Kingdom of Bahrain
University of Applied Sciences
Faculty of Administrative Sciences

Analysis of mental impression employee
Towards the application of e-assessment of performance career
Study of the views of a sample of staff in the Ministry of Justice, Islamic Affairs and Awqaf "Justice Affairs"
Kingdom of Bahrain
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ABSTRACT

Analysis of staff’s mental impression towards electronic evaluation application of job performance, a study of staff sample of Ministry of Justice, Islamic Affairs & Waqf "Justice Affairs", Kingdom of Bahrain. The study aims at introducing the mental impression towards the electronic evaluation application of job performance of the staff of the Ministry of Justice, Islamic Affairs & Waqf "Justice Affairs" and whether there is a role of demographic changes affecting the change of mental impression due to its application such as sex, age, job title and level of education.

The researcher used the analytic descriptive curriculum with its tools and procedures due to the nature of the research problem and the goals and study sample, hoping to reach to a significant generality to increase his knowledge account about the subject. The researcher targeted all staff of the Ministry of Justice, Islamic Affairs & Waqf - Justice Affairs - which amounts to five hundred staff representing various job levels. The study revealed the existence of positive mental impression towards the application of electronic evaluation of job performance of the Ministry of Justice staff with a "high" degree and that the highest characters distinguished by this system was that it gives more flexibility than the traditional system and it is distinguished with easiness in application. Results also revealed that there are no differences towards application of electronic evaluation for the job performance attributed to the demographic changes (sex - age - academic qualification - job title).

The study was concluded making various recommendations the most important of which is that the Ministry of Justice should give more efforts to illustrate and explain the importance of applying the electronic evaluation system for the job performance and to show its goals and characters and the flexibility of its usage and the extent of its effects and positive reflection over the staff and work in comparison with the traditional system and the Ministry should also form a committee to review and discuss the evaluation and to prepare reports, conclusions and recommendations to the top management so that the evaluation bears fruit for which it was made.