Introduction

"Training" a good investment and is a key factor in the development and qualification, if properly planned and implemented, could have significant economic returns. Providing education and training a program effectively requires new thinking, new models, new approaches and new tools and mechanisms. Base on ISO 9001 standards, procedures must manage education, training and competence of personnel and codified, implemented and maintained to the satisfaction of the competent person to be created by the development. To identify training needs, provide training opportunities and to assess its effectiveness, this ensures that all activities affecting quality product and services to be performed by qualified personnel. Hence, every organization should know about the development of their staff and provide appropriate contexts in the field to create. This first starts with briefing sessions and meetings, and familiarity with the organization's business processes for hiring new employees begins and holding regular workshops throughout the service, staff knowledge is up to date. In this regard, in order increasing the capabilities of the teaching staff is very important for organizations.

Materials and methods

Methods are for the study of "practical" and the descriptive data collection is dedicated to data collection. The purpose of gathering such information, apprehend the stakeholders about the program. This information can be used in estimating the value of a training program can play a significant role in the wider area. In this sample, approximately 22 percent of the population is estimated to be approximately 4,100 people. To select a sample of "partial class method" has been used to number the population of each province Dhyary research surveys have been completed. After filtering and removing incomplete questionnaires completed a full and final compromise, each province has been used for the analysis. A questionnaire has been designed in the form of 20 questions. And demographic evaluation of the educational process, and the management and administration of the rural municipality administrators are evaluated and analyzed. For statistical data analysis, descriptive statistics were used. On average, about 14 percent of the population responded to the questionnaire expressed no opinion or did not answer the questions in a way. Results of the analysis of non-interference and is considered ineffective.

Finding and results

Summary results are presented in the following categories; on the average, about 14 percent of the population had no comment in response to questions. And have not answered the questions that were analyzed in our study did not intervene and no effect is seen.

Rural municipality administrators relationship with Council: Rural municipality administrators than 4220 people responded to this question, its relationship with the village council with 2% in the weak to moderate 9% excellent, 40% good and 49% have stated. Yazd provinces of rural municipality administrators, and va Boyer Ahmad province of Kerman highest correlation with the Council and has the lowest correlation. 503 Number of people did not answer this question.

Knowledge of the laws and regulations of Rural municipality administrators: Statistical data show that the number of people Rural municipality administrators 4174, knowledge of laws and regulations Rural municipality administrators, with an average of 19 percent poor, 66 percent good and 14 percent excellent, confirmed. 549 Number of people did not answer this question. Ilam, Sistan and Baluchestan, Golestan, Fars, Yazd, va and Boyer are ranked respectively. The province of Lorestan, Qom, Isfahan and Markazi, Tehran, Zanjan, and Gilan provinces with less than 30 percent of their familiarity with the laws and regulations have been approved.

Knowledge of the functions of the Council Rural municipality administrators:

A total of 4180 cases of rural municipality administrators familiar with the duties and powers of councils Rural municipality administrators with 19% poor, 38% moderate, 36% good and 7 percent excellent express. No. 543 did not answer the question. Mazandaran, Sistan and Baluchestan, Kerman, Ilam, Bushehr, Fars, Golestan, with higher scores are more than 50% respectively. Proficiency least 22 percent of the province is concerned.

People's participation in village affairs:

Statistical data shows that the number of people in villages with 4176 people rural municipality administrators participation rate of 18 percent poor, 41% moderate, 34% good and 7% higher welcomed. 547 Number of people did not answer this question. Yazd, Golestan, Bushehr and Qom, Mazandaran, Sistan and Baluchestan, respectively, are higher in rank than fifty percent. Kohkiluye va Boyer Ahmad province with 25% of people in rural areas have the lowest participation rates.

Proficiency in municipalities and organizations rural municipality administrators:

A total of 4166 samples indicate that the rural municipality administrators familiar with municipalities and organizations rural municipality administrators' rate of 3 percent very poor, 17 percent poor, 63% moderate, and 17 percent are approved at higher levels. 557 person did not answer this question. Kohkiluye va Boyer Ahmad province, Sistan and Baluchestan, Ilam Kerman, Ardabil and Golestan, Kermanshah, Lorestan, Hamedan, Azarbaijan and 80% respectively higher than the average in other

provinces have been ranked higher. Lowest familiarity with this item is Isfahan province with 60 percent.

Cooperation of the county with rural municipality administrator:

In 4153 the number of rural municipality administrators accountable by 4 percent poor, 15 percent moderate and 47 percent good and 34 percent excellent cooperation of county and rural municipality administrators to verify. Total of 570 people did not answer this question. Ilam, Sistan and Baluchestan va-va Boyer Ahmad, Golestan and Kerman 86 percent higher than desirable levels are higher in the ranks. Provinces of Esfahan, Tehran and Qom, are at a low level in the index.

Rural municipality administrators success rate in rural management: Based on the statistical data of 4134 patients in managing rural success rural municipality administrators low as 1 percent to 4 percent low, 53% intermediate, 42% high grade has been determined. 589 Number of people did not answer this question. Semnan provinces and Boyer Ahmad (100%), Khuzestan, Kerman, Lorestan, Ilam, Kurdistan and Azarbaijan and Ardebil, Khorasan, Sistan and Baluchestan, Fars, Golestan, Hamadan, Yazd, were ranked higher than the national average (95 percent) Success rates are in the village.

The rate of participation in training:

Statistical data shows that out of 4083 people rural municipality 19% (1 of 2) 26% (3 of 4) 23% (5 to 6 courses) and 32 percent (more than 6 courses) participated in the training. 640 This question is not answered. West Azarbaijan, Qom, Mazandaran, Khorasan, Isfahan, Iran, Kurdistan, Hamedan, with more than 35% higher, respectively, in better condition is 6 training courses. Tehran, Kerman, Hormozgan, Semnan, Ilam were less than 6 times in the course of their CV rural municipality administrators.

Responsiveness of course in line with job requirements:

Sample of 4018 people from the rural municipality administrators, training courses held at least 4% poor, 26% moderate, 54% good and 16 percent excellent level in response to the educational needs of 705 people have been efficient and effective in terms of the question answers are not provided. Golestan province, Sistan and Baluchistan, Yazd, Ilam, East more than 75% of comments were positive, with most of the other provinces in order to meet the educational needs of the courses have stated.

The province of Qom, Semnan, Lorestan, Tehran, Zanjan and Bushehr, West Azerbaijan, Ardebil, Gilan than 12 percent of these indicators have confirmed.

Priority of trainings:

According to 3981 people believing in the rural municipality administrators periods respectively (Laws rural municipality administrators - finance, waste management, crisis management) (72%) agree with the first priority for training courses approved by the 742 participants were neutral about this question. Semnan province, Lorestan, Qom, Golestan, East Azarbaijan, Kermanshah, Isfahan, Khuzestan higher than 70% have a favorable view of the priority given to other provinces.

Priority of trainings:

According to the 3906 conviction of rural municipality administrators and of course (being familiar with the organization, documentation, conducting design, computer training) and agree with 38% of courses (conductor design, computer training, documentation, scientific organizations), with 34% were positive in order of priority of training courses have been approved. Meanwhile, 817 people were neutral about this question.

Provinces of Yazd, Khorasan, North Khorasan, Mazandaran and Semnan province, with more than 42 percent and the rest of West Azarbaijan province with more than 30% of the courses tend to support these priorities.

Impact of education on increasing employment information:

821 people have not provided many answers to this question. Provinces of Semnan, Sistan and Baluchestan, Khuzestan and Ilam, Bushehr, with more than 70% were favorable toward the most positive indicators have provided. In the provinces of Tehran, Khorasan and Kurdistan, Lorestan, East Azerbaijan, Ardebil provinces, which are respectively the low and high information through correspondence courses, have been evaluated.

Conclusion

Analysis conducted in this paper shows an effective role in increasing education and changing attitudes and behavior of rural municipality administrators and desired goals. Of course, there are obstacles in the process eliminate the need for practical and operational strategies. Accordingly, some suggestions are proposed to overcome these obstacles:

1 - Upgrade the job qualifications through training rural municipality administrators and empowerment in rural management, and utilization of information technologies to date and efficient management of the village and rural municipality administrators selected degrees.

2 - With regard to human resources and the most important asset of any organization, and organizations such as municipalities and organizations to educate and train rural municipality administrators time and much expense is involved so according to the findings in the management of the village rural municipality administrators with more experience and have more work experience can be an effective way to benefit from the experience and ultimately stabilize the rural municipality administrators administrative costs will be going to waste. It is necessary to remove the legal obstacles in this regard.

3 - Increased rural municipality administrators association or council of provinces, the association is weak.

4 - Briefing sessions and training courses to increase familiarity council or rural municipality administrators' responsibilities for coordination and orientation in rural development.

5 - Planning for increased popular participation and the status of the people. Participatory planning with the involvement of villagers and enjoy the historic and valuable experiences have contributed to the need for rural affairs in the country.

6 - Increase cooperation and planning for the county or rural municipality administrators in the provinces of cooperation is desirable.

7 - Motivating them to participate in training courses based on educational needs and abilities and taking into account environmental, economic, social and cultural situation of the provinces and each province's rural municipality administrators.

8 - a combination of educational trips and workshops as the most appropriate method for teaching rural municipality administrators and other revising curriculum content and time of attendance and correspondence.