

Abstract

This study is intended to know the effect of information and communication technology and the intellectual capital on the peak performance of the university staff members.

This attempt has tackled the problem of traditional performance and means of exceeding reaching up to the peak performance. A set of experimental questionings are realized in order to define the nature of this problem and in the following way:

- *What is the nature of relationship between information and communication technology and the intellectual capital ?*
- *What is the effect of this relationship on the peak performance in the experimenting study sample ?*
- *To what extent is the intellectual capital participation on achieving the level of peak performance ?*

This study tends to achieve a set of objective , notably:

- *Knowing the nature of the intellectual capital in Mosul university.*
- *Identifying the standers of staff members performed in Mosul university.*
- *Reaching up to a suggestion of criteria for the level of staff members peak performance in the university.*

A significant tens relationship occurs between information and communication technology and intellectual capital in the peak performance.

- *A positive significant relationship between information and communication technology and the intellectual capital.*
- *The intellectual capital significantly effects on the peak performance.*
- *information and communication technology significantly set impact on the peak performance.*

Mosul university has been chosen as a field of application for this study in order to test the authenticity of these hypotheses , staff members hold academic title of professors and assistant professors, have been selected.

In order to put this study into practice , a set of criteria have been made, taking the form of questionnaires , reaching up to (110) forms of questionnaires.

Finally , this study attempt has concluded certain points, chief among them are: there is a significant relationship between information and communication technology and intellectual capital in the peak performance. It is recommended that it is necessary to establish a special unit for set up watching the peak performance and creative performance of the staff members and a suggestion pattern is presented to assess the peak performance of the distinguished staff members.