

2.3. Previous Studies

2.3.1. Arab Studies

- 1- Al Hyasat, K. (2007) study entitled: "Measurement Criteria for Efficiency and Effectiveness of Human Resource Management Strategies in The Jordan's Press Foundations and Their Relationship on Corporate Performance "In the Viewpoint of the Managers "**

This study aimed to identify the efficiency and effectiveness of human resources management in Jordan's press organizations as represented in strategies adopted by these institutions in the fields of human resources planning, selection and placement, evaluation of personnel's performance, training of employees and the relationship between these strategies and institutional performance. The study population included 21 press organizations in Jordan, of which four institutions that employ no less than 50 workers and issue more than one publication were selected.

The results of study shows positive relationship between organization performance and the efficiency and effectiveness of human resources planning strategies, testing and appointment strategies, personnel performance evaluation strategies and training strategies in Jordan's press organizations.

- 2- Al-Lozi, M., and Al-Zahrani, O. (2012) study entitled: "Factors Affecting Employees' Job Performance In AlBaha Region and Its Provinces in Saudi Arabia: An Analytical Study"**

This study aimed to identify factors affecting the employees' job performance in AL-Baha region and to specify which of these factors are the most affecting. Also, it