

# **The effect of internal controls on prevention of fraud: Case Study of Two Manufacturing Companies in Tanzania**

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The implementation of human resource information system is a major challenge in Tanzania public institutions; despite of most of these organizations heavily investing on HRIS so as to improve public services. Therefore, Government decision makers, policy makers, practitioners and public staff understand collectively how human resource information system can be effectively implemented in the organizations. Typically this study focuses on identifying the effectiveness of human resource information system performance. Data were collected by using questionnaires and documentary approach, a researcher ought to collect data from population size of 105 respondents but only 103 respondents succeeded to fill and return questionnaire to the researcher. This study is a qualitative and quantitative study and data were analyzed through multiple regression analysis.

The study revealed that online human resource planning, online human resource selection and online human resource recruitment have influenced effectiveness of human resource information system performance. Therefore, it can be concluded that those three variables were the important influential for effective application of human resource information system performance. The recommendation of this study is that government as a policy maker should support on implementing HRIS in the public organizations due to their importance of improving public service. However the implementation of the HRIS is very expensive, public organizations must invest on it so that they can accomplish HR functions more effectively and efficiently.