

PROFESSIONAL PERFORMANCE FOR ADMINISTRATIVE STAFF AT NAJRAN UNIVERSITY

NAJI HUSSIAN ALSHAREEF

**Assistant professor of Educational Planning and Management
Deanship of Community Service and Continuing Education
Najran University**

ABSTRACT_ *The present study is an attempt to identify the job performance of Najran University staff and measure the effect of job performance dimensions (i.e. task achievement, relations and its role in motivation, career prospects, performance evaluation, job role and clarity of responsibility) on the performance of the staff. The sample consisted of (31) out of (42) directors and (135) out of (575) employees. The study utilized the descriptive approach. The questionnaire is composed of (31) items distributed into six dimensions of job performance, taking into consideration the validity and reliability of the questionnaire. The study concluded that the level of job performance of Najran University staff was high either from the staff's or directors' perspective. Significant statistical differences were detected at ($P \leq 0.05$) between directors' and staff's perspectives on the job performance level of the staff in favor of the staff in the first dimension (i.e. task achievement) and in favor of directors in their assessment of their employees in the third dimension (i.e. career prospects) and the fourth dimension (i.e. performance evaluation). There were no statistically significant differences in the other dimensions of job performance. The study concluded with recommendations that are expected to improve the job performance of Najran University staff.*

KEYWORDS: *Job performance, Staff, Najran University.*