

**The impact of selected factors in the iven effect of microfinance operations in Tanzania: the case of microfinance institutions in Tanzania**

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The aim of this study was to investigate the relevance of terms and conditions governing short term employment contracts, examine the employee's attitude towards short term and permanent and pensionable employment contracts and identify consequences of short term employment contract in Tanzania Civil Aviation Authority (TCAA). Simple random sampling technique was used to obtain a total of 60 employees from TCAA to be interviewed. Respondents constituted of 15 employees from senior management level, 20 employees form the middle level officers, and 25 employees from junior level officers. Data was analysed frequencies and tabulation. The study reveals that respondents were aware of terms and conditions governing their employment contracts in the organisation such as 25% gratuity at the end of the employment contract, 3 % of the basic salary paid by employer as medical allowance, and six-month probation time. The majority of the respondents were satisfied with short term contracts. Some of the consequences of short term employment contract pointed out include resentment amongst employees and trade unions, unequal training opportunities, and organisation may failure to retain competent employee. The study recommends that the management should avoid giving employee short term contract when the work requires someone to be employed permanently. Involvement of employee trade unions in matters related to employee contracts is highly recommended. Lastly, the need to provide employee with job descriptions and information on the organizational benefits, rules and regulation.