

**The assessment of performance appraisal practice in local government authorities (LGAS)
in Tanzania: the case of Kinondoni municipality**

Mvunilwa Richard Mwarabu

Master of Business Administration (Human Resource Management)

University of Dar es Salaam, Business School, 2013

This study was geared towards the assessment of performance appraisal practice in Local Government Authority (LGAs). The employee's perception regarding OPRAS, involvement of employees in performance appraisal practices and conformance of performance appraisal practices to policies was assessed. An exploratory research design was employed, applying the qualitative approach. The study made by survey, whereby questionnaire having structured questions were used to obtain data. A stratified sampling technique was used to get representative samples. Both primary and secondary data were obtained through survey and documentary review. A total of 100 respondents were asked to fill the questionnaires and responded positively. Data collected were processed using the SPSS software package to obtain percentages and frequencies regarding various parameters also Chi-square tests were used to test significance level. The results from the study revealed that there is a significant difference among employees' perception on OPRAS operationalization based on number of years worked, level of education and involvement in the performance appraisal practices. The results also showed insignificant difference between number of years an employee worked and performance appraisal practices conformance to policies, gender and incidences of appraiser producing biased report as well as feedback of appraisal results. The recommendation that there is a need for training and educating employees using seminars and workshops to address the benefit that can be gained when OPRAS is well conceptualized by Kinondoni Municipality staff. OPRAS awareness at Kinondoni Municipality is required for good utilization of resources and for achieving their set goals .