

























The answer to the second question: It is clear from the previous table about virtual training that it was high with an average (4.018) and a deviation of (1.038), meaning the approval of the sample's opinions about the effectiveness of the importance of virtual training. Paragraph (1) came in the first place with an average of (4.54) and a deviation of (1.32), which indicates approval Sample opinions The company takes into account the special training needs of the trainees before offering virtual training programs.

Paragraph (5) obtained the lowest ranking with an average of (3.55) and a deviation of (0.76), which is a high value, which indicates the approval of the eye that the company is in the process of evaluating the virtual training programs that it provides on an ongoing basis. Do the virtual training programs at Bapco achieve the effectiveness and realism of training in the company?

Table No. (3) Descriptive analysis of the phrases (the effectiveness of training programs)

No.	Indicators of the effectiveness of training and development programme	N	Mean	Std. Deviation
1	Learning Objectives	680	3.75	1.124
2	Material Facility	680	3.91	1.124
3	Role of immediate supervisors	680	3.84	1.124
4	Training effectiveness	680	3.82	1.102
5	Pre-training activities	680	3.81	1.123
6	Post-training activities	680	3.87	1.098
7	Behavior/Relationships among subordinates/ colleagues	680	3.94	1.110
8	Perceived outcomes of training	680	3.84	1.074
9	Report/feedback	680	3.36	1.173
	Valid n (listwise)	680		

It is clear from the previous table on the effectiveness of the training programs that it came high with an average of (4.67) and a deviation of (1.142), meaning the approval of the sample's opinions on the effectiveness of those training programs. Paragraph (5) came in the first place with an average of (4.59) and a deviation of (1.23), which the approval of the sample opinions indicates that the virtual training programs offered by the company contributed to improving the performance of the trainees after they were implemented.

Paragraph (6) obtained the lowest order with an average of (3.65) and a deviation of (1.54), which is a high value, which indicates that there is a follow-up to the performance of the trainees after receiving the training programme, and this is done by providing them with feedback in order to determine the results that were benefited from from Virtual training.

**Discussion and Conclusion**

The purpose of this study is to investigate the application of the virtual training system in Bapco, including the role of virtual training in the effectiveness and reality of training in the company. Obviously, the previous studies emphasized that the virtual training environment is a multifunctional system with tasks and integrated relationships between its human, technical, material and cognitive aspects, leading to the process of participants moving to it in an environment Supported by technologies that will transform the training programs offered in the company into effective and realistic programs. The importance of virtual training lies in the trainee is the one who controls the training process, and the trainer is the one who guides the trainee only. Trainees can obtain the training bag at the time and place that suits them. Distance training helps in

establishing an interactive relationship between the trainer and the trainees. In remote training, all available aids and various forms of training are used. Reducing the cost of training and increasing the efficiency of trainees. Reducing travel expenses for the trainee and the trainer. Motivates the trainees to browse the Internet by using hyperlinks in order to obtain additional information regarding the subject of the training. It helps to develop the capabilities of the trainees to use the computer and make good use of the Internet, which helps him to do his work accurately and proficiently. Helping trainers to update the training content through the use of electronic resources and the Internet. Helps trainers to keep records of trainees and refer to them at any time and place (Shout, 2021).

While the obstacles facing virtual training it should be noted that there are some obstacles that stand in the way of virtual training, which can be summarized as follows: (Gion, 2021). Virtual training takes a lot of time to prepare. Increasing the expenses of preparing the training content or the computer programs used in the training. The trainees cannot learn from this method more than what is found in the training content or in the computer program. The emergence of some threats as a result of viruses that infect computers used in training. The response rate of the research sample about the reality of virtual training in Bapco Company came to a high degree with an arithmetic mean of (4,018) and a standard deviation (1.038). Through it, identifying the training needs of the trainee, the company designing its virtual programs based on the needs of the work, its use of competencies from abroad to design programs that suit the trainee. The response rate of the research sample on the effectiveness and realism of the training programs in the company was high with a mean of (4.67) and a standard deviation (1.142). It contributes to enhancing creativity and innovation skills, and works to raise the efficiency of trainees' performance and develop work methods for the better.

In light of the results that were concluded, the researchers suggest some recommendations that would contribute to activating the role of virtual training in the effectiveness of training programs, as follows: There should be a clear and announced selection policy for all participants in the virtual training process, as it is considered an essential process for its success. Intensifying the company's efforts towards adopting new financial sources that contribute to increasing the budget and financial allocations to complete the virtual training process. Building virtual training contents that are easy to deal with, which contributes to the success of the training program. Integrating virtual environments of all kinds with the environment of social networks and benefiting from them in developing training programs. Designing and developing integrated virtual training programs for the company's employees, characterized by high capabilities and technical capabilities that enable participation in audio and video, in addition to developing a system and mechanism for continuous communication with training after the training process. Benefiting from the experiences and competencies of trainers specialized in developing virtual training techniques and adopting them as an educational and training method in the company and enabling employees to benefit from their capabilities through the virtual training technology. Work to increase the awareness of the officials of the training units in the company on how to design electronic training programs by holding training courses and workshops, and setting incentives and rewards for the use of electronic training using the virtual training environment.

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