

2012

The practice of open performance appraisal in Tanzania local government authorities: The Case of Temeke Municipal Council

Mbegu, Saada Ushindani

University of Dar es Salaam,

Mbegu, S U (2012) The practice of open performance appraisal in Tanzania local government authorities: The Case of Temeke Municipal Council, Master dissertation, University of Dar es Salaam. Dar es Salaam

<http://41.86.178.5:8080/xmlui/handle/123456789/8916>

Downloaded from University of Dar es Salaam Library Repository

The practice of open performance appraisal in Tanzania local government authorities: The

Case of Temeke Municipal Council

Saada Ushindani Mbegu

Master of Business Administration

University of Dar es Salaam, Business School, 2012

This study assesses the practice of open performance appraisal in Tanzanian's local government authorities, using Temeke Municipal Council as a case study. The main objective of the study was to assess the practise of such Open Performance Appraisal Review System in evaluating employee performances. Qualitative data were primarily used with some sort of quantitative method in assessing the practice of OPRAS in evaluating employees. The findings were drawn from a sample of 90 employees based at the Temeke Municipal Council. The findings revealed that the application of OPRAS at the council was not as effective as it was originally intended due to the failure to conduct the performance appraisal as stipulated. In consequence, the study recommends the institution of measures aimed at establishing adequate and sustainable training for employees and their supervisors on the OPRAS, especially how to implement the system. Moreover, the monitoring and evaluation of the OPRAS implementation process should be done by establishing procedures that would contain close follow up.