

Administrative evaluation of the deans of faculties of Baghdad governorate universities from the point of view of the faculty members

By

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Summary

The current research aimed to identify (the level of administrative evaluation management among the deans of the faculties of the universities of Baghdad governorate from the point of view of the faculty members). Iraqi) for the academic year (2021 / 2022), where the research sample consisted of (652) teachers, which consisted of (427) male teachers and (225) female teachers, chosen from the original community of faculty members in the universities of Baghdad governorate, who numbered (13027) teachers are distributed to all the five government colleges of the Baghdad Governorate. The researcher adopted the descriptive approach in his study. The researcher extracted the validity and reliability index of the scale. The researcher used a set of statistical means (arithmetic means, standard deviation, t-test for one sample, t-test for two independent samples , Pearson correlation coefficient, Alpha Crow-Nbach equation and Scheffe equation), the researcher used the statistical package (SPSS) to reach the required results in the research procedures, and the current research concluded that the deans of faculties Baghdad governorate governmental universities are characterized by a very good level in the process of administrative evaluation from the point of view of the faculty members, where there are statistically significant differences in the administrative evaluation according to the variable (sex) in favor of males, and there are also statistically significant differences in the administrative evaluation according to the variable (the scientific title). In favor of the title of Professor.

Research problem

The many developments and changes that have occurred may constitute one of the influences in the performance and its evaluation, in particular on the dean, because he is the main determinant of the administrative performance of his college. On the level of performance, the college and its level of competitiveness with its peers from other colleges. Therefore, the conference of the Ministry of Higher Education and Scientific Research held in (2015) confirmed) on the aspects of weakness in the administrative performance of some of the deans of the faculties, and stressed the need to conduct the evaluation process on an ongoing basis to choose the right person to take over the leadership task.

(The Scientific Conference of the Ministry of Education and Scientific Research: 2015: 6)

The evaluation of administrative performance is a real indicator for measuring the level of performance of the deans of faculties and an indispensable means in all educational

institutions because it is concerned with the adoption of accurate scientific and objective criteria to judge performance (Al-Tamimi, 2009: 56). 2008 to continue evaluating the university performance for each year, mentioning the presentation of the performance evaluation of the deans of the faculties to a ministerial committee (Ministry of Higher Education, 2008: 18356), as well as the circular of the Ministry of Higher Education and Scientific Research No. 6495 in 2011 that it is necessary to evaluate the administrative performance of administrative leaders in institutions University in order to advance the educational and administrative process to invest energies and capabilities to serve the new Iraq (Ministry of Higher Education, 2011: 16), and the conference held in 2018 in the Ministry's office stressed that the lack of knowledge of administrative leaders with the tasks and duties entrusted to them leads to weakness in their performance and their inability To achieve the desired benefit from their work in developing administrative skills, so he directed the continuation of the evaluation process in order to increase their administrative efficiency.

Through the foregoing, the research problem can be determined by: What is the problem facing the administration of administrative evaluation among the deans of colleges.

Research Importance

The evaluation process requires conducting measurements for the purpose of making judgments on behavior in the light of specific standards and goals. Therefore, evaluation is a necessary process for any field of life and is part of the educational process so that the extent to which the goals are achieved is determined and the strengths and weaknesses are identified in various aspects of educational situations and the goal of This is the development of the educational process, and for that we find that university administrators have become an essential part of the evaluation process to reach the extent of what the educational process has achieved and thus conduct a successful treatment of the problems that may hinder the achievement of the goals.(Al-Mufti, 2003: 76)

Evaluating the administrative performance of college deans is one of the most capable and powerful ways to improve administrative behavior, and increase the deans' awareness of performance and evaluation methods or methods. Therefore, performance evaluation is one of the basic elements of the educational and administrative process, so the evaluation process should be a comprehensive and balanced process that focuses on all Appearances and aspects. (Al Taweel, 2006: 139)

The researcher can conclude that the process of evaluating administrative performance is one of the basic elements of the administrative process at the present time, as it provides departments with information and data that can be used to measure the course of achieving the college goals.

The importance of the administrative evaluation is highlighted in that the administrative evaluation leads to an understanding of all aspects of the problems and difficulties that may occur, which leads to expediting their resolution to reach the set goals.

Research Objective

The research aims to:

1. Identifying the level of administrative evaluation management among the deans of the faculties of Baghdad Governmental Universities from the viewpoint of the faculty members.
2. Identifying the individual differences of administrative evaluation management among the deans of the faculties of Baghdad government universities from the viewpoint of the faculty members.

Research limits

The current research is determined by:

Human limits

faculty members in the faculties of Baghdad government universities for the academic year (2021-2022)

Time limits: the academic year (2021-2022)

Spatial boundaries

the colleges of the universities of the province of Baghdad, which are (Baghdad University - Al-Mustansiriya University - Al-Nahrain University - University of Technology - Iraqi University).

Academic Limits

The Administrative Evaluation of the Deans of the Faculties of Baghdad Governorate Universities from the Viewpoint of the Faculty Members.

Define terms:

Manage the calendar:

Hilal (2011)

The purposeful efforts of the institutions, by means of clear and acceptable criteria and standards, which in itself is a goal that the institutions seek. (Hilal, 2011: 38)

The University

It is a safe campus and a center of civilized, intellectual, scientific and technical radiation in the community where the mind thrives and the ability of creativity and innovation to formulate the goals set forth in the law and through it are conducted ongoing studies and research in various aspects of human knowledge as well as studies related to the scientific situation and the reality of new needs that include High scientific levels to suit the age and its requirements. (Ministry of Higher Education and Scientific Research, Article 9 of Law No. 40 of 1988)

The Dean of the College

A person who heads a college or institute and is required to be an Iraqi, of Iraqi parents by birth, with the rank of assistant professor at least, and at the rank of director general, linked to the president of the university. In another college or higher institute for a similar period, and undertakes the scientific, administrative and financial specializations (Ministry of Higher Education and Scientific Research, Article 22 of Law No. 40 of 1988)

Teaching

Every person who holds a master's or doctoral degree and works in the Ministry of Higher Education and Scientific Research and in its universities, with a degree (professor -

assistant professor - teacher). (Ministry of Higher Education and Scientific Research, Article 24 of Law No. 40 of 1988)

Theoretical framework

Administrative calendar concept:

The administrative evaluation is the issuance of a set of judgments about the extent of the educational process's success and progress, and it is an organized process that aims to collect and analyze information in order to determine the degree of achieving the goals and to estimate the components of the discrepancy in the observed scores obtained using one of the measurement methods to take the necessary decisions regarding them. 2010: 23), and (Al-Enezi, 2013) adopted a scientific approach in the management of the administrative evaluation of performance that deals with data and mental data of human behavior. 25), and Evans sees) (administrative evaluation as a broad and comprehensive process that contributes to the integration of human resource activities to enhance and link them more with the goals of the institution's work, thus improving overall performance, (1997: 304, Evans).

The importance of the administrative calendar:

Administrative evaluation has become a basic and necessary process and its duty for any work, whether this work is in the administrative field or in another field, as the importance of administrative evaluation is increasing day by day in various countries of the world. It is clear in management, as its application provides the institution with many advantages, including:

1. Increasing the individual's motivation through performance feedback.
2. Draw a clear vision for the deans through communication and cooperation between employees and the different administrative levels.
3. Clarity of institutional objectives, which makes it easier for workers to know the objectives of the institution and to notice the results achieved.
4. Enhancing commitment in the institutional system, which creates a state of satisfaction among workers with their performance and their institution, which increases their desire to stay. (Abdel-Nasser, 2009: 51)

Therefore, if the administrative evaluation process is to perform its function as efficiently and effectively as possible, it is necessary for the person in charge of the evaluation process to know how he can obtain information related to the extent to which the objectives have been achieved and to have sufficient skills and experience in this regard.

Calendar goals

The main objective of the management calendar system is to focus on the strategic goals of the institution. It is not a system directed towards evaluating activities and the performance of employees only, but rather it is designed to enhance the objectives of the institution and work to raise the level of performance through development and improvement of performance among deans and employees. Among the evaluation objectives:

1. Understand their strengths and weaknesses and determine the direction of their general cognitive, social and psychological development.
2. Deans and policy makers who determine the unexpected results of implementing the plan, whether negative or positive, so that policy makers have sufficient reasons to change or cancel the plan.

3. The administrative evaluation reveals to us the level of achievement of the educational goals set in advance and the aspects of these goals that need to be developed, modified or changed. (Osborn, 2001;34)

Previous studies

Karim's study (1995) entitled

(Evaluation of the administrative role of the deans and heads of departments at the University of Alexandria as perceived by the faculty members).

The study aimed to evaluate the functional role of the deans and heads of scientific departments, as they realize it, and the members of the teaching staff realize it. The researcher used the descriptive analytical method. The researcher adopted the questionnaire as a tool for his research.

The researcher applied the questionnaire to the research sample of (360) individuals, with (5) deans, (17) department heads and (338) teachers. The data collected from the respondents' answers to the paragraphs of the questionnaire were treated statistically, and the researcher used the statistical means represented by (arithmetic mean - deviation). Normative - Pearson correlation coefficient), and one of the most prominent findings of the study is that the interest of department heads and administrative activities is less than their performance of other academic activities inside and outside the scientific department.

A study by Wester (Worcester, 1993) entitled

(Faculty and Administrator of Faculty Evaluation in a technical college)

(Evaluation of the college and college directors in the Technical College)

The study aims to reveal the views of the teachers and administrators about the university's administrative operations. The researcher used the descriptive analytical approach. The study adopted the questionnaire as a main tool. The data collected from the respondents' answers to the questionnaire's paragraphs were statistically treated. The study sample consisted of (152) administrative, and (372) Teachingly, they were chosen by the simple random method, and the study used the statistical means represented by (chi-square - one-way analysis of variance) to measure the moral differences of the respondents' opinions. Teachers and administrators in the deans' procedures regarding the administrative processes they follow.

Research Methodology and Procedures

First: Research Methodology

In writing his research, the researcher relied on the descriptive correlative approach.

Second: search procedures:

Research community

The research community consists of faculty members in the five government universities of Baghdad governorate (Baghdad University - Al-Mustansiriya University - University of Technology - Al-Nahrain University - Iraqi University) for the academic year (2021-2022), with a total of (13027) teaching staff, and the table (1) explains it.

Table (1) *Distribution of the research community of teachers in public universities in Baghdad governorate*

Number	University Name	T
6174	Baghdad University	
3465	Mustansiriya University	
1502	university of technology	
992	Al nahrain university	
894	Iraqi University	
13027	Total	

Research sample

A stratified random sample was selected (for the presence of the variables of gender and scientific title) with a percentage of (5%) of the total community of (652) faculty members distributed over five public universities in the province of Baghdad, the sample of the University of Baghdad was (309). Teaching, appointed by Al-Mustansiriya University (173) teaching, Technological University sample (75) teaching, Al-Nahrain University sample (50) teaching, and Iraqi University sample (45) teaching, thus the sample is representative of the research community and Table (2) shows this.

Table (2) *Distribution of the research sample of teachers in public universities in Baghdad governorate*

Number	University Name	T
309	Baghdad University	1
173	Mustansiriya University	2
75	university of technology	3
50	Al nahrain university	4
45	Iraqi University	5
652	Total	

The sample was also distributed according to the two variables (gender and scientific title). The research sample from each university was divided, according to their presence in the sample, into the variables of gender and scientific title, and Table (3) and Table (4) illustrate this.

Table (3) *The research sample distributed by gender variable for teachers of public universities in the province of Baghdad*

Female sample	Male sample	University Name	T
105	204	Baghdad University	1
66	107	Mustansiriya University	2
23	52	university of technology	3
14	36	Al nahrain university	4
17	28	Iraqi University	5
225	427	Total	
652total summation			

Table (4) *The research sample divided according to the scientific title for teaching Iraqi government universities in the province of Baghdad*

Sample (teacher)	Sample (Assistant professor)	Sample Professor	University name	T
69	162	78	Mustansiriya University	1
27	92	54	university of technology	2
22	34	19	Al nahrain university	3
11	25	14	Iraqi University	4
12	22	11	Mustansiriya University	5
141	335	176	Total	
652 Total summation				

The two research tools

This research aims to identify the level of administrative evaluation among the deans of colleges, so defining each goal requires extensive information, and for that, building the scale is the best means that can be used for this purpose, and (Daoud 1990) indicated that the questionnaire It is the best tool to achieve the goal, as it is one of the common means of collecting data in educational research to obtain facts related to the existing conditions and methods. (David, 1990: 22)

Steps for building the administrative evaluation scale

The administrative evaluation scale included the following procedures:

Determining the objective of the scale

This scale aims to identify the administrative assessment of the deans of faculties in the universities of Baghdad governorate from the point of view of the teachers, as the scale's goal is the first and most important steps of its construction.

Determining the content of the scale

The content of the scale is expressed as the building units that make up the scale. In this scale, the fields of the administrative evaluation variable were identified, as it consisted of five areas (the field of planning (the field of administrative organization 10 paragraphs) - (the field of administrative guidance 10 paragraphs) -) The field of administrative leadership 10 paragraphs) - (The field of human relations 10 paragraphs).

Sources of building the items of the Administrative Evaluation Scale

The researcher obtained information and paragraphs of the Administrative Evaluation Scale through several sources, after the scale passed through several steps and stages until it reached its final form.

The most prominent of these steps and stages are:

- A.** Reviewing literature, periodicals, previous studies, as well as conferences on performance evaluation
- B.** A number of Arab and foreign standards directly related to the subject of performance appraisal were reviewed.
- C.** An interview with a number of teachers specialized in educational administration, educational psychology, measurement and evaluation.

Correction method and answer alternatives:

Each response was given a certain degree, as follows: The first alternative: I agree to a very high degree and was given (5) degrees - The second alternative: I agreed to a great extent and was given (4) degrees - The third alternative: I agreed to a moderate degree and was given (3) Degrees - The fourth alternative: I agree with a little degree and was given (2) degrees - The fifth alternative: I do not agree and was given (1) a degree.

Logical analysis of the paragraphs of the administrative evaluation scale:

The researcher presented the administrative evaluation scale to a group of experts to give their opinions about the powers of the paragraphs, as the number of experts reached (11) experts. In light of the arbitrators' opinions on the scale, no paragraph was dropped, as all paragraphs were retained with a linguistic correction on some paragraphs, as all paragraphs were approved by the experts.

Statistical analysis of the paragraphs of the administrative calendar scale:

One of the most important psychometric characteristics of the scale is honesty and stability. For this reason, the accuracy of the results we obtain from conducting educational tests or standards depends on it (Faraj, 1980: 33), and the researcher verified the psychometric characteristics of the administrative assessment scale as follows:

First: The validity of the scale

Honesty is one of the important psychometric characteristics in building educational standards, so the honest scale is the scale that fulfills the function for which it was set, as the measuring tool must be prepared to measure the characteristic that we are going to measure. (Al-Smadi, 2004: 126)

The researcher verified honesty through two types, namely apparent honesty and constructive honesty, as follows:

Ostensible honesty

The apparent validity is intended to identify the extent to which the scale represents the components of the characteristic to be measured, as it is logical that the content of the scale is apparently representative of the content of the behavior to be measured, and therefore it is called apparent honesty. (Spring, 1994: 845)

Structural validity (content)

In order to obtain a scale in which there is structural validity, the researcher made sure of this type of validity through statistical analysis of the scale's items, as follows:

Discriminatory power

Through the peripheral comparison method, it was found that all paragraphs are distinguished between the upper and lower groups.

The relationship of the paragraph's degree with the total degree of the scale

that is, through the internal consistency of the scale, as the correlation of the paragraph's degree with the total degree of the scale means that the paragraph measures the same concept that the total degree of the scale measures.

The relationship of the degree of the paragraph with the field to which it belongs:

The correlation between the degree of each paragraph and the total degree of the field to which it belongs has been extracted.

Calculating the discriminatory power of the scale items: In order to find the discriminatory power of the items of the administrative evaluation scale, it was applied to a sample of statistical analysis consisting of (250) faculty members from Baghdad government universities, and in order to achieve this, the researcher adopted the comparative method.

B2- The relationship of the paragraph with the total degree of the scale: To achieve this, the researcher used the Pearson correlation coefficient between the scores of each paragraph and the total score of the administrative evaluation scale, as it was found that all correlation coefficients are statistically significant when compared with the critical value of the Pearson correlation coefficient of (0,113) at the level of significance (0.113). ,05) and a degree of freedom (248), and this is an indication that the scale is valid for measuring the trait to be measured.

B 3- The relationship of the paragraph's degree with the degree of the field to which it belongs: for the purpose of verifying the validity of the paragraphs of the administrative evaluation scale and in each field, where the total degree of the field was adopted as an internal test, and after using the Pearson correlation coefficient, it became clear that all correlation coefficients are statistically significant when compared with the critical value of (0.0113), at the level of significance (0.05) and the degree of freedom (248), and through this indicator it became clear that all the paragraphs express their domains.

Scale stability

For the purpose of finding the stability of the administrative evaluation scale, the researcher will extract the stability coefficient according to two methods:

Test and retest method:

The researcher applied the administrative evaluation scale to a random sample of (50) teachers and from outside the research sample from the faculties of the University of Baghdad, and then re-applied to the same sample with an interval of (15) days on the first application, and after completion From the two applications according to the stability of the scale by calculating the degrees of the sample members in the first and second applications, then extracting the Pearson correlation coefficient between the degrees of the two applications, as the reliability coefficient reached (0.87) degrees. (Odeh, 1985: 174)

Internal consistency method (Facronbach)

This method depends on calculating the correlation between the reliability sample scores on all items of the scale, as well as to clarify the consistency of the individual's performance from one item to another. After applying the equation, the reliability coefficient reached (0.89). (Al Kubaisi, 2011: 279)

Final description of the scale:

The administrative evaluation scale in its final form consists of (50) items distributed over five areas of (10) items for each domain equally. , ranging from (5) to (1) according to the alternative that the respondent believes, so the highest score that the respondent can obtain is (250) and the lowest score is (50), knowing that the hypothetical average is (150).

Presentation, discussion and interpretation of the results:

In this chapter, the researcher will review the results he has reached based on the objectives that have been identified, and the interpretation and discussion of these results using the theoretical framework and previous studies, so the results can be presented as follows:

The first objective

The level of administrative evaluation management among the deans of the faculties of Baghdad Governmental Universities from the viewpoint of the faculty members.

In order to achieve this goal, the researcher applied the administrative evaluation scale consisting of (50) items on the research sample consisting of (652) teaching staff. When knowing the significance of the difference between the arithmetic mean and the hypothetical average, which amounted to (150) degrees, it was found that the difference was statistically significant in favor of the research sample at the level of significance (0.05), as the calculated T value reached (38,37), which is greater than the tabular value of (1.96) and at a degree of freedom (651), and Table (5) shows this.

Table (5) *The results of the T-test for one sample to measure the level of administrative evaluation management among the deans of the faculties from the viewpoint of the faculty members*

indication	T value		hypothetical mean	Standard deviation	SMA	Sample	Tool
	Tabular	Calculated					
Significant	1,96	38,37	150	10,9367	182,734	652	Administrative calendar

Where the above table indicates that the arithmetic mean of the administrative evaluation of (182,734) is higher than the hypothetical mean of (150) and that the difference between the two averages is statistically significant and in favor of the arithmetic mean of the sample, and this is an indication that the deans of colleges in the universities of Baghdad governorate are characterized by increasing their awareness and understanding of the administrative evaluation. From the point of view of the faculty members.

The second objective: to identify the individual differences of administrative evaluation management among the deans of the faculties of Baghdad government universities from the viewpoint of the faculty members according to the two variables:

The scientific title

Table (6) *shows the value of Scheffe for the scientific title of the Administrative Evaluation Scale*

Indication level	Chevy value	The difference between the averages	averages	Sample	The scientific title
There is a difference in favor of the title Professor	0,483	4,881	78,472	176	Professor
			73,591	335	Assistant Professor
There is a difference in favor of the title Professor	0,591	8,517	78,472	176	Professor
			69,955	141	Teacher
There is a difference in favor of the title of Assistant Professor	0,468	3,636	73,591	335	Assistant Professor
			69,955	141	Teacher

It is noticed from Table (6) that there is a statistically significant difference between the average degrees of (Professor - Assistant Professor), as the difference in the averages is (4,881), which is greater than the value of Scheffe (0.483) in favor of the title of Professor, and also found that there are statistically significant differences Among the averages of the title (Professor - Teacher), the differences reached (8,517) which is greater than Scheffe's value of (0.591) in favor of the title of Professor, and also it was found that there are statistically significant differences between the average degrees of (Assistant Professor - Teacher), as the differences amounted to (3,636) It is greater than Scheffe's value of (0.468) and in favor of the title of Assistant Professor.

The factor of experience and scientific know-how has a large and wide role in tracking leadership styles and methods and how to deal with any method of judging the work of the dean. It can also be said that those who hold the title of professor in many situations have knowledge of the college community's culture and organizational identity and the factors affecting the formation of this identity and the most important of them The thinking style of the deans of the faculties, and this is why we find this disparity in opinions and in favor of those who hold the title of professor.

A. Gender

Table (7) *The results of the t-test according to the administrative evaluation scale for the gender variable*

Indication Level 0.05	T value		hypothetical mean	Standard deviation	SMA	Number	sample type	variable
	Tabular	Calculated						
Significant	1,96	15,645	150	12,688	162,634	427	الذكور	التقويم
Significant				12,481	160,459	225	الإناث	الإداري

For the purpose of identifying statistically significant differences according to the gender variable (males - females) for the deans of the colleges of Baghdad governorate faculties in their administration of the administrative evaluation, the arithmetic mean of (162,634) males was extracted with a standard deviation of (12,688), which in turn is greater than the arithmetic mean of females of (160,459) With a standard deviation of (12,481), note that the hypothetical mean of the gender variable (male - female) is (150), and to confirm the differences, the t-test was used for two independent samples, and the results showed that there were statistically significant differences at the level of significance (0.05) between the deans In applying the administrative evaluation process according to the gender variable, because the calculated t-value (15,654) is greater than the tabular value of (1.96) at a significance level (0.05) and a degree of freedom (650), and when comparing the two arithmetic averages (males) and (females).) It was found to be significant in favor of males as shown in the above table (7).

Conclusions, recommendations and suggestions

Conclusions

According to the research results, the researcher concluded the following:

1. The deans of the faculties have a skill in administrative evaluation at a very good level from the point of view of the faculty members.
2. Those who hold the title of professor and males have the most opinion in supporting the deans of faculties with their behavior towards administrative follow-up.

3. Those who hold the title of professor and males have the most opinion in supporting the deans of faculties with their behavior towards the administrative evaluation.

Recommendations

According to the research results, the researcher recommends the following:

1. I request the esteemed university presidency to urge the deans of the faculties to work more diligently to increase their skills in the administrative evaluation.
2. Enhancing the skill of administrative evaluation among the deans of the faculties until they reach a distinguished level.

Suggestions

In light of the research results, the researcher suggests conducting the following research:

1. The administrative evaluation and its relationship to the administrative accountability of the heads of scientific departments from the viewpoint of the faculty members.
2. Administrative evaluation according to the Sears theory and its relationship to administrative change according to the theory of Al-Durfer among the deans of the colleges of the Technical Education Authority from the point of view of the faculty members.

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