

## Abstract

### A Study on Measures to Improve Management of Job Training Institutions of Safety and Health Managers

**Objective:** Currently job training of safety and health managers are conducted in job training institutions which was commissioned from the Ministry of Labor. The quality of job training at those institutions is critical since the training is closely related to the level of job performance of safety and health managers. Even though the quality of training at the institutions is so important, there has been little attention on analyzing the status of implementation of job training at the institutions. Therefore, the purpose of this study was to suggest measures of improving the management system of job training institutions by investigating the current status and problems.

**Method:** In this study, several research approaches were employed. First, a survey was conducted to training managers at the job training institutions. A questionnaire was distributed to the job training institutions and collected; the questionnaire contained the courses, lectures, and budgets regarding job training of safety and health managers. Second, participants of the job training programs were asked to respond to the survey. The perceptions and needs of safety and health managers were examined in terms of initial and advanced job training. Third, case study was conducted. Overseas systems of job training for safety and health managers were analyzed including Japan, England, Germany, and United States. Fourth, evaluation criteria and methods were reviewed for other job training and programs to have implications of evaluation system of safety and health manager's job training. Fifth, in-depth interview with training managers in the institutions was conducted to examine their thoughts and needs on implementing training programs.

**Results:** The results of this study are as follows: 1) It should be made sure that the purpose of evaluating job training institutions is focused on improving quality and performance of job training programs. 2) Korea Occupational Safety & Health Agency needs to conduct the work of evaluation for job training institutions by establishing evaluation team. 3) The guideline of evaluation for job training institutions needs to be revised to include; the objectives, period,

method, members, procedures, use of results, report of results of evaluation on job training institutions. 4) The use of evaluation results should be improved. On the basis of the results, feedback and incentives need to be provided to the institutions to increase the quality of training services. 5) The index of evaluation on job training institutions need to be revised to achieve the purpose of evaluating those institutions. Then, the revision can be considered from the two aspects. First, job training institutions can be evaluated using qualitative index. The index include education satisfaction, transfer of training, design and development of training program, lecturer, and training support system. Second, job training institutions can be evaluated using a mix of qualitative and quantitative index. In this evaluation system, the decisions of experts who involved in the evaluation are highly considered. The level of institutions is determined according the results of evaluation. 6) Various training methods need to be applied in job training programs including experience, workshop, and discussion on issues. Moreover, further specialized training programs on specific areas need to be expanded to meet the needs of safety and health managers. 7) Education and training expenses should be increased to improved the quality of education and training at the institutions. Regarding the education and training expenses, an increase of payment of lecturer up to ₩150,000 needs to be highly considered. 8) A cooperation of Ministry of Labor, Korea Occupational Safety & Health Agency, Job Training Institutions is required to effectively manage job training institutions. This can be achieved by establishing a evaluation team or division at Korea Occupational Safety & Health Agency.

Conclusions: The results of this study may help to be able to improve the management system of job training institutions for safety and health managers.

Key words: job training of safety and health managers, job training institutions, implementation of job training institutions, measures to improve management of job training institutions