المستخلص

زيـاد طـارق خليـل. الانمـاط السـلوكية للمـدراء واثرهـا فـي معـايير قيـاس اداء العـاملين ـ دراسـة استطلاعية. (رسالة ماجستير) . ـ بغداد : الجامعة المستنصرية : كلية الادارة والاقتصاد : قسم أدارة الاعمال، ٢٠٠٧ .

This study deals with all the behavioral trends: concept and importance of studying the behavioral trends in the field of business management and effects of the behavioral trends on the evaluation of worker performance.

The private aspects regarding the evaluation of worker performance relate concept and importance of evaluation and evaluation process objectives, steps of performance evaluation process, performance contains, factors affecting the performance evaluation process and determining the responsibility of performance evaluation process. In addition to study the variables by which devaluation of workers performance: efficiency, effectiveness and productivity. This study aims, too, at reduce the effects of behavioral aspects of managers, which have negative effects on the evaluation of worker performance, and support the ones that lead to increase the worker effectiveness, and evaluation of worker performance in accordance to the efficiency criteria, effectiveness, productivity and how can firms explain benefit from them to achieve their goals and determining the entity responsible about the evaluation of worker performance.

In order to achieve the aims of study, it depends the following hypothesis:

1- There is a significant relation between the managers behavioral aspects and the evaluation of worker performance.

2- This study reaches to many conclusions, the most important of them, there are effects for the managers behavior on the evaluation of worker performance
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There are many recommendations of this research, the most important of them the worker has to deal with his manager seriously to secure the implementing of tasks correctly, the necessity of depending on the participation principle between the higher and middle management, and achieving the equity in determining of clever workers in their performance.