

Strategies for improving quality of work life program in Muhimbili orthopaedic institute

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Master of Business Administration (Human Resources Management)

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This study addressed the evaluation of strategies for improving quality of work life (QWL) program in Muhimbili Orthopaedic Institute (MOI). The study worked on assumption that; MOI has a plausible QWL program, it has in place mechanisms to maintain a competitive advantage in QWL program, it is a pleasant place to work in, employees at MOI use their abilities to full capacity, it has flexible working hours and work schedules and that it undertakes periodic evaluation on her QWL program. It is concluded that Muhimbili Orthopaedic Institute has clearly created for itself a leadership position in comparison to other similar organizations, with regard to Quality of Work Life program. There have been gains in change management, workers participation, strategic planning, incentive schemes, workplace learning, communication, diversity management and friendly benefits. The quality of service has progressively increased attracting not only local patients but also those from neighbouring countries. It is recommended that, in spite of the impressive achievements, MOI should not be complacent but put in place strategies to secure its leading position. The study develops a number strategies that should be pursued including; streamlining its directorates, harmonize the different categories of the workforce and gender balance, recruit, train, place and promote employees with succession planning in mind. MOI should establish programs in family gatherings or QWL annual conferences start programs on flextime, job sharing, job kombi, job enlargement, job enrichment and introduction of quality circles. It should also establish periodic evaluation programs in order to monitor progress, successes and failures of its initiatives.