



وزارة التعليم العالي والبحث العلمي

جامعة الموصل

كلية الحقوق

التنظيم القانوني لتقييم أداء الوظيفي للموظف العام ” دراسة مقارنة ”

أطروحة دكتوراه في القانون العام

مقدمة من قبل الطالب

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Job Performance Evaluation of the General Employee

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ABSTRACT:

Job performance appraisal for public employee is regarded as one of the most important topics in administrative law, and administrative authority has doing the functions by persons who they are main tools to do it's duties and activities.

Moreover, the performance appraisal depends on efficiently of these persons and their ability to do the work assigned to them.

A performance appraisal is an important management tool for measuring employee job performance, such as promotion, punishment and retirement, as well as helping to developing the employee capacity through providing training opportunity .

To achieve success in the administrative system by implementing the public policy of the state and achieving it's goals and also give the employees their rights, therefore we found that law of civil service applied in most countries of the world and it's must put appropriate laws and legislations for this issue .

A performance appraisal program can be an excellent tool to help improve employee engagement and performance. They also provide an opportunity for managers and supervisors to build stronger relationships of trust with employees and can lead to greater work satisfaction, If done poorly or haphazardly, however, performance appraisals can have exactly the opposite effect and can result in low employee.

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***Legal regulation for evaluating the job
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