

Measuoring of Attitudes Workers Toward A New Method of Evaluation The Performance in the General Company for Chooses Product (Field Study on Workers In Darra & Al Nabk Shops)

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Abstract

The aim of the research is to measuring the employees trends and direction toward a new way of adjusting the performance instead of the extent to which, as well as the extent to which this new way could possibility depend on instead of the existing way now.

In order to achieve the adjectives of the research study a questionnaire of (56) questions components has been designed covering the main subjects and fields of the research variables, the number of individuals of this random sample examined research (174). Besides, the resaerchen used the study method of the descriptive analyzing study where be mode a comprehensive survey to all responses acquired end in the meantime used the (SPSS.V 15) program for analyzing and dealing with the inquiries concerned. The results of the study show: Replacement a actual performance evaluation in the suggested way, because there is a strong accepting by most of employees categories, except service category. Training and creating a new organizational culture which considered importance each: Criteria for the work distinctions, and criteria specific value of work, and complementary variables of the way.

There are significant variation in the middle level answers of workers toward actual evaluation complementary way. And exceeding middle level is 3. It means there are no accepts to the way by most of worker in Company.

Also There is no significant variation between middle levels of degrees of workers toward complementary new way and the middle is 3. It means worker are preferring a new way more than actual way and the variations were vital between answers questionnaires on the components of two ways.

In the meantime, no vital variations in the employees trends toward the sample of adjustment suggested. especially from the first, second, third, and the fourth group of occupations, as well.

Consequently, the suggested method to these groups could be relied upon and be dependable and accredited.

Another thing comes in this context, is related to the findings and the results where it showed that there were some differences be considered very vital and significant in the trends and directions of the employees in the Company toward the her adjusted method from the fifth group of employees who occupied the service occupations and consequently it cannot be dependable and relied upon of the new suggested method for this group.

Key word: Performance appraisal, Performance, Performance measuring the attitude, suggested method.