

**The relationship between employee intrapreneurial orientation, job satisfaction and job performance in the aviation industry: the case of Tanzania Airports Authority (TAA) Dar es Salaam Tanzania.**

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This study assessed the relationship between, employees' intrapreneurial orientation, job satisfaction and job performance in the aviation industry. The study was quantitative and it was conducted at the Tanzania Airports Authority (TAA) in Dar es Salaam, Tanzania. The study had three specific objectives; to examine the relationship between employees' intrapreneurial orientation and job satisfaction; to examine the relationship between employees' intrapreneurial orientation and job performance and to examine the relationship between employees' job satisfaction and employee job performance. One hundred and twenty employees from the Authority responded to the closed-end questionnaires for data collection. The data so collected were analysed using multiple regression methods and the findings indicated significant positive relationships between employees' intrapreneurial orientation, job satisfaction and job performance. From these findings, managers and employers were encouraged to create appropriate work environment to foster intrapreneurial behaviour so as to increase job satisfaction and performance among employees. As for the Government, it has to put in place an appropriate policy that recognises and rewards innovative and pro-active employees. The Government also needs to establish a scheme responsible for providing incentives to organizations that have been proved to perform (based on company objectives) as a result of promoting intrapreneurial behaviour among its employees. On the basis of the findings of this study, further study on factors contributing toward employees' intrapreneurship and assessment of an ideal work environment to foster intrapreneurial behaviours within work organisations are recommended.