Key performance Indicators Report 2022

College: University College of AlDarb   Program: Business Administration

Code	Indicator	Actual Benchmark				Benchmarks			New Target (for next year)
		2019	2020	2021	Current 2022	Target (last year)	Internal	External	
KPI-P-01 STD1	Percentage of achieved indicators of the program operational plan objectives	NA	60%	62%	43%	70%			
KPI-P-02 STD3	Students' Evaluation of quality of learning experience in the program(PES)	NA	20201: 3.91 20202: 2.886	20211: 3.54 20212: 3.57	3.56	3.50			3.50
KPI-P-03 STD3	Students' evaluation of the quality of the courses (CES)	20191: 3.67% 20192: 4.06%	20201: 3.96% 20202: 4.32%	20211:3.90 20212:4.33	4.18	3.70			4
KPI-P-04 STD3	Completion rate	20191: 32% 20192: 55.7%	20201: 18.33% 20202: 38.18% Total for 2020: 27.8% (32/115)	20211: 18% 20212: 31.48%	**20221**: 26% **20222: 61%**	25%			35%
KPI-P-05 STD3	First-year students retention rate	20191: 66% 20192: 57%	20201: 52% 20202: 0	2021:85%	Not available	65%			
KPI-P-06	Students' performance in the professional and/or	N/A	N/A	N/A	N/A	N/A			

STD3	national examinations						
KPI-P-07 STD3	Graduates' employability and enrolment in postgraduate programs 30-50% Alumni Survey	N/A	N/A	N/A	0	N/A	5%
KPI-P-08 STD3	Average number of students in the class	20191: 27.42 20192: 36.64	20201: 33.62 20202: 27.9	2021-1: 35 2021-2: 45	46	35	35
KPI-P-09 STD3	Employers' evaluation of the program graduate's proficiency (employer evaluation)	N/A	N/A	N/A	**5**	3.5	t 4
KPI-P-10 STD4	Students' satisfaction with the offered services (SES)	20191: N/A 20192: N/A	20201: 3.00 20202: 2.886	2021-1:1.83 2021-2: 2.18	2	3.50	3
KPI-P-11 STD5	Ratio of students to teaching staff	20191- 152:1 20192- 161:1	20201- 58:1 20202- 50:1	20211-45:1 20212- 56:1	**20221-60:1 20222- 50:1**	45:1	45:1
KPI-P-12 STD5	Percentage of teaching staff distribution	Gender: 66%: 33% Academic Ranking Assistant Professor: 33% Lecturer: 66% Teaching Assistant: 0%	Gender: M: 18.18%: F:81.81% Academic Ranking Academic Ranking Assistant Professor: 18% Lecturer: 27% Teaching Assistant: 54%	Gender: M: 20%: F:80% Associate professor: 10% Assistant Professors:10% Lecturer: 20% Teaching Assistant: 60%	Gender: M: 20%: F:80% Associate professor: 0% Assistant Professors:10% Lecturer: 60% TeachingAssistant 30%	Gender: M: 20%: F:80% Associate professor: 10% Assistant Professors:10% Lecturer: 60% Teaching Assistant: 20%		Gender: M: 18%: F:82% Associate professor: 10% Assistant Professors:10% Lecturer: 60% Teaching Assistant: 20%

KPI-P-13 STD5	Proportion of teaching staff leaving the program	**11.1%**	**0%**	**10%**	**10%**	10%			0%
KPI-P-14 STD5	Percentage of publications of faculty members	**NA**	**20%**	**20%**	**0**	30%			30%
KPI-P-15 STD5	Rate of published research per faculty member	**50%**	**10%**	**10%**	**0**	10%			10%
KPI-P-16 STD5	Citations rate in refereed journals per faculty member	**1.6**	**50%**	**0%**	**0**	10%			10%
KPI-P-17 STD6	Satisfaction of beneficiaries with the learning resources PES	2.55	3	20211:3.08 20212:3.41	3.67	3.10			3.50

* Pleases add data for all branches. ** (list your branches by name)

Code: KPI-P-1

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Percentage of achieved indicators of the program operational plan objectives	NA	60%	62%	43%	70%			70%

Analysis (Strengths and Recommendations)

The program has 16 KPIs only, 7 of these KPIs achieved the target.

Strength:

Recommendations:

1. Finding strategies that help to achieve the target
2. Implement Improvement Initiatives

Code: KPI-P-2

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Students' Evaluation of quality of learning experience in the program.	NA	2020 01: 3.91 2020 02: 2.886	20211 : 3.54 20212 : 3.57	3.56	3.50			3.50

Strengths Points:

- The actual benchmarks are above the target benchmark
- Faculty members have a good knowledge of the subjects they teach
- Faculty members have been enthusiastic.

Recommendation:

- Learning facilities such as classrooms and laboratories need improvement.
- Development of the necessary skills for the future job

Code: KPI-P-3

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Students' evaluation of the quality of the courses.	2019 1: 3.67 % 2019 2: 4.06 %	2020 1: 3.96 % 2020 2: 4.32 %	2021 1:3 .90 2021 2:4 .33	4.18	3.70			4

Analysis (Strengths and Recommendations)

- The goal is achieved.

Recommendation:

1- Attempting to make the subject level understandable and sequential for the student by changing some incomprehensible topics that are not related to the subject.

2- Subject assessments (homework and others) to make the student think and guess the correct solutions, so questions should be developed to improve this skill، not to copy it from paper material.

Code: KPI-P-4

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Completion rate	20191: 32% 20192: 55.7%	20201: 18.33% 20202: 38.18% Total for 2020: 27.8% (32/115)	20211: 18% 20212: 31.48%	**20221**: 26% **20222: 61%**	25%			35%

Analysis (Strengths and Recommendations)

Start 2018-2:　64　Graduated 2022-1:　17 Completion rate 2022-1: (17 /　64) = 26 %

Strat 2019-1:　52　　Graduated 2022-2:　32 Completion rate 2022-2: (32　/ 52) = 61　%

Strengths:

- The actual benchmarks are above the target benchmark.

Recommendations:

1. Encourage students to graduate within 8 semesters. This can be done by designing an advising program containing different types of workshops to help students in this regard.

Code: KPI-P-6

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Students' performance in the professional and/or national examinations	N/A	N/A	N/A	N/A	N/A			N/A

Analysis (Strengths and Recommendations)

Strength:

Recommendations:

Code: KPI-P-7

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Graduates' employability and enrolment in postgraduate programs	N/A	N/A	N/A	0	N/A	N/A	N/A	5%

Analysis (Strengths and Recommendations)

Strength:

Recommendations:

- Establishing a special committee to follow up the employment of graduates and have the necessary powers to achieve its goals

Code: KPI-P-8

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Average number of students in the class	20191: 27.42% 20192: 36.64%	202 01: 33. 62 202 02: 27. 9	2021-1: 35 2021-2: 45	46	35			35

Analysis (Strengths and Recommendations)

- Actual Benchmark is below the Target Benchmark.

Strength:

Recommendations:

- Provide a sufficient number of faculty members
- Reducing the number of female students to 35 students in each class

- Reducing class size for some courses

Code: KPI-P-9

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Employers' evaluation of the program graduates proficiency	N/A	N/A	N/A	5	3.5	N/A	N/A	4

Analysis (Strengths and Recommendations)

Strength:

- The Actual benchmark is above the target.

Recommendations:

Establishing a special committee to follow up the employment of graduates and have the necessary powers to achieve its goals

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Code: KPI-P-10

	2019	2020	2021	Actual Bench mark 2022	Target Benchm ark	Internal Benchm ark	External Benchm ark	New Target Benchm ark
Students' satisfaction with the offered services	2019 1: N/A 2019 2: N/A	2020 1: 3.00 2020 2: 2.88 6	2021 - 1:1.8 3 2021 -2: 2.18	2	3.50			3

Analysis (Strengths and Recommendations)

Actual Benchmark is below the Target Benchmark.

Strength:

Recommendations:

-Expansion of sports facilities to accommodate the number of female students.

- Diversifying food items and bringing restaurants known to the students, as well as expanding the dining halls for the convenience of the students.

Code: KPI-P-11

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Ratio of students to teaching staff	20191-152:1 20192-161:1	20201-58:1 20202-50:1	20211-45:1 20212-56:1	20221-60:1 20222- 50:1	45:1			45:1

Analysis (Strengths and Recommendations)

Ratio	No. of teachers	No. of Students	Year
60:1	9	548	20221
50:1	10	498	20222

Actual Benchmark is below the Target Benchmark.

The teacher-student ratio makes it easier for the teacher to focus on the quality of education and creativity. It is impossible for a teacher to go through the homework and class notes of each student in a huge class. Hence, in such a situation, a teacher only focuses on completing the syllabus.

Recommendations:

1. Recruit new faculty members.

Code: KPI-P-12

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Percentage of teaching staff distribution	Gender: 66%: 33% Academic Ranking Assistant Professor: 33% Lecturer: 66% Teaching Assistant: 0%	Gender: M: 18.18%: F:81.81% Academic Ranking Academic Ranking Assistant Professor: 18% Lecturer: 27% Teaching Assistant: 54%	Gender: M: 20%: F:80% Associate professor: 10% Assistant Professors:10% Lecturer: 20% Teaching Assistant: 60%	Gender: M: 20%: F:80% Associate professor: 0% Assistant Professors: 10% Lecturer: 60% Teaching Assistant 30%	Gender: M: 20%: F:80% Associate professor: 0% Assistant Professors:10% Lecturer: 60% Teaching Assistant: 20%			Gender: M: 18%: F:82% Associate professor: 10% Assistant Professors:10% Lecturer: 60% Teaching Assistant: 20%

Analysis (Strengths and Recommendations)

Strength: ~

1-The percentage of female faculty members is higher than the male.

Recommendations:

 Encourage the faculty members to get a master and PhD degree.

Code: KPI-P-13

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Proportion of teaching staff leaving the program	11%	0%	10%	10%	10%			0%

Analysis (Strengths and Recommendations): The number of leaving staff during the year to the total faculty members in the program. (only the full time teacher)

Strength:

The actual benchmark is equal to the target Benchmark.

Recommendations:

Hiring more teaching staff with verified teaching degrees & send the staff to Postgraduate.

Code: KPI-P-14

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Percentage of publications of faculty members		20%	20%	0%	30%			30%

Analysis (Strengths and Recommendations)

Actual Benchmark is below the Target Benchmark.

Strength:

Recommendations:

- Encouraging researchers to publish scientific publications in classified scientific journals

Code: KPI-P-15

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Rate of publications of faculty members 2021		10%	10%	0%	10%			10%

Analysis (Strengths and Recommendations)

Number of research/number of **full** faculty members

Strength:

Recommendations:

- Providing the necessary facilities and equipment to encourage members to conduct scientific research

Code: KPI-P-16

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Citations rate in refereed journals per faculty member 2022	1.6	50%	0%	0%	10%			10%

Analysis (Strengths and Recommendations)

Strength:

Recommendations:

1-Encourage faculty members to publish in refereed journal

Code: KPI-P-17

	2019	2020	2021	Actual Benchmark 2022	Target Benchmark	Internal Benchmark	External Benchmark	New Target Benchmark
Satisfaction of beneficiaries with the learning resources	2.55	3	2021 1:3.08 2021 2:3.41	3.67	3.10			3.50

Analysis (Strengths and Recommendations)

Strength:

The beneficiaries are satisfied with the learning resources