

**أثر عدالة نظام تقييم الأداء في تحسين فاعلية الأداء التدريسي بحث ميداني في كلية التربية
جامعة بابل**

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Performance Concept :

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) (Abraham,1977)

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) (Daft) () .()

(Daft,2001) .(

Effectiveness Concept :

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() (Hall, 1992) .(

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Performance Appraisal Concept

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(Schuler,1995)

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Performance Appraisal Importance

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Criteria of Performance Appraisal
(Standards)

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(Validity)

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Reliability -

Stability and Consistency

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Discriminating -

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Acceptance -

Stages of Performance Appraisal :

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Methods of Performance Appraisal :

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Performance Standards

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(Work Study)

(Time and Motion Study)

Result

Objectives

Achievements

.Group Appraisal

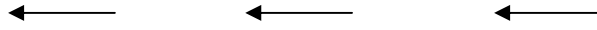
.Paired Comparison

Modern Methods

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Management by Objective

Behaviorally Anchored Rating -



Behaviorally Observation Scale -

Problems of Performance Appraisal :

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The Halo Error -

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The Central Tendency -

Too Harsh -

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Too Lenient -

Bias -

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Performance Appraisal Responsibility

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Performance Feedback

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11-Hall, Richard,H.1992.(Organizations, Structures and process: 5th ed. Prentice-Hall of India, New Delhi.

12- Daft, R.L. (2001) Organization theory & Design, 7th ED. South Western.

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