

Assessment of involvement of trade unions in designing human resource policy: the case of the health sector in Tanzania

Laura Charles Urasa

Master of Business Administration (Human Resource Management),

University of Dar es Salaam, Business School, 2016

The study examines involvement of trade unions in designing human resource policy for the case of health sector in Tanzania. The objectives of the study were to determine the extent of involvement of trade unions in HRH debate, to determine the implication of involvement of trade unions in HRH discussion, and to design strategy intended for effective participation of trade unions in the debate. A survey study design was used, a sample of 80 respondents was used. Data collection methods were questionnaires, interviews, and documentary review. The questionnaires were semi-structured providing a respondent with an opportunity to give out the ideas he/she has on the study, and the interviews also being semi-structured to allow the researcher to get more information needed and respondent more room for explanation. The study found the majority of the respondents (65.0%) believe trade unions to a large extent involve and participate in the human resource for health debate. Also the study identified shortage to be one of the biggest problems contributing to human resource for health crisis. The majority of the respondents 51.2% identified a massive shortage of health workers in the country. Moreover 80 respondents, 42.5% identified the need for a proactive role of the unions to be an important strategy for effective participation in human resource for health debate. The study recommends that to improve health in Tanzania, there is a need for financial and political change together with complete public contribution. Public needs to be aware and involved in HRH matters for effective sustainability in any strategies and interventions recommended. Full participation of trade union is also needed to ensure this since their representing health workers.