The Development Mechanisms Of The Stuff Performance In The Service Organizations  
(Case Study On One Of Saudi Universities)  

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Abstract

The study aimed to determine the mechanisms that can develop the job performance in service organizations. The researcher used the descriptive analytical method, 150 questionnaires were distributed to the employees, and 130 questions were retrieved, i.e. 86%. A number of statistical tests were conducted to verify the veracity of the questionnaire and its normal distribution, stepwise regression to test study hypotheses. The results of the study showed that some mechanisms of physical performance affect the performance of the employees without other mechanisms. Despite the positive effect of the mechanisms of moral performance and promotion system to enhance the performance level of the employees, but it is not used and activated efficiently in universities as performance mechanisms, Good work environment has a positive impact on employee performance. Finally, the level of employee satisfaction with the system affects their professional performance.

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