Executive Master of Business Administration Program

College of Business

(1442 AH)
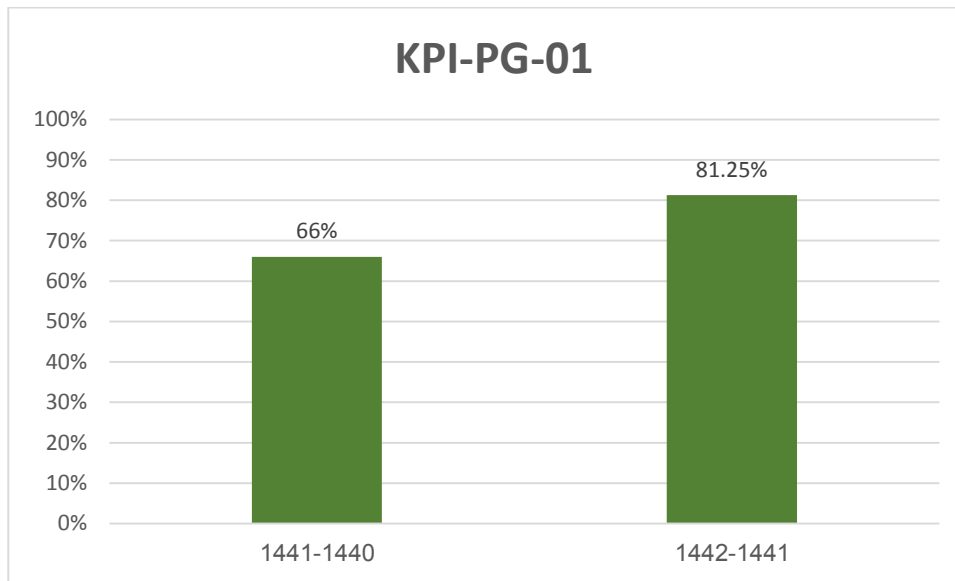
Trend analysis (cause & effect) for the performance of Executive MBA Program

For Years (1440-1441AH, 1441-1442AH)

Program KPI Reference Number: KPI-PG-01

- **KPI:** Percentage of achieved indicators of the plan objective program operational

1440-1441	1441-1442
66%	81.25%

Analysis:

From the analysis of the trend of the performance indicator of the percentage of indicators for achieving the objectives of the operational plan of the program, the following becomes clear:

- The indicator increased from 66% a year (40\41) to 81.25% a year (41\42).
- **Cause & effect:** The percentage was weak because the program was newly established and it improved with the graduation of the first batch of the program.

The previous result is due to the following reasons:
- Continuous evaluation of the business, identifying strengths and weaknesses, preparing the necessary improvement plans and following up on their implementation.
- Add some additional indicators to the program

Strengths:
- There is a committee specialized in the operational plan to follow up its implementation and measure its indicators.

- Preparing periodic follow-up reports for the implementation.

Weaknesses:
- Lack of sufficient awareness by all faculty members of the importance of implementing and achieving the operational plan.
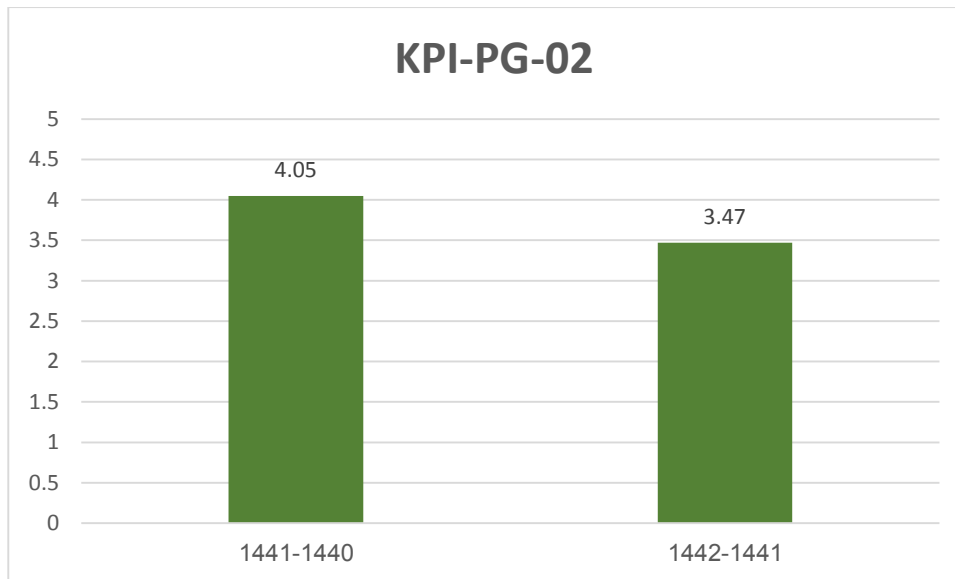
improvement recommendations:
- Conducting more seminars and meetings to discuss the objectives and activities of the operational plan at the faculty level.

Program KPI Reference Number: KPI-PG-02

- **KPI:** Students' Evaluation of quality of learning experience in the program

1440-1441	1441-1442
4.05	3.47

Analysis:

From the analysis of the trend of the performance indicator of the Students' Evaluation of quality of learning experience in the program, the following becomes clear:
- The indicator decreased from 4.05 a year (40\41) to 3.47 a year (41\42).
- **Cause & effect:** Students' Evaluation of quality of learning experience in the program decreased due to the shift to distance learning (Blackboard) in light of the Corona pandemic (Covid-19).

The previous result is due to the following reasons:

- The emergence of some problems related to on -line education, and the poor achievement of students, especially for applied courses
- The Executive Master of Business Administration program continuously improves all aspects of the quality learning experience for the students.

Strengths:
-   Surveys are conducted regularly of quality of learning experience in the Executive Master of Business Administration program from final year students' perspective**.**

Weaknesses:
-   Lack of students' awareness of the importance of continuous communication with academic advising

improvement recommendations:
- Developed the improvement plan for all aspects of student learning experiences in the program.
- Key performance indicator must be made known to all stakeholders

Program KPI Reference Number: KPI-PG-03

- **KPI:** Students' evaluation of the quality of the courses

1440-1441	1441-1442
4.15	3.88
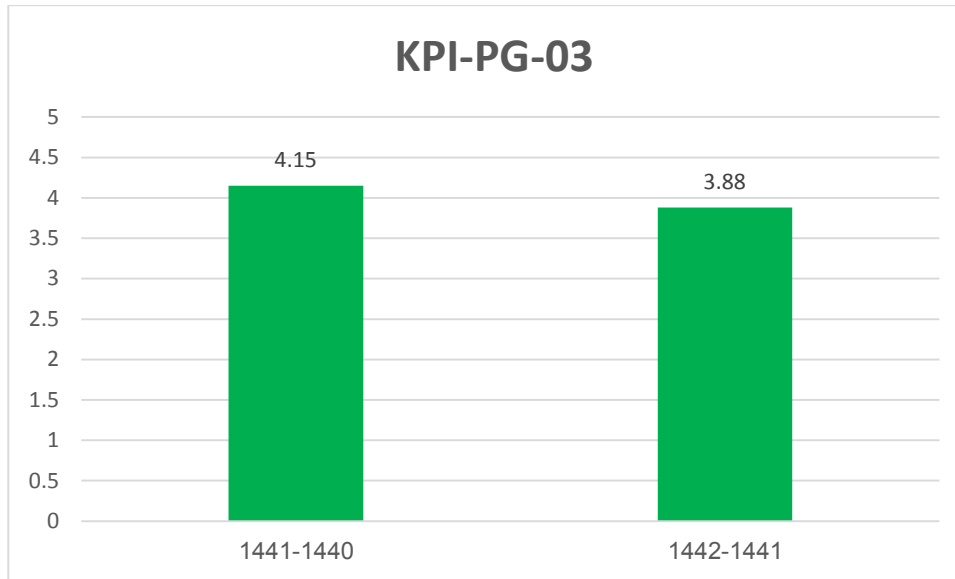
KPI-PG-03

Analysis:

From the analysis of the trend of the performance indicator of the Students' evaluation of the quality of the courses, the following becomes clear:

- The indicator decreased from 4.15 a year (40\41) to 3.88 a year (41\42).
- **Cause & effect:** Students' evaluation of the quality of the courses decreased due to on-line learning (Blackboard) in light of the Corona pandemic (Covid-19).

The previous result is due to the following reasons:

- The emergence of some problems related to on-line education, and the poor achievement of students, especially for applied courses

Strengths:

- Courses and assessment methods are reviewed periodically
- Course coordinators update their teaching strategies on an ongoing basis each semester with active learning strategies:

Weaknesses:

- Lack of students' awareness of the importance of continuous communication with academic advising
- Lack of student interest in continuous communication with course professors through office hours and others
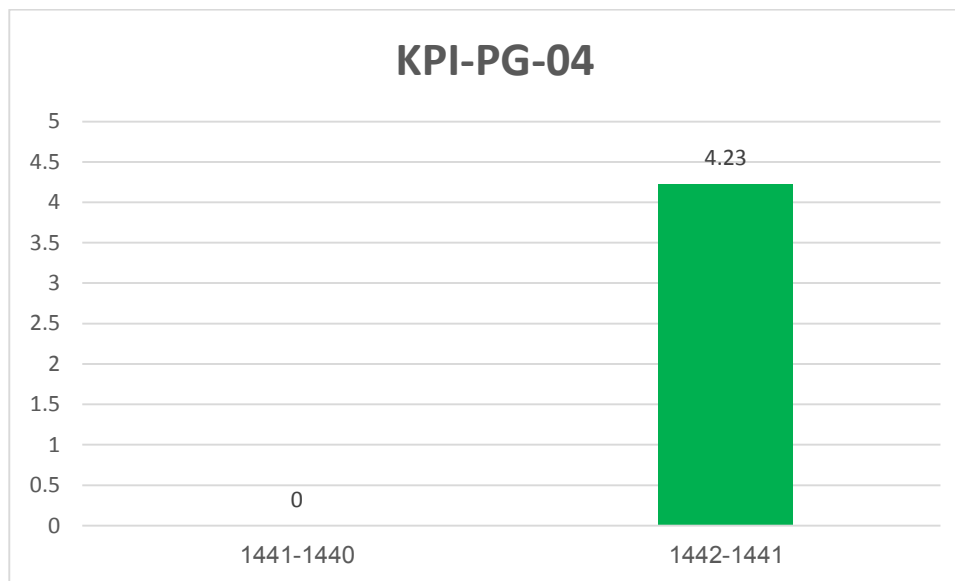
improvement recommendations:

- Utilizing students' opinions in making decisions about the educational process and educational effectiveness

Program KPI Reference Number: KPI-PG-04

- **KPI:** Students' evaluation of the quality of scientific supervision

1440-1441	1441-1442
Not applicable	4.23

KPI-PG-04

Analysis:

From the analysis of the trend of the performance indicator of Students' evaluation of the quality of scientific supervision
the following becomes clear:

- the indicator was not applicable a year (40 \41) but it achieved (4.23) a year (41\42).
- **Cause & effect:** Students' evaluation of the quality of scientific supervision was not applicable a year (40 \41) because the program was newly established and it achieved with the graduation of the first batch from the program.

The previous result is due to the following reasons:
- Small number of students with one supervisor

Strengths:
- Small number of students with one supervisor

Weaknesses:
- Students hesitate to visit for academic advising and discussion with course instructors for the follow ups.

- The presence of a group of social and psychological pressures that affect the students' path.
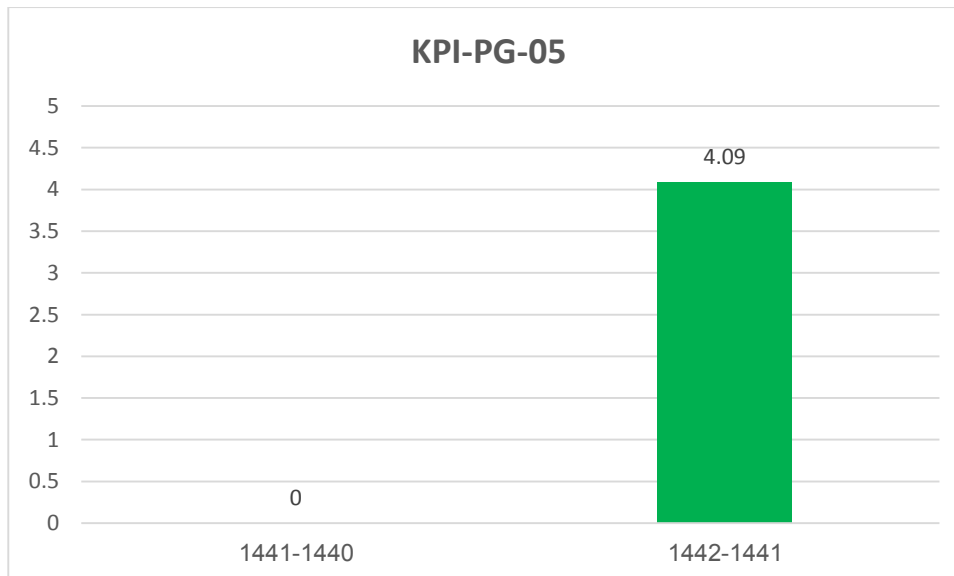
improvement recommendations:
- prepare a study by academic guidance to identify the causes and develop appropriate solutions.

Program KPI Reference Number: KPI-PG-05

- **KPI:** Average time for students' graduation

1440-1441	1441-1442
Not applicable	4.09

Analysis:

From the analysis of the trend of the average time for students' graduation, the following becomes clear:

- the indicator was not applicable a year (40 \41) but it achieved (4.09) a year (41\42).
- **Cause & effect:** Average time for students' graduation was not applicable a year (40 \41) because the program was newly established and it achieved with the graduation of the first batch from the program.

The previous result is due to the following reasons:

- Academic advising helps with student retention beyond the first year. By tracking the problems faced by students and working to solve them on an ongoing basis.

Strengths:
- The effectiveness of academic advising is measured regularly

Weaknesses:
- Students hesitate to visit for academic advising and discussion with course instructors for the follow ups.
- The presence of a group of social and psychological pressures that affect the students' path

improvement recommendations:
- prepare a study by academic guidance to identify the causes and develop appropriate solutions

Program KPI Reference Number: KPI-PG-06
- **KPI**: Rate of students dropping out of the program

1440-1441	1441-1442
7%	8%

Analysis:

From the analysis of the trend of the performance indicator of the Students' Rate of students dropping out of the program:

- The indicator increased from 7% a year (40\41) to 8% a year (41\42).
- **Cause & effect:** Rate of students dropping out of the program increased due to the difficulty of studying remotely in the conditions of the Corona Virus (Covid-19) pandemic.

The previous result is due to the following reasons:
- The inability of some students to balance work and study, especially in the student section

Strengths:
- The effectiveness of academic advising is measured regularly

Weaknesses:
- Students hesitate to visit for academic advising and discussion with course instructors for the follow ups.
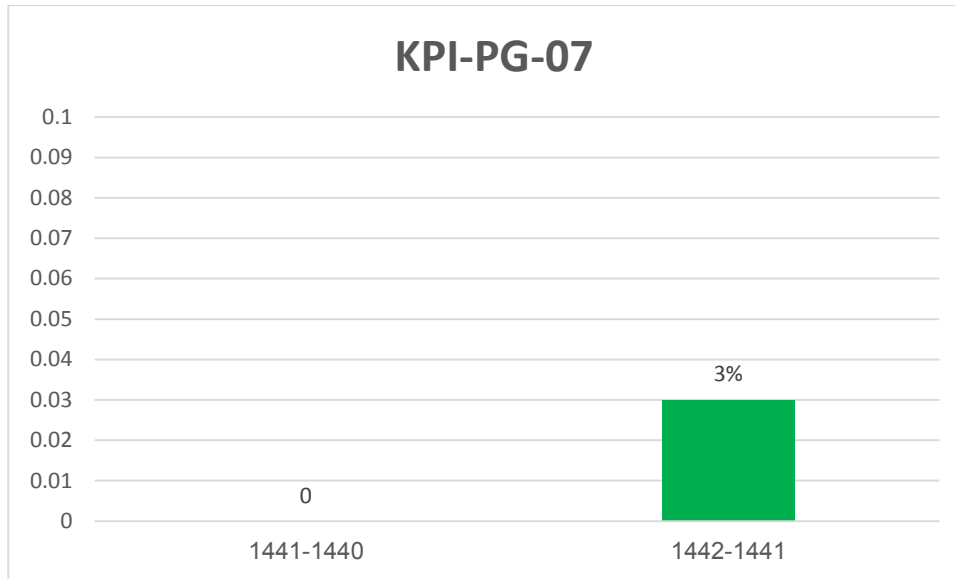- The presence of a group of social and psychological pressures that affect the students' path

improvement recommendations:
- prepare a study by academic guidance to identify the causes and develop appropriate solutions.

Program KPI Reference Number: KPI-PG-07
- **KPI:** Graduates' employability

1440-1441	1441-1442
Not applicable	3%

KPI-PG-07

Analysis:

From the analysis of the trend of the performance indicator of Graduates' employability, the following becomes clear:

- the indicator was not applicable a year (40 \41) but it achieved (3%) a year (41\42).
- **Cause & effect:** Graduates' employability was not applicable a year (40 \41) because the program was newly established and it achieved with the graduation of the first batch from the program. Moreover, postgraduate students are already employed before joining the program and for this reason the percentage of those employed in the first year of their graduation is very low.

The previous result is due to the following reasons:
- Correlation of the courses with the requirements of the job market.

Strengths:
- The continuous increase in the number of graduates who have been employed.

Weaknesses:
- Lack of data on alumni due to the graduates' weak interest in communicating with the alumni unit
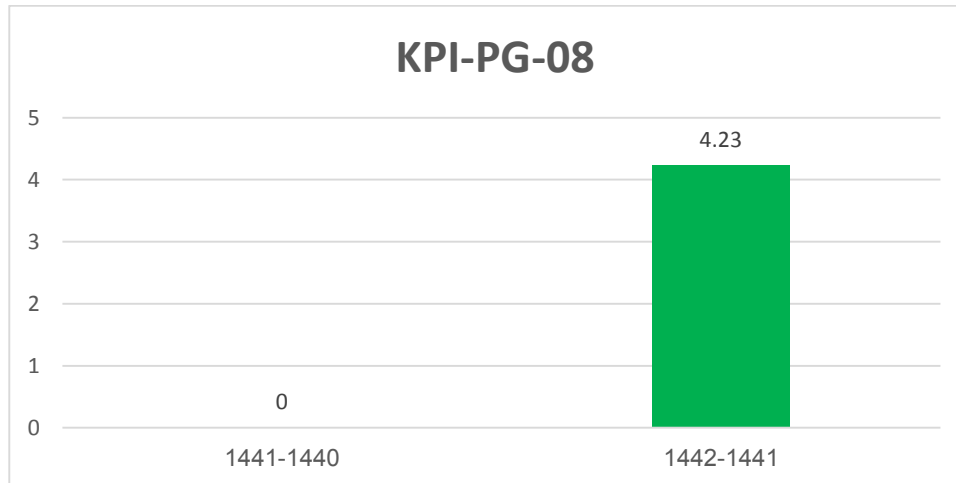
improvement recommendations:
- Increase communication with employers, with continuous development of programs to be in line with the requirements of the labor market

Program KPI Reference Number: KPI-PG-08

● **KPI:** Employers' evaluation of the program graduates' competency

1440-1441	1441-1442
Not applicable	4.23

Analysis:

From the analysis of the trend of the performance indicator of Employers' evaluation of the program graduates' competency, the following becomes clear:

● the indicator was not applicable a year (40 \41) but it achieved (4.23) a year (41\42).
● **Cause & effect:** Employers' evaluation of the program graduates' competency was not applicable a year (40 \41) because the program was newly established and it achieved with the graduation of the first batch from the program.

The previous result is due to the following reasons:
- Employers have reported that students of the program demonstrate a high level of competence in terms of Professional knowledge and skills in their respective functional area.
- Students have the foundation to learn theories and concepts in their respective fields.
- Students demonstrate excellent technical skills to perform the job.

Strengths:
- Increased interest in involving employers in various committees.

Weaknesses:
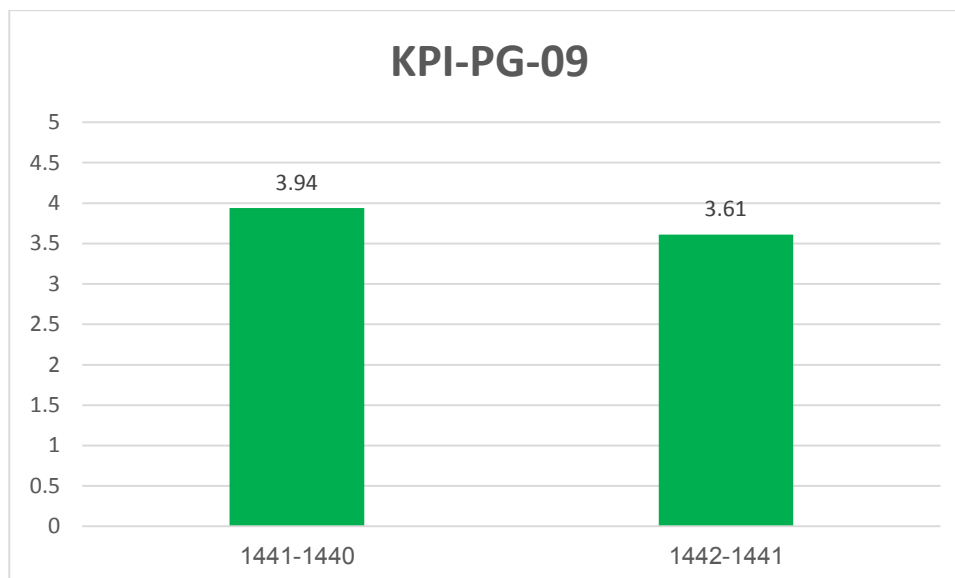- Decrease in the number of respondents from employers in the survey

improvement recommendations:
- Activating communication with the labor market and studying its requirements

Program KPI Reference Number: KPI-PG-09

- **KPI:** Students' satisfaction with the provided services

1440-1441	1441-1442
3.94	3.61

KPI-PG-09

Analysis:

From the analysis of the trend of the performance indicator of Students' satisfaction with the provided services, the following becomes clear:

- The indicator decreased from (3.94) a year (40\41) to (3.61) a year (41\42).
- **Cause & effect:** Students' satisfaction with the provided services decreased due to the disruption of some services that were provided to students due to the Corona pandemic.

The previous result is due to the following reasons:
- The Program is lacking in certain aspects that needs attention as it can add value for the students, especially in light of the Corona pandemic and the difficulties associated with it
- Increased interest in the services provided to students

Strengths:
- Student satisfaction with the services provided by the program is measured Periodically

Weaknesses:
- Low student satisfaction with the possibility of participating in sports activities, their lack of diversity, and the inappropriate timing and advertising of them
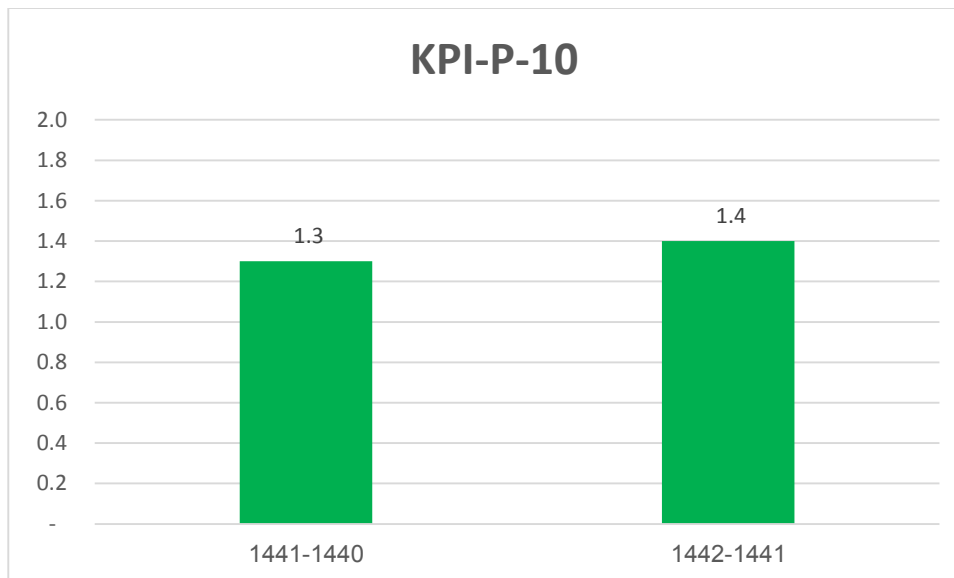
improvement recommendations:
- Preparing a study to determine the most important deficiencies in the services provided to students

Program KPI Reference Number: KPI-P-10
- **KPI:** Ratio of students to faculty members

1440-1441	1441-1442
1:3	1:4

Analysis:

From the analysis of the trend of the performance indicator of Ratio of students to teaching staff, the following becomes clear:
- the indicator increased from 1:3   a year (40 \41) to 1:4 a year (41\42).

- **Cause & effect:** Ratio of students to faculty members increased due to the increase in the number of students accepted into the program, but it is still excellent and has not reached the permissible limit.

The previous result is due to the following reasons:
- High rates of increase in the number of students enrolled in the program, especially in the female section, despite the fact that the number of faculty members is fixed

Strengths:
- Increasing the number of students enrolled in the program.

Weaknesses:
- The stability of the number of faculty members despite the increase in the number of students enrolled in the program**.**

improvement recommendations:
- Continuation increasing the teaching member.

Program KPI Reference Number: KPI-PG-11

- **KPI:** Percentage of faculty members' distribution based on academic ranking

	1440-1441	1441-1442
A. Assistant Professor	75%	75%
B. A. professor	21%	21%
c. professor	4%	4%

KPI-PG-11

■ 1441-1440   ■ 1442-1441
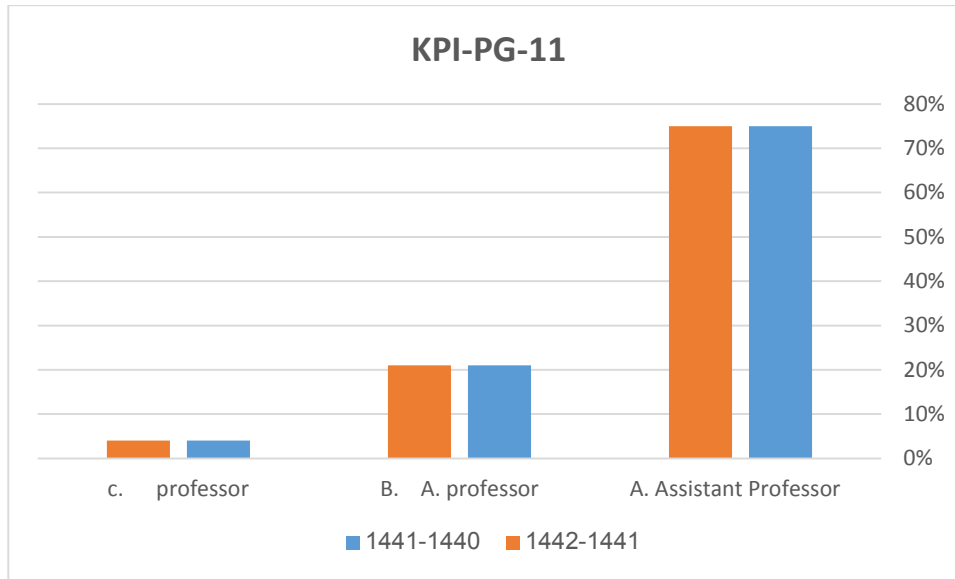
Analysis:

From the analysis of the trend of the performance indicator of Percentage of faculty members' distribution based on academic ranking, the following becomes clear: The indicator in the program:

- - Professor: the indicator did not change from 4% a year (40 \41) to a year (41\42)
- - A. Professor: the indicator did not change from 21% a year (40 \41) to a year (41\42)
- - Ass. Professor: the indicator did not change from 75% a year (40 \41) to a year (41\42)
- **Cause & effect:** Percentage of faculty members' distribution based on academic ranking decreased in the ranks professor and associate professor due to some of the faculty members in these ranks have left the university, and there is a plan to attract new members to these ranks.

The previous result is due to the following reasons:
- Encouraging faculty members for scientific research, although increasing the administrative burden assigned to faculty member.

Strengths:
- the percentage of the rank of professor and associate professor increase Compared to last year.

Weakness:
- Increasing the administrative burden assigned to faculty members.
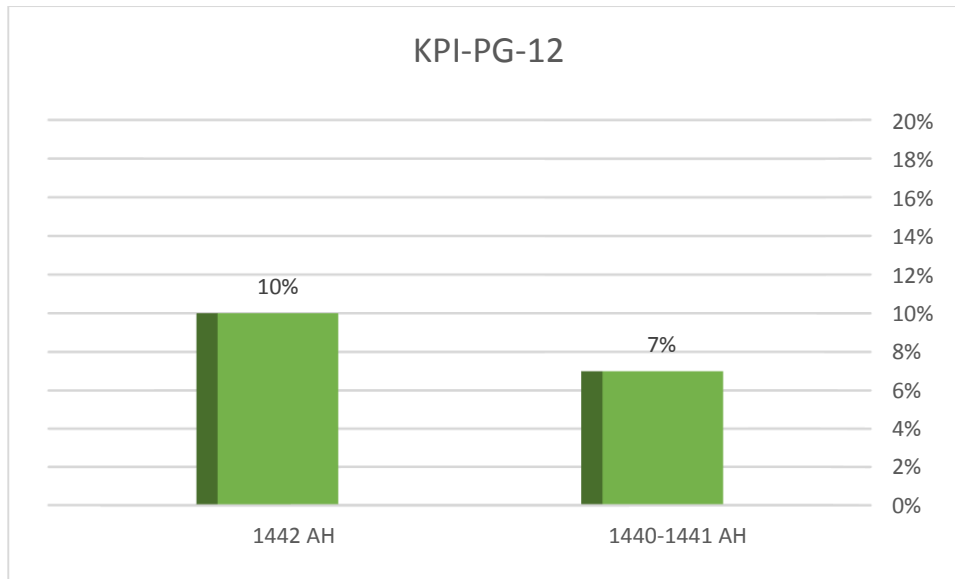
improvement recommendations:
- Continuation increases the teaching member in female section(Ass. Professor and A. Professor

Program KPI Reference Number: KPI-PG-12

- **KPI:** Proportion of faculty members leaving the program

1440-1441	1441-1442
7%	10%

Analysis:

From the analysis of the trend of the performance indicator of Proportion of teaching staff leaving the program, the following becomes clear:

- the indicator decreased from 7%   a year (40 \41) to 10% a year (41\42).
- **Cause & effect:** Proportion of faculty members leaving the program decreased due to the implementation of the program's plan to retain and attract qualified faculty members to the program.

The previous result is due to the following reasons:

- Qualifications and experience appropriate to the requirements of the program.
- The work environment is suitable for colleges which leads to a high retention rate.

Strengths:

- A study was prepared to attract faculty members

Weaknesses:

- An increase in the percentage of teaching staff leaving the program compared to last year
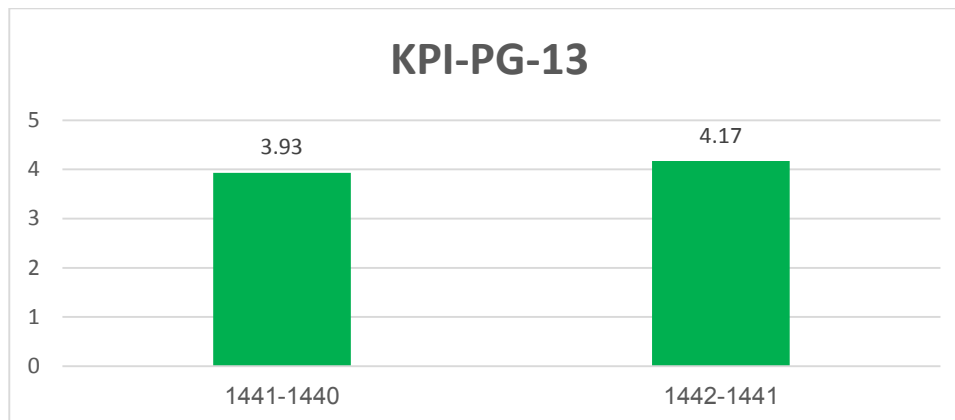
improvement recommendations:
- Measuring the satisfaction of faculty members Periodically.

Program KPI Reference Number: KPI-PG-13
- **KPI:** Satisfaction of beneficiaries with learning resources

1440-1441	1441-1442
3.93	4.17

Analysis:

From the analysis of the trend of the performance indicator of P Satisfaction of beneficiaries with the learning resources, the following becomes clear:
- the indicator increased from 3.93 a year (40 \41) to 4.17 a year (41\42).
- **Cause & effect:** Satisfaction of beneficiaries with learning resources increased due to the improvement of library services, digital library and electronic research databases in the conditions of the Corona pandemic.

The previous result is due to the following reasons:
- Students and faculty do not make good use of these resources that are available to them.
- There are good online services available at the college that meets the need of students.

Strengths:
- Stakeholder interest in the development of the library and the media center

- E-learning services are well available.

Weaknesses:
- Lack of sufficient awareness of the use of different learning resources improvement.
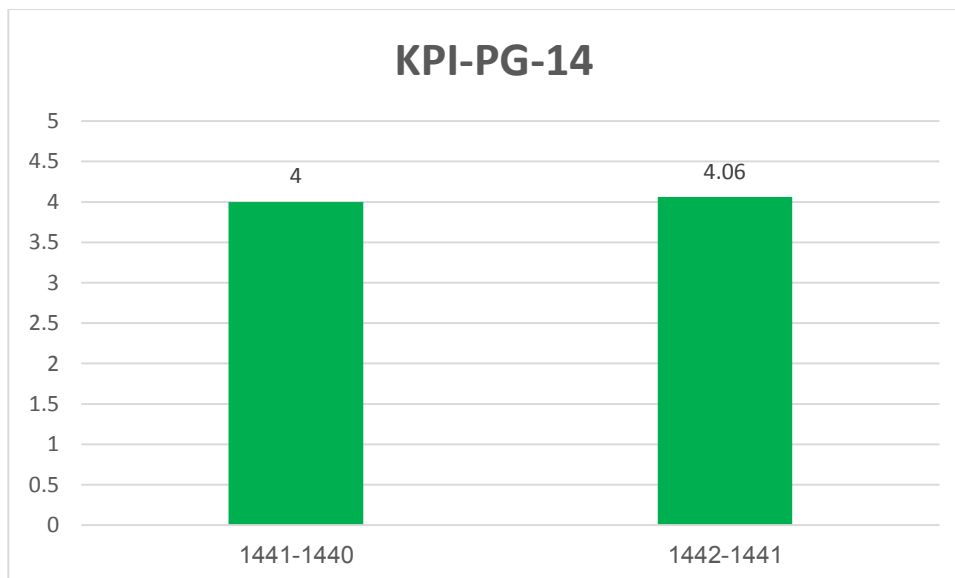
recommendations:
- increase the number of books and references Update books and references
- Conduct periodic questionnaires to identify needs More workshops on how to use the digital library

Program KPI Reference Number: KPI-PG-14
- **KPI:** Satisfaction of beneficiaries with research facilities and equipment

1440-1441	1441-1442
4	4.06

Analysis:
From the analysis of the trend of the performance indicator of Satisfaction of beneficiaries with research facilities and equipment, the following becomes clear:
- the indicator increased from 4   a year (40 \41) to 4.06 a year (41\42).

- **Cause & effect:** Satisfaction of beneficiaries with research facilities and equipment due to the improvement of library services, digital library and electronic research databases in the conditions of the Corona pandemic

The previous result is due to the following reasons:
- The university's interest in scientific equipment and facilities.

Strengths:
- Periodic follow-up of student satisfaction with scientific facilities and equipment.

Weaknesses:
- The small number of students interested in benefiting from these facilities and equipment.
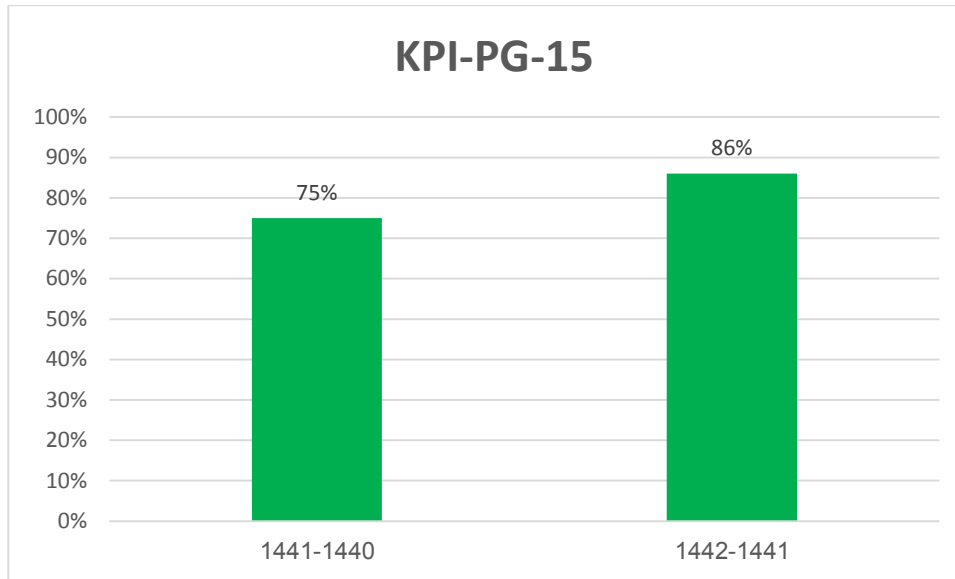
improvement recommendations:
- Preparing workshops to guide students on how to benefit from these facilities and equipment in scientific research.

Program KPI Reference Number: KPI-PG-15

- **KPI:** Percentage of publications of faculty members

1440-1441	1441-1442
75%	86%

KPI-PG-15

Analysis:

From the analysis of the trend of the performance indicator of Percentage of publications of faculty members, the following becomes clear:

- the indicator increased from 75%   a year (40 \41) to 86% a year (41\42).
- **Cause & effect:** Percentage of publications of faculty members increased because of the issuance of some instructions related to scientific publishing, for example, a request for published research from each faculty member to renew his/her contract, in addition to the incentives provided to distinguished researchers in publishing research.

The previous result is due to the following reasons:

- Colleges are encouraged to have more research and publications
- Research seminars are organized periodically and the latest research topics are discussed.

Strengths:

- Encouraging faculty members for scientific research.

Weaknesses:

- The high administrative burden for a faculty member.

improvement recommendations:

- Encouraging faculty members to prepare scientific research and make the time available, by reducing administrative burdens, increasing financially supported research.

Program KPI Reference Number: KPI-P-16

- **KPI:** Rate of published research per faculty member

1440-1441	1441-1442
1 :2.21	1:2.26
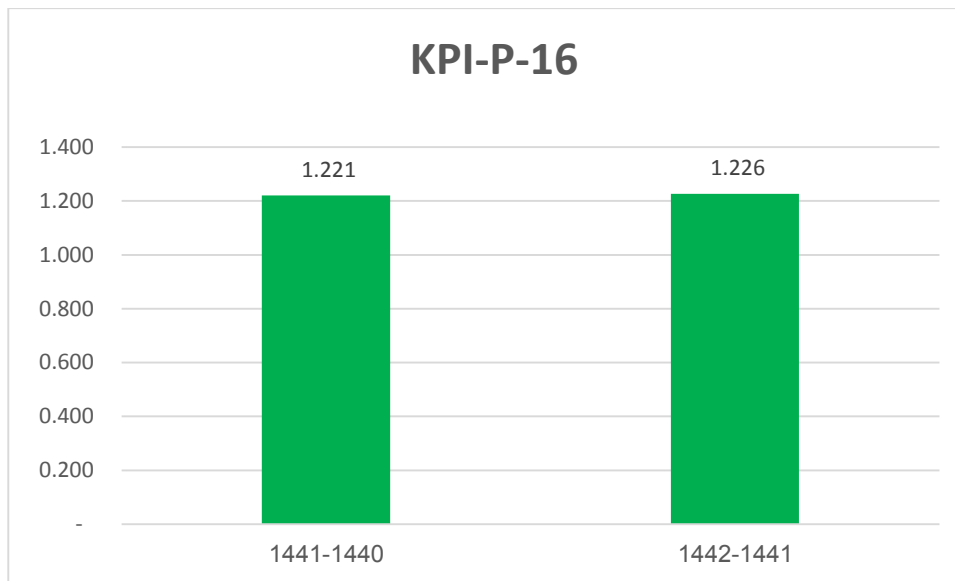
Analysis:

From the analysis of the trend of the performance indicator of Rate of published research per faculty member, the following becomes clear:

- the indicator increased from 2.21   a year (40 \41) to 2.26 a year (41\42).
- **Cause & effect:** Rate of published research per faculty member increased because of the issuance of some instructions related to scientific publishing, for example, a request for published research from each faculty member to renew his/her contract, in addition to the incentives provided to distinguished researchers in publishing research.

The previous result is due to the following reasons:

- Colleges are encouraged to have more research and publications.
- Research seminars are organized periodically and the latest research topics are discussed.

Strengths:

- Encouraging faculty members for scientific research.

Weakness:
- The high administrative burden for a faculty member.

improvement recommendations:
- Encouraging faculty members to prepare scientific research and make the time available, by reducing administrative burdens, increasing financially supported research.

Program KPI Reference Number: KPI-P-17

- **KPI:** Citations rate in refereed journals per faculty member

1440-1441	1441-1442
1:0.54	1:0.56
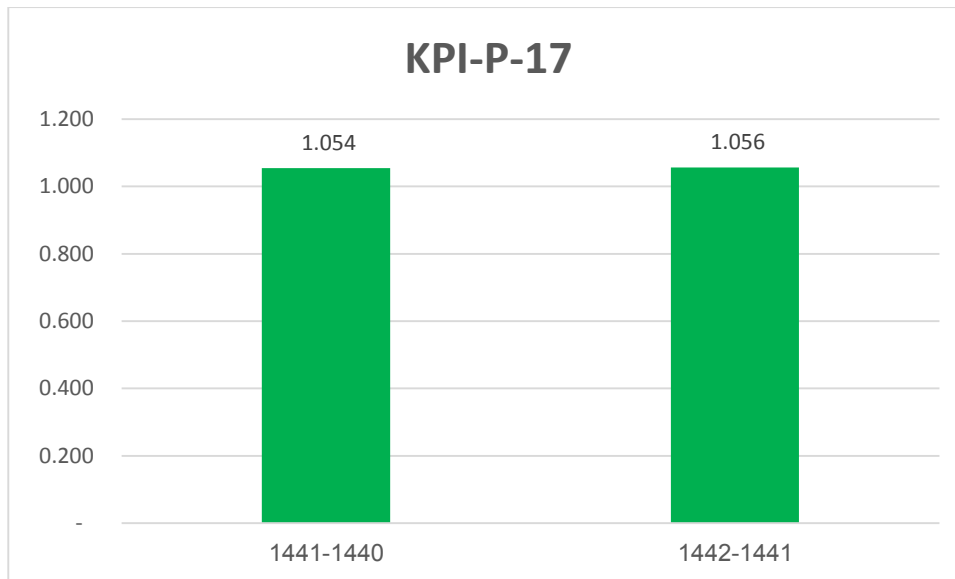
Analysis:

From the analysis of the trend of the performance indicator of Citations rate in refereed journals per faculty member, the following becomes clear:
- the indicator increased from 0.54 a year (40 \41) to 0.56 a year (41\42).
- **Cause & effect:** Citations rate in refereed journals per faculty member increased because of the issuance of some instructions related to scientific publishing, for example, a request for published research from each faculty member to renew his/her contract, in addition to the incentives provided to distinguished researchers

in publishing research. The number of Citations from the research published is also calculated in the Excellence Awards.

The previous result is due to the following reasons:
- Colleges are encouraged to have more research and publications Especially in international journals with a high impact factor (Scoups, ISI).
- Research seminars are organized periodically and the latest research topics are discussed.

Strengths:
- Encouraging faculty members for scientific research

Weaknesses:
- The high administrative burden for a faculty member.

improvement recommendations:
- Preparing and organizing workshops to train faculty members on how to download and publish their research in a way that helps to cite it.

Program KPI Reference Number: KPI-PG-18
- **KPI:** Percentage of students' publication

	1440-1441	**1441-1442**
a. published their research in refereed journals	Not applicable	Zero
b. presented papers in conferences to the total number of students in the program during the year	Not applicable	Zero

Analysis:
From the analysis of the trend of the performance indicator of Percentage of students' publication, the following becomes clear:
- the indicator was not applicable a year (40 \41) but it achieved (zero) a year (41\42).
- **Cause & effect:** Percentage of students' publication was not applicable a year (40 \41) because the program was newly established and it achieved with the graduation of the first batch from the program. And that (zero) is a very weak percentage

because scientific publication does not have marks, and if marks are allocated to it with the research project, it will increase by a reasonable percentage.

The previous result is due to the following reasons:
- Lack of students' interest in scientific publishing.

Strengths:
- Encouraging faculty members for students and motivating them to publish scientifically.

Weaknesses:
- Lack of students' interest in scientific publishing.

recommendations:
- Forming a committee aimed at targeting distinguished students and adopting scientific publishing for them

Program KPI Reference Number: KPI-PG-19

- **KPI:** Number of patents, innovative products, and awards of excellence

	1440-1441	1441-1442
a. Patents and innovative products	Zero	Zero
b. National and international excellence awards obtained annually by the students and staff of the program	Zero	Zero

Analysis:

From the analysis of the trend of the performance indicator of Number of patents, innovative products, and awards of excellence, the following becomes clear:
- the indicator was fixed (0) over year (40 \41) and (41\42).
- **Cause & effect:** Number of patents, innovative products, and awards of excellence was fixed (0) over year (40 \41) and (41\42) due to the lack of prizes and patents in the circumstances of the Corona pandemic.

The previous result is due to the following reasons:
- Program novelty

Strengths:

- Encouraging faculty members for students and motivating them

Weaknesses:
- Lack of awareness of students about the importance of obtaining scientific awards.

recommendations:
- Preparing workshops to clarify the importance of scientific awards and how they can be obtained.

Additional Key Performance Indicators for Accounting Programs

KPI-18: The number of training courses that the program's faculty
Program KPI Reference Number: KPI-PG-20
- **KPI:** The number of training courses that the program's faculty members receive annually that included:

	1440-1441 AH	1442 AH
Number of specialized training courses	5	6
Number of training courses for scientific research	3	5
Number of training courses in quality assurance	5	7
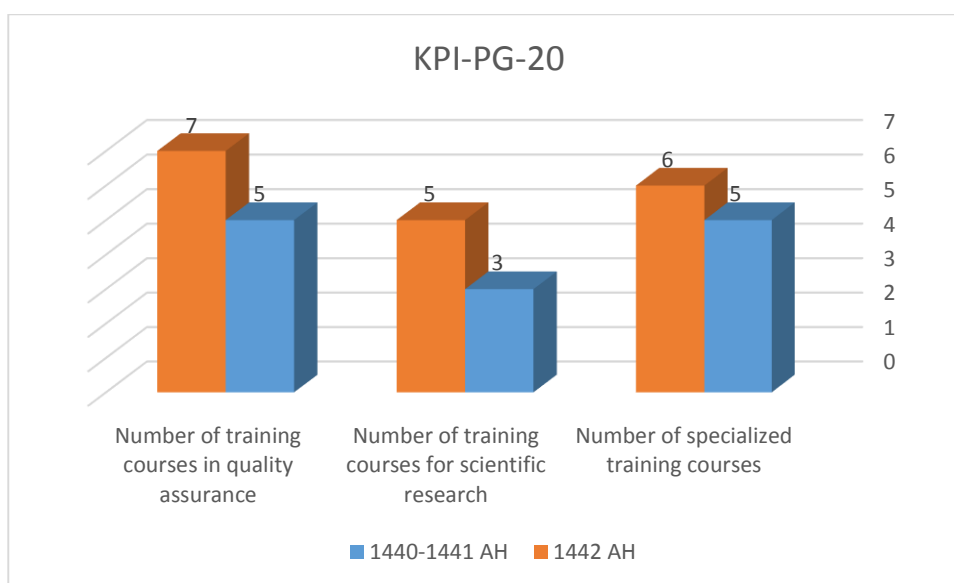
Analysis:

From the analysis of the trend of the performance indicator of number of training courses that the program's faculty members receive annually that included, the following becomes clear:

- The indicator of number of specialized training courses increased from 5 a year (40 \41) to 6 a year (41\42).
- The indicator of number of training courses for scientific research increased from 3 a year (40 \41) to 5 a year (41\42).
- The indicator of number of training courses in quality assurance increased from 5 a year (40 \41) to 7 a year (41\42).
- **Cause & effect:** The number of training courses that the program's faculty members receive annually that included due to the university's interest and intention to obtain institutional and program accreditation.

The previous result is due to the following reasons:
- Encourage faculty members to do many workshop in specialized training courses, training courses for scientific research and training courses in quality assurance.

Strengths:

- Encourage faculty members to continue in preparing many workshops related specialized training courses, training courses for scientific research and training courses in quality assurance.

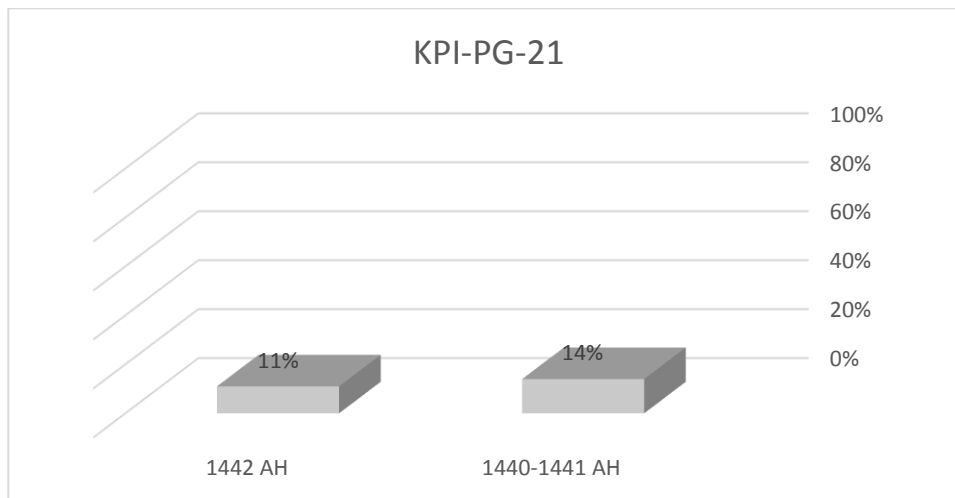**Weaknesses:**
- The numbers of workshop are low.

Recommendations:
- The commitment faculty members to do many workshop for specialized training courses, training courses for scientific research and training courses in quality assurance.

Program KPI Reference Number: KPI-PG-21

KPI: Percentage of deprived students (Male and Female)

1440-1441 AH	1442 AH
14%	11%

Analysis:

From the analysis of the trend of the performance indicator of Percentage of deprived students (Male and Female), the following becomes clear:

- The indicator decreased from 14% a year (40 \41) to 11% a year (41\42).

- **Cause & effect:** Percentage of deprived students (Male and Female) decreased because the program is relatively new and the withdrawal was in the first batch due to lack of experience.

The previous result is due to the following reasons:
- Students make good use of these resources that are available to them.

- Students have ability to seize their power to achieve their aims.

Strengths:
- Encourage students to continue their study.

Weaknesses:
- Lack of sufficient awareness of the students to achieve their targets.

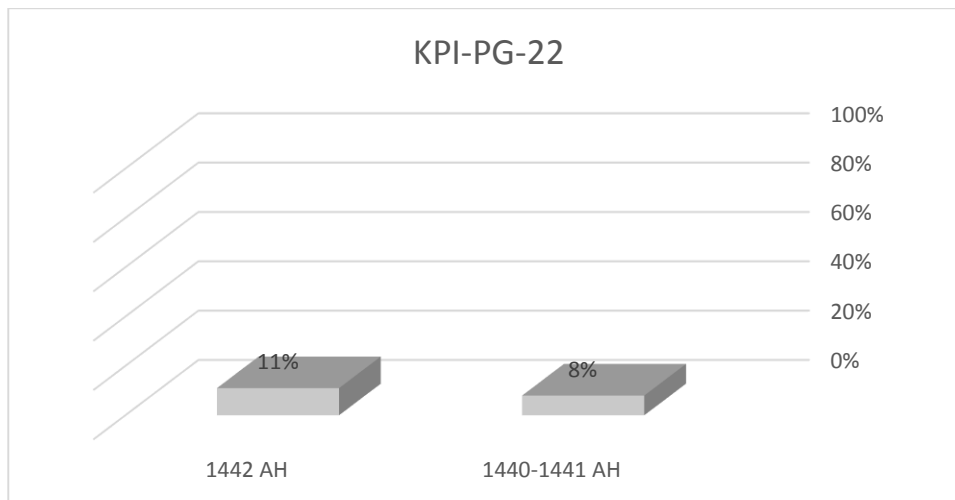**recommendations:**
- Holding a workshop to educate students about the importance of the university stage.

Program KPI Reference Number: KPI-PG-22
KPI: Percentage of students participating in extra-curricular activities.

1440-1441 AH	1442 AH
8%	11%

Analysis:
From the analysis of the trend of the performance indicator of Percentage of students participating in extra-curricular activities, the following becomes clear:

- The indicator increased from 8% a year (40 \41) to 11% a year (41\42).
- **Cause & effect:** Percentage of students participating in extra-curricular activities increased because of the program's interest in extra-curricular activities and the completion of the electronic student achievement file for each student.

The previous result is due to the following reasons:

- Students and faculty members have awareness about the importance of extra-curricular.

Strengths:
- The percentage of the indicators is higher than last years as faculty members encourage students to submit more activities related extra-curricular.

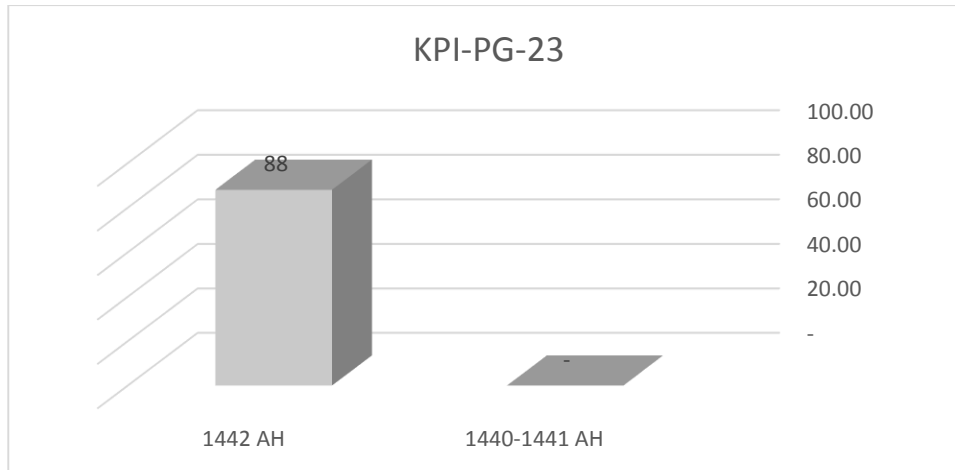**Weaknesses:**
- What we achieved less than what we plan as target.

recommendations:
- encourage faculty to encourage students to do more activates.

Program KPI Reference Number: KPI-PG-23

KPI: Number of subsidized research projects that the program completed annually.

1440-1441 AH	1442 AH
N/A	88

Analysis:

From the analysis of the trend of the performance indicator of number of subsidized research projects that the program completed annually, the following becomes clear:

- the indicator was not applicable a year (40 \41) but it achieved (88) a year (41\42).
- **Cause & effect:** Number of subsidized research projects that the program completed annually was not applicable a year (40 \41) because the program is modern and did not come out in batches until 1442 AH, when 88 students graduated.

The previous result is due to the following reasons:

- Students and faculty members have awareness about the importance of research projects.

Strengths:
- The percentage of the indicators is higher than last years as faculty members encourage students to submit more research projects.

Weaknesses:
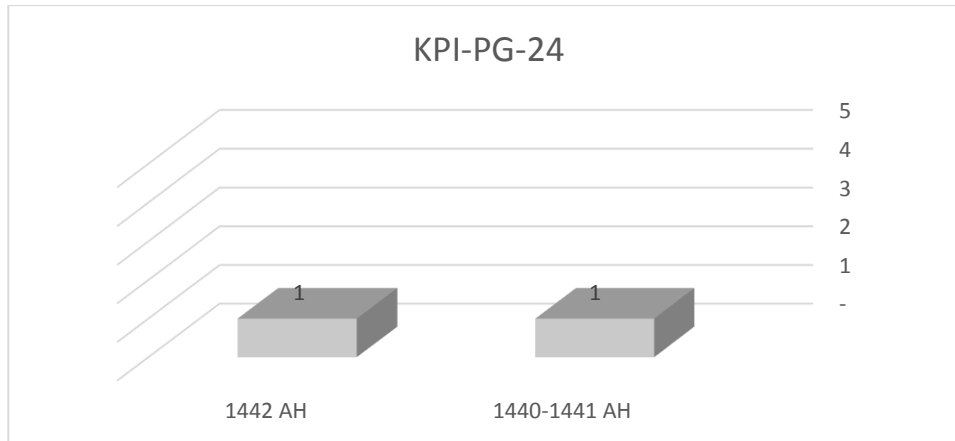- What we achieved less than what we plan as target.

recommendations:
- Study to set an improving plan to do more subsidized research projects.

Program KPI Reference Number: KPI-PG-24

KPI: The number of community partnerships provided to the community.

1440-1441 AH	1442 AH
1	1

Analysis:

From the analysis of the trend of the performance indicator of the number of community partnerships provided to the community, the following becomes clear:
- the indicator was fixed (1) over year (40 \41) and (41\42).
- **Cause & effect:** A new combined partnership was not concluded in the year 1442 because one was required.

The previous result is due to the following reasons:
- The program and faculty members have awareness about the importance of community partnerships.

Strengths:
- The number of the indicators is equal last years.

Weaknesses:
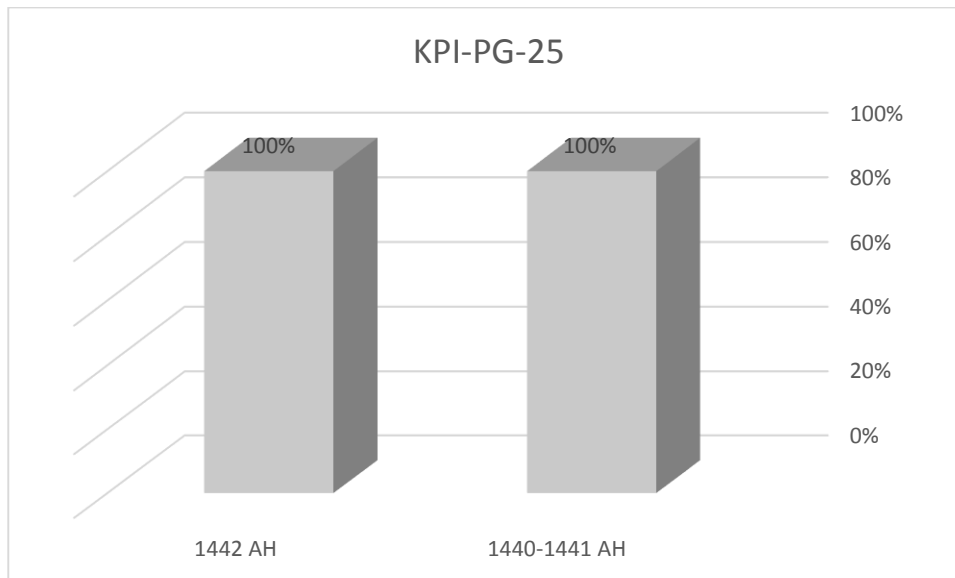- What we achieved less than what we plan as target.

recommendations:
- Study to set an improving plan to do more community partnerships.

Program KPI Reference Number: KPI-PG-25

KPI: Average number of faculty members who hold a doctoral degree.

1440-1441 AH	1442 AH
100%	100%

Analysis:

From the analysis of the trend of the performance indicator of Average number of faculty members who hold a doctoral degree, the following becomes clear:
- the indicator was fixed (100%) over year (40 \41) and (41\42).
- **Cause & effect:** Average number of faculty members who hold a doctoral degree was fixed (100%) because regulations prevent faculty members who do not hold a Ph.D. from teaching master's students.

The previous result is due to the following reasons:

- The college does not appointed new faculty members as the pandemic of Covid-19 as the barriers of the world was closed.

Strengths:
- The percentage of the indicators is equal last years.

Weaknesses:
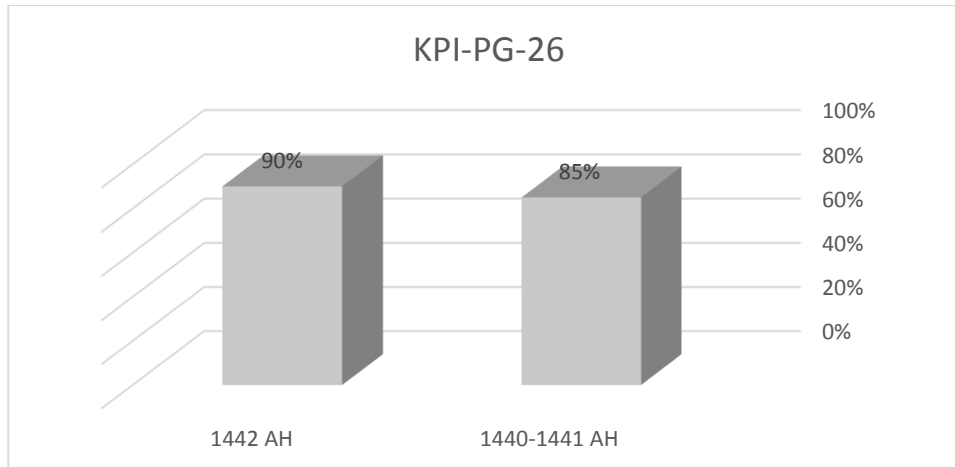- What we achieved equal what we plan as target.

recommendations:
- Study to set an improving plan to do more faculty members with ranks professor and associate professor.

Program KPI Reference Number: KPI-PG-26

KPI: The percentage of faculty members' participation in community service activities.

1440-1441 AH	1442 AH
85%	90%

KPI-PG-26

Analysis:

From the analysis of the trend of the performance indicator of the percentage of faculty members' participation in community service activities, the following becomes clear:

- The indicator increased from 85% a year (40\41) to 90% a year (41\42).
- **Cause & effect:** the percentage of faculty members' participation in community service activities increased because the program encourages faculty members in community participation and is included in the annual evaluation requirements for the member.

The previous result is due to the following reasons:
- The college encourage faculty members to do many workshop for community service activities.

Strengths:
- The percentage of the indicators is higher than last year.

Weaknesses:
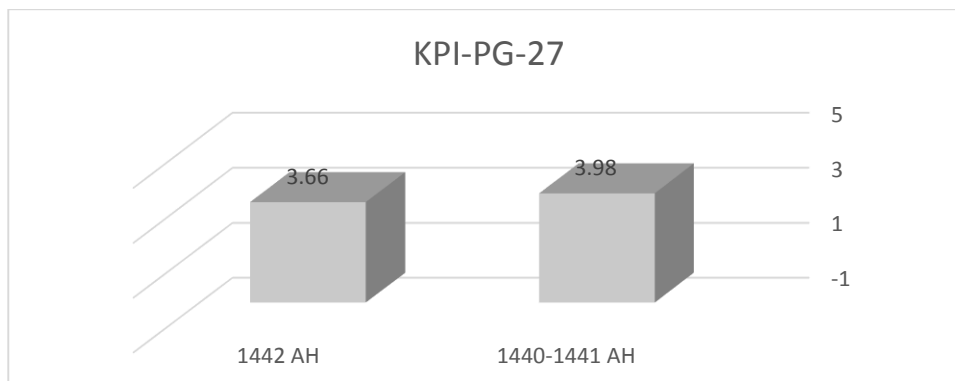- What we achieved less than what we plan as target.

recommendations:
- The college commitment faculty members to do many workshop for community service activities at least one workshop per semester.

Program KPI Reference Number: KPI-PG-27

KPI: Student satisfaction rate with student and academic counseling.

1440-1441 AH	1442 AH
3.98	3.66

Analysis:

From the analysis of the trend of the performance indicator of Student satisfaction rate with student and academic counseling, the following becomes clear:
- The indicator decreased from 3.98 a year (40 \41) to 3.66 a year (41\42).
- **Cause & effect:** Student satisfaction rate with student and academic counseling decreased due to the suspension of counseling sessions in light of the Corona pandemic (Covid-19).

The previous result is due to the following reasons:

- Encourage faculty members to explain the student and academic counseling at the beginning of semester and give more information to all students.

Strengths:
- The percentage of the indicators is higher than target.

Weaknesses:
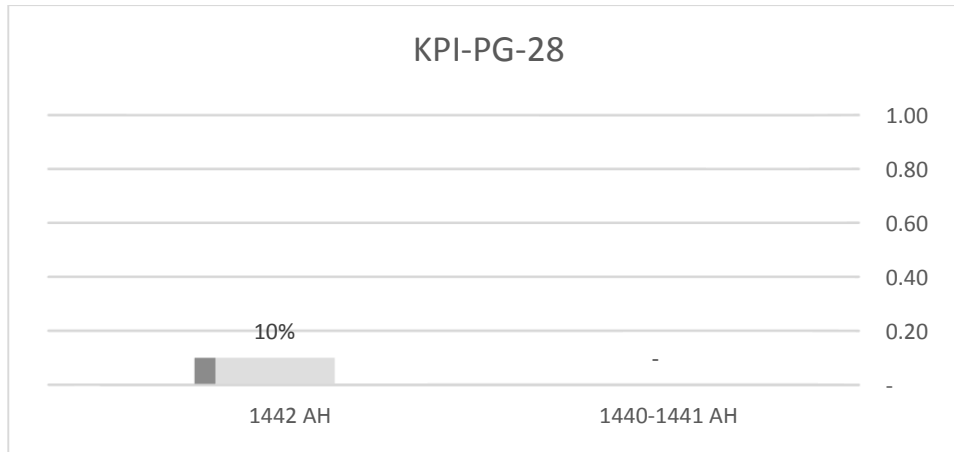- What we achieved less than last year.

recommendations:
- Encouraging faculty members to give complete information about student guidance, which in turn helps students solve their problems first hand.

Program KPI Reference Number: KPI-PG-28

KPI: Percentage of graduates holding leadership positions.

1440-1441 AH	1442 AH
N/A	10%

KPI-PG-28

Analysis:

From the analysis of the trend of the performance indicator of Percentage of graduates holding leadership positions, the following becomes clear:

- the indicator was not applicable a year (40 \41) but it achieved (10%) a year (41\42).
- **Cause & effect:** Percentage of graduates holding leadership positions was not applicable a year (40 \41) because the program is modern and did not come out in batches until 1442 AH, when 88 students graduated.

The previous result is due to the following reasons:

- Students and faculty members have awareness about the importance of holding leadership positions.

Strengths:
- The percentage of the indicators is higher than last years as faculty members encourage students to holding leadership positions.

Weaknesses:
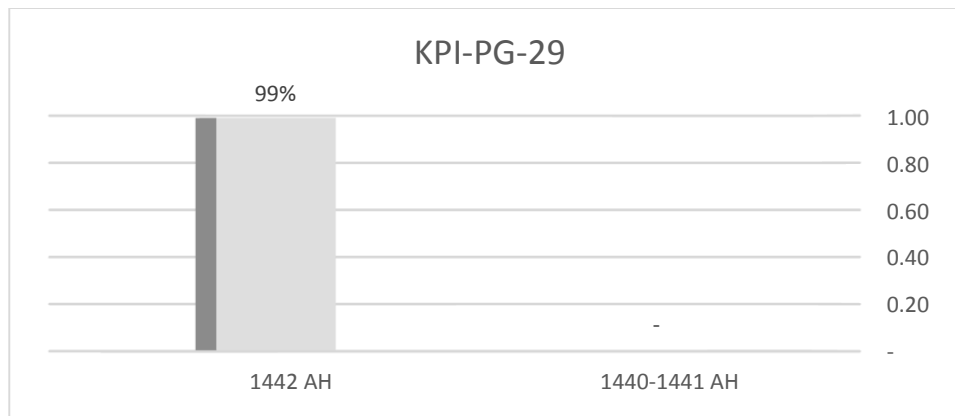- What we achieved less than what we plan as target.

recommendations:
- Study to set an improving plan to do more holding leadership positions.

Program KPI Reference Number: KPI-PG-29
KPI: The ratio of the number of students who obtained at least a very good grade in the research project.

1440-1441 AH	1442 AH
N/A	99%

Analysis:
From the analysis of the trend of the performance indicator of The ratio of the number of students who obtained at least a very good grade in the research project, the following becomes clear:
- the indicator was not applicable a year (40 \41) but it achieved (99%) a year (41\42).
- **Cause & effect:** The ratio of the number of students who obtained at least a very good grade in the research project was not applicable a year (40 \41) because the program is modern and did not come out in batches until 1442 AH, when 88 students graduated.

The previous result is due to the following reasons:
- Students have awareness about the importance of obtained at least a very good grade in the research project.

Strengths:
- The percentage of the indicators is higher than last years as faculty members encourage students to obtain at least a very good grade in the research project.

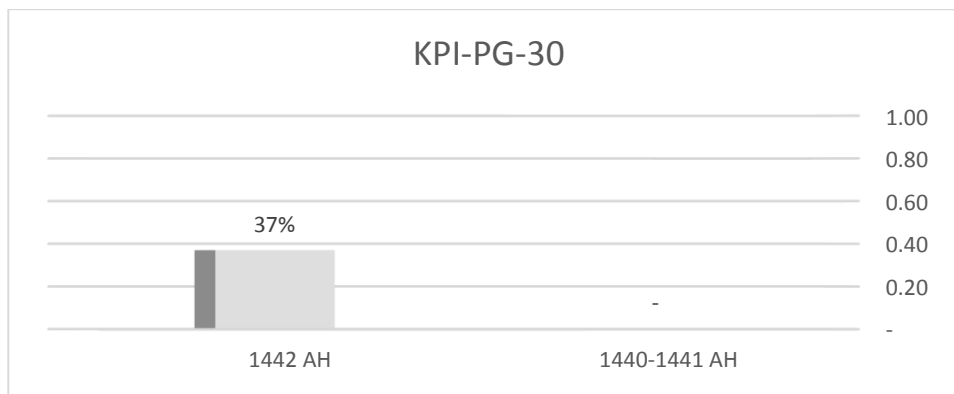**Weaknesses:**
- What we achieved more than what we plan as target.

recommendations:
- Study to set an improving plan to do more in grade.

Program KPI Reference Number: KPI-PG-30
KPI: The ratio of research projects that solve administrative problems.

1440-1441 AH	1442 AH
N/A	37%

KPI-PG-30

Analysis:

From the analysis of the trend of the performance indicator of The ratio of research projects that solve administrative problems, the following becomes clear:
- the indicator was not applicable a year (40 \41) but it achieved (37%) a year (41\42).
- **Cause & effect:** The ratio of research projects that solve administrative problems was not applicable a year (40 \41) because the program is modern and did not come out in batches until 1442 AH, when 88 students graduated.

The previous result is due to the following reasons:

- Students and faculty members have awareness about the importance of research projects that solve administrative problems.

Strengths:
- The percentage of the indicators is higher than last years as faculty members encourage students to submit more research projects that solve administrative problems.

Weaknesses:
- What we achieved more than what we plan as target.

recommendations:
- Study to set an improving plan to do more subsidized research projects that solve administrative problems.