

**Challenges facing the implementation of employee's performance appraisal system in
Tanzanian central government authorities: the case of ministry of finance and planning**

Asajile Mwaipopo

Master of Business Administration

University of Dar es Salaam, Business School, 201

The purpose of this study was to examine the challenges facing the implementation of performance appraisal systems in the Tanzanian Central Government Public Service. The case study being the Ministry of Finance and Planning. The study had three objectives. The first objective is intended to assess the extent to which the level of bureaucracy affects the implementation of OPRAS. The second objective established the extent to which level of awareness of appraisal system affects implementation of OPRAS while the third objective ascertained the extent to who trust between supervisors and supervisee affect implementation of OPRAS. The Study employed simple random sampling techniques was used to the sample of 107 respondents. Two-stage processes were used to select individuals which were the subject of attention. The first stage was by individual department and the second by the individuals within that department. Data was collected using a questionnaire and Interview. Data collected were analysed through the use of Statistical Package for Social Science (SPSS) and Microsoft Office excel computer programs. The study revealed that performance appraisal system is not properly implemented in the central government authorities due to several challenges. These challenges include; high level of bureaucracy spiraling public operations and service delivery, low level of understanding of appraisal system in the majority of public service employees and low level of trust between supervisors and supervisee. Based on the findings and conclusions drawn from the study, it is recommended that; there should be cultivation of trust in the appraisal system by minimizing objectivity in appraisal process and enhancing work professionalism to improve reliability assessment process. Moreover, there should be more sensitization on the use of the open performance appraisal system and developing a sound institutional support system to implement performance appraisal system in the central government public service.