

## Training Programs Effect on Developing Innovative Thinking of Researchers working in the Agricultural Research Centre

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### Abstract

This research aimed to identify the level of benefit from the training programs given to the researcher working in the Agricultural Research Centre and its research stations according to their point of view, this through finding out the overall level of the total degree of innovative thinking skills and also for each skill separately, in addition to determine the significance of the correlation relationship between the total degree of these skills and the degree of benefit from the training programs, as well as the significance of it between each skill separately and the degree of the benefit beside investigating the effects of the degree of the benefit on the total degree of these skills, plus exploring the constraints faced developing these skills.

For doing the research, a sample of researchers was selected randomly amounted to 435 respondents using personal interview. Data collection was completed in July 2024. Percentages, Pearson correlation coefficients, and impact factor were used for data analysis.

### The most important findings are summarized as follows:

1. The overall level of benefit from the training programs among the respondents was good, with an overall average of 2.40 degrees, equivalent to a relative average of 60.00%.
2. The overall level of the total average degrees of the innovative thinking skills based on the respondent's perceptible was good with a total average of 58.98 degrees, equivalent to a relative average percentage of 58.98%.
3. There was a significant positive relationship between the total degree of innovative thinking skills and the degree of benefit from training programs, as the value of the correlation coefficient reached 0.832.
4. There was a significant, positive effect of benefiting from training programs on the total degree of the respondents' innovative thinking skills, estimated to be 1.26, and the effect of training programs on the researchers' innovative thinking at the Agricultural Research Centre was strong at 70%.

**Keywords:** Training Programs Effect, Developing Innovative, Researchers.