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The impact of performance assessment as a tool to control the success of effective oversight in the World Islamic Call Society

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Abstract

The present study addresses the impact of performance assessment as a tool to control the success of effective oversight in the World Islamic Call Society. The process of performance evaluation is integrated in a series of interrelated stages of the administrative process, which begins by identifying goals and periods. Performance evaluation is the last step in the regulatory cycle that begins with identifying the goals set within a timetable for their implementation and provides the necessary resources, then comes the process of monitoring the actual implementation and evaluating the results of performance, where results indicate that the study was to assess the performance impact on the effectiveness of administrative and financial control. From this result, it can be seen that the organization adopts the idea of performance evaluation in a practical way, making the value of the engine and the goal that is based upon management process on a regular basis, allowing it to stand on their value and then, has been able to take the necessary decisions and measures in a timely manner.

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Keywords: Performance evaluation; Effectiveness of administrative control; Effectiveness of control and finance.

1. Introduction

Expansion in the work of departments and the emergence of different subspecialties and the delegate of certain powers and responsibilities to officials from the centers in charge of public institutions so that they can perform the work assigned to them and achieve the objectives of the institution, which in turn lead to the emergence of the need to assess performance or performance review. Performance is rated using the logic and

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methods of evaluation objectivity to judge the achievements after the implementation of projects and different activities. So, the goal of assessment is to ensure that the value of the work done and achievements over the cost required to reach these achievements, whereby, in the light of this, determine the degree of efficiency of Directors and their effectiveness [1]. The performance appraisal process is also part of the basic elements of management control and finance, through the development of criteria for evaluating their performance, which must be characterized by the following characteristics [2].

- Justice in performance evaluation.
- Definition from the viewpoint of managers.
- To link the goals of the organization.
- Regular continual use.

Thus, the performance appraisal process is the process of administrative control that provides accurate information about the behavior of individuals and their performance, which can be used in the evaluation and development of this performance by knowing the strengths and weaknesses and advise on the development and thereby, increase the motivation to work. The information provided by the performance appraisal process can also be beneficial in planning for the future of the resources in all areas.

2. Methodology of the study

This study used a descriptive analytical method to collect and synthesize the actual facts associated with a range of circumstances or a number of things or any kind of phenomena, and worked to draw connotations and different meanings implied by the data and the information that can be obtained, and this makes it easier to link phenomena together, and the discovery of the relationship between variables, and to give its proper interpretation with the ability to predict future events and phenomena to be considered; which is well suited to this study and to serve the access objectives of the aim of the study [3].

This questionnaire was distributed to a sample study's identification of 160 people, the sample was selected randomly from the Department of Finance and administrative follow-up, and depending on the size of the organization and administrative levels, according to the organizational structure, to find out their views and experiences by analyzing the results of this questionnaire, and will be applied to the program of SPSS, honesty and transparency in the resolution data.

The coefficient alpha was conducted and the result was a positive 0.92. This indicates the stability of the questionnaire.

3. Results of the study

In this study, simple linear regression analysis to study the impact of performance assessment as a tool for assessing the success of effective administrative and financial control, as well as to find out the relative importance of performance assessment as a regulatory tool, the study has revealed that the existence of a positive relationship is strong, and statistically significant at the level of significance 0.001 which indicates the ability of the model to predict, this is because the ratio is less than alpha 0.05. This shows that whenever the ratio was less than alpha alpha, it was an evidence of the ability of the independent variable of the prediction variable.

The analysis of linear regression for the analysis of variance P ANOVA (b), to a relationship between the statistical function of the dependent variable and the independent variables, in other words, the ratio of the statistical $t_a = 82.472$, and the ratio $\alpha = 0.01$, which indicates the ability of the model to predict because the ratio is less than alpha alpha (0.05). This shows that whenever the ratio was less than alpha alpha, it indicates the ability of the independent variables of the forecasting variable, it is clear from Table 1, which shows the analysis of variance, that the value of F is equal to (82.472), which is statistically significant at the level of (0.05),

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