

**Assessing the impact of employee engagement on job  
satisfaction in Tanzania public Institutions**

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This study assessed the impact of employee engagement on job satisfaction in Tanzania public institution using a case of NSSF Headquarters in Dar es Salaam Firstly. The purpose of the study was to find how employees are affected by the job satisfaction or dissatisfaction in NSSF; to find out how communication affects job satisfaction at NSSF. Secondly, to examine how employee engagement provides knowledge on the different goals of organization at NSSF and finally, finding out the problems which the organization encounters in engaging their employees. the study used open ended And closed ended questionnaires and reviewed documents from various libraries and online resources 1() collect secondary data. Data of this study was drawn from 30 respondents who were working with the NSSF. Data analysis was done mainly using qualitative technique. Also quantitative technique was used with the help of Software Package for Statistical Science (SPSS) in drawing simple frequency tables. The study findings revealed that most of the NSSF staff was satisfied with employee's job engagement where by trust in organization communications and employee engagement had important role to play in making organization grow as well as improving the organization productivity. Based on the study findings, it is recommended that senior management should set place a strategic plan for creating an organization that provides an employee empowerment and ownership; human resources should develop an effective training, development and incentive programs.