



Measuring the quality of the performance of the university professor at the Kufa Technical Institute from the students' point of view

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Abstract

The research aims to identify the performance of the university professor at the Technical Institute / Kufa from the students' point of view. The research hypotheses were tested by a set of statistical methods and through the statistical analysis program SPSS to know the respondents' perceptions about the level of performance of the university professor. The questionnaire will be used as a main tool for collecting data and information from a sample The research consisting of (230) second-year students for the academic year 2019-2020 The research reached a number of conclusions, the most important of which was showing that all dimensions of the research (the relationship of the professor with his student, the educational activity of the professors, the research activity of the professor) obtained acceptable saturation rates based on the level of morale achieved, which was less than (0.05) and this means that the paragraphs were clear for the sample There is consistency in the sample answers, as it indicates the sufficiency of the sample size and its good selection The research concluded with a number of recommendations, the most important of which is that most of what the students see improving their performance are specifications that enhance the relationship between them and them.

Keywords: Performance quality, university professor, Kufa Technical Institute



قياس جودة أداء الأستاذ الجامعي في معهد الكوفة التقني من وجهة نظر الطلبة

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المستخلص:

يهدف البحث إلى التعرف على أداء الأستاذ الجامعي في المعهد التقني/الكوفة من وجهة نظر الطلبة، وقد تم اختبار فرضيات البحث بمجموعة من الأساليب الإحصائية ومن خلال برنامج التحليل الإحصائي SPSS لمعرفة تصورات المبحوثين حول مستوى أداء الأستاذ الجامعي. تم استخدام الاستبانة كأداة رئيسة لجمع البيانات والمعلومات من عينة البحث المكونة من (230) طالب وطالبة من طلبة السنة الثانية للعام الدراسي 2019-2020 وتوصل البحث إلى عدد من الاستنتاجات كان من أهمها إظهار أن جميع أبعاد البحث (علاقة الأستاذ بطالبه، النشاط التعليمي للأستاذة، النشاط البحثي للأستاذ) حصلت على نسب تشبع مقبولة بناء على مستوى الروح المعنوية المحققة والتي كانت أقل من (0.05) وهذا يعني أن الفقرات كانت واضحة بالنسبة للعينة ويوجد اتساق في إجابات العينة كما يدل على كفاية حجم العينة وحسن اختيارها وخلص البحث إلى عدد من التوصيات كان من أهمها أن أغلب ما يرى الطلبة تحسناً في أدائهم هي مواصفات تعزز العلاقة بينهم وبينهم.

الكلمات المفتاحية: جودة الأداء، الأستاذ الجامعي، معهد الكوفة التقني

introduction

The quality of the university professor's performance has become the subject of much interest at the Arab and international levels, as the university represents the house of news in knowledge and human behavior, and is not limited to providing students with knowledge in the classrooms only, but also goes beyond it to advance society and lead development and change processes to achieve comprehensive development goals in different societies. Among the reasons that led to the growing interest in performance quality are the following:



1- The growing phenomenon of private university education, and then the increasing trend towards charging the learner with the costs of his education or the greater part of it, and since the learner will bear the costs of his education, he will search for the best in education and the best in teaching.

2- The expansion of competition between universities to attract students, especially with the investment of higher education for the potentials of information and communication technology in distance teaching.

1- Methodological framework of the Research:

First: The Research Problem

Higher education globally and locally suffers from many challenges such as the incompatibility of its outputs with the requirements of the labor market, the increase in social demand for it, the increase in competition between its institutions, the weakness of funding in addition to the contemporary economic, scientific and technological changes. Institutional and teaching performance and even dissatisfaction with university performance.

Hence the research problem stems from the following questions.

- What is the level of performance of the university professor according to the students 'estimates?
 - What are students' assessments of the importance of performance dimensions?
- Do students 'estimates of indicators of good performance for university professors differ according to the gender factor?



- Do students 'estimates of indicators of good performance for university professors differ according to the educational level factor?
- Do students 'estimates of indicators of good performance for university professors differ according to the specialization factor?
- What are the factors that lead to the performance of a university professor according to the students 'appreciation?

Second: - Research objectives

- 1- Exploring students' estimates about the level of performance of the university professor in the departments of the institute
- 2- Explore the differences in students 'estimates of indicators of good performance for a university professor according to the sex factor, specialization, and educational level.
- 3- Exploring students 'estimates about the factors that improve the performance of the university professor.

Third:- Research Significance:

The significance of the research stems from the variable itself, where it is necessary to study it because of its extremely important role in the educational process, and a clear impact on the quality of its inputs and outputs at the same time. Meeting the desires of students, their parents, and the community, and thus achieving the goals of the Institute.

What makes the research more important is its reliance on students 'evaluation of the performance of their professors by surveying their views on the performance indicators of the good professor, and the importance of each dimension in improving and developing the latter, as it is the largest beneficiary of the educational process,

Fourth: Research Hypothesis:



- What is the level of university professor performance according to student estimates? What are students' assessments of the importance of performance dimensions?
- Do students' estimates of indicators of good performance for university professors differ according to gender, educational level, and specialization?
- What are the factors that lead to the performance of a university professor according to the students' appreciation?

Fifth: Research Methodology:

The descriptive-analytical method was used for its relevance to the subject of research, the descriptive approach is concerned with describing and interpreting what is present, and it is one of the most used approaches in human studies because it focuses on the classification, organization, and expression of information in terms of quantity and quality, which facilitates the understanding of the relationships between the components of the phenomenon to be studied, while being My analysis aims to analyze students' opinions about the study variable according to some taxonomic variables (gender, educational level, specialization) and to know their point of view in that.

Sixth: - Research Variables

The performance of the university professor was based on the scale set by some researchers in proportion to the nature of the research and the researched organizations. According to this, the performance of the university professor was divided into three dimensions their relationship with students, their educational activity, and their research activity



seventh - THE Research Sample

The research community consisted of students of the Technical Institute / Kufa in the second stage, who numbered (795) during the academic year (2019-2020). The research sample was applied to a stratified random sample that included the departments of the institute with a size of (230) at a rate (of 29%) of the total community to get to know their views on the performance standards of the university professor at the Institute, and the research questionnaire was distributed electronically

Eighth - Data Collection Methods

1- Theoretical side: To get acquainted with data and information regarding the theoretical side, it has been relied on available from foreign and Arab sources that dealt with the subject of the research

2- The practical side: Based on many studies and research results, all the education specialists agree that the evaluation of students to faculty members is among the measures used to determine the effectiveness of the professor, and for this research, a questionnaire was used that measures the performance of professors through their relationship with students, Their educational and research activities, designed by Dr. (Meziane Lunas) in the year (2009-2010). The questionnaire included 24 items divided into three dimensions as follows:

- After the teacher's relationship with students, it includes 8 items.
- After the professor's educational activity, it includes 8 items.
- After the research activity of the professor includes 8 items.

2: THE THEORETICAL FRAMEWORK FOR THE RESEARCH

First: Performance

The subject of performance is among the topics that occupied the minds of social thinkers and writers, as its definitions varied from one researcher



to another, from theory to theory, and from one specialty to another, that is, each according to his perceptions and how to control. (Efficiency, Efficiency, and Economy) by comparing what has already been achieved and what was previously planned to identify and find deviations and devise appropriate solutions to the required performance (Al-Jbouri Al & Tamimi, 2017: 2) as defined by (Wanner John, Hollenberg) Factors of ability and motivation) where the relationship is of some importance between them, the individual may possess the ability to perform specific work, but he will not accomplish it efficiently and effectively if he does not have sufficient motivation to perform it and vice versa (Al-Sarayrah, 2011: 210) as he defined it as: “a group Among the administrative behaviors related to expressing the employee’s performance of his mission and assuming his responsibilities include quality performance, good implementation and technical expertise required in the job, as well as communication and interaction with the rest of the organization’s members, Waltz Or in the administrative aspects of work and seeking to respond to it with care and effectiveness. “(Al-Sarayrah, 2011: 210)

According to(Boodle, 2015: 24), the performance is summarized as:

- It is a behavior or behavior issued by an employee in the implementation of a set of tasks assigned to him according to Office requirements.
- The employee must possess the competence and professional experience that enables him to do it in a way that guarantees its quality.
- In this, he interacts with his colleagues, which also requires him to be able to communicate skills that guarantee him good professional relations, which in turn helps him to perform well on his job.



- Good performance also includes employee commitment and respect for the administrative ladder and keenness to apply the organization's internal law.

Second: The dimensions of the quality of the performance of the university professor

The university professor is considered one of the most important pillars of university education, and his success or failure depends on him, and the goals of this organization depend on the extent of the validity of this professor (Mohamed, 2004:55). The success of any university organization depends on the extent of the good elements of the faculty members available to him. An entity for the higher education institution without the teaching staff. It is the cornerstone (ALI, 2004: 2). The faculty member in these institutions represents the cornerstone of the educational process, as it composes the effective performance that leads the university to know its responsibilities and carry its message aimed at developing education and serving the community, and advancing toward Scientific progress (Hassanein, 2006: 1) Bilbeisi emphasized three dimensions of the university professor as follows:

Academic Dimension: It depends on the university professor's adherence to professional, research, and academic standards and levels.

- The social dimension: It depends on the adherence of the university professor to satisfy the needs of the important sectors that make up and use the society in which they are present.
- The individual dimension: It depends on the university professor's adherence to the personal growth of students through his professional growth and focus on their diverse needs (Balbisi, 2006: 12) These three dimensions determine our interaction with the level of performance of the



university professor, through factors related to the same professor and his motivation to work, in addition to Factors related to the work environment and its climate, as well as factors that are related to its ability to accomplish the tasks and activities entrusted to it, these factors affect its performance together, and here it can be said that the relationship between these factors and the level of performance is direct, so the higher the rate of their interaction the higher the level of performance And the opposite is true. And this is confirmed by (Barron, 1999:23) where he said: “A high motivation for performance among individuals and a high ability to perform work and accomplishment and an appropriate environment and climate, the result will be a high level of performance, but if the previous three factors are of Low level, the result will lead to low performance, and if individuals are low in motivation and enjoy a high degree of ability to perform work and there are an appropriate environment and climate for work, the performance will be average (Al-Sarayrah, 2011: 611)

Therefore, it is necessary to evaluate his performance whenever necessary, in response to several justifications, including what he enumerated

(Nyangau, 2014: 35),

- Directing and instructing a faculty member on general goals and various educational activities.
- Knowing the extent of its impact on the academic courses, and teaching methods, and providing it with feedback that contributes to developing its performance, diversifying its methods, and increasing its effectiveness.
- Determining the strengths and weaknesses of the faculty member to enhance the strengths and fix their weak aspects of them.



- Determine the exact extent of commitment and progress in achieving the plans and objectives.
- Determine the extent of the need for faculty members at the university for development and training to improve performance.

(Al-Sarayrah, 2011: 609-610)

One of the indicators of the professor's proficiency in the teaching performance that he performs, but the main work of faculty members in universities is considered, as it may be the strongest influence in bringing about the required changes among university students. Hence, distinguished teaching is the most important element in the faculty member's activity, and this includes part is the teaching plan during the year, including the courses that he will teach, or that he will or will participate in developing, with a clarification of the aspects of development and modernization in each course, as well as the activities that he intends to undertake to improve teaching methods and efficiency and effectiveness or to update the use of educational methods and means or any aspects and data for them. A direct relationship to the efficiency of the teaching process (Radman & Tawfiq, 2008: 178) According to the opinion (smart), the university teaching performance was explained as (the relationship between educational activities carried out by university professors (teaching processes) and the educational change that appears on the behavior of students as an appearance For teaching results. (smart ,1991: 136)

Third: The tasks of a member of the university teaching staff.

The main tasks of a faculty member consist of three main activities: education, scientific research, Community service, the size, and



efficiency of the faculty member's contribution may differ from one activity to another, but the outcome of these activities is complemented to show the effectiveness of the faculty member in his university community.

1. Education Field:

- Teaching:

The faculty member is the primary and important input to the educational process, as the educational process depends on the size of the faculty and its efficiency (the educational process depends to a large extent on what is available from the professors), so that their number is commensurate with the need for them, so the number does not exceed the need and cases appear with him Not using some or partial use of some of them, which leads to waste and waste of the resources used in their training and preparation, and often requires high costs, and the availability of fewer teachers compared to the need for this process leads to hindering and hindering the educational process , And its low quality due to the high proportion of students to the faculty, and the high burden of teaching in a way that does not give the faculty member sufficient opportunity for his own development on the one hand, and does not allow him to increase the quality of the educational process on the other hand (Haksen & others,77:2015).

From here distinguished teaching is the most important element in the activity of the faculty member, and this part includes the teaching plan during the year including the courses that he will teach, or that he will or will participate in developing, with clarification of the aspects of development and modernization in each course, as well as the activities that he intends to undertake to improve Methods and efficiency of



teaching and its effectiveness or to modernize the use of educational techniques and means or any aspects and data that are directly related to the efficiency of the teaching process (Radman and Tawfik,2012: 22)

- Curriculum

One of the most prominent features that must be characterized by university curricula in light of the concept of quality is the diversity of sources of Learning, and here the curriculum must make good use of the many available learning resources, especially networks of International communication and its widespread use, as well as teachers and learners, must remain in constant contact With new developments through direct contact with specialists, as it forms the local and global community It is the main source of learning for the curriculum, as are local and global issues and problems and related issues

Information that contributes to exciting the curriculum and enables the learner to understand the surrounding world (Radman, Tawfiq, 2012: 180)

2- Scientific research Field:

Scientific research is a priority of the educational institution, and it can be said that the quality of scientific research is a key feature that distinguishes the educational institution from other institutions (Al-Hajj & et al., 2008: 55), and the relationship between scientific research to labor market institutions comes from its reliance on relevant theoretical and applied studies Society's actual problems and needs, and since scientific research is one of the elements of the educational process outputs, the quality indicators associated with it depend on the following:



1. Availability of an atmosphere of scientific research and encouraging the teaching staff to implement scientific research related to the needs of society and the labor market.
2. The existence of a priority for scientific field research with a material and economic return for society's institutions.
3. The contribution of research work teams in serving the various production sectors of society.
4. A special financial budget is available to support and publish scientific research.
5. Extending the circle of relationships with various scientific research institutions wherever they are found (Al-Dhalmi, & et al., 2012: 157).

3- Community Service

This part explains the activities that a faculty member carries out in the field of community service during the year, including consultations to solve institutional problems, organizing or contributing to international or local seminars and workshops in the field of specialization, and any other contributions (Radman & Tawfiq, 2012: 181).

3- Statistical analysis of research data

The data collected will be analyzed through the electronic form as it consisted of three dimensions (the relationship of the teacher to the students, the educational activity of the teacher, the research activity of the teacher) The level of the answer for each paragraph will be known and then through the arithmetic mean and the extent of dispersion of the sample responses from its arithmetic mean through the standard deviation, As well as the extent to which the data are distributed naturally through twisting and dysfunction, as well as identifying the consistency



of the sample responses to the research paragraphs through global analysis and measuring dimensional stability through the value of Alpha Cronbach.

First: Confirmatory factor analysis of the research paragraphs and the consistency of its dimensions: In this paragraph, the extent of consistency of the sample responses in each of the research paragraphs will be identified according to the dimensions, as the statistical program (SMART PLS) provides this feature and that accepting or rejecting the saturation of the paragraph is at the level of its significance if it is less From (5%) accept the percentage of saturation and vice versa. And in cases of acceptance of the percentage of saturation of the paragraphs, this means that the paragraphs were clear to the respondent sample as well as the adequacy of the sample size and good choice to answer the research paragraphs. As for stability, it is one of the important measures indicating that if the scale is redistributed within a certain period, the same results will be obtained if the dimensions are achieved The percentage of the Alpha Cronbach coefficient exceeds (68%). The results are shown in Figure 1 and Table

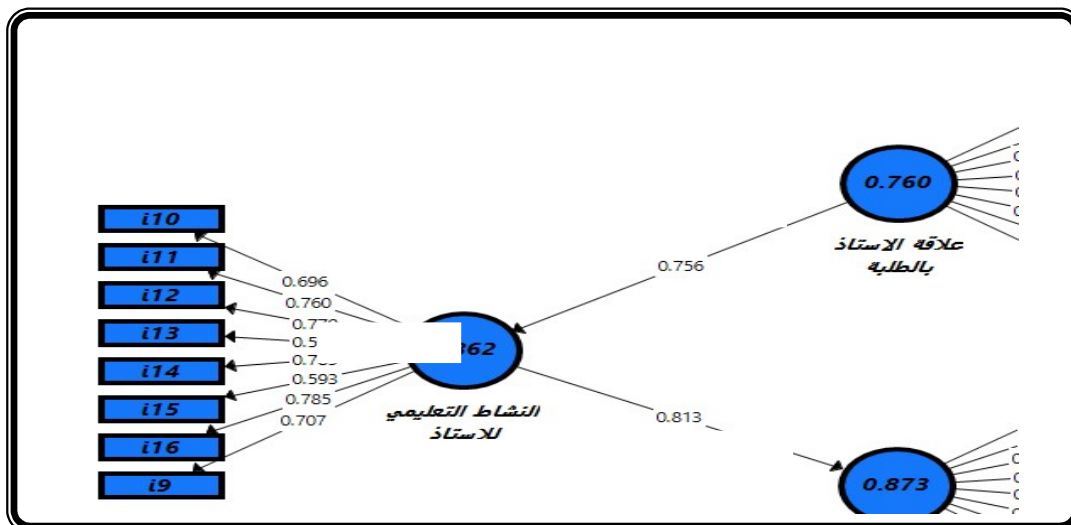




Figure (1) the saturation ratios of the three-dimensional paragraphs

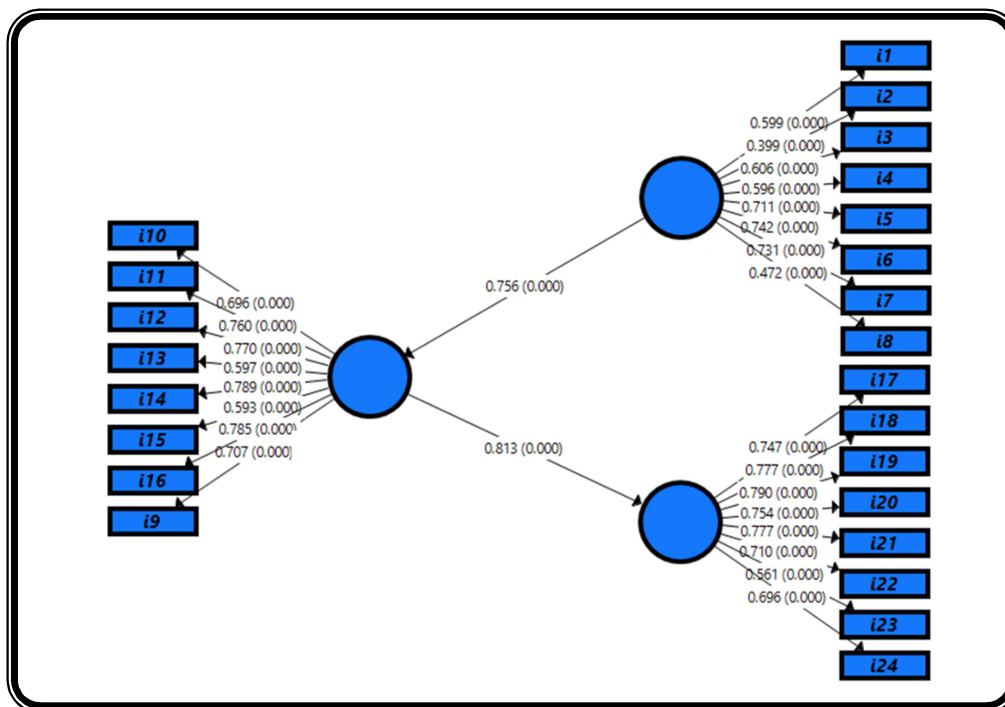


Figure (2) the dimensions of the Alpha Cronbach dimensions of research

Table (1) some statistics, the global analysis of the dimensions of the research

Codin g	Original Sample (O)	Standard Deviation (STDEV)	T Statistics ((O/STDEV)	P Values
i1	0.599	0.061	9.751	0.000
i2	0.399	0.082	4.858	0.000
i3	0.606	0.069	8.776	0.000
i4	0.596	0.064	9.368	0.000
i5	0.711	0.046	15.605	0.000
i6	0.742	0.044	16.716	0.000
i7	0.731	0.035	21.062	0.000
i8	0.472	0.08	5.886	0.000
i9	0.707	0.045	15.881	0.000
i10	0.696	0.055	12.728	0.000
i11	0.76	0.041	18.459	0.000
i12	0.77	0.032	23.858	0.000
i13	0.597	0.051	11.764	0.000
i14	0.789	0.034	23.183	0.000



i15	0.593	0.059	10.068	0.000
i16	0.785	0.027	28.564	0.000
i17	0.747	0.038	19.628	0.000
i18	0.777	0.036	21.812	0.000
i19	0.79	0.036	22.237	0.000
i20	0.754	0.039	19.376	0.000
i21	0.777	0.029	27.247	0.000
i22	0.71	0.053	13.469	0.000
i23	0.561	0.067	8.38	0.000
i24	0.696	0.049	14.275	0.000

Through Figure (1) and Table (1), it was found that all dimensions of the (the relationship of the professor with his students, the educational activity of the professors, the research activity of the professor) obtained satisfactory saturation ratios based on the level of significance achieved which was less than (0.05) and this means that the paragraphs were The sample is clear and there is consistency in the answers of the sample as it indicates the adequacy of the sample size and its good selection. As for the stability of the dimensions according to Figure (1), it was shown that all dimensions achieved proportions higher than (0.68) that the dimensions are fixed and if the questionnaire was redistributed again, we will get the same answers almost.

Second: Statistical description of the paragraphs and dimensions of the research and its natural distribution: Table (2) shows the mean and median of the sample responses on the research paragraphs, as well as the level of significance, which is the result of dividing the arithmetic by (5) five-point scale for a card if the ratio exceeds (60%) the paragraph is considered With an acceptable answer, and vice versa, as will the extent of the distribution of paragraphs data be defined naturally according to the method of flattening and twisting, and that the criterion is on the



extent of acceptability of the normal distribution as its values range from (+ -1.96). The results were as in Table (2):

Table (2) descriptive statistics of the paragraphs and dimensions of the research

NO.	Median arithmetic	Mean	Standard Deviation	Percentage %	Flattening	torsion
The teacher's relationship with students						
1	4.009	4	0.727	0.80	1.287	-0.718
2	3.534	4	1.023	0.71	-0.25	-0.559
3	3.924	4	0.988	0.78	0.938	-1.054
4	4.108	4	0.779	0.82	3.007	-1.278
5	4.206	4	0.704	0.84	3.736	-1.247
6	4.04	4	0.805	0.81	0.901	-0.748
7	3.928	4	0.944	0.79	1.719	-1.207
8	4.031	4	0.76	0.81	0.816	-0.67
	3.97	4	0.84	0.79		dimension level is
The teacher's educational activity						
9	3.928	4	0.806	0.79	1.078	-0.8
10	4.004	4	0.806	0.80	1.549	-0.99
11	3.892	4	0.917	0.78	1.503	-1.05
12	4.157	4	0.791	0.83	1.612	-1
13	3.767	4	0.841	0.75	0.86	-0.809
14	3.964	4	0.836	0.79	1.95	-1.093
15	3.623	4	1.008	0.72	-0.225	-0.54
16	3.722	4	0.895	0.74	1.073	-0.969
	3.88		0.86	0.78		dimension level is
Professor research activity						
17	4.013	4	0.699	0.80	1.644	-0.732
18	4.018	4	0.702	0.80	1.598	-0.729
19	4.004	4	0.784	0.80	2.442	-1.133
20	3.874	4	0.765	0.77	1.865	-0.872
21	3.906	4	0.828	0.78	1.968	-1.109
22	3.7	4	0.901	0.74	0.559	-0.704
23	4.063	4	0.7	0.81	3.532	-1.037
24	3.848	4	0.817	0.77	2.19	-1.103
	3.93	4	0.77	0.79		dimension level is



Through table (2), the data are naturally distributed, as the rates of flatness and twisting ranged between (+ -1.96). As for the statistical description, as follows:

1. The level of the professor's relationship with students has reached (3.97) and a standard deviation (0.84) which is in the first order among the three dimensions, and its level as a ratio reached (0.79) which is a good percentage according to the opinions of students with their teachers, and the highest paragraph was (5) which Related to that the teacher motivates students to work and joint activity, followed by paragraph (4) that teachers are persistent in motivating students to attend the lesson, while the paragraph that achieved the lowest level is (2) which stipulated the desire of teachers to refer to lessons in the halls, followed by paragraph (3) As far as the level is concerned, it is related to the professor's attempt to know the reasons for the failure of the students she asked them personally.

2. The level of educational activity of teachers has reached (3.88) and with a standard deviation of (0.86) which is in the third-order over the three dimensions, and its level as a percentage reached (0.78), which is a good percentage according to the opinions of students with their teachers, and the highest paragraph (12) related to the interaction Professors with their students during the lesson, followed by paragraph (10) that professors always change teaching methods according to the scientific subject, whereas the paragraph that has achieved the lowest level is (15), which stipulated the comparison between the professors themselves with other colleagues, followed by paragraph (16) in terms of The level may be related to the professors providing general and regular reports on innovations and excellence in teaching.



3. The level of research activity of professors has reached (3.93) and a standard deviation (0.77), which is in the second-order over the three dimensions, and its level as a percentage reached (0.79), which is a good percentage according to the opinions of students with their teachers, and the highest paragraph (23) related to participation Professors in conferences and symposia, followed by paragraph (18) that professors interact well with their colleagues of the same specialty, whereas the paragraph that has achieved the lowest level is (22) which stipulates that professor accepts criticism and observations from his colleagues on the research presented, followed by paragraph (24) in terms of The level has to do with professors providing research to increase their knowledge.

4- Conclusions and recommendations

First: the conclusions

1- It was found that all dimensions of the research (the relationship of the professor with his students, the educational activity of the professors, the research activity of the professor) obtained acceptable levels of saturation based on the achieved level of significance which was less than (0.05) and this means that the paragraphs were clear to the sample and there is consistency in the responses of the sample as It indicates the adequacy of the sample size and its good selection

2- After the professor's relationship with students came in the first order among the three dimensions, and its level as a ratio reached (0.79), which is a good ratio according to the opinions of students with their teachers, because this relationship has a great impact on teachers and students in their educational career, so the good relationship between the teacher and students It provides a good and suitable climate that allows the passage of the message between the two parties. The professor also gained the



confidence of the student, thus getting to know him closely and knowing his capabilities and capabilities and working to strengthen them, as well as being able to diagnose weaknesses in his personality and modify them, in addition to that the trust in the professor facilitates The absorption process of students, through that flexibility in dealing and good human relations that prevail in the atmosphere of the educational session, which reduces the barriers that hinder the communication process

Between the professor and the students, and perhaps the biggest role here is on the part of the professor, so he is the one who manages this relationship as it is Responsible for its conduct.

3- The level of research activity of the professors came in the second order in the three dimensions, and his level as a ratio reached (0.79), which is a good percentage according to the opinions of students with their teachers, and the researcher explains this estimate because the university professor plays the role of the researcher first and foremost, and the students may see that what If the relationship is good, it motivates the professor to work. Among the most important roles that he performs is scientific research and the follow-up of the news in his area of specialization on a permanent and continuous basis, and therefore students see that the professor has to produce knowledge to transfer it to them through his educational activity with them, For this reason, the researcher returns the students 'appreciation of the pre-educational research activity, and this indicates the desire of the students to progress and be promoted to the level of their professors and their level, and accordingly to the level of the university's performance, they are its representatives, and the quality of its performance is from the quality of competencies that it graduates from.



4- It turned out that the level of educational activity of teachers came in the third order over the three dimensions, and that its level as a percentage reached (0.78), which is a good percentage according to the opinions of students with their teachers, and about the factors that students see as improving its educational activity, the other was presented with a strong and objective rationale The researcher refers it to the students 'keenness to improve the course of educational classes, as they reflect their cohesion and unite their ideas and opinions, and their desire to work in a group instead of individual work, and this is evidenced by the factor of promoting class interaction and cooperative learning as they see that the professor has to invent new ways to communicate the idea Also, creating new methods for conducting the lecture in addition to other factors.

Second: Recommendations

1- There are a set of factors that students see that raise the level of the performance of the university professor and improve it in each dimension of performance. As it seems, the students 'estimates were very objective and logical stemming from their friction and experience with the professors, and they also focused on the relationship dimension with The professor, given its importance in achieving good performance and its repercussions for both, as the professor must have the desire to return to the lesson and the classroom and approach the students and know the reasons for the failure of them.

2 - Most of what students see improve the performance of the professor are specifications that enhance the relationship between him and them, and this reflects their eagerness to build good relations with professors, as well as their conviction that their significant impact on the course of



educational classes, including those in which the research completed and the transfer of experiences are noticed, it is noted that if.

3- The faculty members of the institute must give equal opportunities for students to participate and debate during the lecture.

4- Faculty members must use various teaching methods seriously and effectively.

5- The students 'appreciation of the factors that improve the professor's research activity came in second place, as they want the professor's participation in the forums and seminars to be actual participation, not just for appearing and filling the professional file with interventions and actions, but rather for contributions that yield tangible results. And useful in the real world, and they supported this desire by adding the factor of applying the results of the research carried out in reality, as well as the constant search for new in their field of specialization and the search for new topics that are not consumed, and this may be because sine the students' view of scientific research has now changed, as it appears. This is the desire of students to keep pace with advanced universities in the field of scientific research and is not satisfied with returning to the consumed subjects only to obtain the certificate He calculated and compared his activities with fellow professors and worked on submitting public and regular reports on innovations and teaching excellence.

6- Benefiting from students 'evaluation of the performance of a faculty member, and employing it in a way that improves performance in the future.

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