

Human resources training and development practices in Tanzania

A case of Medical Store Department

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This study assessed the human resources training practices of a public institution. It also aimed at examining how the training and development policy is being implemented and to determine what challenges institution faces in implementing its training and development practices in order to make recommendations for improving training and career resource development. The study adopted the survey research method. Both qualitative and quantitative techniques were applied; the quantitative technique involved a questionnaire survey of MSD officials whilst the qualitative technique involved an interview with managers and directors. A total of ninety (90) respondents from the Medical Store Department were involved in this study. Data collection was done using a semi structured questionnaire. The collected data were analyzed mainly using descriptive techniques. Findings revealed that training is divided into different levels, which are induction, basic and leadership and development programs. The time taken for a particular program will depend on its intensity and involvement. Additionally findings indicate that there are skill gaps at various level and for various cadres but most notably the offices are lacking the necessary work skills due to their little experience. This point to a need for considering this group in the training programs in order to improve their capacity. Managers and directors are the most skilled and experienced employees and therefore their skills gaps is not wider that other staff. Finally the finding reveal that there are challenges faced in training and development practices. Notably, budget constraints, employee's expectations, poor analysis of training needs and lack of systematic approach to training and development. To improve the process these challenges have to be addressed so as to improve the performance of the firm.