

THE PREDICTABILITY FOR AVERAGES: (GPA) AND TAWJIHI IN PROFESSIONAL PERFORMANCE FOR EMPLOYEES IN THE PUBLIC SECTOR AT JORDAN

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***Abstract_** This study aimed to evaluate The Predictability for Averages: (GPA) and Tawjihi in professional performance for Employees in the public sector at Jordan, To attain these purpose, a stratified random sample (16760) taken from the Civil Service Bureau. The results showed that: a positive and weak correlation between Averages in GPA, Tawjihi and grads in annual report employee. The percent explained by GPA, Tawjihi (12.5%), but Tawjihi explained (%0.5) of job performance after excluding the impact of GPA. The Ratio of grads in high school examinations to the GPA in the equation applicable in the Jordanian Civil Service Bureau (67%) which is three times the percentage (22.63%) demonstrated by the results of the study. The Predictability of GPA and Tawjehi in professional performance very close depending on the modified variables: source of undergraduate degree (Jordanian, Arab, foreign) and the supervisory authority on the Universities in Jordan (government, private, international) and College (human, scientific, medical).*

***Keywords:** Predictability of GPA, Predictive validity of GPA, Predictive validity of Tawjehi Average.*