The Impact of Forced Distribution Method for Performance Evaluation on Staff stability in the Ministry of Environment – State of Qatar

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ABSTRACT

The Forced Distribution Rating System (FDRS) is used for laying-off HR with lowest performance in order to increase the performance levels of employees and maintain human resources.

After the issuing of the Human Resources Law No. 8 / 2009 for the State of Qatar, the Government decided to adopt Forced Distribution Rating System in evaluating the performance of employees, by adopting performance evaluation rates, according to the Normal distribution curve; 25% for excellent and 30% for very good, and the rest of 100% for the remaining levels. The FDRS faced some problems in the ministries and government agencies in Qatar.

The research aims to test the main research hypothesis: There is no relationship and the impact of legal FDRS on the stability of the employees in the Ministry of Environment in Qatar.

The research used a descriptive approach, which fits the nature of the research problem, and objectives. The research population consists of all human resources in the Ministry of Environment in Qatar, and the sample is 56 of the human resources at the Ministry of Environment in Qatar which consist of 50% of the
research population. The questionnaire is our research tool, which is consisted of 38 questions distributed in three areas.

The search consists of four chapter’s. The first chapter deals with the general framework of the study; the second chapter contains the theoretical framework, while the third chapter reviews, analysis and discuss the results. Finally Chapter four deals with conclusions and recommendations. The results indicate that there is no relationship and impact of FDRS on human resources satisfaction, organizational loyalty, and labor turnover.

The research recommendations stress upon improving the evaluation process to increase performance levels of HR. specially increasing employee’s satisfaction these may need some changes in the articles of HR law no. (8) for the year 2009, increasing opportunities for participation of staff with long experience and high educational qualifications in the development of the goals that they achieve them, reconsider axes assess performance and the trend towards reducing the use of adjectives subject of evaluation, post more than one level in the administrative levels in the assessment processes such as direct manager and top management, the abandonment of standardized evaluation form to evaluate all employees and move to multiple evaluation models so that there is a model to assess each job title.

The research suggests raising the level of employee’s satisfaction in the Ministry of Environment through the improvement of opportunities for growth and career development by linking and integrating assessment system and professional development and improving the factors that lead to job satisfaction among human resources in the ministry.