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15	9	6	5-1	
11	5	6	10-6	
99	63	36	10	
125	77	48		
14	6	8	5-1	
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0.85	5		1
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3	1.239	3.059	.	1
5	1.223	2.784	.	2
1	1.220	3.265	.	3
2	1.338	3.092	.	4
4	1.092	2.908	.	5
	0.922	3.022		

(4)

1	1.147	3.535	.	6
4	1.148	3.270	.	7
2	1.223	3.422	.	8
3	1.208	3.297	.	9
	0.939	3.381		

(5)

				10
10	1.068	3.022	.	
2	1.099	3.476	.	11
1	1.221	3.481	.	12
3	1.133	3.476	.	13
7	1.254	3.378	.	14
6	1.131	3.378	.	15
8	1.194	3.319	.	16
11	1.203	2.400	.	17
9	1.281	3.108	.	18
5	1.160	3.384	.	19
4	1.226	3.400	.	20
	0.768	3.256		

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(3.357)   ((3.568)
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            ((3.438)   (
      .(1.139)   (2.670)   (22)   (1.155)
      :   **(6**   (   )
                  (8)   (31)   .(1.232)   (3.432)
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                              (2.222)   (
      (2.961)   .(1.238)
)   (44)   .(0.677)   :   **(5**
(3.481)   ((7)
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            (3.324)   ((34)   .(0.725)   (3.012)
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            ((3.411)   (
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(2.530)   ((33)   (1.180)   (3.400)
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1	1.169	3.568	.		21
3	1.232	3.432	.		22
2	1.155	3.438	.		23
4	1.220	3.346	.		24
6	1.216	3.265	.		25
8	1.208	3.059	.		26
9	1.170	2.919	.		27
10	1.345	2.870	.		28
5	1.188	3.346	.		29
7	1.206	3.135	.		30
11	1.238	2.222	.		31
	0.747	3.142			

(7)

4	1.178	3.335	.	32
3	1.171	3.357	.	33
1	1.190	3.411	.	34
11	1.027	2.681	.	35
12	1.139	2.670	.	36
5	1.161	3.011	.	37
2	1.180	3.400	.	38
6	1.187	2.908	.	39
7	1.132	2.892	.	40
9	1.161	2.832	.	41
10	1.004	2.784	.	42
8	1.024	2.854	.	43
	0.725	3.012		

(8)

1	1.238	3.481	.	44
2	1.139	3.324	.	45
3	1.232	3.162	.	46
4	1.171	2.876	.	47
7	1.011	2.530	.	48
6	1.099	2.605	.	49
5	0.953	2.746	.	50
	0.677	2.961		

(9)

4	0.867	3.481	.		51
3	1.079	3.497	.		52
1	1.036	3.622	.		53
2	1.029	3.584	.		54
5	1.197	3.449	.		55
	0.807	3.526			

(7 :   .(0.768)   (3.256)

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0.05   0.389   (55)   .(1.079)

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5	0.922	3.022	
2	0.939	3.381	
3	0.768	3.256	
4	0.747	3.142	
6	0.725	3.012	
7	0.677	2.961	
1	0.807	3.526	
	0.641	3.154	

(11)

0.389	0.746	0.250	1	0.250	
0.0003	8.357	2.802	2	5.603	
0.901	0.016	0.005	1	0.005	
0.165	1.821	0.610	2	1.221	×
0.114	2.520	0.845	1	0.845	×
0.011	4.631	1.552	2	3.105	×
0.442	0.820	0.275	2	0.550	× ×
		0.335	173	57.999	
			184	69.578	

(12)

	5-1	**10-6**	**10**
5-1	-	*0.345-	*0.617-
10-6	*0.345	-	*0.272-
10	*0.617*	*0.272*	-

*: $\alpha = 0.05$.

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0.735	29	2.674	5-1
0.791	27	3.019	10-6
0.520	129	3.291	10
0.641	185	3.154	

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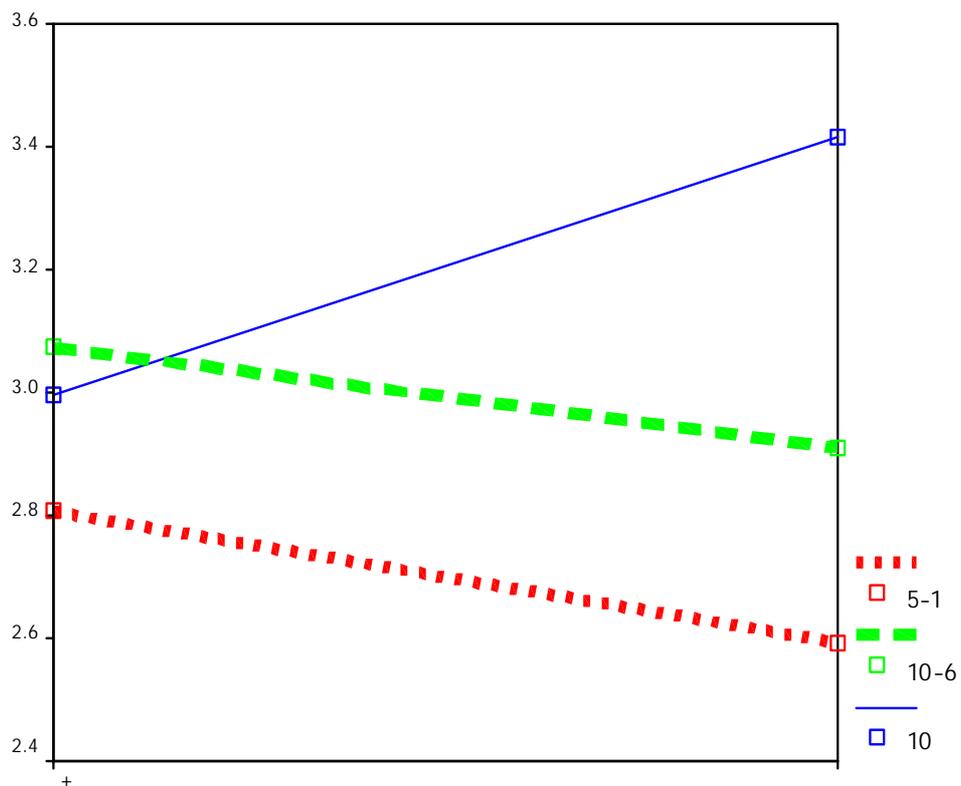
0.850	14	2.755	+	
0.630	15	2.598		5-1
0.735	29	2.674		
0.779	14	3.076	+	
0.831	13	2.956		10-6
0.791	27	3.019		
0.456	48	3.033	+	
0.497	81	3.444		10
0.520	129	3.291		
0.611	76	2.990	+	
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0.641	185	3.154		

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Determining the Training Needs for the Educational Supervisors in Jordan with Accordance to Required Tasks from Their Perspective

*Hasan A. Al-Taani ***

ABSTRACT

This study aimed at investigating the training needs of supervisors related to required tasks form their perspective and the effects of gender, experience and qualification on those needs.

The population of the study consisted of (800) male and female supervisors, and the sample consisted of (180) male and female supervisors chosen randomly. An instrument consisting of (55) items was developed to collect needed data. Means, standard deviations and anlysis of variance were employed to analyze the results. The results indicated that the degree of training needs was moderate in all domains.

The results also revealed no significant differences in the training needs due to gender , qualification and the interaction between them. Meanwhile, significant differences were found due to experience in favor of those whose experience was more than (10) years. In addition, the results indicated significant differences in training needs due to the interaction between experience and qualification in favor of those holding the M.A. degree and whose experience was more than (10) years.

The study recommended constructing training programs with accordance to training needs.

Keywords: Training needs, Supervisors, Jordan.