The Relationship between education costs and research and development costs of top companies in Kerman province of Iran

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Abstract

Firms that invest in R&D and at the same time in worker skills (on-the-job training) expected to be more successful in innovation. In competitive world many companies are trying to get good success between their rivals. Companies owners wants to optimize their cost and manage it to achieve to proper level of cost and expenses. One of important factors for analyze the business success is training and its effects on company outputs, many companies are aware from the positive effects of this important parameter and try to use training benefits in their business. Also R&D units are important units in companies and many of them have high concentration on their efforts and performance. In this research we have investigated on 31 companies in Kerman province of Iran that selected as a top industrial units in 2015. we want analyses the relation between job training cost and R&D cost. For this aim we used correlation analyses to calculate the correlation Coefficient. our findings confirm that R&D is more effective when firms have more skilled personnel due to investment in workers training. That is, training reinforces the effect of R&D on the likelihood of innovating, and it may even induce some firms to become innovative.

Keyword: job training cost, R&D cost, Iran companies
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