or inflicted proportionate adjustments in working conditions and techniques or regulatory conditions prevailing.

The configuration is not limited to the performance on the formal training that is in the halls of configuration management concepts, but also includes all forms of orientation and support effective supervision which the person obtains from his superiors at work.

Performance management system that includes an important set of related configuration operations, accounting for foundations from which it derives configuration necessary to determine the appropriate different needs to fill the performance gap and reach the levels of the information system include those processes work [9]

Haut du formulaire

Bas du formulaire

- Performance Planning is the starting point in the performance management, and then based on the configuration of activity as contained important information needed by the configuration scheme and can not ignore the most important:

- Description of work required and the method of implementation and how it relates to other business.

- The size and the speed and the target level of quality performance.

- The timing of work and within acceptable cost.

- Performance steering active real and continuing on the ground in the performance of the same store configuration and deemed the most effective and the impact of the construction of the individual capabilities and the development of skills many people, and in this regard uses employers and individuals permanently some official species or discuss about how others perform their responsibilities as well as for the administrative body.

The operations include the performance had been an ongoing follow-up of various performance elements, the individual-based work, the conditions surrounding the performance, capabilities and performance requirements, and what would happen to the ocean climate variables.

Performance Providing workers with renewable information that will help them in control of the performance conditions and to overcome what may be being encountered problems guide also includes, and complete performance by enabling the individual directing the sense given the necessary powers and provide mechanisms that allow him to control the conditions and rates of performance efforts, which ensures greater achieve the objectives and standards of performance in accordance with the approved plan.

Thus, the performance orientation is a continuous process of communication between the supervisor and the president to work between the individual.

- Performance essential stage diagnosis in the performance management process is the purpose of research in the "gap" methods that separate the level of actual performance from its level schema or target, and thus open the way to the

treatment, and then be a performance diagnosis is the entrance to the treatment of under-performance in proportion to the real and styles that have been detected, and the early detection of defects performance plays an important role in the effectiveness of the diagnosis, and management depends where the information resulting from the follow-up and observation using instant reporting systems, and guided by the observations of customer complaints, and comparison with the levels of performance in different time periods or in different sectors within the organization or external organizations. And ends the process of determining performance diagnosis sources of oppression and its causes, and can be four basic groups of factors affecting the performance, which represent potential reasons for the failure to monitor, a human factor, physical, technical and organizational. Look human causes most influential and likely in the presence of performance gaps, where diverge interests of individuals or their desires for the required work, or their abilities and skills components differ in the required levels, and includes a physical reasons for the gap performance all retained by a factor of tools, equipment and materials and others, as well as resources financial, and what may be considered deficient or aging or defects in the operation.

The key feature of operations performance diagnosis is confirmed an important fact for the role of training in improving performance, a knowledge of the individual, but it may be the cause of performance things physical, organizational, technical or even human up orientation and motivation gap, and all of those reasons can not be cured composition, and perhaps this logic is the real cure for many of the disadvantages of common formative practices while formative activities begin without a clear knowledge of the nature of the work carried out by Almtkonon It is a study of the levels of proficiency in performance and may being encountered obstacles, or what might appear in the performance of their defects, and thus turn many of the configuration of any efforts to pattern the formative Service Provider controls rather be, any form and to be based on demand and the need felt by organizers to work.

- Performance evaluation as the development of performance is the ultimate goal sought by the performance management systems, as it deals with the phenomenon of deficiencies revealed by the diagnosis and analysis and assessment of performance against goals and plans, performance operations, and target the permission of the development is to achieve parity or symmetry between the actual performance levels and between target levels in the performance plan [10].

## 5. What the Internet

### 5.1. The Emergence of the Internet

Web site founded in the late sixties in the United States as a project overseen by the Advanced Research Projects Agency (ARPA) of the US Department of Defense. It has been called on this network at the beginning of her

(ARPANET). The only link between a handful of computers in a few areas in the United States in the mid-eighties created the National Science Foundation of the United States of America (USNSF) network dubbed (NSF). Used technology adopted in (ARPANET) and expanded to connect the micro networks across the United States and funded by the National Science Foundation and its participation began Network (NSF) to widen dramatically between thousands of computers in research institutions, universities and institutes, government departments and private industries that deal with research.

The Internet was in its infancy preserve of large organizations, but this situation may change in the present, and has become small businesses and commercial interests and individual differences associated with them. And become commercial companies actually represent the broader sector, the fastest growing in the internet. Internet include the following [11]

Haut du formulaire

Bas du formulaire

- Government computers in different parts of the world;
- Computers that are managed by thousands of universities and schools;
- Computers for large institutions such as: IBM, Microsoft;
- Computers owned by a non-commercial institutions;
- Private commercial enterprise computers, which reap profits by allowing the public to gain access to this enormous system;
- Own families and individuals computers.

Internet is not a network enjoys administrative autonomy. But a group of thousands of networks that are each managing an independent manner. And adopt its constituent networks mainly on the so-called file transfer protocols (FTP) an acronym (File transfert protocole) which is traded on the Internet that enables computers to communicate with each other language.

## 5.2. Internet Properties

Several economic institutions to develop online services have, for the following features and characteristics have [12]:

### 5.2.1. Interactive

Meant the process by which control the means of communication process is available through the receiver's ability to manage the communication process from a distance, also known as one of the channels that can transport the audience reaction to the sender, describing the response.

Interactive has helped to customize the web pages of special interest to users; so that owners can common interests through the pages exchange of experiences and activities, can also be through interactive benefit from the views of the public in the preparation of press materials for printed newspapers, or television programs, or traditional radio, along with those that are available when online.

### 5.2.2. Ease of Use

The ease of use one of the most important preference for

Internet users and increase turnout masses of this network of factors property; where do not require to take advantage of the network to make physical effort and a large mind to understand or absorb what is available from special materials with the use of some software that will contribute to the facilitation of complex topics, such as multimedia and other.

Include ease of use many aspects, the most important of ease of access to information, along with the network to process personal contact among the masses activation; which created a connection between the large number of people, and exchange messages with each other at a time when it was difficult to happen before this technique appears. To support this feature, some of the software enterprises has worked on the production of programs able to use the Internet easily, even for those with special needs, so it is easy in front of different groups access to e-mail and various Web sites, and take advantage of modern legibility and follow the news and recent developments.

It is the ease of use of the network offers users of sites available, and access to a large number of sources of information, with the possibility of linking the various stories and private archives these sites. As well as by taking advantage of the text hyperlink technology that allows access to other sites across the network. Hyperlink to the text, the words Text Technology is not only limited, but the photos and illustrations, in addition to interactive soft easily for users, the collective and the quantity that corresponds to the ease of use; where the sender can send his message to millions of recipients at one time without trouble. 2.3 Multimedia: Targeting multimedia assist in clarifying the meanings and is based on the integration of text, graphics, still and moving images and sounds and different effects, to connect ideas and meanings. It sees »Gibbs could multimedia, thanks to what is available from the attributes, improve communication, and enrich the material provided through [13], and contribute to multimedia by providing a distinct environment that helps Internet users to acquire the skills, expertise and knowledge, and the audience helps to interact with rigid texts, by including text clips audio and video, photos and cartoons, the multimedia are now the majority of news sites feature, which benefited from advantages for the transfer of image and sound and the floor at the same time.

### 5.2.3. Speed Access to Information

Internet e-touted road for quick information, or through the high-speed information as a result of technology available and which enabled the entire world have access to the information available on the network at the same time. Every day, show programs and communication systems over the intake of information across the network speed, such as high-speed internet package technology [14]

## 6. Internet for the Development of Human Resources Services

Internet services for human resource development

Internet is characterized by several key services contribute to the development of human resources we mention the most important:

### 6.1. E-mail

E-mail is one of the main features of the Internet, and more proliferation of services in all the associated networks. Where known as the e-mail simply "sending messages from one computer to another over a network and to any user in any location [15]".

E-mail has several advantages the most important [16].

- Send a low cost;
- Dispatch is within a short period of time;
- The response received within a record time;
- The beneficiary can receive messages anywhere in the world; which would benefit the businessmen who travel a lot by virtue of their work, as people benefiting all; where they can during their vacations access to incoming messages to them;
- The beneficiary can get his messages at a time that suits him, he is uncommitted to receive mail at the moment of the transmission itself;
- The beneficiary can send several messages to different destinations at the same time, and this is what facilitates the work of the organization that would like to invite several parties to the seminar, conference or exhibition;
- Can be linked to additional files by e-mail;
- Check the half e-mail users respond to e-mailed statement, and is about half of those purchasing products e-mail service to increase the response rate of \$ Declaration of 6 to 9% of the results achieved using direct marketing. Older and services offered in the add [16]

### 6.2. File Transfer Protocol Service

It represents a protocol for transferring files between two locations on the Internet, and provides a way to access the provider computer in the Internet, in order to bring stored the files, or send files to it and prepare files of important services in the online transfer service, as there are millions of computer files available for public use through the network, such as images, sounds, books, etc [17]

### 6.3. Search Engines

Are programs that allow users to search for specific words within the various Internet sources, consisting search engines from a number of software that are used to create new pages on the web to be added, and these programs, the spider program Spider Program, which is not limited to access the first page of the target site, but continues the program links links in any location accessible to other pages, and months, the major search engines on the Internet Alta, Google, Yahoo, MSN and. Vista [18]

### 6.4. Gopher

Gopher is a program to facilitate communication operations and search for information, put forward by the

University of "Minnesota" in 1991. Is used widely in the Internet, as the beneficiary through which to review the information, without that it must determine in advance where this information is locate [19].

### 6.5. E-recruitment Service

It has become possible for every human being Find a job suits him through access to the Internet, which has become a de facto hiring agency; where huge numbers of subscribers surf the Internet in search of work, and these numbers are increasing on a daily basis. Internet also offers other services, including [20]

- Dealing distance: the Internet has encouraged a large number of workers to carry out their work remotely and by phone from home;
- Create online service institutions in the area of consumer services for a monthly fee: in particular in the following areas:
  - Provide tax forms electronically;
  - Search mail;
  - Follow-up to the announcement of vacancies;
  - Participation in seminars and public forums, such as the political seminars and training... etc;
  - Availability of electronic mail teams, namely the ability to send mail over the network.
- learning and distance training Distant Learning: through the international information network, it became possible to lecturing on many students, scholars and the follow-up conferences everywhere from parts of the world at the same time, and without the need for spatial presence [21].

The Internet is characterized by numerous secondary services also contribute to the development of human resources we mention the most important:

#### i. direct services

A large number of internet subscribers prefer to use direct commercial services like America on Line Services or Microsoft Network or CompuServe or. Prodigy and many of these institutions provide limited Internet access to, in addition to paid services available only through these contacts commercial Acialh.bha, there is one significant advantage enjoyed by these services is widespread exact classification of high-resolution information, and continuous updating of this information.

#### ii. the browser service

Browsers is one of the beneficiary software, used to search for information on a particular server or a special form, and help review the list to see the information online. We note today that the most popular lists are Netscape and Explorer that displays graphs and interfaces of the Association of the World Wide Web. (WWW)

#### iii. World Wide Web Consortium Service

Raised "CERN" Foundation in 1992, World Wide Web Consortium (WWW) Programme, a program to serve the scientific research uses a multi-media systems in the Internet, and is actually the fastest growing segment in the global network. World Wide Web Consortium show includes written text and multiple colors; it can also include pages (WWW) views drawn audio files and

cinematic.

#### iv. World coins and Marketing

With the internet turned into a marketing channel viable alternative, and the establishment of institutions to exploit the power of electronic networks, many service elements and components saw a shift to the electronic service. For example, in the automotive industry it is now possible to buy a car through the Internet exclusively, and connected directly to the condo buyer. The elements of the service product, such as a guarantee, insurance and finance have become accessible online.

The impact of the Internet on human resource development in the economic foundation

In the last decade of last century the growing awareness of the value of human goals and a means in the overall development system, is the most important human development, which is the concept of a contemporary and practical civilization requires openness to technological developments of information and communication, especially the Internet and its applications, where human resources are real treasures in modern economies because of contributing play in achieving the goals and strategic role in the valuation of the remaining resources, as determined by the level of activity of various functions within the organization how efficient and effective human resource, and the interest in the vendor is one of the most important goals of modern management and the most difficult. And we have taken the importance of human resource development is growing in terms of growing the essential role that became a play human resource in enabling the economic foundation of the face of environmental challenges and reach out to the embodiment of the competitiveness of its projects in order to achieve a greater ability to achieve the satisfaction of everyone, especially with the rapid developments of information and communications technologies, especially the Internet and its applications which will contribute to faster development of human resources through:

- Raising the productive capacity in the economic foundation of the maximum possible score;
- Work on the permanent development of human productive efficiency to develop their abilities to the fullest extent and using them correctly;
- The division and organization of work according to the abilities and skills of staff;
- Work on the development of innovation and the ability to adopt and implement new ideas to boost production in the economic organization forward.

## 7. Research Methodology and Field Study Procedures

Centered field study on the survey on human resources development using the Internet, where the questionnaire was divided into two axes: the first over the use of the Internet in the development of human resources in the economic institution, the second the effect of Internet use in the development of human resources in the economic institution,

according to the questionnaire attached Annexes, Please note that we we look at the answers and explanation workers clarification inadvertently decoding the mystery that may haunt the Group during the answer. In addition to the principal axes adopted the focus of the General data associated to the respondents included: gender, age, level of education and professional experience.

### 7.1. The study Variables Measure

I have been using a measure of the Eckart Quintet for measuring the degree of approval of a textile company workers "Tyndall"-M'sila for paragraphs content of the questionnaire where there in front of each is a five options so a fifth option (5) degrees, the highest degree of approval with the content of the statement, followed by the fourth option (4) degrees, then the third option (3) degrees, and the second option (2) two degrees, the first option (1) one degree represents not approved at all with the content of the statement.

### 7.2. Standard Measurement or Ruler Measurement

To explain the textile workers Foundation estimates "Tyndall"-M'sila - of the effectiveness of human resources development has been using the internet use the following measurement criteria:

- Themes And Item dimensions that have achieved average calculation

[1, 2.25] reflect approval of low degree of the effectiveness of human resources development using the Internet in the institution under study.

- Themes And Item dimensions that have achieved average calculation

[2.25, 3.75] reflect approval Medium degree on the effectiveness of human resources development using the Internet in the institution under study.

- Themes And Item dimensions that have achieved averages of 3.75 and above calculations reflect approval of a high degree on the effectiveness of human resources development using the Internet in the institution under study.

Was used as the degree of significance (5%) or less to judge the hypotheses of the study.

### 7.3. Sincerity of Study Tool

To check the sincerity of the study and a tool that has it, the questionnaire was presented to three arbitrators, where he took into consideration the observations and appropriate amendments on the language and the replacement of some of the language in other items, until the total final paragraphs become paragraph 33.

### 7.4. Stability Study Tool

*Table 1. Cronbach Alpha coefficient to measure the reliability of study tool.*

Cronbach's Alpha	Number of Items	
0.980	33	Questionnaire as a whole

Source: prepared by the researcher, depending on SPSS output data questionnaire

Been using Cronbach's Alpha coefficient to measure the stability scale of the study is clear from Table (1) that the degree of stability of the effectiveness of human resources development using the Internet in In this institution is (0.980) study tool as a whole, a high percentage where the results of this test indicate that the study tool have the appropriate degree of stability commensurate with this type of studies.

**7.5. Statistical Treatment**

For the purpose of statistical treatment of the data obtained from the questionnaire was used Statistical Package for Social Sciences, SPSS program and I have been using the following methods for data processing:

- Reliability test: that was used in order to make sure the amount of internal consistency of measurement tool by calculating Cronbach's Alpha coefficient of the instrument as a whole.

- Descriptive statistical methods: used descriptive statistical methods to describe the personal characteristics of the study sample which included statistical methods: frequencies, percentages, averages, standard deviations, and test grades to determine the effectiveness of human resources development using the Internet in the institution under study, from the point of the study sample of view.

- One- way-Anova test:was used to test for differences in the averages of the answers respondents according to the variables (age, educational level, experience).

**7.6. Research Difficulties**

Not without any study of the obstacles, the researcher tried to overcome it as much as possible, or at least minimize the effects on the study in order to reach meaningful results, where the researcher faced difficulties, including:

Non-members of the sample directly in response, delayed many of them but some of them and declined to answer sometimes, prompting Researcher to contact them more than once, and re-distribution of questionnaires them again because of the loss of questionnaires distributed earlier.

**8. Society and the Research Sample**

**8.1. The Research Society**

It is a national institution concerned with the textile industry, registered a contract dated 11.13.1975, the actual production was launched in 12/01/1980. Tyndall institution emerged after restructuring, located in the state of M'sila in Industrial Zone,; produces industrial fabrics consists of five divisions: spinning, weaving, Sequel, detail and tailoring, maintenance and administration department and the management estimated the number of workers to 974 workers.

**8.2. The Research Sample**

Adopted in determining the size of the sample on the central limit theorem to the effect that "the greater the sample size approached the sampling distribution of the arithmetic of

the center of the normal distribution, regardless of the distribution of society [22].", where this method is applied to almost all communities, and which is considered to sample be great if they are larger or equal to 30. to calculate the number of sample follow the following:

"The number of Items multiple in value between ( 5-10) is at the discretion of the researcher [23]." and it becomes the number of sample as follows: Number of Items (33 x 5) become our 165 single.

In this context, were distributed 165 questionnaires have been recovered 145 form questionnaire contained 23 non processing and analysis of non-filling is completed, and thus the number stood at 122 questionnaire.

**9. Display and Analysis of Results of the Questionnaire and Test Hypotheses**

After we talked to the methodology used in the field study, we analyzed the questionnaire side Themes, in order to verify the validity of the assumptions that answer as a whole on the main problem of the search.

**9.1. Description Personal Characteristics of the Study Sample**

We will try to General Data of the sample studied data analysis, and through the display percentages and frequencies for the distribution of sample, and this is in accordance with the parameters set out in this axis and of sex,age, level of education and experience.

i. The sex

*Table 2. Distribution of the sample by sex variable.*

The sex	Frequency	Percentages %
Male	122	100
Female	00	00
Total	122	100

Source: prepared by the researcher, depending on SPSS output data questionnaire

Can be seen from Table (2) with respect to variable sex that the whole the sample of male category and accounted for 100%, and see that when the questionnaire was distributed to a random sample number was 165 workers including 7 workers, were excluded 43 workers because of the failure to respond to The questionnaire, including seven women, and it becomes the actual number of sample 122 workers, all workers.

ii. The age

*Table 3. Distribution of the sample by age variable.*

The sex	Frequency	Percentages %
Under 30 years	49	40.16
From 30 to 50 years	59	48.36
Greater than 50 years	14	11.48
Total	122	100

Source: prepared by the researcher, depending on SPSS output data questionnaire



Can be seen from Table (3) with respect to variable age that a greater proportion of the study sample are a class of 30 to 50 years, a rate of 48.36 and then Under 30 years category rate of 40.168%, followed by a class larger than the 50-year rate of 11.48%, the institution does not depend on the productivity of its operations in the youth category, but retains employers relying on the experience factor.

iii. The level of education

**Table 4.** Distribution of the sample by educational level variable.

The level of education	Frequency	Percentages %
Primary	24	19.70
Secondary	61	50.00
University	37	30.30
Total	122	100

Source: prepared by the researcher, depending on SPSS output data questionnaire

Can be seen from Table (4) with respect to a variable level of education, the secondary level category formed half of the sample of any larger proportion of the study sample, reaching 50.00%, followed by the university level, where the category which represented 30.30%, while the primary level category which represented 19.70 % because the nature of the institution's operations do not require a high level of education (University).

iv. The experience

**Table 5.** Distribution of the sample by Experience variable.

The experience	Frequency	Percentages %
Under 10 years	44	36.06
From 10 to 20 years	70	57.38
Greater than 20 years	8	6.56
Total	122	100

Source: prepared by the researcher, depending on SPSS output data questionnaire

Can be seen from Table (5) with respect to the variable experience of individuals who have years the proportion of less than 10 to 20 years of experience is the dominant category and is estimated at 57.38%, while the category of Under than 10 years is estimated to increase 36.06%, while the weak category is the category Greater than 20 years, where an estimated increase of 6.56%, and this shows that this institution is based on the more because of the experience, because the nature of their operations require it, where accounted for 63.94% of the workers who exceed their experience of 10 years.

**9.2. Hypotheses Analysis**

After we analyzed the questionnaire Themes, we will try to analyze the hypotheses of the study and then answer them as follows:

i. The first hypothesis

There is a Medium degree of efficiency resulting from the development of human resources using the internet from the viewpoint textile company employees"Tyndall"-M'sila.

**Table 6.** Arithmetic means and standard deviations for the answers the sample on each questionnaire.

N°	Items	sample	Mean	degree of efficiency
1	The use of our institution to the Internet to improve the services provided to their employees.	122	4,25	High
2	the Internet at our institution are as easy to use.	122	4,35	High
3	Promote the use of the Internet integration between different functional sectors.	122	3,43	Medium
4	Currently available in our institution networks practically sufficient	122	3,23	Medium
5	Our institution provides database Group was able to access them at any time and in any place.	122	4,19	High
6	Internet use in our institution has led to the rapid access of information.	122	4,33	High
7	Our institution is working on the process of updating the the Internet applications continuously.	122	3,57	Medium
8	Used in our institution the Internet e-recruitment.	122	3,14	Medium
9	Use of the Internet that supports the security aspect in our organization.	122	4,34	High
10	Use of the Internet makes you feel security in your organization.	122	4,34	High
11	Available in our institution or training appropriate formative and appropriate Internet use programs.	122	3,24	Medium
12	Use our institution video conferencing over the Web in staff training remotely.	122	2,48	Medium
13	Online video is used to train staff remotely.	122	1,92	Low
14	Internet use in our institution has achieved reward training opportunities and formative among employees.	122	3,99	High
The first theme		122	3,62	Medium
15	I got a good output of our institution, thanks to the configuration using the internet..	122	4,25	High
16	Continue training or training in the Internet led to elevate the level of performance in our institution.	122	4,25	High
17	The use of electronic information systems in our institution has led to the reduction effort.	122	4,80	High
18	The use of networks in our institution encouraged cooperation among its members and get more jobs completed collectively	122	4,25	High
19	Organize our institution training or training sessions for staff after	122	3,23	Medium
20	our institution is organized training courses or training on an ongoing basis.	122	4,02	High
21	Use of the Internet has allowed our institution while working the same configuration without interruption.	122	3,22	Medium
22	Are in our institution identify training or the training needs using the internet.	122	3,98	High
23	Stimulate our institution staff to use the Internet to perform their duties.	122	4,32	High
24	Systems and human resource databases are available at our institution.	122	4,25	High
25	our institution provides adequate training on the information used in systems.	122	4,25	High
26	The use of information systems easy promotion of staff in our institution process.	122	4,25	High
27	Database available in our institution contributes to reduce the risks and costs of work-related accidents.	122	3,65	Medium

N°	Items	sample	Mean	degree of efficiency
28	Using e-mail as a channel of communication open between the two-way all our institution staff.	122	4,34	High
29	Contributes to the use of the Internet at the speed of decision-making.	122	3,66	Medium
30	Use of the Internet helps to get Information correct and free of errors.	122	4,24	High
31	Internet use protects our institution of manipulation.	122	3,66	Medium
32	Supports the Internet security aspect in our institution.	122	3,67	Medium
33	Internet use leads to reducing the reproduction of documents and archives and low transmission costs.	122	4,34	High
The second theme		122	4,03	High
Questionnaire whole		122	<b>3.86</b>	High

Source: prepared by the researcher, depending on SPSS output data questionnaire

Table shows (6) arithmetic means to estimate the sample study of the effectiveness of the result of human resource development using the Internet, and is clear from this table that there is a high degree of efficiency resulting from the development of human resources using the Internet from the viewpoint of textile company employees "Tyndall"-M'sila-, as the degree of effectiveness of the phrases ranged between medium and high except where the ferry was 13 degrees and the low efficiency due to the institution that actually do not use online video to train staff remotely.

And it is rejected the first hypothesis, which states that: There is a Medium degree of efficiency resulting from the development of human resources using the internet from the

viewpoint textile company employees "Tyndall"-M'sila", where it was found that a high degree of efficiency.

ii. The second hypothesis

There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of human resources development using the internet due to the variable age.

To determine if there was a statistically significant in the estimation of the textile textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable age, has been relying on the analysis of variance using ANOVA test is described in the table (7).

**Table 7.** ANOVA analysis of variance test results depending on the variable age at the abstract level of 5%.

		Sum of Squares	df	Mean Square	F	Sig
Using the Internet in the development of human resources	Between Groups	0.701	2	0.350	1.317	0.272
	Within Groups	31.656	119	0.266		
	Total	32.357	121			
The effectiveness of human resources development using the internet	Between Groups	1.513	2	0.757	2.525	0.084
	Within Groups	35.649	119	0.300		
	Total	37.162	121			

Source: prepared by the researcher, depending on SPSS output data questionnaire

Table shows (8) that there is no statistically significant differences in the study sample estimate differences in the use of Internet in the development of human resources in the institution under study, as shown by the table that the value of  $F=1.317$  and is statistically significant, and the moral level, which is estimated 0.272 is greater than 5%, Confirmed the study sample estimate the effectiveness of human resources development using the Internet in the institution under study, and through the moral level, which is estimated at 0.084 which greater than 0.05, indicating that there were no statistically significant differences in the study sample estimate on the Using the Internet in the development of differences human resources in the institution under study, due to the variable age.

This means that all age groups agree to Using the Internet to help the effectiveness of human resource development in the economic institution under study.

And it is to accept the second hypothesis, which states that: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of human resources development using the internet due to the variable age.

iii. The third hypothesis

There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable level of education.

To determine if there was a statistically significant in the estimation of the textile textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable level of education, has been relying on the analysis of variance using ANOVA test is described in the table (8).

**Table 8.** ANOVA analysis of variance test results depending on the variable level of education at the abstract level of 5%.

		Sum of Squares	df	Mean Square	F	Sig
Using the Internet in the development of human resources	Between Groups	23.406	2	11.703	155.601	0.000
	Within Groups	8.950	119	0.075		
	Total	32.357	121			
The effectiveness of human resources development	Between Groups	31.118	2	15.559	306.318	0.000

		Sum of Squares	df	Mean Square	F	Sig
using the internet	Within Groups	6.044	119	0.051		
	Total	37.162	121			

Source: prepared by the researcher, depending on SPSS output data questionnaire

Table shows (8) and no statistically significant in the study sample estimate differences in the use of the Internet in the development of human resources in the institution under study, as shown by the table that the moral level, which is estimated at 0.000 less than 5%, Confirmed the study sample estimate of the effectiveness of human resources development using the Internet in the institution under study, and through the moral level, which is estimated at 0.000 less than 0.05, Which indicates the presence of statistically

significant differences in the study sample estimate differences in the use of the Internet in the development of human resources in the institution under study, due to the variable level of education. This means that the average estimate viewpoint workers with primary level and medium differs from the estimate of workers with secondary level and differs from the estimate of university degrees.

And to find out in favor of the differences, we used the dimensional test SCHEFFE illustrated in Table (9)

**Table 9.** Posttest SCHEFFE test according to the educational level of the institution to detect statistical differences.

the educational level		the educational level	Sig.
Using the Internet in the development of human resources	secondary	0.054	primary and medium
	university	0.000	
	primary and medium	0.054	Secondary
	university	0.000	
	primary and medium	0.000	University
	secondary	0.000	
The effectiveness of human resources development using the internet	secondary	0.005	primary and medium
	university	0.000	
	primary and medium	0.005	Secondary
	university	0.000	
	primary and medium	0.000	University
	secondary	0.000	

Source: prepared by the researcher, depending on SPSS output data questionnaire

Shown in Table No. 9 by the study sample to use the Internet in the development of human resources in the institution under study estimate that the value of the level of significance for the two levels primary - medium and secondary equal to 0.054 which is greater than 0.05, indicating the absence of differences in the answers vocabulary levels, As for the value of the level of significance for the two levels primary-medium and university equal to 0.000 which is less than 0.05, Which indicates the existence of differences in the answers vocabulary levels, while the significance level for secondary and tertiary 0.000 for the two levels which are less than 0.05, and thus the existence of differences in the answers to the vocabulary levels, and thus distinguish the university level, and this means that the differences source between the views of sample on the use of the Internet in development of human resources in the institution under study issued by the university level, which was different from the views of vocabulary levels primary - medium and secondary.

As also shown in Table No. (9) with respect to estimate the sample study on the effectiveness of human resources

development using the Internet in the institution under study, the level of significance value for the two levels primary - medium and secondary equal to 0.005 which is less than 0.05, which indicates the existence of differences in the answers vocabulary levels, but for the value of the level of significance for the two levels primary - medium and university equal to 0.000 which is less than 0.05, Which indicates the existence of differences in the answers vocabulary levels, and reached significance level for secondary and university 0.000 for the two levels which are less than 0.05, and thus the existence of differences in the answers to the vocabulary levels, and thus do not discriminate in favor of the source of the differences between the views of the sample on the use of the Internet in the development of human resources in the institution under study, and this may be using the table number (10) that demonstrates the dimensional SCHEFFE test according to educational level of the institution to explain for the benefit of the differences were based on the arithmetic average of the distribution of the categories.

**Table 10.** Posttest Shaivism SCHEFFE test) according to the educational level of the institution shows for the benefit of the differences of the first theme, depending on the distribution of the arithmetic average of the categories.

the educational level	N	Subset for alpha = 0.05		
		1	2	3
Using the Internet in the development of human resources	primary and medium	24	3.2262	
	secondary	61	3.3876	
	university	37		4.2857

the educational level	N	Subset for alpha = 0.05		
		1	2	3
The effectiveness of human resources development using the internet	Sig.	0.051	1.000	
	Primary andmedium	24	3.5702	
	secondary	61		3.7524
	university	37		4.7895
	Sig.	1.000	1.000	1.000

Source: prepared by the researcher, depending on SPSS output data questionnaire

Of the table is clear and there are significant differences resulting from the educational level of the institution variable for the benefit of the university level, and this through the Arithmetic means set the values in the table, as well as the presence of the university level in column (3) and secondary level in column (2), while there are level primary and medium in column (1).

And it is refused the third hypothesis which states that: No statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of human resources development using the internet due to the variable level of education.

iv. Fourth hypothesis

There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable experience.

To determine if there was a statistically significant in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development

Human resources using the internet due to the variable experience, has been relying on the analysis of variance using ANOVA test is described in the table (11).

Table 11. Test ANOVA analysis of variance depending on the experience variable results when abstract level 5%.

		Sum of Squares	Df	Mean Square	F	Sig
Using the Internet in the development of human resources	Between Groups	0.697	2	0.348	1.309	0.274
	Within Groups	31.660	119	0.266		
	Total	32.357	121			
The effectiveness of human resources development using the internet	Between Groups	0.755	2	0.378	1.234	0.295
	Within Groups	36.407	119	0.306		
	Total	37.162	121			

Source: prepared by the researcher, depending on SPSS output data questionnaire

The table shows the number (11) that there were no statistically significant differences in the study sample estimate differences in the use of the Internet in the development of human resources in the institution under study, as shown by the table to the value of 1.309 = F and is statistically significant, and the moral level, which is estimated b is greater than 5% 0.274, and emphasized the study sample to estimate the effectiveness of human resources development using the Internet in the institution under study, and through the moral level, which is estimated at 0.295 which greater than 0.05, Which indicates that there is no statistically significant differences in the study sample estimate on the use of the Internet in the development of human resources in the institution under study differences due to the variable experience.

This means that the experience is not a measure for judging the effectiveness of human resources development using the Internet in the study sample estimate in the institution under study, all respondents agree to the effectiveness of human resources development using the internet.

And it is accepted fourth hypothesis, which states that: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable experience.

## 10. The Results

The human resource development include the ability to enable the individual to develop the idea, itself, abilities and behaviors, but the success of this development has to be better use of the means or ways and effectively and influential such as the Internet, which united the whole world and has become a small village; where the Using the Internet in particular in the development of human resources and economic institution led to the development and success of human resources management, and thus the development of worker and rehabilitation for the better, and in this sense came to this research highlights that where resulted in the following results.

## 11. Conclusion

From the above we came to the following conclusions:

- Refused the first hypothesis, which states that: There is a Medium degree of efficiency resulting from the development of human resources using the internet from the viewpoint textile company employees "Tyndall"-M'sila., where it was found that a high degree of efficiency.

- Accept the second hypothesis, which states that: There were no statistically significant differences in the estimation

of the textile company employees "Tyndall"-M'sila- of the effectiveness of human resources development using the internet due to the variable age.

- Refused the third hypothesis, which states that: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila-of the effectiveness of development Human resources using the internet due to the variable level of education.. The results indicated a statistically significant sample in the study on the effectiveness of human resources development using the internet due to the variable level of education estimating differences.

- Accept the fourth hypothesis, which states that: There were no statistically significant differences in the estimation of the textile company employees "Tyndall"-M'sila- of the effectiveness of development Human resources using the internet due to the variable experience.

#### *The Suggestions*

- The need to support human resource management with modern technologies for information and necessary communication devices, software, and data networks and keep pace with global developments in the rules of the form in which help her to excellence;

- The need to subordinate human resources training courses necessary for modern technologies in the field of information and communication to increase their capacity, skill and competencies;

- The need for human resource development through the establishment of training programs to increase the skill of workers and access to the expertise required to keep pace with rapid global developments;

- The need to use online recruitment, to ensure that the right man in the right place;

- The need to encourage employees to Using the Internet, provided by in the institution;

- The need for follow-up and correction of party officials, through the knowledge of aspects of excellence and how to develop and aspects of failure and how to treat them.

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