

Abstract

Prof.Dr.Ghada El Kot

Determinants of managerial performance among middle- level managers: A preliminary investigation in an Egyptian context.

Abstract Culture differences have been asserted among different authors as one of the important issues that affect managerial practices in organizations. Six performance determinants that were found among middle-level managers in United States, China, India and Philippines which are planning and decision making ability, self-confidence and charisma, educational achievements, communication skills, past experience and leadership ability, were investigated in this research among middle-level Egyptian managers in some organizations in Egypt. Questionnaire was used as a data collection technique. Descriptive statistics, correlation and Exploratory Factor analysis were used in this research. The finding from the EFA showed five important managerial performance determinants in Egypt. The findings from this research supported the importance of planning and decision making ability, self-confidence and charisma, communication skills, past experience and leadership ability. While there was no clear support to the educational achievements as a managerial performance determinants as perceived by a sample of middle-level managers in Egypt. Key words: Managerial determinants, managerial performance, culture, and Egyptian managers.