



# Academic Leaders' Perspectives on Job Performance Management at Prince Sattam bin Abdulaziz University

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## **Abstract**

This research identifies the challenges, according to academic leaders, of managing the job performance of faculty members at Prince Sattam University in its three stages (planning - reviewing - evaluation) and the degree of differences in the challenges according to the variables of the leaders' gender, academic rank and job title. The study adopts the descriptive survey method and the questionnaire tool on a study sample of 68 department heads and deans in faculties of Prince Sattam University. The results showed that the most significant challenges in managing job performance are in the evaluation stage, followed by the review stage and then the planning stage. There were no statistically significant differences among the responses of the study sample due to the variable of gender and academic rank, while there were statistically significant differences among the respondents according to job title. This research also offers several recommendations to overcome the challenges of managing job performance.

**Keywords:** Performance Charter, Higher Education, Supervisory Positions, Competencies