

Compensation strategy and its impact on excellent performance: An analytical study of the opinions of a sample of faculty members in private universities and colleges operating in the holy city of Karbala and Babil.

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Abstract : The current research seeks to determine the nature of the influence relationships and the correlation between the compensation strategy in the outstanding performance at the private universities and colleges level in the holy city of Karbala and Babil. The results of the focus on the customer, the focus on human resources, leadership, and governance, the results of the budget, and the financial and market results). Faculty members have used a set of statistical methods and tools in analyzing data, represented by the standard distribution test, confirmatory factor analysis, descriptive statistics, Pearson correlation analysis, and structural equation modeling, and these methods have been used on statistical programs (SPSS V). 25, Amos V.25) The research reached several conclusions, the most important of which are: The interest of administrations in colleges and universities The eligibility of the research sample in the compensation strategy in attracting faculty members and paying attention to their entitlements would enhance their excellent performance and their superiority over competitors. The research concluded with several appropriate recommendations, including the need to apply the compensation strategy in the researched organization in providing employees with competence and commitment, and its adoption is beneficial within the concepts of the changing environment and has a tangible impact on individuals and organizations.

Key terms: Compensations' strategies, excellent performance

The first topic : The study methodology

1- The problem of the study

"conceptual difference between scientists and researchers on the search variables is very clear, and through repeated interviews with the faculty members of the universities (sample research) noted the researchers weaken clarity and perception for the extent The importance of research variables in the work environment, which may be difficult for university departments in dealing with their employees, and to establish the above can be clarified as a group of questions:"

- a. What is the extent to which the compensation strategy is practiced in the organization?
- b. What is the excellent performance level in the college?
- c. What is the nature of the relationship between the compensation and excellence strategy?
- d. Is there an impact of compensation strategy in excellent performance?

2- The importance of research

- a. The current search tries to test measurements applied in various global environments for current study variables (compensation strategy, excellent performance).
- b. The importance of current research needs Iraqi higher education institutions to implement the compensation strategy in which it is complementary to its global interest and contributing to achieving and promoting excellent performance.
- c. With the presence of challenges and crises in the current time, the importance of the current study is illustrated by the necessary need and urgency of the excellent performance of Iraqi higher education institutions, especially the research sample universities, so as to be able to get out of these challenges and crises Possible damage.

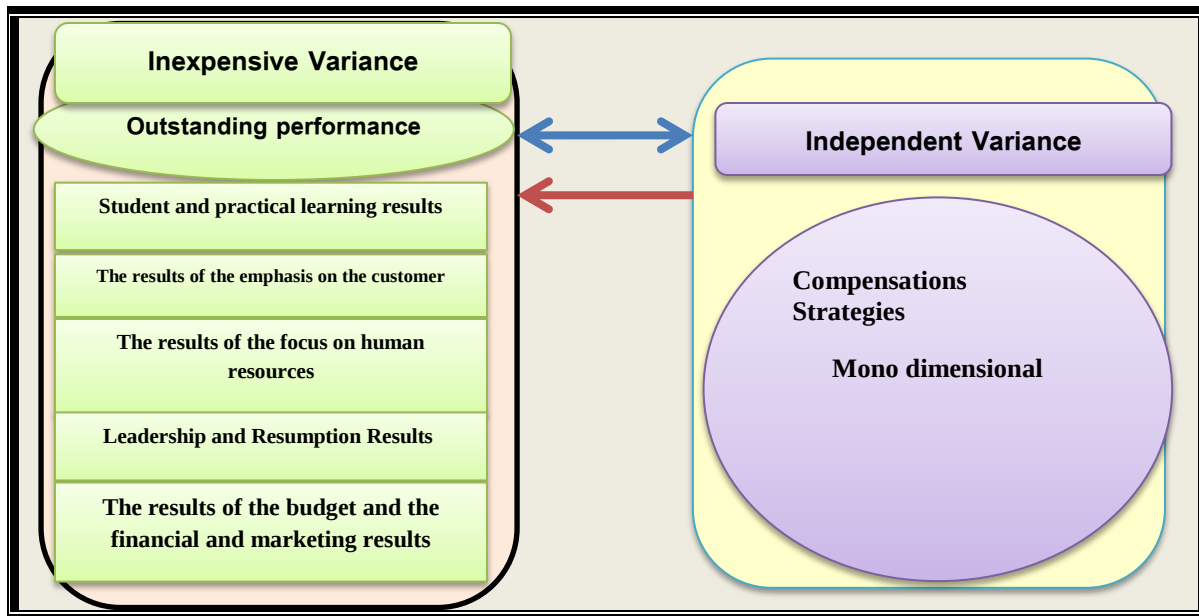
3- The objectives of research

In the light of the research problem and its importance can be identified by the most important goals through the following:

- a. Determine the level of practices of compensation strategy in universities.
- b. Identify the level of interest in the dimensions of the excellent performance in universities.
- c. Test the relationship between the compensation and excellent performance in universities.
- d. Test the impact of compensation strategy practices in the excellent performance in universities.

4- Plan for research assessment

The charter reviews the perceptions of the portions drawn for relations that link research variables through visions and cognitive fabrics to indicate the nature of the roles between the main research variables and its sub-dimensions and as in shape (1). Figure (1) Chart



Source: Preparation of researcher

5- Research hypothesis

The research is based on two main hypotheses: -

- First President (H1) There is a significant relationship between the compensation strategy with excellent performance.
- Second President (H2) There is an impact with moral indication of compensation strategy in excellence.

6- Search variables, measure and procedural definitions

the current research consisted of two main variables as in table (1):

Table (1) Variables and measurements of the Research

Variables	variables Measurement tool	Number of paragraphs	Certified scale
Compensations Strategies	Unipolar	4	
	=	4	
	=	4	
Excellent performance	Student and practical learning results	6	.(Verhagen et al ., 1998:36)
	The results of the emphasis on the customer	6	
	The results of the focus on human resources	6	
	Leadership and Resumption Results	5	
	The results of the budget and the financial and marketing results	6	

Source: Preparation of researchers

The second topic: The theoretical aspect

first: the compensation strategy (Ferahtia, 2021: 132) that the compensation strategy is a package of incentives for staff to increase their commitment. Therefore, compensation exercises an important role in terms of its relationship between employer and employee. It can not be denied that employees rely heavily on wages and other financial benefits, financial and non-financial, to provide daily income required, etc. Compensation also affects staff attitudes and behavior towards officials of the Organization. Compensation for work is an important impact on the cost of business management and therefore its ability to improve organizational performance. Collins & Smith, 2006: 544) focuses on stimulating the employee on the group, organizational performance indicators, training programs and performance assessments that focus on long-term growth, team building and developing the organization's knowledge, although resource practices Human-based obligation seems to be associated with the performance of the Organization, but the obligation creates an organizational social climate stimulating staff. HARALAYYA, 2022: 259)) believes that staff are honored at their employment management system to stimulate them to work or improve. This was done to determine the effect of compensation management for the worker and to improve the system. Staff compensation is an unacceptable role in human resources management, where it is formally used to assess benefits and benefits. It is necessary to have this strength or ability. Moreover, these capacities must be enjoyed until his identity appears as a distinct and arbitrator that always stimulates its subordinates to be able to proceed with positively (Elisa et al 2022: 607).

The second topic: Excellent performance

performance is linking a range of variables and standards with each other to create a competitive advantage that the excellent performance is more than just doing things well and going to post-successful and communication with individuals who work in individuals Employees and vow to exceptionally assigned tasks, and excellent performance is the ability to employ capacities, human, human and regulatory capabilities to contribute to a better performance that exceeds the minimum time, effort and cost. (Arqawi et al., 2018: 35) The excellent performance is the achievement of the regulatory targets using human resources efficiently and effectively gives priority for the efficiency of the Organization to improve performance at the lowest cost through targets and identify indicators and standards Related performance and initiated regular review processes These tools are used to enhance creativity and innovation by enabling staff-making workers in the organization (Chai, 2009: 103). Excellence is a state of desired performance that many organizations and individuals wish to achieve. Administrative literature explained many people around the world to follow up excellence and investigate best practices for excellent organizational performance, literature tends to agree Organizational culture and personal attitudes are the main determinants of great performance and personal consistency. The individual's position is crucial to its excellent performance (Voon et al., 2021: 126-127). In addition, "Excellent Performance" is clearly dependent on mutual integration and accreditation and is committed to the systematic thinking that the organization sees an integrated system of interaction and interim mechanisms and outputs compatible with all. The excellence of performance is the ability to reconcile and coordinate organizational elements and to operate in integration and interdependence to achieve higher efficiency rates and then reach the level of outputs and expectations and advantages of beneficiaries. Excellence is a comprehensive and comprehensive concept in the sense that the excellence cannot be portrayed in a particular area while performance collapses in other areas (AL Shobakib et al., 2017: 21). Which is known (ABU-NASER ET AL., 2016: 8) Excellent performance is a range of factors that create excellence in performance, leadership, strategic planning, measurement, analysis, knowledge management, customer orientation, and human resources management Administrative processes. Organizations need high performance personnel in order to achieve their goals and provide products and services in which individuals have been integrated into a competitive advantage. The performance is also important for an individual and can be completed and high-level performance is a source of satisfaction with mastery and pride. Low performance and lack of achievement may be seen as unauthorized or even personal failure Moreover, performance is recognized by others within the Organization and often rewarded financial benefits and others. The performance is a major requirement although not only for future career development and success in the labor market and although there may be exceptions, higher performance holders are more easily promoted within the organization and generally better job opportunities than low performance owners Sonnentag & Frese, 2002: 4). Distinguished performance is known as the value of a group of staff behaviors that are positively contributing to the regulatory objectives et al 2021: 3) Apriyanti. (Twalib & Kariuki, 2020: 422) Organizations for a stimulating force has motivation to increase productivity in terms of quality and quantity as well as this commitment agrees with the position that depends on the performance of the individual at the stimulus level as well as its motivation skills is a fundamental and external way to act in a certain way, A way to lead to rewards that the best and distinguished personnel are the driving force in all organizations. It is therefore important to seek organizations to stimulate the best staff and stick to them

Distinguished performance The researcher was adopted on the researcher's scale (Verhagen et al., 1998: 36) to measure the excellent performance, which includes five sub-dimensions, which are Kalati:

1 - **The results of students and practical learning** are an important factor as an important factor In the economic growth of the country with a focus on economic efficiency in the manufacture later, the new process management has been identified, as the service sector has become more prominent in technology has raised many opportunities and challenges, resulting in enhanced manufacturing capabilities through materials, facilities and technologies The new procedures and the Department of Service has become a major challenge in the global competitive environment (Kleindorfer et al., 2005: 11).

2 - **The results of the focus on the customer** is that the idea behind the focus strategy on customers is to develop, market and sell products or services to a specialized market such as a certain type of consumers, a particular production line or a target geographical area. The aim of focusing on customers is to become a leading organization in the design specified through the service set better than anyone else there. Castillo & Acuna, 2018: 13)). One of the most important requirements of the Supreme Administration to focus on customers and clearly define priorities and analyze tasks related to these priorities accurately and detailed (: 1-2009, boseman).

3. **The results of the human resources focus** the human capital as a strategic supplier of the organization was raised when the strategies began to determine the Organization's resources that meet the basic standards of rare values, and the human capital was highlighted as a supplier could help organizations achieve Competitive feature (MACKE & GENARI, 2019: 810). The focus on human resources needs to develop their capabilities is to highlight the best in their employees and then contribute to the success of the Organization as well as efficiency to know the individual, skills, abilities or personal characteristics that directly affect the functioning of Aravindakumar, 2020: 29).

4. **The results of leadership and judgment** in recent years have been more difficult in most organizations and this is due to large pressures by organizations on leaders under the development of globalization and the emergence of many competitive organizations worldwide and this requires a renewed focus For a real leadership for the purpose of achieving organizational goals (MA et al., 2020: 2). Voon et al; 2011: 24-32) The leadership is the impact between leaders and subordinates, where the leader tries to influence subordinate behavior to achieve regulatory goals so that success is based on achieving its goals and objectives on the leaders of the Organization And their leadership methods. Leadership is not an entity but a way to connect with others (Tang et al., 2010: 553).

5. The results of the budget and financial results and market

Does human resources exercise make a difference in business results? In order for human resources specialists, business partners must be addressed and face-to-face. (ULRICH, 1996: 1-2). Business results are based on human resources management if ideas and proposals are identical with results and perceptions with evaluations must be better associated with higher business results. Business results are comprehensive indicators for how human resources impact on business performance (ULRICH, 1997: 304). The results of the business is a measure of persons and their activities and behaviors within the Organization in terms of achieving actual results with the plan in accordance with a vision, clear and understandable as measures are very important. Phillips, 2009: 35).

Third : the field side

first: Encoding and characterized research measures

adopted in the encoding research on its English terms to facilitate reading and analyzing the methods of statistical analysis, which appears in table 1 Specifies the main research variables and its sub proofs, symbols and number of measurement questions in each dimension.

Preparation of the researcher based on the questionnaire. Table (1): Encoding and characterization of research

The main variables	Sub-dimensional	Statistical indicator code	Number of measurement paragraphs
compensation strategy ComStr	Mono dimension CO		4
Excellent Performance Exc Per	The results of students and practical learning	SLOP	6
	Focus results on the customer	CFR	6
	Focus results on human resources	RFHR	6
	Leadership and resumption results	LGR	5
	The results of the budget and financial results and market	BFMR	6

measures:

II. **Testing of the distribution** "The researcher has been directed to adopt the test (Kolmogorov-Smirnov Test) to examine the current level of distribution of existing research data, as shown in the test results in the table () that the test value Colmukurov-Smirnov has reached (0.065, 0.049), respectively for the study variables (compensation strategy, and excellent performance) while the moral rate of the test value (0.184, 0.200) was consecutive, This is a highest level of 0.05 and this indicates that the data is not a moral function for research variables, which is confirmed within an acceptable modified level, which is therefore within the natural distribution area and therefore the methods of teachers can be adopted in Test the hypotheses, description and diagnosis of variables and their remembrance at the level of an application environment in universities and civil colleges." For search variables (Kolmogorov-Smirnov Test)

Table (2): One-Sample Kolmogorov-Smirnov test

One-Sample Kolmogorov-Smirnov Test			
Excellent performance	Compensation strategy	variables	
		parameters	
205	205	N	
3.250	3.270	Mean	Normal Parameters ^{a,b}
.4899	.7203	Std. Deviation	
.049	.065	Absolute	Most Extreme Differences
.049	.065	Positive	
-.041	-.053	Negative	
.049	.065	Test Statistic	
.200 ^{c,d}	.184 ^c	Asymp. Sig. (2-tailed)	

Source: SPSS V.25 (SPSS)

III. **Testing Tech Tool Analysis** (IAP). The researcher was based on the AMOS V. 25. As comes: 1. 1. Conformational Factor Analysis of Compensation Strategy: "Includes a variable measurement of compensation strategy with a single scale The dimension was measured at the paragraphs of measurement. The results of Figure (2) shows that the ratios have exceeded (0.40), which has a high moral reward because the critical rat values (CRITICAL RATIO) are as in table (2) they are all mentioned at Level (0.01) This emphasizes the significance and sincerity of these ties. In check the criteria for the format and after a single adjustment index, the results have become clear that all standards are conforming within their own and admission limits, and this confirms that the model of the TCI has gained an excellent level of conformity, and this ensures that a strategy measure Compensation is of (4) measurement paragraphs.

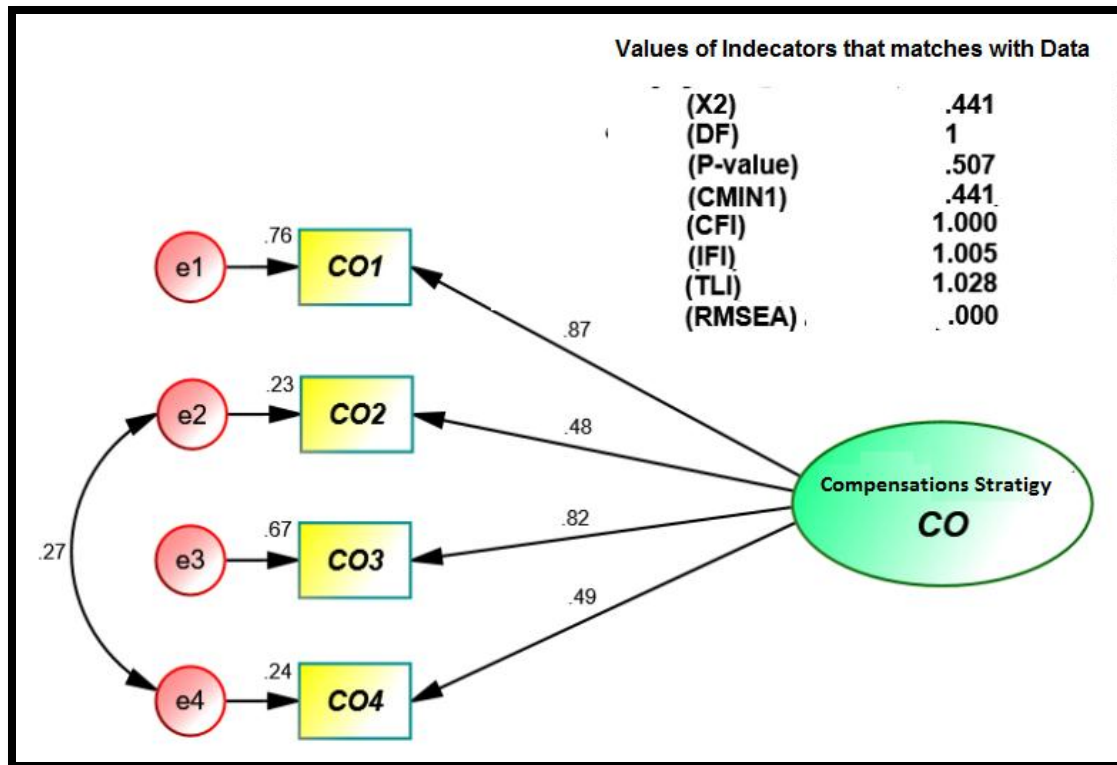


Figure (2) Conformational Factor Analysis of Compensation Strategy Scale "

Source: Amos V.25"

Table (3): The results of the TCOP for the compensation strategy variable

CS =

Moral percentage	Critical percentage	Standard error	Laboratory appreciation	Normative appreciation	Tracks		
***	4.176	.295	1.231	.479	CS	<---	CO2
***	4.529	.352	1.596	.872	CS	<---	CO1
***	4.619	.328	1.517	.819	CS	<---	CO3
			1.000	.491	CS	<---	CO4

Compensation strategy

"Source: Amos V.25"

2. Conformational Factor Analysis of Excellent Performance Variety:

"Figure (3) shows that the measurement for measurement of excellent performance consists of (29) paragraph distributed over five sub-dimension 2. 6 paragraphs for students' learning and practical results and (6) paragraphs for the outcome of the Customer focus and (6) paragraphs of the results of the focus on human resources, and (5) paragraphs of the leadership and judgment results, and (6) paragraphs The results of the budget and financial results and market. As all standard normative parameters have exceeded the accepted ratio (0.40), the paragraphs (CFR5, BFMR1), which was estimated at 0.19, 0.21 Strong, which was deleted from the scale. The estimates of paragraphs were all sorgointed because all critical ratio (C.r.) phenomenon in Table () are moral values and this indicates the feasibility of these parameters and accuracy. As for the model indicators and after thirteen indicators of the amendment, all of which were met with its specific admission base, and thus the structural model has received a high level of matching respondents. This confirms that the variable of the excellent performance is measured by five sub-dimension and (28) paragraph at the university and civilian college level. "

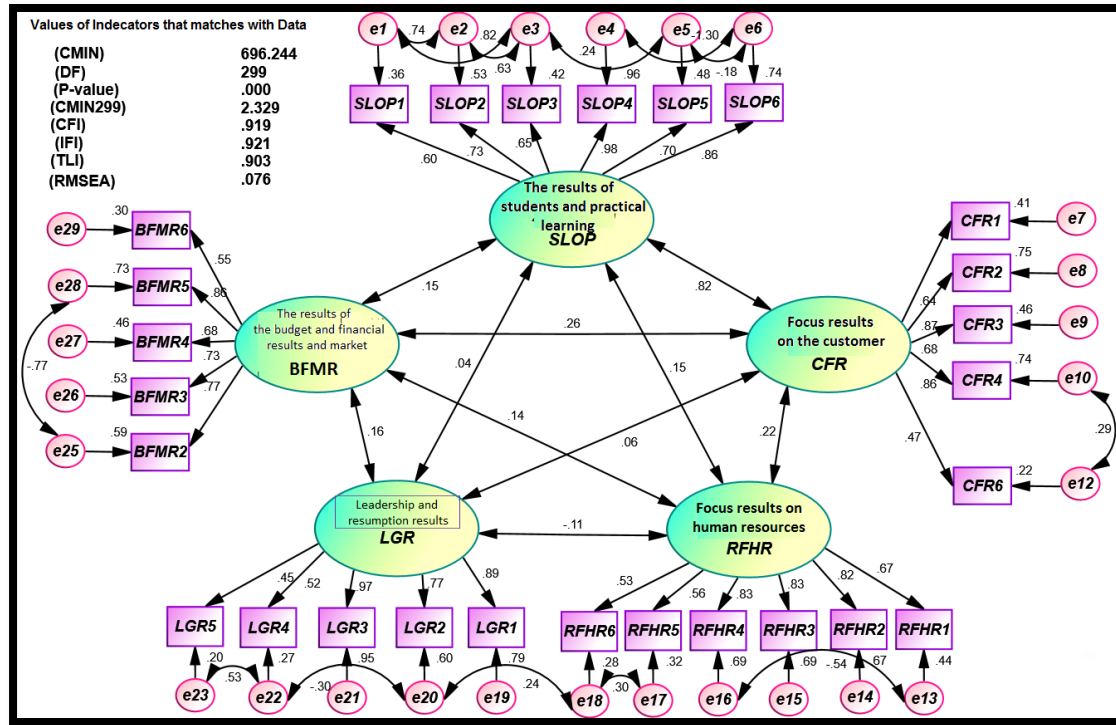


figure (3)

Conformational Factor Analysis of Excellent Performance Scale

Source :(Amos V.25)

Table (4): Paths and parameters of the Global Analysis of Excellent Performance Various

Percentage of moral	Critical percentage	Standard error	Equestrians estimates	Standard estimates	Tracks		
***	5.885	.122	.719	.598	The results of students and practical learning	<---	SLOP1
***	7.051	.131	.920	.725	The results of students and practical learning	<---	SLOP2
***	7.239	.100	.723	.649	The results of students and practical learning	<---	SLOP3
***	8.415	.119	1.002	.978	The results of students and practical learning	<---	SLOP4
			1.000	.696	The results of students and practical learning	<---	SLOP5
***	7.079	.172	1.221	.860	The results of students and practical learning	<---	SLOP6
			1.000	.643	Focus results on the customer	<---	CFR1
***	7.084	.144	1.018	.866	Focus results on the customer	<---	CFR2
***	5.861	.119	.698	.677	Focus results on the customer	<---	CFR3
***	7.044	.132	.928	.858	Focus results on the customer	<---	CFR4
***	4.537	.135	.614	.472	Focus results on the customer	<---	CFR6
***	5.257	.221	1.163	.665	Focus results on human resources	<---	RFHR1

***	5.861	.233	1.364	.819	Focus results on human resources	<---	RFHR2
***	5.915	.218	1.292	.833	Focus results on human resources	<---	RFHR3
***	5.776	.222	1.282	.831	Focus results on human resources	<---	RFHR4
			1.000	.562	Focus results on human resources	<---	RFHR5
***	5.343	.186	.994	.526	Focus results on human resources	<---	RFHR6
***	4.719	.574	2.710	.890	Leadership and resumption results	<---	LGR1
***	4.528	.475	2.149	.774	Leadership and resumption results	<---	LGR2
***	4.798	.604	2.896	.975	Leadership and resumption results	<---	LGR3
***	5.439	.259	1.410	.519	Leadership and resumption results	<---	LGR4
			1.000	.447	Leadership and resumption results	<---	LGR5
***	5.185	.167	.868	.547	The results of the budget and financial results and market	<---	BFMR6
***	6.714	.182	1.220	.857	The results of the budget and financial results and market	<---	BFMR5
			1.000	.680	The results of the budget and financial results and market	<---	BFMR4
***	6.765	.172	1.165	.728	The results of the budget and financial results and market	<---	BFMR3
***	6.107	.223	1.360	.769	The results of the budget and financial results and market	<---	BFMR 2
***	5.885	.122	.719	.598	The results of students and practical learning	<---	SLOP1

Source: AMOS V.25 (AMOS V.25)

VI- Test Stability for Measurement Tool

In order to identify the validity of the scale and stability of the questionnaire adopted the researcher on the test of Kronbach Alpha, one of the best statistical structural standards in This area, as evidenced by Table () that all values of Alpha Krunbach for the President and the Offical changes have ranged from (0.735-0.893). This indicates that all these transactions are acceptable, which proves a precision The consistency of the measurement tool used in the current study and its ability to measure its variables and sub-region clearly and without complexity at the level of universities and civilian colleges sample.

Figure (5): The main variables Kronbach Alpha for the main variable Sub-dimensional Kronbach Alpha

The main variables	Kronbach Alpha for the main variable	main -dimension	dimensional Kronbach Alpha
Excellent Performance	.893	The results of students and practical learning	.746
		Focus results on the customer	.802
		Focus results on human resources	.819
		Leadership and resumption results	.735
		The results of the budget and financial results and market	.756
compensation strategy	.825	Mono dimension	.825

Source: Preparation of the researcher depending on the SPSS V.25

V - description and diagnosis of search variables

1- Description and Diagnosis of the Compensation Strategy "shows the results of the descriptive indicators of the 3-magnitude compensation strategy (CO1 CO4), as this dimension was achieved amid a total account (3.270) and a standard deviation 0.720) and a difference coefficient (22.009%) and relative importance (65.400%), confirms that the sample agreement on the content of the dimension was moderate, indicating that universities and civilian colleges are interested in the average level of salaries and incentives The material and moral exercise encourages them to improve their academic levels and potential and develop effective continuous programs to formulate plans to stimulate their employees and commensurate with the nature and quality of the effort and enhance the quality of educational services And its excellence.

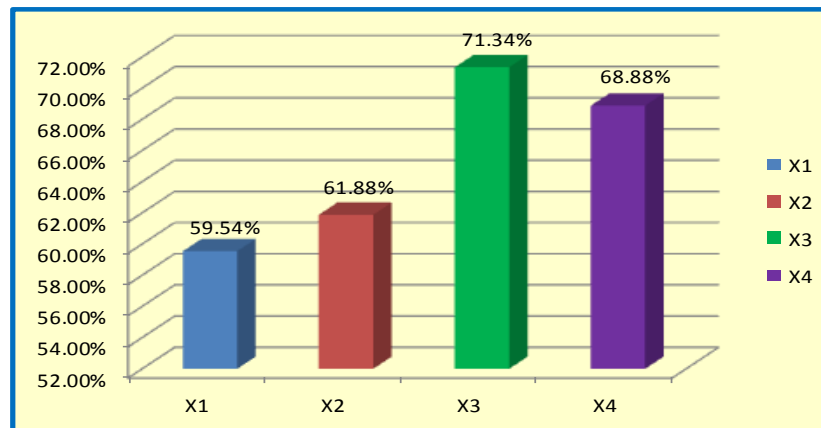
Table (6): Description and analysis of compensation strategy

	paragraphs	The arithmetic center	normative deviation	Differences %factories	Relative importance%	Arrange paragraphs
1	The collage provides higher salaries and pounces than other monetary and moralwages provided by competitive collages	2.977	0.994	33.383	59.540	4
2	The collage based its rewarding plan on the preformance and the skills of the board members	3.094	1.257	40.621	61.880	3
3	The collage work to distribute a portion of financial incomes on board members in annual rate	3.567	1.138	31.890	71.340	1
4	Through the plans and pre-incentive act, the collage provides the compensations to the board member	3.444	0.946	27.477	68.880	2
Major average of compensations strategy		3.270	0.720	22.009	65.400	-

Source: Preparation of the researcher based on programs ((Microsoft Excel (SPSS).

The format (4) shows the diagrams to arrange the paragraphs of compensation strategy at the level of universities and civilian colleges. Based on the values of relative importance The light of the sample answers. "

Figure (4): Hypothetical Diagram



"Source: Program Output ((Microsoft Excel V. 2010

2. Description and Diagnosis of Excellent Performance"

This paragraph includes a different performance variable and a total diagnosis, as shown from table (6) Results of statistical measures for excellent performance variable, which is measured by three field dimensions, with the total arithmetic center for this variable (3.222) and the standard deviation (0.498) and the difference coefficient (15.45%) and reached Relative importance (64.44%), and these statistical results indicate that the variable of excellent performance has been mandated from the importance of respondents, indicating that the members of university and civilian colleges are a simple level of research To achieve excellent performance in terms of interest in student results and achieve advanced levels of performance and focus on educational service efforts, improve the level of

scientific and stimulate the necessary skills and adequate information on the curriculum Add to this focus on the efforts of their borders Teaching, functional and attention to leaders' behaviors and support to promote positive relations and achieve high levels of excellent performance. As for the overall arrangement of the dimensions of violations of excellent performance, its arrangement is as follows (leadership and resumption results, the results of the budget, financial and market results, the results of the focus on human resources, the results of the focus on the customer, results for students and practical learning) respectively.

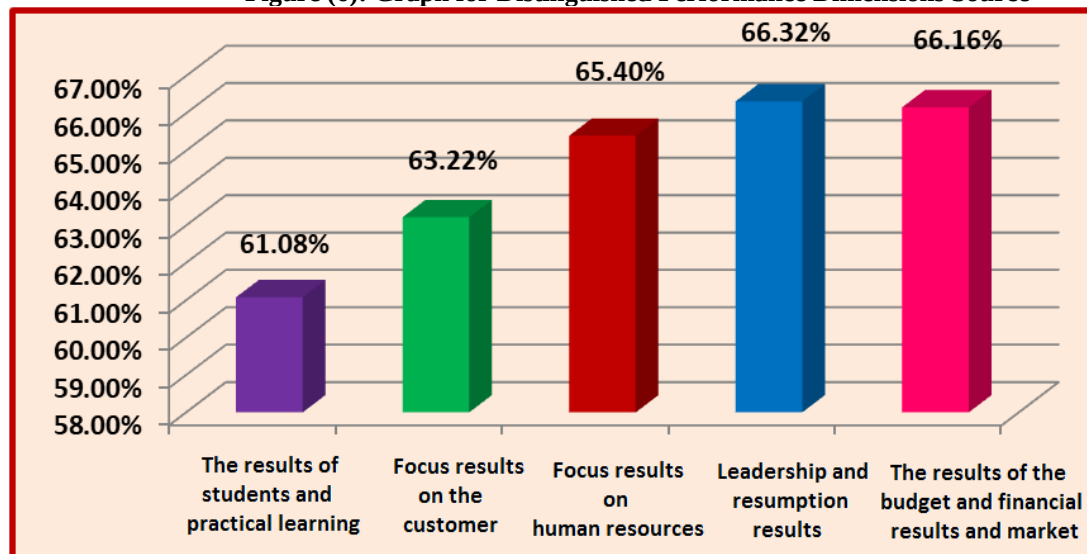
"Table (6): Statistical standards for distinguished performance variable

Dimensions	arithmetic center	normative deviation	Differences %factories	Relative importance%	Dimensional order
The results of students and practical learning	3.054	0.840	27.50	61.08	5
Focus results on the customer	3.161	0.781	24.72	63.22	4
Focus results on human resources	3.270	0.762	23.30	65.40	3
Leadership and resumption results	3.316	0.749	22.58	66.32	1
The results of the budget and financial results and market	3.308	0.578	17.46	66.16	2
Major average of Excellent Performance	3.222	0.498	15.45	64.44	-

Source: Preparation of the researcher depending on programs (Microsoft Excel) and (SPSS). "

With a view to representing the importance of the dimensions of premium performance at the level of universities and civilian colleges, the sample of the research, the graphic columns were selected and according to the values of relative importance,

Figure (6): Graph for Distinguished Performance Dimensions Source

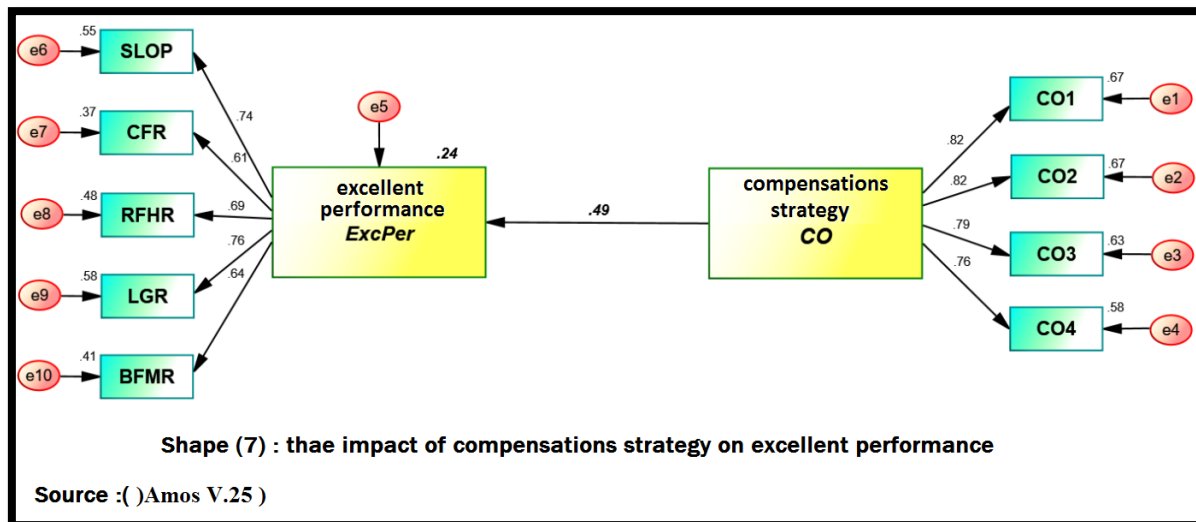


the researcher.

VI. Testing of search hypotheses

1. The first major hypothesis test: (There is a significant sign of significant link between the compensation and performance strategy) "shows through table (7) a strong and significant positive link relationship between Distinguished compensation and performance strategy, with the value of the association (** 0.494), a significant significant value at moral level (1%), in turn proves a confidence of the results of the relationship (99%), Affecting a level of harmony and fit between the two fields in place by sample responses at the level of universities and civilian

colleges." This result is the attention of universities and civil colleges. Highlights of their counterparts in competitive colleges based on their performance and in light of their strengths, academic skills and attention are based on annual incentive and fair incentives from total revenue achieved annually and in this form Continue to maximize their sense of interest and improve their excellent performance. " "As for progress, the first major hypothesis can be accepted.



" Table (7): Link relationships between compensations strategy and excellent performance

Independent variable Sub- variable	Compensation strategy
excellent performance	.494**
Sig. (2-tailed)	.000
Result	There is a tied positive relationship of moral indicate on level 0.01 between compensation and excellent performance

Source: Preparation of the researcher in the light of the Statistical Program Output (SPSS V.25) "N = 205, P 0.01 2.

Second President Hypothesis: (There is an impact with a significant significance of compensation strategy in excellence)" 7) A significant impact of the compensation strategy variable in distinct performance, as it is clear that the value of the normative parameter (0.49), which means that the variable compensation strategy affects a variable Distinguished performance (49%) at the level of universities and civilian colleges. This means that the variable of the excellent performance will increase by 49% in the event of increased attention to the compensation strategy in one unit. We also note that the value of the impact factor is valuable Sorry for the critical rate (C.r.) phenomenon (5.644) is a significant value at the moral level (P-Value) in the same table. " "It is also clear from Figure (7) that the value of

the interpretation factor (R2) has reached (0.24), which means that the changes in the excellent performance variable returns (24%), including the change of compensation strategy and the remaining 76% Dating back to other variables in the study model. This result is a significant implication of compensation strategy in the level of universities and civilian colleges." "Depending on what mentioned above, the second major hypothesis can be accepted."

Table (8): Paths and parameters test the impact of the compensation strategy in excellence "

percentage moral	Critical percentage	Standard error	Laboratory appreciation	Standardized organic weights	tracks		
***	5.644	.059	.334	.494	CmpSt	<---	ExPr
***	14.179	.072	1.019	.819	CmpSt	<---	CO1
***	11.650	.087	1.015	.760	CmpSt	<---	CO4
***	14.031	.071	.991	.816	CmpSt	<---	CO2
***	12.901	.075	.973	.792	CmpSt	<---	CO3
***	9.555	.105	1.007	.693	ExPr	<---	RFHR
***	11.776	.103	1.208	.764	ExPr	<---	LGR
***	8.237	.097	.801	.638	ExPr	<---	BFMR
***	7.622	.124	.943	.608	ExPr	<---	CFR
***	11.042	.094	1.041	.743	ExPr	<---	SLOP

Source: AMOS V.25 (AMOS V.25):

Conclusions

(A) The compensation strategy is concerned with the relevance and adoption of individuals and is very useful in changing environment concepts and tangible effects by individuals and organizations And as well as the objectives of the Organization.

(B) The excellent performance is an advanced concept that promotes staff behavior in organizations and increases their functions and generally representing the control and effectiveness of organizations to achieve their targets in continuity and stay in the field of business, with a basic capacity To achieve and promote learning and focus results on the customer and focus on human resources, leadership and judgment efforts Add to this results of marketing and service processes.

(C) It turned out that the level of importance variable performance was "moderate" and this confirms that the attention of universities and colleges the study sample of this variable was a simple level that does not meet its aspirations to earn a large market share and this may be due to the nature of focus on achieving some goals Investment and many civil universities compete among themselves to attract large numbers of students. Ah. The universities in place believe there is a significant relationship between the compensation strategy and overview through high value for their association and enhancing their personal capacities and compensation for rewarding wages and rewards to improve their performance level Outstanding.

Recommendations

A- The need to apply the compensation strategy in the researched organization in providing efficient and committed employees, and its adoption is very useful within the concepts of the changing environment and has a tangible impact by individuals and organizations.

B - The need to apply excellent performance in the organization under study in order to achieve organizational goals, continuity and survival in the field of business in general.

C- The need to hold training workshops in the organization under study on the importance of the excellent performance variable for the purpose of achieving investment goals in private universities and because of its importance in achieving smooth work in those institutions.

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