

# THE REALITY OF APPLYING MANAGEMENT BY OBJECTIVES BY MANAGERS OF SUPERVISION OFFICES IN RIYADH CITY FROM THE PROSPECTIVE OF SUPERVISORS

**RANA A. AL-KHUDAI**

**SA'D M. AL-MOHAMMED**

**Education Planning & Administration**

**Al-Imam Mohammed Ibn Saud Islamic University**

***ABSTRACT\_** This study aimed at identifying the reality of applying MBO by the managers of supervision offices in Riyadh city from the prospective of supervisors. It aimed at studying the obstacles of applying MBO and providing developmental suggestions. The researcher used descriptive approach. To collect data, a questionnaire was developed. The community of the study consisted (503) supervisors, yet only (434) answered. The main results of the study were that the degree of applying MBO by managers was high with a mean of (3.52), the obstacles were high with a mean of (3.63), and the developmental suggestions were high with a mean of (4.18). There were statistically significant difference between the means of supervisors' estimations of the degree of applying MBO due to the variables of office, occupation and educational qualifications, and their estimations of the obstacles due to the different years of experience. There were statistically significant difference between the means of supervisors' estimations of the developmental suggestions of applying MBO due to the different occupations and years of experience. The main recommendations of the study were to engage all supervisors in determining the objectives of the supervision office, and in designing evaluation plan of their performance that is suitable to the objectives. Also, to provide rewards to increase their motivation, and to use MBO as one of the criteria to evaluate managers of supervision offices.*