

The effect of management by objectives on improving job performance: (An exploratory study of a sample of Iraqi international airports).

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- **Abstract:** Through the current study, through its chapters, the two researchers aim to verify the relationship and impact of management with objectives as an independent variable in improving the job performance of tourism human resources, for a sample of Iraqi international airports, and trying to come up with a set of recommendations that contribute to strengthening the practice and adoption of the two variables in the airports under study, and based on the importance of the subject For the research community and because of its fundamental impact on their activities and the services they provide, the descriptive analytical approach was adopted as a basic method for the study and the questionnaire was used as a basic tool in all data and information for the study. In addition to some personal interviews, and to analyze the data and treat it statistically, the normal distribution test and the confirmatory factor analysis were adopted as a structural test to measure the validity of the approved measures, and a set of descriptive statistics, the Pearson simple correlation coefficient) and the structural equation modeling (Structural Equation Modeling) to determine the simple and multiple influence relationships. Among the variables in which the programs were used Statistical (SPSS V.23: Amos V.23), and several conclusions were reached through the study, the most prominent of which was (it was proven to attempt to employ the researched Iraqi airports for management by objectives, as an independent variable, which led to the outputs of development in the level of services provided to travelers).
- **Keywords:** Management by objectives, job performance