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Research Details :

Research Title : *The relationship between general employee appraisal system and impairment of performane in government organizations a field study on the jeddah governorate*

العلاقة بين تقييم الموظف العام وضعف الأداء في المنظمات الحكومية دراسة ميدانية على محافظة جدة

Descriptipn : This study entails one of the most important subjects in civil services, which is directly related to employee's professional life; which is the job Performance Appraisal System. Where the process of Performance Appraisal is one of the most important administrative processes through which the efficiency and capability of performance is measured, and also the extent of development and improvement which the organization has made. Although this subject has been widely addressed by the administration writers and has been tackled by many researchers in their work and literatures, but this system is still suffering from many disadvantages, hence the research problem is concentrated in that it is supposed for The Performance Appraisal which is, prepared annually, to measure the actual performance of the employee, but it is noted that these reports do not directly concentrate on performance as much as it concentrates on some personal traits of the employee, this makes it a direct cause in weak performance of the employees and subsequently the deterioration of working level in the organization generally. Hence comes the importance of The Performance Appraisal System and the importance of linking it to the actual performance of the employee without concentrating largely on other aspects away from performance, like personal traits. Also the importance of this study comes in that it shows the aspects of weakness and impairments in the Performance Appraisal System currently applied in government organizations. And an attempt to know the attitudes of senior and junior employees about many points in the research and to fulfill the goals of the research, a descriptive analytical methodology has been applied. And the study contained two aspects: a theoretical and a practical aspects. The theoretical aspect concentrated on the scientific understanding of the Performance Appraisal and finding its importance and its most important methods and principals. Then it went through the importance of Performance Appraisal Interview and feedback, and it showed the most important problems in the Performance Appraisal. Lastly the study went through the stages of the development of the Performance Appraisal system in the kingdom. In the practical aspect the study used an inquiry form to gather information by the random method from a sample containing (346) individuals from senior and junior employees in some ministries