

# **Job Performance of the Faculty Staff at the Jordanian Public Universities from their Department Heads' Perspectives**

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## **Abstract**

The Purpose of this study was to examine the Job Performance of the faculty staff at the Jordanian public universities. The sample of the study (n. 77) was randomly selected. A questionnaire of the Job Performance was developed by the researcher as a measurement instrument. The results of the study indicated that the degree of the Job Performance among the participants was high (3.78).

In light of the results, it was recommended that public universities should identify their faculty staff needs and work harder to meet these needs. Public universities should also have an open organizational climate to motivate the faculty staff. Additionally, it was recommended that material, as well as immaterial, incentives be awarded by their institutions as such incentives positively impact the Job Performance.

**Keywords:** Job Performance, Faculty Staff, Jordanian Public Universities, Academic Departments` Heads

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