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EDITORIAL

This bulletin contains all retrievable theses/dissertations involving members of staff and students of the Open University of Tanzania from 2012 to 2016. Publications from 2017 will be published in the next bulletin and hence these do not appear in this compilation. They will be included in the next issue of the bulletin. Authors are requested to send soft copies of thesis/dissertations to the Directorate of Research and Publications for the next issue.

Despite our efforts, we may have inadvertently omitted some publications. To cover all previous publications, the next issue will contain a compilation of all such publications that will have been brought to our attention. Therefore, kindly inform us accordingly and send a soft copy of your thesis/dissertation to the Directorate of Research and Publications for inclusion in the OUT publication repository.

PREFACE AND ACKNOWLEDGEMENTS

This is the third volume of the OUT Research bulletin showing research projects that have been carried out at the Open University of Tanzania or elsewhere by OUT staff. The research bulletin does also include research projects that started earlier but have continued into the period under consideration. It includes research projects completed within the relevant period as well as ones that are still ongoing. As was the case for volume two which was produced in September, 2012, this research bulletin is intended to inform the Open University community and the Public at large of the research activities going on the Open University of Tanzania or those conducted by OUT staff elsewhere.

The document also intends to facilitate communication between researchers within the outside the Open University of Tanzania so as to minimize duplication of research efforts. In addition, this issue includes various forms of outputs from research projects undertaken during the relevant period. In this issue, a total number of 1363 research projects, which were undertaken and/or are still being undertaken by researchers of the Open University of Tanzania are presented.

A few research reports may be missing but these will be added in the next issue. Due to space limitations, only the titles, names of researchers, institutions, the objective of the research and outputs where available are summarized in this issue. Full texts are to be found in OUT's institutional repository.

We wish to acknowledge the close co-operation of OUT management for the motivation, material and moral support and in particular, the Vice Chancellor Prof. Elifas T. Bisanda and the Deputy Vice Chancellor (Academic), Prof. Deus Ngaruko. The support of the Open University of Tanzania Senate and the Library Board is gratefully acknowledged. Lastly, we wish to sincerely acknowledge the kind co-operation of all the individual researchers who have provided information on their individual research activities in an initiative to facilitate the production of this research bulletin.

Prof. Emmanuel Kigadye
Director Research and Publications

May 2018, Dar es Salaam

FOREWORD

Once again, the Open University of Tanzania is delighted to introduce to you the OUT Research bulletin volume two to its researchers and readers. The bulletin is an indicator of the commitment of the Open University of Tanzania, its researchers to the readers, and all stakeholders of the education sector. Due to this commitment, the bulletin is providing its readers, who are mainly students, researchers professionals and the general public an opportunity to explore diverse perspectives and professional challenges in educational research.

The research topics covered in this bulletin include high quality education, fostering critical thinking research distributed into many diverse disciplines. Some of issues raised in this bulletin will hopefully, form nucleolus a more advance research work. One of the criterion for quality research work and quality researcher in developing the ability and capability to think critically. Research work must be facilitated, and infrastructure and resources must be mobilized to ensure effective and productive learning processes for all Tanzanians.

The research bulletin will continue to be a forum for students, professionals and the general public to exchange ideas, share knowledge and information, assist others to find their way in fostering life long research work. I wish therefore, to take this opportunity to thank the Government of the United Republic of Tanzania through the Ministry of Education and Vocational Training for the guidance, vision and effective support of students, researchers and the entire OUT community. I also wish to thank all, researchers, students and supervisors, the Directorate of Research, Publications and Postgraduate Studies and the University Library for their valuable inputs in making publication this research bulletin a reality.

Prof. Deus Ngaruko

Deputy Vice Chancellor (Academic)

May 2018, Dar es Salaam

Faculty of Art and Social Sciences

Masters Dissertations

Masambu, Juster Siriwa (2012) The Impact of Female Circumcision on primary school pupils: The Case of Moshi Rural District. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to explore the social cultural factors that propel female circumcision practice among the Chagga communities in Moshi rural district. The study attempted to answer various questions in order to meet its specific objectives, which were to identify the form and essence of sexuality among Chagga in Moshi District, determine the social cultural factors driving female circumcision practice in Moshi district, and assess the effects of female circumcision to primary school girls in Moshi district. The study was a case study research design, the population of which was selected using stratified and simple random sampling procedures, while three instruments, face to face interview, questionnaire and focus group discussions were used in collecting data. In relation to the study objective, it was evident that the persistent practice of female circumcision in Moshi rural district is driven by different social cultural factors. These were identified as acceptance in the community, preserving cultural norms, beliefs and tradition, teaching young girls the way to behave toward their in-laws and husband, bringing chance and respect in the family, increasing young girls' chance to marriage, and reducing sexual addiction to young girls and women in the community. As recommendations, the government should plan and conduct surveys and investigations elsewhere in the country to determine the socio-cultural values associated to this practice. It should also conduct open discussions with community members in order to get their views and insights with regard to female circumcision. On top of that, the government should promote this practice by legalizing and improving environments and conditions to perform the circumcision to women.

Mangi, Debora Anania (2016) An Exploration of Social Predicaments Facing Children with Hydrocephalus: The Case Study of Muhimbili Orthopaedic Institute. Masters dissertation, The Open University of Tanzania.

Abstract

The study on the exploration of social predicaments facing hydrocephalus children was carried out at Muhimbili Orthopaedic Institute in Dar es Salaam. The study was guided by four specific research objectives, finding out if the parents and community at large knew about hydrocephalus problem: identification of the problems faced by

children with hydrocephalus; examination of society's response towards families with hydrocephalus; and determination of possible social work interventions. A sample size of 85 respondents was used. Data collection was carried out using interviews, questionnaires, observations and documentary studies. The data were analyzed using Statistical Packages for Social Science (SPSS) software and thematic analysis. The study found that the people in the communities did not know about the hydrocephalus problem. The findings also revealed that the following challenges and predicaments were faced by children with hydrocephalus: Neglect, threat of being killed, living in isolation hidden and discriminated. Women often faced divorce or separation from their husbands. There was a drastic decline in family income, low society awareness as well as limited support from the community and Government. The study found that social workers and medical staff do not provide adequate education to communities on the problem due to limited funds. It was also found that the prevalence of hydrocephalus is very high among children in Tanzania. Early medical interventions greatly enhance the quality of lives of the children. The study recommends increased public awareness education, erection of special social infrastructure, economic support, enabling social workers and village leaders to help families with hydrocephalus children.

Bwanga, Mwanamvua Mfama (2016) Usawiri wa Mama wa Kambo Ndani ya Ngano za Kiswahili za Zanzibar katika Kipengele cha Malezi. Masters dissertation, The Open University of Tanzania.

Abstract

Kuna dhana iliyozoweleva katika ngano na katika maisha yetu ya kila siku, sio tu ndani ya jamii ya Zanzibar bali katika sehemu nyingi duniani, kuwa Mama wa Kambo ni wakatili, waovu, watesaji na hata wauaji wa watoto wanaowalea. Ni dhana hiyo ndiyo iliyotushawishi kutafuta ukweli. Jee!, katika uhalisia ni kweli Mama wa Kambo ni waovu kama walivyo katika ngano? Ili kupata ukweli huo, tulikusanya Ngano kutoka sehemu mbalimbali za Visiwa vya Unguja na Pemba. Baada ya kuzisoma zote, hakuna hata moja iliyomuonesha Mama wa Kambo kuwa ni mtu mwema. Ndiipo tulipoamua kwenda katika jamii ili kuihoji inamuonaje Mama wa Kambo. Katika jamii, tulifanya majadiliano na wanafunzi 90, wakiwemo wana wa kambo na wanaoalewa na wazazi wao au wengine. Ni wanafunzi 11 tu walimtetee Mama wa Kambo, lakini 79 walimwelezeza kama ni muovu. Baadaye tuliyahoji makundi manne: Watoto wanaoalewa na Mama wa Kambo, Watu wazima waliowahi kulelewa na Mama wa Kambo, Mama wa Kambo wenyewe na Majirani waliokuwa wanawalewa watoto wa kambo. Kwenye kundi la kwanza, hakuna hata mmoja aliyesema moja kwa moja kuwa Mama wa Kambo ni wazuri bali walikiri kuwa wapo Wazuri na Wabaya. Hii ni tafauti na kundi la pili ambapo wote walikiri kuwa walipata malezi mazuri kutoka kwa mama zao wa kambo. Ama Mama wa Kambo wenyewe, hakuna hata mmoja aliyekiri kuwa yeye ni muovu,

ingawaje walidai kuwajua walio waovu. Na kundi la mwisho, lilidai kuwa wapo Mama wa Kambo wabaya, lakini na wazuri wapo. Kwa hivyo, kutokana na data na maelezo tuliyokusanya, utafiti umegundua kuwa katika ngano, Mama wa Kambo wote ni wabaya lakini katika uhalisa wapo Mama wa Kambo wabaya na wazuri.

Hezekiah, Innocent (2016) Assessment of Factors Contributing to Poor Academic Performance Among Single Parented Girls in Secondary Schools: A Case Study of Buswelu Ward in Ilemela District. Masters dissertation, The Open University of Tanzania.

Abstract

The study intended to assess the factors that contributing to poor academic performance among single parented girls in secondary schools, a study, which was carried out in Buswelu ward in Ilemela District. The objectives of the study were met through the use of descriptive survey research design, which ensured the attainment of required information for the study. The totals of 217 respondents were involved in the study of which 152 students, 43 parents and 22 Teachers were part and parcel of the study. The general findings of the study were attained from different respondents about the factors that contributing to poor academic performance among single parented girls, lack of support from both parents, lack of seriousness among students and Family economic disability were mostly notable results from Parents. Missing parental care, lack of self drive and Concentration on parent's problems were raised by Teachers who participated in the study. Students pointed out lack of close monitoring and poor support from their parents, lack of support from their teachers has impacts on their performance. This study suggests that, schools should provide guidance and counseling services in their daily basis operations, due to the fact that, Psychological problems affects girls especially those with mother's car alone. This is supported by the idea of employing non- teaching professional staffs to carter for students' problems such as social worker social.

Ntamanwa, Furaha L (2015) Factors leading to low employment rate of people with physical disability in Tanzania: A case study of Temeke Municipal Council. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined factors leading to low employment rate of people with physical disability in Tanzania. Specifically, it looked at how the education system cater for people with disability, the treatment of people with disability at the workplace and identified environmental barriers of people with disability. The work also determined the challenges facing people with disability at the workplaces. The study findings showed that there were several factors which lead to low employment rate

to people with physical disability in Tanzania which included poor implementation of the Policy of Special Education to People with Disability, social and environmental barriers, poor socio-economic status, poor public awareness towards disability, poor supervision and implementation of National Policy on Disability. Other factors reported by the respondents were (i) Social discrimination to disabled people, (ii) Social stigmatization towards people with disability, (iii) Lack of working facilities to people with disability, (iv) Low level of education to most people with disability, (v) Social misconception and myths toward people with disabilities as well as, (vi) Social exclusion to people with disability in labor market. It is, therefore been concluded that mainstreaming of people with disability in employment is essential for the full development of their potential , in certain areas people with disability will be expected to excel, The laws erected to protect the employment of people with disability hence to be emphasized, coupled with sensitization program.

Ntiboneka, Alex (2015) *Reduction Of HIV/AIDS Impacts Through PLHIV Clubs' Income Generating Projects: The case of Upendo Club People living with HIV in Mungonya Ward, Kigoma District Council*. Masters dissertation, The Open University Of Tanzania.

Abstract

The objective of this project is to reduce HIV/AIDS impacts through scaling up of PLHIV club's soap production projects, so that they may be able to meet their basic needs especially nutritional food, incurring transportation cost to CTCs, health services and taking care of their children in Kigoma District Council. The study aims at improving production tools by purchasing the iron box, thermometer and iron table for modern soap production, increasing production from 110 bars of soap 2014 to 1000 bars of soap, training on products sale and marketing and advertising project products through exhibitions. The tools used are Questionnaire, FGDs checklist, key informants guide and pair wise ranking where as the methods used in data collection were interviews, group discussion, participants observation. The assessment in the community was conducted using participatory appraisal, that enables members of PLHIV clubs identify the need of their priority and ways of attaining that identified need. The study revealed four needs, and during needs leveling, it was found that, first, second and third needs can be solved by implementing one project of scaling up of the ongoing projects which will have the elements of market strategizing, assets improvements and free labour offering by the group members. The project was implemented by purchasing the standard box and thermometer, doubling production, training on sales and marketing and participated in various exhibitions. The findings shows that PLHIV clubs' IGP can rescue communities from new HIV infection that increase the national budget on ARV/ART purchasing, HIV related

deaths that increase the MVCs/OVCs burden to the nation and stigma and discrimination against PLHIV that hampers them from contributing to GDP.

Lubere, James (2016) *The Impact of Migration of People on Natural Resources in Ruvuma River Valley, in Ruvuma Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on the impact of migration of people on natural resources in Ruvuma River Valley. The study assesses the causes and effects of migration on natural resources and suggested measures to avoid the environmental degradation. The increasing of population leads to high demand of natural resources in the study area. The study confirmed that there are significant association between migration of people and natural resources degradation. Migration is associated with the habit of setting bush fire, deforestation, the practice of mono culture for a long time which caused soil exhaustion, cultivating on the river banks causing erosion and the use of non-appropriated mesh net for fishing causing the decrease of fishes. 97% of the Ruvuma River valley habitants confirm that the natural resource available is forest and green pastures, 95% said fertile land, 89% said rivers and ponds, 67% talked about fishes. In this study 66 respondents were used. Data collection methods used in the study comprised review of secondary data, administering of questionnaires, focus group discussions and direct observation. Ms Excel and SPSS were used for data analysis. The study revealed that migration had caused the deforestation, soil exhaustion because of monoculture practice and bush fire practice. Also, the decrease of the quantity of fish in the river, the shifting cultivation to the river banks as well as soil erosion. The suggested solutions to the effects of migration on natural resource were: to avoid deforestation, to improve the level of awareness of people on the effects of migration on natural resources and the enforcement of laws and regulations on natural resources management.

Lusajo, Fumbo George (2016) *Assessments of Women Education in Family Planning at House Hold Level. A Case of Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to assess the women education in family planning at house hold level of Ilala Municipality as a case study. Specifically, to assess the knowledge on family planning methods among women attending in Ilala Municipality, to examine the socio-economic factors influencing women education in family planning in Ilala Municipality, to assess reasons influencing family planning choices among women at Ilala Municipality. Data was gathered from 107 respondents, 100

respondents were women from Segerea ward, Kinyerezi ward, Kimanga ward and Tabata ward and 7 municipal health officials. Simple random and purposive were used in sampling techniques to a population of Ilala Municipality. Collected data (both primary and secondary) were coded and analyzed by using a special program known as Statistical Package for Social Science (SPSS) and Microsoft Excel 2007. The findings showed family planning knowledge is high among the respondents, however service utilization is low. The governments and health program stakeholders have tried to their level best to provide information of education to the society about family planning. Modern contraceptive items were not a hundred percent provided freely to the women hence one has to incur some costs to get that service although the government provides some contraceptive items free or on low costs. It is recommended that there is the need to achieve a goal by improving the standard of living, and quality of life of families, through fertility control policies, to reduce large family size and in effect decrease population growth in general. The clients are becoming knowledgeable and aware of issues concerning their health and need to be trained as information disseminators and health educators in gender sensitivity.

Lyimo, Prisca Mathey (2016) Empowering a Carpentry group: A case study of Nonga Income generating initiatives in Katente Village in Bukombe District. Masters dissertation, The Open University of Tanzania.

Abstract

A project report on income generation by this dissertation is an outcome of the research study that was conducted at Katente Village and the project identified being implemented in the same Village. The study and project implementation covers the period from April to October 2016 The study conducted by using participatory methods. Community needs assessment was conducted at Katente by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of reports, pamphlets, books, Internet, event reports and Journals. The study discovered different needs and these needs were ranked by the use of Pair wise ranking in order to determine the potential of the project. The first ranked potential project was Carpentry Project. Carpentry project was ranked by the community as the number one project to be implemented as their income generating project. The study revealed that carpentry project will be sustainable and essential for income generation and creation of self employment to the majority of youth in the community. Profit from Carpentry products will help the youth to reduce the risks of poverty to their households. The study recommends the involvement of community members in income generating activities so as to have a sense of own.

Lusajo, Fumbo George (2016) Assessments of Women Education in Family Planning at House Hold Level. A Case of Ilala Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to assess the women education in family planning at house hold level of Ilala Municipality as a case study. Specifically, to assess the knowledge on family planning methods among women attending in Ilala Municipality, to examine the socio-economic factors influencing women education in family planning in Ilala Municipality, to assess reasons influencing family planning choices among women at Ilala Municipality. Data was gathered from 107 respondents, 100 respondents were women from Segerea ward, Kinyerezi ward, Kimanga ward and Tabata ward and 7 municipal health officials. Simple random and purposive were used in sampling techniques to a population of Ilala Municipality. Collected data (both primary and secondary) were coded and analyzed by using a special program known as Statistical Package for Social Science (SPSS) and Microsoft Excel 2007. The findings showed family planning knowledge is high among the respondents, however service utilization is low. The governments and health program stakeholders have tried to their level best to provide information of education to the society about family planning. Modern contraceptive items were not a hundred percent provided freely to the women hence one has to incur some costs to get that service although the government provides some contraceptive items free or on low costs. It is recommended that there is the need to achieve a goal by improving the standard of living, and quality of life of families, through fertility control policies, to reduce large family size and in effect decrease population growth in general. The clients are becoming knowledgeable and aware of issues concerning their health and need to be trained as information disseminators and health educators in gender sensitivity

Lubere, James (2016) The Impact of Migration of People on Natural Resources in Ruvuma River Valley, in Ruvuma Region. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on the impact of migration of people on natural resources in Ruvuma River Valley. The study assesses the causes and effects of migration on natural resources and suggested measures to avoid the environmental degradation. The increasing of population leads to high demand of natural resources in the study area. The study confirmed that there are significant association between migration of people and natural resources degradation. Migration is associated with the habit of

setting bush fire, deforestation, the practice of mono culture for a long time which caused soil exhaustion, cultivating on the river banks causing erosion and the use of non-appropriated mesh net for fishing causing the decrease of fishes. 97% of the Ruvuma River valley habitants confirm that the natural resource available is forest and green pastures, 95% said fertile land, 89% said rivers and ponds, 67% talked about fishes. In this study 66 respondents were used. Data collection methods used in the study comprised review of secondary data, administering of questionnaires, focus group discussions and direct observation. Ms Excel and SPSS were used for data analysis. The study revealed that migration had caused the deforestation, soil exhaustion because of monoculture practice and bush fire practice. Also, the decrease of the quantity of fish in the river, the shifting cultivation to the river banks as well as soil erosion. The suggested solutions to the effects of migration on natural resource were: to avoid deforestation, to improve the level of awareness of people on the effects of migration on natural resources and the enforcement of laws and regulations on natural resources management.

Lyimo, Prisca Mathey (2016) *Empowering a Carpentry group: A case study of Nonga Income generating initiatives in Katente Village in Bukombe District*. Masters dissertation, The Open University of Tanzania.

Abstract

A project report on income generation by this dissertation is an outcome of the research study that was conducted at Katente Village and the project identified being implemented in the same Village. The study and project implementation covers the period from April to October 2016 The study conducted by using participatory methods. Community needs assessment was conducted at Katente by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of reports, pamphlets, books, Internet, event reports and Journals. The study discovered different needs and these needs were ranked by the use of Pair wise ranking in order to determine the potential of the project. The first ranked potential project was Carpentry Project. Carpentry project was ranked by the community as the number one project to be implemented as their income generating project. The study revealed that carpentry project will be sustainable and essential for income generation and creation of self employment to the majority of youth in the community. Profit from Carpentry products will help the youth to reduce the risks of poverty to their households. The study recommends the involvement of community members in income generating activities so as to have a sense of own.

Hyera, Erasmus Bernald (2016) *The Direction of Causality between Financial Development and Economic Growth in Tanzania, An Empirical Analysis*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine causality relationships between financial development and economic growth in Tanzania. In time series context, recently econometric techniques were used; namely Augmented Dickey and Fuller test (ADF) for unit roots, Johansen test for Co-integration test, Vector Error Correction Model, Granger causality test under VAR framework used to establish direction of causality, and Variance decomposition (VD) applied for validating strengths of findings outside the estimated sampling period. The overall empirical findings can be summarized as follows. Firstly, there is long-run relationship between financial development and economic growth. Secondly, granger causality test suggests economic growth causes financial development in a short-run when broad money to nominal GDP and liquidity liabilities to nominal GDP used, however when credit to private sector to nominal GDP was used findings confirmed evidence of bidirectional causality, and in long run causality run only from financial development to economic growth even in outside the estimated sampling period. Thirdly, financial sector in Tanzania has been effective in promoting economic growth in a short run only. Lastly, capital accumulation channel via gross domestic investments to nominal GDP links financial development and economic growth in a short run, suggesting long-term financial infrastructures necessary for successful promoting investments for spurring economic growth are still remain weak in Tanzania. In view of feedback effect results, study recommend more efforts should be devoted to the deepening of financial sector by enhancing competition, improving business environment, investing on human resources and legal environment.

Shemweta, Gladys (2015) *Itikadi katika Tamthiliya za Emmanuel Mbogo: Utafiti Linganishi wa Ngoma ya Ng'wanamalundi na Fumo Liongo*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu Itikadi katika Tamthiliya za Emmanuel Mbogo: Utafiti Linganishi wa Ngoma ya Ng'wanamalundi na Fumo Liongo. Lengo kuu la utafiti huu lilikuwa ni kuchunguza itikadi katika tamthiliya mbili za Ngoma ya Ng'wanamalundi na Fumo Liongo. Ili kukamilisha lengo hili data za utafiti zilikusanywa kwa kutumia mbinu za usomaji wa machapisho na kuchambuliwa kwa kutumia mkabala wa kimaelezo. Utafiti huu umetumia nadharia mbili yaani nadharia

ya Umarx na nadharia ya semiotiki. Matokeo ya utafiti yanaonyesha kuwa itikadi kama vile, ushirikina wa kichawi na kiganga, mapinduzi, ujamaa, ubepari, utamaduni, mapenzi na ndoa na dini zimejitokeza katika tamthiliya ya Ngoma ya Ng'wanamalundi. Kwa upande wa Fumo Liongo, itikadi za masuala ya sihiri, utawala wa milele, mapenzi ya dhati kwa jamii na malezi na uzazi zimejitokeza. Matokeo ya utafiti yanaonesha kuwa itikadi ya uganga wa kichawi inafanana sana katika tamthiliya zote mbili ikilinganishwa na itikadi nyingine. Itikadi hii imetawala katika tamthiliya hizi, jambo linaloashiria kuwa hata katika jamii itikadi hii imetawala katika maisha ya watu waliowengi. Itikadi juu ya kuamini katika dini imejitokeza katika tamthiliya zote mbili kuthibitisha kuwa kwa asili mwanadamu ni mtu ambaye anazaliwa akiwa na itikadi juu ya uwepo wa Mungu. Pia, matokeo ya utafiti yanaonesha kuwa itikadi katika tamthiliya teuliwa zinajengwa kwa kutumia mbinu mbalimbali za kisanaa. Katika utafiti huu tamathali za usemi za tashibiha, sitiari, kejeli, takriri na misemo tu ndizo zilizotafitiwa. Kupitia tamathali hizo, mwandishi ameweza kuwasilisha itikadi mbalimbali katika tamthiliya teuliwa.

Ibrahim, Habiba A. (2016) *Effects of Customary Law in Widows' Inheritance Rights to Matrimonial Properties at Ruanda Ward in Mbeya City, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the effects of customary law on widows' inheritance rights in matrimonial properties. The study sampled a total of 120 respondents using simple random, purposive and snow ball sampling techniques. Data were collected using questionnaires on a face to face, interview, observation and documentary reviews Data analysis was done using SPSS version 16 for thematic analysis of quantitative and qualitative data respectively. Results indicated that social effects included the loss of friends and social support (39.1%), lack of respect among relatives (58.4%) and stigmatization especially by men (65.9%). Also, it was observed that, economic effects included poverty (75%), disinheritance of matrimonial properties (68.4%), property grabbing by relatives (75.9%) and loss of home asserts (19.1%). The study concludes that the effects occurred because of the customary laws were ineffective in protecting widows' inheritance rights and matrimonial properties. It is therefore recommended that, there is a need to create widow related law groups, translate the existing customary laws into Swahili and conduct seminars and workshops that create awareness on the applicability of various customary laws geared at protecting widows' inheritance rights in matrimonial properties.

Samwel, Daniel (2016) *Evaluation of the Child Protection Project: A Case Study at Magu District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main goal of the study was to conduct an evaluation of the child protection project; the focus being on child protection project at Magu District Council. This project is funded by UNICEF and being implemented in collaboration with the Magu District Council and The Institute of Social Work. The child protection project starting implementation 2015 to 2015. The study had three specific objectives: to examine the challenges faced by the child protection project, identify the main achievement of the child protection project, and give suggestions for the sustainability of child protection in the community. Triangulation method was used to access information through questionnaires, interview, document review and focus discussion, where a total of 85 respondents were involved in the study where by females were 44 and 41 males. The study included community leader, Local Government officers, police (especially who work on children and gender), health workers and other community members at Magu District Council who had adequate knowledge on child protection. The study recommends that more effort should be made for train child protection actors for sustainability of child protection projects in community. One of the elements in their training package should be social psychology and other matters related to the knowledge of children. These should work on different issues related to the protection of children's rights in the community. These actors in child protection should work jointly with the police and other law enforcement officers such as the lawyers. They should also cooperate with teachers, children, parents and staff working with the local government officers.

Mwasuka, Grace (2016) *The Impact of Integrated Savings and Credit Groups on Socio Economic Development to People with Leprosy Related Disabilities in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the impact of integrated savings and credit groups on socio-economic development to people with leprosy related disabilities in Chazi-Morogoro, Nandanga-Lindi and Hombolo- Dodoma urban and Nyabange- Mara. The study had three specific research objectives which were: first, to examine the effect of integrated savings and credit groups in reducing stigma. Second, to examine the extent to which people with leprosy related disabilities establish and run income generating activities. Third, to investigate whether people with leprosy related disabilities have access to micro credit and entrepreneurship skills trainings. Descriptive research design was used, and both quantitative and qualitative methods were employed in data collection and analysis. The study sampled 96 respondents,

majority were women aged 60-64 years, this is due to the fact that improvement of public health services in recent years has promoted early identification of leprosy cases and treatment hence prevents leprosy related disabilities. The study showed that people with leprosy related disabilities were more assertive after joining in the integrated saving and credits groups. 100% of the respondents had access to micro credit, entrepreneurship and business management skills like other group members. They have been able to establish sustainable economic activities thus increased regular income and reduced vulnerability; boost self-esteem, respect in the family and community. However, it was noted that, loans provided by the CBR committees were not sufficient. The study recommends that, government and NGOs to develop and implement microfinance programmes that address the needs of persons with leprosy related disabilities. Guide them to identify income generating activities that enhance the quality of life in a subsistence environment.

Mwenda, Junne (2016) *Recycling of Plastic Waste Material as an Income Generating Activity; the Case of Hananassif Ward in Kinondoni Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to assess the recycling of plastic waste materials activity in relation to income generation in Kinondoni – Hananasif ward in Dar es Salaam Region. The study is applied among 100 respondents in Dar es Salam region using random and purposive sampling study used a standard questionnaire and interview for respondents to gather data. Various statistical techniques have been used for data analysis like table, graph and percentage. The study findings revealed that the volumes of waste being generated must be collected and disposed of, is requiring ever increasing funds to manage it and is creating increasing environmental concerns due to large landfill sites which are not properly operated and are causing major pollution. Any possible method of saving on the quantity of waste going to landfill must be implemented. Furthermore, the findings revealed that it has been shown that there are a number of interventions which can significantly improve recycling rates and create a number of additional employment opportunity in developing countries. It has also been shown that solutions need not be sophisticated or high-tech Decision-makers must deal with is finding an outlet for the recyclable materials collected. Identifying markets, securing agreements with material brokers and end-users and meeting buyer specifications are all part of this task. Recycling programs be designed with the flexibility of handling fluctuating markets and uncertain outlets for materials. Consequently, market analysis will be both a planning and on- going activity, as even the most successful recycling programs can be several affected by market oscillations.

Mzungu, Jeddy Kuyenga (2016) *Extramarital Sexual Affairs' Critical Role in the Transmission of HIV Infections among Married Couples: The Case of Singida Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the extramarital sexual affairs' critical role in the transmission of HIV infection among married couples. The study mainly focused on factors influencing extramarital sexual affairs, the consequences of HIV infection among married couples and their families and proposed measures to sensitize communities on the maladies of extramarital affairs. The study took on a qualitative case study design. Purposive sampling techniques were used whereby 50 respondents were recruited and interviewed. In-depth interviews were used for the collection of data. Data were qualitatively analyzed thematically using Nvivo QDA computer software package. The study has revealed that human behavior, poverty, matrimonial conflicts, alcoholism, sexual dissatisfaction, staying away from partner for a long time and polygamy were the main factors which led to extramarital sexual affairs. The study identified that when couples are infected with the virus there is a great chance for increased mother to child HIV transmission, poverty, psychological and emotional problems, family disintegrations, increase in new HIV cases in the society, increased street children due to death of parents and reduction of man power. Further, the study recommends that premarital counseling services, social and behavioral change communication programs and poverty reduction interventions can help to reduce this problem. It was again suggested that establishment of anti-adultery laws, community health education on HIV infection in marriages, and anti-alcoholism policies can help to reduce extramarital sexual affairs and decrease the rate of HIV infection among married couples.

Ndondo, Omary Mohamed (2016) *Improving Community Livelihoods through Improved Cassava Production for Matanzi Village Community in Mkuranga District, Coast Region*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Improving Community livelihood through improved cassava production is a result of the Community Needs Assessments (CNA) conducted in Matanzi village in Mkuranga district. The Project Goal is enhancement of living standard of Matanzi village community at household level by raising income, employment opportunities, and food security through improved cassava production. CNA results revealed that Matanzi community earn low income due to low yield of cassava crop. Cassava low yield is caused by poor agriculture's practices such as poor spacing, poor disease control, small areas/plots of cultivation and lack of reliable market for agricultural product. Matanzi village community have resources

but they are not empowered to utilize their resources and available opportunities for their social economic development. Using a participatory method, four objectives were set; To sensitize and train 55 head of households on improved cassava production techniques, Raise cultivated area from less than 1ha per household to 2 ha per household by the January 2016, Controlling Cassava Mosaic Disease (CMD) and Cassava Brown Streak Disease (CBSD) by March 2016 and To instruct cassava best practice to Heads of households and reliable to the Market by June 2016. The Community Needs Assessment was carried by using participatory methodologies such as Focused Group Discussions, Interview and Observations. Research tools used are Questions, Discussion Guide, and Interview guide, came out with five major community needs which needed to be urgently addressed.

Ali, Mussa Yussuf (2016) *Kuchunguza Dhamira za Nyimbo za Uganga Katika Jamii za Waswahili Wilaya ya Mkoani Kusini Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchunguza dhamira za nyimbo za Uganga katika jamii za waswahili Wilaya ya Mkoani Kusini Pemba. Ili kutimiza lengo hili kuu tulikuwa na madhumuni mahususi matatu ambayo ni kubainisha dhamira zinazopatikana katika nyimbo za uganga, kufafanua undani wa dhamira za nyimbo za uganga zilimo katika jamii ya watu wa Kusini Pemba na kufafanua vipengele vya kifani vinavyosaidia kuibua dhamira zinazojitokeza katika nyimbo za uganga. Data za utafiti zimekusanywa kwa kutumia njia ya usaili na njia shirikishi katika maskanini. Data hizo zilikusanywa na kuchambuliwa kwa kutumia mkabala wa kimaeezo. Vile vile njia za kimaktaba zilitumika kwa mtafiti kwa ajili ya kujisomea kazi tangukizi na maandiko tafauti kwa lengo la kujiongezea maarifa na kufanikisha utafiti wake. Pia uchambuzi wa data ulifanywa kwa kutumia mkabala wa kinadharia. Nadharia zilizotumika ni Simiotiki na Mwitiko wa Msomaji. Ama kuhusu matokeo ya utafiti yanaonesha kuwa kwenye nyimbo za uganga kuna siri ambazo zimejificha na zilihitaajika kuwekwa bayana na mtafiti. Kwa upande wa dhamira zilizojitokeza katika nyimbo za uganga zilitoa dhamira kama vile suala la Mmongonyoko wa Maadili, umoja na mshikamano, malezi, matabaka na kadhalika. Mwisho mtafiti alitoa hitimisho, mapendekezo ya tafiti nyingine zifanyika katika muktadha wa uganga kwa kuangalia misamiati na njungu katika tiba ya uganga na kuiomba jamii yake iziendelee tiba za asili katika fani ya uganga.

Kinyau, Wankembeta S. (2016) *Poultry Keeping for Sustainable Livelihood: A Case of Mwakuda Women Group in Pugu Bombani, Ilala District Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study conducted and the project being implemented in Pugu Bombani, Ilala District, and Dar es Salaam Region. The Community Needs Assessment conducted in the area using participatory methods and tools like Questionnaire, Focus Group Discussions and Documentary Reviews, came out with five major community needs, which needed to be urgently addressed. Data collected were analyzed using SPSS computer software program. Prioritizations of the problem were done by using Pair wise ranking. The major identified problems were poor skills on poultry keeping among Mwakuda members, which lead to low income, unemployment, poor nutrition and high mortality rates due to existence of different poultry killer diseases in the area. The project implementation has focus on improving community Income for sustainable livelihood through poultry keeping as a priority project. The objectives of the project were mainly three: i) Sensitize and Train 40 Mwakuda members on Entrepreneurship and Business Management by September 2014 ii) Acquire Plot and construct a house for poultry production for MWAKUDA members by October 2014 iii) Improve employment opportunities and income to 40 Mwakuda members through Poultry production by February 2015. Few outputs for the objectives have so far realized and reported during project monitoring and midterm evaluation that there is skills improvement in poultry keeping business that contributes to improvement of nutrition, disease control that includes vaccination and treatment, management and care baby chicks mortality decreased drastically. Project implementation is going on well while monitoring and midterm evaluation have also been done and indicators for sustainability plan have been established.

Makwai, Aziza Issa (2016) *The Effectiveness of the Child Act of 2009 Towards Modifying Behaviour of Children Conflicting the Law: The Case of Children in the Custody of Prison in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Children who break the law are influenced by external factors than their own free will and are the results of restricted opportunities available for their development. Such opportunities become more confined once they enter the criminal justice. Main objective of the study was to assess the effectiveness of Child Act of 2009 towards modifying behaviour of children conflicting the law, "the case of Children in the Custody of Prison, Dar es Salaam". The study further identified the effectiveness of

the Act in modifying children behaviour; and how it has been helpful in slowing down crimes. This study used integrated approaches to assess the effectiveness of the Law and it employed structured questionnaires and interview as primary methods of data collection. A sample of 86 respondents was taken to give information suitable for this study. Data collected were quantitatively and qualitatively analyzed using SPSS 16 and Nvivo software respectively. According to the study, the law has been effective by influencing establishment of juvenile Court, approved school and caring Centers. As per this study, most of juvenile offenders involved in crimes aging from 13 years, completed primary school education and others dropped out from school. Most common crimes committed by juvenile, according to this research are theft, stealing, murder and robbery in gangs (like panya road group evidenced 2015). The fact, lack of awareness about the Law cited as the major challenge in implementing the Law; the study recommends provision of outreach programme by government and other stakeholders enlightening about the Child Act and other matters relating to children affairs.

Mashimbi, Paul Timothy (2015) *Factors influencing the Housebreaking and Burglary among the male youths in Songea Municipality, Tanzania*. Masters dissertation, The Open University Of Tanzania.

Abstract

The specific objectives of this study were: to identify the population social strata involved in burglaries and housebreaking; to identify the factors influencing the population social strata identified in burglaries and housebreaking; to identify the social roles CBO'S play in preventing crimes committed by the population social strata identified; to identify the FBOs that participate in solving the problem at stake and the means used .Two theories, Differential Association Theory of Crime (DATC) and Opportunity Theory of Crime (OTC) were used to explain the phenomenon of the social problem of the research study which was supported by empirical literatures of Karl Marx, UN-Habitat, Henry Fielding and Filbert. The researcher used both explanatory and descriptive research designs with the sample size population of 101 male youths from the five wards prone to housebreaking and burglary incidents in the Municipality of Songea namely Lizaboni ward, Town center ward, Bombambili ward, Majengo ward and Mabatini ward in terms of 24, 16, 20, 23 and 18 respondents using in depth interviewing, observation, questionnaire, focal group discussion and documentary reviewing to collect the research data for the study. The analysis and interpretation of data used both qualitative and quantitative approaches. The results of the study showed that the social problem under discussion was influenced by poor parenting, poverty, unemployment, poor region planning, ineffectiveness of the security apparatus and increased number of street children. The authorities and the community should compound their efforts and play their roles as agencies in limiting the increasing

number of male youths involved in housebreaking and burglaries in the Municipality of Songea.

Mustafa, Gharib Khamis (2016) Adding Value on Gamba Development SACCOS Group by Capacity Building on Gamba Village North Unguja. Masters dissertation, The Open University of Tanzania.

Abstract

Saving and Credit Cooperatives (SACCOs) are the main financial solution of the people who are poor and in most time, cannot comply the requirement of banks. Researcher of this project has conducted Community needs assessment on 2015, by case study on Gamba development SACOSS, in north Unguja Zanzibar Tanzania with sample size of fifty respondent (50) of which thirty(30) were group member and twenty (20)were other beneficiaries. Researcher observe that, SACCOS member have low income level, resulting from lack of correct knowledge of income generating activates, which is associated with existence of different challenges such as low educational level of it member, prolonged drought, insufficient production technology and entrepreneurship skills, he suggested that, by providing member driven services, appropriate training, education, and participating other stakeholders in the community, these could be a solution. Researcher uses cross sectional descriptive research, primary and secondary data were collected and analyzed by computer program SPSS, descriptive statistical methods of analyzing data used, he recommended that, in order to have good contribution of SACCOS on poverty reduction SACCOS's must Have regular capacity building of its member financially and non financially capacity, otherwise SACCOS's will fail to give fair contribution on poverty alleviation.

Anusa, Anaphy Chiumbo (2016) *Maana za majina ya watu katika jamii ya Wayao*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulilenga kuchunguza majina ya watu katika jamii ya Wayao ili kuona iwapo yana maana. Kulikuwa na haja ya kufanyika utafiti huu ili kutoa mchango wa kitaaluma katika semantiki kuhusu maana za majina ya watu katika jamii hii. Utafiti huu uliongozwa na nadharia ya semiotiki ili kuweza kutimiza malengo ya utafiti huu na pia kujibu maswali ya utafiti huu. Data za utafiti huu zilikusanywa kwa kutumia njia ya usaili, hojaji[dodoso] na maktabani. Eneo la utafiti lilikuwa wilaya ya Tunduru nchini Tanzania katika vijiji vya Kidodoma,Nampungu na Nandembo.Walengwa wa utafiti huu walikuwa Wayao wote wanaojua maana za majina ya watu yenye asili ya Kiyao.Jumla ya watafitiwa 30 walishiriki katika utafiti huu. Matokeo ya utafiti huu yamedhihirisha kuwa majina ya watu katika jamii ya

Wayao yana maana.Ni dhahiri kuwa utafiti huu utatoa mchango mkubwa katika taaluma ya Semantiki na katika tafiti za lugha za kibantu,na kuwa kichocheo cha kufanywa tafiti nyingine kuhusiana na mada hii na kuhusiana na jamii hii.

Philbert, Edwin (2016) *Factors Influencing Youth Unemployment in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the factors influencing youth unemployment in Tanzania using integrated Labour force survey of Tanzania for 2014 conducted in Tanzania mainland. In analysis the issue of youth unemployment, the logit model has been used, with a series of independent variables. The model shows important role for youth's level, education level, and age of a youth, youth's gender, and youth's place of resident, headship status. The findings show that being married, male head of the household, presence of paid and self-employed in the household, significant reduced the probability of a youth being unemployed. On the other hand youth's education level of and living in urban increases the probability of a youth being unemployed. Further, the result indicates that the likelihood of unemployment tends to decrease as age of a youth increases. The government may need to enhance gender equality in access to education, training and employment in order to reduce high unemployment among youth women. Moreover, there is a need for the government to focus attention on the rural- urban drift in order to deal with the problem of rural -urban migration and consequently reduce high youth unemployment in urban- rural areas. It is also important to restructure some human capital development and labour market issues that relate to employment in order to match skills with labour market demand.

Msofu, Yohana Geoffrey (2016) *The Enhancement of Women Income Through Soap Production Factory at Chamazi Ward Temeke District in Dar es salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This report is based on the community economic activities conduct at Chamazi Ward, Rufu village in Temeke District at Dar es Salaam. The community need assessment was done at Chamazi Ward purposely for assessing the Women needs for improving their economic situation. The collection of data in this community needs assess men was done by using different research methods selected in regards of targeted responds. In adherence of consistence and accurate results of the collected data precise designed questioner was used in data gathering together with other research methodologies including direct observation and focused group discussion. Most people in the community especially women live in security life as a result of unreliable income flow lead the Women to together and from groups.

Women group and start to make soap production in order to meet the daily basic needs at the households and improve the standard of living economically and socially. They start with twenty individuals, organized into one group ready to run the project of soap production that would be good source of income. Mapambano Women Group was formed / established 2nd Feb., 2016 and be registered 3rd June, 2016 at the level of ward at Chamazi, Rufu village. Through monitoring and evaluation the project has shown the good results for improving women income in chamazi ward.

Valence, Beatrice (2016) *The Establishment of an Income Generating Project for Ujirani Mwema Women Group. A Case Study of Migera – Bukoba Municipal – Kagera*. Masters dissertation, The Open University of Tanzania.

Abstract

The Project of vegetable garden establishment aimed to increase women income with the objective of emphasizing the women to join in capacity building groups through vegetable garden establishment and to assess the progress of the project. The project applied both quantitative and qualitative type of research design sampling techniques including convenience purposive and simple random sampling. The sample sizes include 65 respondents and the author applied SPSS to analyze the quantitative data. Through the assessment made on the community, various challenges were identified like absence of knowledge of entrepreneurship, low education, lack of funds and bad perception in the community. From those challenges women chose the best prioritization of the project among the four projects. They chose the vegetable garden cultivation because it seems that the resources, which can support that project and community demand, are available.

Wilson, Leticia (2016) *Challenges Facing Children with Visual Impairment in Accessing Inclusive Primary Education: A Case of Uhuru Mchanganyiko Primary School, Dar es Salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was intended to assess the challenges facings children with visual impairment in accessing inclusive primary education. The study was to identify if the physical infrastructure at UhuruMchanganyiko Primary School, Ilala Municipality, Dar es Salaam region are friendly visually impairedstudents. Furthermore, the study investigated the social-economic and cultural profile (labeling, perception, and behaviour) of the student with visual impairment at the study area.The study adopted the descriptive design in order to described the characteristics of a particular individual, or of a group, and determine different

groups of population that could give information on challenges facing children with visual impairment. The study has revealed that 58% of students were not familiar of the physical infrastructure followed by 42% of the respondents are familiar with the physical infrastructure at Uhuru Mchanganyiko and only 26% of visually impaired students can use studying machines at the same time. In addition, 74% of the students socialize with other students, 72% of the students socialize at school, mostly with their fellow visually impaired students. The remaining percentage (28%) do not socialize because of their negative attitudes, as they feel neglected, not fit with other, and stigmatization. The study concluded that, the situation shows that there are limited or lacking of special treatments in terms of special supportive facilities to the disabled students in facilitating them to acquire education which is easily obtained by students who are not disabled. Furthermore, appropriate use of studying machines or in Braille is necessary to help student with visual disability to acquire primary education. The Social Welfare Department should increase budget to education needs for persons with disability such as literacy programmes and special education.

Ngurukizi, Herman (2016) Challenges of Combating Armed Robbery in Kilimanjaro Region and Nairobi County. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines challenges of combating armed robbery in Kilimanjaro region Tanzania and Nairobi County in Kenya as case studies. Combating armed robbery crimes is a very crucial aspect in the development of any state. The police force and police services bear this responsibility in both Tanzania and Kenya. Despite efforts by East Africa Countries to establish Police Chiefs Cooperation Organization (EAPCCO), Kenya and Tanzania being Member of INTERPOL, the establishment of ant robbery and intelligence units within the police force and police services and amending laws in order to aggravate armed robbery sentences still the rate of armed robbery continues to increase every year. Data collected for this research was based on the research questions stated in this report: to what extent do societies in Kilimanjaro region and Nairobi County contribute to the increase of armed robbery; what challenges do police officers face in the execution of their duties and what should be done to improve combating armed robbery in Kilimanjaro and Nairobi County. Research methodology included the following research design, population target, area of the study and sampling protocol. Theories that are relevant to this study are conflict theory and liberal theory. In this study the major findings are challenges of combating armed robbery basing on economic challenges, sociological challenges and political challenges. Economic challenges include budgetary problem, poor physical resources and poor technology. Social challenges include corruption, mistrust, and idleness of families. Political challenges include cross border management, difference police structure, terrorist groups and private firearms.

Mustafa, Gharib Khamis (2016) Adding Value on Gamba Development SACCOS Group by Capacity Building on Gamba Village North Unguja. Masters dissertation, The Open University of Tanzania.

Abstract

Saving and Credit Cooperatives (SACCOs) are the main financial solution of the people who are poor and in most time, cannot comply the requirement of banks. Researcher of this project has conducted Community needs assessment on 2015, by case study on Gamba development SACOSS, in north Unguja Zanzibar Tanzania with sample size of fifty respondent (50) of which thirty(30) were group member and twenty (20) were other beneficiaries. Researcher observe that, SACCOS member have low income level, resulting from lack of correct knowledge of income generating activates, which is associated with existence of different challenges such as low educational level of it member, prolonged drought, insufficient production technology and entrepreneurship skills, he suggested that, by providing member driven services, appropriate training, education, and participating other stakeholders in the community, these could be a solution. Researcher uses cross sectional descriptive research, primary and secondary data were collected and analyzed by computer program SPSS, descriptive statistical methods of analyzing data used, he recommended that, in order to have good contribution of SACCOS on poverty reduction SACCOS's must Have regular capacity building of its member financially and non financially capacity, otherwise SACCOS's will fail to give fair contribution on poverty alleviation.

Khamis, Wahida Ameir (2016) *Kuchunguza Dhamira za Nyimbo za Siti Bint Saad*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umeshughulikia dhamira za nyimbo za Siti binti Saad. Ili kukamilisha lengo kuu, madhumuni mahususi mawili yalitimizwa. Madhumuni hayo yalihusu kuchunguza na kutathminidhamira za nyimbo za Siti binti Saad na kubainisha mbinu za kisani zilizotumiwa na msanii huyo katika kuibua dhamira. Mtafiti ametumia mbinu za uchambuzi wa kifasihi, usaili katika kukusanya data za utafiti. Mikabala ya kimaelezo na ule wakifasihi ndiyo iliyotumika katika kuchambua data za utafiti wetu. Kwa jumla, utafiti umeweza kukusanya data ambazo zimeweza kujibu maswali yaliyoulizwa kutokana na madhumuni mahususi yautafiti huu ambapo imedhihirika kwamba, nyimbo za Siti binti Saad zimeshehenidhamira za matabaka utamaduni na mapenzi. Pia imebainika kwamba mbinu za kisanaa zimetumika kujenga dhamira, miongoni mwa dhamira zilizoibuliwa nimatabaka utamaduni na mapenzi. Mbinu za kisani zilizotumika ni kama mbinu ya simulizi, takriri, tashbiha, tash-hisi, ishara, misemo na muingiliano wa tanzu. Mwishoni mwa utafiti, kumetolewa mapendekezo kwa ajili ya tafiti zijazobaadae katika uwanja wa nyimbo za Siti binti Saad katika

vipengele vyengine vya fani na maudhui kama vile matumizi ya lugha kwa upana zaidi, muundo, falsafa, ujumbe na maadili, mtazamo na msimamo.

Saleh, Khatib Khamis (2015) *Ufasihi Simulizi katika Riwaya za Shaaban Robert: Mifano kutoka Adili na Nduguze na Wasifu wa Siti Binti Saad*. Masters dissertation, The Open University Of Tanzania.

Abstract

Utafiti huu unahusu ufasihi simulizi katika riwaya za Shaaban Robert kwa kutumia mifano ya riwaya: Mfano kutoka Adili na Nduguze na Wasifu wa Siti Binti Saad. Lengo kuu la utafiti huu lilikuwa ni kufafanua vipengele vinavyojenga fasihi simulizi na jinsi vilivyotumika kuibua dhamira, na kutathmini na kubaini jinsi mtunzi huyo anavyofumbata mbinu ya mwingilianomatini katika kazi zake za fasihi, na namna mbinu hizo zinavyotumika kuibua dhamira za riwaya hizo. Sampuli ya utafiti huu ilituuliwa kwa kutumia mbinu ya uteuzi wa madhumuni maalumu, nasibu na ile ya uteuzi rahisi, wakati ambapo data zilikusanywa kwa kutumia mbinu nne, ambazo ni mapitio ya maandiko, usaili, dodoso na majadiliano ya vikundi. Uchambuzi wa data ulifanyika kwa kutumia mbinu ya uchambuzi maudhui. Aidha nadharia ya mwingilianomatini ilitumika kukusanyia, kuchambua na kujadili data za utafiti huu. Matokeo ya utafiti huu yameonesha kuwa, mtunzi ametumia mbinu ya mwingilianomatini katika utunzi wake, pamoja na kuwa kazi hizo zina mpishano katika kutungwa kwake. Aidha, riwaya zote mbili ni matokeo ya athari za mapokeo ya matumizi ya fasihi simulizi ya Kiafrika, ambapo mtunzi ameathiriwa na masimulizi ya hadithi za fasihi simulizi na masimulizi ya kawaida katika utunzi wa riwaya ya Adili na Nduguze na Wasifu wa Siti Binti Saad.

Salim, Amina Said (2015) *Kuchunguza dhima za semi zilizoandikwa kwenye mikoba Kisiwani Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na mada inayohusiana na dhima za semi zilizoandikwa kwenye mikoba katika jamii ya Kipemba. Imechunguza semi zilizoandikwa kwenye mikoba kisiwani Pemba zinawafunza nini wapemba. Yaani zinawasilisha ujumbe wa aina ipi kwao, ili kufikia lengo kuu la utafiti huu lililokusudiwa. Mbinu mbali mbali za utafiti zilitumika, mbinu hizo ni pamoja na hojaji, mahojiano pamoja na uchunguzi makini. Sampuli lengwa na sampuli eneo zilitumika, kuchagua watoa taarifa kwa vigezo vya kazi yangu yaani viwanda vya kuchapishia mikoba. Nadharia mbili za utafiti huu zilitumika nadharia ya Mwitiko wa Msomaji na Sosholojia. Kwa upande wa matokeo mtafiti amegundua kwamba semi zilizoandikwa kwenye mikoba zimejigawa katika maudhui mbalimbali kama vile maudhui ya kimapenzi, subra na uvumulivu, mila na tamaduni za jamii, dua na maombi kutoka kwa Mungu, fitna na

majungu,umbea na udaku,pamoja na uchumi na uzalishaji mali. Kwenye lengo la pili mtafiti alichambua dhima za kila kipengele miongoni mwa vipengele alivovibainisha na hatimae kwenye lengo la tatu aliangazia mbinu za kisanaa na akagundua mbinu mbalimbali za kisanaa zilizojitokeza katika semi zake. Utafiti unaendeleza mbele hatua za utafiti lugha ya Kiswahili na lahaja zake ambapo kazi hii inatoa mawazo ya awali katika kuelezea dhima za semi zilizozandikwa kwenye mikoba kisiwani Pemba.

Kisaka, Navone Praise (2016) Sustainable Access Income through Metal Scrapers Collection and Sales for Industrial Recycling in Dar es Salaam. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Promoting metal scrapers collection and sales in Kinondoni for income poverty reduction by Formalization is a result of the Community Needs Assessments (CNA) conducted at Tegeta in Kinondoni district. Prior to project intervention, the CNA exercise was conducted which came up with the community needs and problems. The main problem unveiled by the CNA exercise, which faces majority community members in Tegeta Village was the prevalence of income poverty. Among other activities Tegeta community members do, is the engagement in concrete production sand mining as their basic activities and fishing which contribute to their household income for income poverty reduction. However, under this study there were four objectives which set to facilitate solving the problem, these are: Sensitize 60 Tegeta community members on metal scraper collection and sales project by March 2016, Equip 30 community with knowledge and skills on how to manage and run Metal scrapers collection and sales project by March 2016. Now, the project planned to achieve four objectives namely: Three objectives have been achieved except one objective, which was to ensure reliable market, which will be met under the full operation of the project. Other activities have not been executed due to different factors including: The Government has no clear policy for metal scraper collection and sales so some licenses are on process.

Salim, Muhammed Ali (2015) *Kuchunguza Ufasihi Simulizi unaojitokeza Ndani ya Hadithi za Kusadikika na Adili na Nduguze*. Masters t dissertation, The Open University of Tanzania.

Abstract

Lengo la utafiti huu ni kuchunguza Ufasihi Simulizi unaojitokeza katika hadithi za Adili na Nduguze na Kusadikika za Shaaban Robert. Ili kukamilisha lengo hili, utafiti ulikuwa na malengo mahususi matatu ambayo ni; kufafanua vipengele vya fasihi simulizi vinavyojitokeza ndani ya hadithi za Kusadikika na Adili na Nduguze, kujadili mbinu zilizotumika katika kuhifadhi ufasihi simulizi uliomo ndani ya kazi

husika, na kuelezea dhamira zinazojitokeza ndani ya hadithi za Kusadikika na Adili na Nduguze. Data za utafiti huu zimekusanywa kwa kutumia mbinu za usomaji makini na upitiaji wa nyaraka maktabani. Mkabala wa kimaelezo sambamba na nadharia za Mwitiko wa Msomaji na Ujumi ndizo zilizotumika katika kuchambua data za utafiti. Matokeo ya utafiti yamebaini kuwa fani za fasihi simulizi kama vile methali, misemo, hadithi ndani ya hadithi, nyimbo na masimulizi zimejitokeza kwa kiasi kikubwa katika kazi teule za Shaaban Robert. Vile vile, matokeo ya utafiti yanaonesha kuwa mbinu za kisanaa kama vile; muundo, mtindo, wahasika, mandhari na matumizi ya lugha zimetumika katika kuhifadhi ufasahi simulizi katika riwaya husika. Pia, matokeo ya utafiti yamegundua kuwa, katika kazi hizo kunajitokeza dhamira kama vile; umuhimu wa elimu, kilimo, uongozi bora, umuhimu wa sheria, mapenzi, choyo na husda, ndoa, malezi na kodi. Kwa ujumla, utafiti huu umegundua kuwa fasihi ni moja tu. Maandishi au Masimulizi ni namna za uwasilishaji wa fasihi ya Kiswahili na nyinginezo duniani. Aidha, utafiti umegundua kuwa, Fasihi ya Maandishi hutumia vipengele vile vile vya Fasihi ya Masimulizi ili kufikisha ujumbe kwa jamii. Hivyo, mpaka uliopo ni namna ya uwasilishaji wa kazi hizo.

Selemani, Leah Kulwa (2015) *The Contribution of School Committees on Public Primary Schools' Administrative Performance: The Case of Morogoro District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the contribution of school committees on public primary schools' administrative performance. Specifically the study investigated the guidelines, school committee members' awareness of their roles and the extent of school committees' influence on the administrative performance. The target population comprised 82 respondents; including 40 parents 16 teachers 16 X-officials, 8 head teachers and 2 WECs from Morogoro District. The study employed a case study design. Qualitative data analysis procedure was used. Data collection methods were questionnaires, interview and focus group discussion. The area of study included 8 schools from two wards. The study demonstrated that 53% of the school committee members had low understanding of their roles, 47% of the committee members show inadequacy in knowledge and technical skills that lead the head-teachers to have a dominant role over the school committee with regard to implementation of committee guidelines, school committees lack appropriate power over head teachers, causing the committees to play passive role in monitoring the school functions. It is recommended that in order to increase school committees' effectiveness, the government should train the school committee members and set criteria to specify qualifications for school committee members.

Rwehabura, Sylvia (2015) *Access to Business capital through revolving fund for MVC families in Usagara*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Usagara village in Misungwi District, Mwanza Region. It aimed at assisting the most vulnerable children families to access business capital through Revolving Fund in addressing their income poverty. The problem of Most Vulnerable Children (MVC) families in Tanzania is not new. It has been in existence since independence. In response to the rapid increase number of the MVC, the government through the Ministry of Health and Social Welfare, Ministry of Education Vocation Training (MOEVT) and Non Governmental Organizations (NGOs) have been implementing different measures including provision of moral and material support like food and school materials, establishment of children care centers and formulation of different policies for children rights protection aiming to solve the problem. During Community Need Assessment (CAN) methods selection, the researcher considered the situation and conditions of respondents, time available, quickest way to obtain data and resources available for the study that could be used in improving the lives of MVC families. The study applied descriptive research design under which both qualitative and quantitative approach was employed. The researcher employed simple random sampling and purposive sampling techniques to get respondents. Data for the study were collected from a sample of 115 of respondents using primary and secondary sources. It was revealed during CNA process that, MVC families have become much more dependent on care givers due to abject poverty. In order to have fully implementation and sustainability of the project day to day participatory monitoring and evaluation process were conducted aiming to assess the challenges and achievements of the intended goal and objectives.

Rashid, Halima Saleh (2016) *Kuchunguza Dhima za Nyimbo za Ngoma ya Kibati Mkoa wa Kusini Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Nyimbo za ngoma ya Kibati ni nyimbo maarufu sana visiwani Zanzibar. Asili ya nyimbo hizo ni kutoka kisiwani Pemba, katika Mkoa wa Kusini, Wilaya ya Mkoani katika kiambo cha Chokocho Michenzani. Nyimbo hizo zimekuwa maarufu sana na zinaendelea kupendwa kutwa kucha. Utafiti huu umefanywa, kuchunguza dhima zinazopatikana katika nyimbo hizo. Data zilichambuliwa kwa kutumia mkabala wa kimaalezo na wa kidhamira. Nadharia ya dhima na kazi na Nadhariaya simiotiki, zilitumika katika kutimiza lengo la utafiti huu. Matokeo ya utafiti yameonyesha kwamba, dhima zinazojitokeza katika nyimbo za ngoma ya Kibati zimeweza kuakisi hali halisi ya maisha ya Wazanzibari katika Nyanja zote za maisha Kisiaasa,

kiutamaduni, Kiuchumi na Kijamii. Aidha matokeo ya utafiti yameaonesha kwamba, mbinu za kisanaa zilizotumiwa na watunzi wa nyimbo za ngoma ya Kibati zimesheheni mafumbo, taswira, semi pamoja na matumizi ya lugha ya ishara. Kwa mfano wimbo wa Samaki wa Pono, utamu wa Ndizi, Mkate wa Mayai, Danganyayo zote zimejaa matumizi ya taswira, semi, ishara na mafumbo.

Hezekiah, Innocent (2016) Assessment of Factors Contributing to Poor Academic Performance Among Single Parented Girls in Secondary Schools: A Case Study of Buswelu Ward in Ilemela District. Masters dissertation, The Open University of Tanzania.

Abstract

The study intended to assess the factors that contributing to poor academic performance among single parented girls in secondary schools, a study, which was carried out in Buswelu ward in Ilemela District. The objectives of the study were met through the use of descriptive survey research design, which ensured the attainment of required information for the study. The totals of 217 respondents were involved in the study of which 152 students, 43 parents and 22 Teachers were part and parcel of the study. The general findings of the study were attained from different respondents about the factors that contributing to poor academic performance among single parented girls, lack of support from both parents, lack of seriousness among students and Family economic disability were mostly notable results from Parents. Missing parental care, lack of self drive and Concentration on parent's problems were raised by Teachers who participated in the study. Students pointed out lack of close monitoring and poor support from their parents, lack of support from their teachers has impacts on their performance. This study suggests that, schools should provide guidance and counseling services in their daily basis operations, due to the fact that, Psychological problems affects girls especially those with mother's car alone. This is supported by the idea of employing non- teaching professional staffs to carter for students' problems such as social worker social.

Rutenge, Oscar Sylivery Aloys (2016) Assessing the Contribution of Village Community Bank on Household Welfare:A Case Study of Kishapu District, Shinyanga. Masters dissertation, The Open University of Tanzania.

Abstract

This study therefore assesses the contribution of VICOBA on household welfare in Kishapu District. The study specifically aimed to, identifying the impact of VICOBA on household welfare, to examine the contribution of VICOBA in alleviation of income poverty and to determine the community's attitude towards VICOBA activities. The study used a cross-sectional research design to collect data

from 100 respondents who were randomly selected. The respondents included 75 VICOBA members and 25 non-VICOBA members. The study also involved 6 key informants selected purposively. Primary data for this study was gathered through questionnaires, focus group discussions, observation and key informant interviews; while secondary data was obtained through document reviews. Quantitative data was analyzed using Statistical Package for the Social Science (SPSS) version 20 where frequencies and percentages were determined and qualitative data was analyzed by transcribing and making sense of the gathered information. The findings of this study reveal that, VICOBA members have accrued a lot of benefits impacting their lives positively. This study for instance witnessed and found out the way VICOBA members reduced their income poverty by accessing credits at affordable interests. Furthermore, the members have been able to create opportunities for entrepreneurship activities, social cohesion amongst one another, improve fund management at household level and minimize the burden of unnecessary losses due to family resources mortgage. The study further found out VICOBA group members improved their household welfare by educating their children, improving shelter, medication, increasing household assets and social cohesion.

Rwegoshora, Harold (2016) Assessment of the Government Efforts in Implementing Inclusive Primary Education to Children with Mental Retardation in Ilala District. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the government efforts in implementing inclusive primary education among children with mental retardation in Tanzania. The study was conducted in Ilala District, Dar es Salaam Region where there were a total of 73 respondents of whom 31(42%) were males and female were 42 (58%). The study had three specific objectives: to identify government efforts in the implementation of inclusive education in Tanzania, to find out challenges facing the implementation of inclusive education to children with mental retardation in Tanzania, and to identify support services for children with mental retardation in inclusive primary education in Tanzania. The study adopted two major theories (i.e. The needs and rights based theories) which were ideal in building up the sustainability and all inclusive measures in ensuring children with mental retardation access their educational rights. The study noted, factors that contribute to poor enrollment of children with mental retardation to primary education which include) lack of involving all stakeholders at planning stage of intervention strategies, ii) lack of public awareness on the educational needs and rights of children with mental retardation, iii) lack of monitoring and follow-up of the designed child protection policies and iv) programmes and lack of commitment of implementing designed strategies (inclusive education). The study concluded that children needed to be

recognized to enable them obtain their educational needs effectively. It was further noted that, there was a need of raising public awareness on the need of educating children with mental retardation. The study recommends that, there is a need to incorporate all stakeholders such as social workers, teachers, parents and religious leaders in order to come up with sustainable implementable plans that will ensure children with mental retardation access inclusive education.

Juma, Nassor Hamad (2016) Kuchunguza fani na dhamira katika semi zilizoandikwa katika vyombo vya safari vya Baharini Kisiwani Pemba. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unalenga kuchunguza fani na dhamira katika semi za vyombo vya safari vya baharini kisiwani pemba semi hizo zinatumika katika shughuli za maisha ya wapemba ambapo zimeibua dhamira mbalimbali. Utafiti huu ulikua na malengo kama yafuatayo: lengo kuu la utafiti huu ni kuchukunguza fani na dhamira katika semi za vyombo vya safari vya baharini kisiwani pemba. Malengo mahasusi ni: 1. kubainisha semi katika vyombo vya safari vya baharini kisiwani Pemba 2. Kuonesha mbinu za kisanaa zilizotumika katika semi za vyombo vya safari vya baharini kisiwani Pemba 3. Kueleza dhamira zinazopatikana katika semi za vyombo vya safari vya baharini kisiwani Pemba. Utafiti huu umefanyika Tumble wilaya ya Micheweni na Kojani wilaya ya Wete Mkoa wa Kaskazini Pemba. Mbinu zilizotumika katika kukusanya data ni mbinu ya uwandani na mbinu ya maktabani, njia zilizotumika ni mahojiano na uchunguzi makini. utafiti huu ulitumia sampuli ya wazee vijana na walimu wa somo la kiswahili shule za sekondari. Nadharia zilizotumika katika utafiti huu ni nadharia ya simiotiki na nadharia ya muitiko wa msomaji. Kwa ujumla matokeo ya utafiti huu yanaonyesha kuwa Wapemba wanazo semi zinazotumika katika vyombo vya baharini. Semi zilizoandikwa katika vyombo vya baharini, zimetumika mbinu mbalimbali za kisanaa, mbinu hizo ni pamoja na tashtiti, taswira, kejeli, methali, misemo, simo, sitiri na kadhalika. Pia mtafiti aligundua kuwa semi hizo zina dhamira mbalimbali.

Isowe, Lilian Dickson (2016) Utilization of Information and Communication Technologies by Distance Learners at the Open University of Tanzania Library in Accessing Academic Information. Doctoral thesis, The Open University of Tanzania.

Abstract

The Open University of Tanzania (OUT) has integrated information Communication Technologies (ICTs) in all its functions in order to improve delivery of its services. Significant investment has been made by OUT management and donors in providing

electronic library services to ensure distance learners have access to academic information and other related services. However, past studies show the library resources and services are underutilized. The aim of this study was to investigate the utilization of ICTs by distance learners in accessing academic information and suggest a model to improve access and use of ICTs by distance learners. The objectives of the study were to: examine how distance learners in Tanzania use ICTs when seeking information resources for their academic endeavours; determine the perceptions of distance learners towards ICTs; establish the ICT knowledge and skills of distance learners; explore the ICTs utilized by distance learners at OUT library; determine factors which hinder better utilization of ICTs; and suggest measures for improving access and use of ICTs by distance learners at the OUT library, and propose a framework for improved ICTs use at OUT library. The study was informed by Unified Theory of Acceptance and Use of Technology (UTAUT) developed by Venkatesh et al. (2003). Qualitative research methods were employed with some quantitative techniques, using a case study research approach. A combination of purposive and stratified random sampling techniques were employed to obtain 60 postgraduate students, 100 undergraduate students and five key informants. Data was collected through semi-structured interview schedules complimented by self-administered questionnaires and observation. Qualitative data was analysed thematically based on the objectives and research questions while quantitative data was analysed using descriptive statistics and presented using frequency distribution tables and bar charts. The findings revealed that distance learners; used internet-search engines more than the library webpage when searching online information, had positive perception towards the use and value of e-resources, had low level of awareness about availability OUT e-library, had limited access to computers and internet, had limited ICT skills and relied on study/course materials. The study concludes that despite the availability of e-resources at OUT library, a number of challenges have inhibited them to be utilized by students in an optimal manner. The following recommendations were made; an improvement of ICT infrastructure and facilities, increased marketing strategies, continuous training in ICT and information skills, and continuous collaboration between librarians and instructors in encouraging distance learners to utilize e-library resources.

Mkude, Godfrey G. (2016) Empowerment of Community Based Organization through Capacity Building in Service Delivery to the Community on Solid Waste Management. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to find out the effectiveness of the CBO's capacity in service delivery in the communities. The theories and literature covered equipped the relevant conceptual framework for the study that considered basic components of

input and process including outputs. This study adopted case design and data analysis involved qualitative and quantitative research approaches; while data collection techniques included questionnaires, interviews, focus group discussions and documentary reviews. The findings show that 80% (1618.8t/day) of solid waste management in Msasani ward are generated from the households, business premises along the coastal areas of Msasani beach. However, 52% of the respondents indicated that, solid waste dropped in their area, 69% of the respondents put their garbage outside their premises and waited for the CBOs to come and collect them, while 71% of the respondents said that the service provided by the CBO was not good because they took too long to come and collect the garbage. It can be concluded that the overall solid waste management service is poor. Much waste was generated compared to the waste collected and transferred to the disposal site. Inadequate solid waste collection tools and limited access of vehicles for transportation of solid waste materials to the final disposal was the cause of accumulation of waste in the particular areas. This study recommends that in order to enhance efficiency and effective solid waste management, the CBOs should have sufficient budget for buying more vehicles and for employing more people to collect solid waste in the community. By doing this, the CBO's services will improve and they will be able to solve the problem of solid waste management in the community.

Hyera, Erasmus Bernald (2016) *The Direction of Causality between Financial Development and Economic Growth in Tanzania, An Empirical Analysis*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine causality relationships between financial development and economic growth in Tanzania. In time series context, recently econometric techniques were used; namely Augmented Dickey and Fuller test (ADF) for unit roots, Johansen test for Co-integration test, Vector Error Correction Model, Granger causality test under VAR framework used to establish direction of causality, and Variance decomposition (VD) applied for validating strengths of findings outside the estimated sampling period. The overall empirical findings can be summarized as follows. Firstly, there is long-run relationship between financial development and economic growth. Secondly, granger causality test suggests economic growth causes financial development in a short-run when broad money to nominal GDP and liquidity liabilities to nominal GDP used, however when credit to private sector to nominal GDP was used findings confirmed evidence of bidirectional causality, and in long run causality run only from financial development to economic growth even in outside the estimated sampling period. Thirdly, financial sector in Tanzania has been effective in promoting economic

growth in a short run only. Lastly, capital accumulation channel via gross domestic investments to nominal GDP links financial development and economic growth in a short run, suggesting long-term financial infrastructures necessary for successful promoting investments for spurring economic growth are still remain weak in Tanzania. In view of feedback effect results, study recommend more efforts should be devoted to the deepening of financial sector by enhancing competition, improving business environment, investing on human resources and legal environment.

Ibrahim, Habiba A. (2016) Effects of Customary Law in Widows' Inheritance Rights to Matrimonial Properties at Ruanda Ward in Mbeya City, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the effects of customary law on widows' inheritance rights in matrimonial properties. The study sampled a total of 120 respondents using simple random, purposive and snow ball sampling techniques. Data were collected using questionnaires on a face to face, interview, observation and documentary reviews Data analysis was done using SPSS version 16 for thematic analysis of quantitative and qualitative data respectively. Results indicated that social effects included the loss of friends and social support (39.1%), lack of respect among relatives (58.4%) and stigmatization especially by men (65.9%). Also, it was observed that, economic effects included poverty (75%), disinheritance of matrimonial properties (68.4%), property grabbing by relatives (75.9%) and loss of home asserts (19.1%). The study concludes that the effects occurred because of the customary laws were ineffective in protecting widows' inheritance rights and matrimonial properties. It is therefore recommended that, there is a need to create widow related law groups, translate the existing customary laws into Swahili and conduct seminars and workshops that create awareness on the applicability of various customary laws geared at protecting widows' inheritance rights in matrimonial properties.

Sulle, Martha (2016) An Assessment of the Challenges Faced by the Retirees in Accessing Formal Security Benefit in Tanzania: The Case of PSPF in Hanang' District. Masters dissertation The Open University of Tanzania.

Abstract

This study assessed challenges faced by retirees in accessing formal security benefits in Tanzania: It was conducted in Hanang' District. More specifically, the study examined procedures used in processing Pension Benefits in PSPF and challenges faced by retirees when accessing pension benefits from social security funds. It further, assessed the impact of challenges of the social security fund to the retirees

and other stakeholders. This is the case study design which used mixed method, namely, the qualitative and quantitative researches. Interview, questionnaires, non-participant observation and documentary review were employed as the instruments for the data gathering. The findings revealed there are procedures that have to be followed. Before retirement one gives notification to employer six months before receiving retirement benefits. As regard, retirement benefits, a lump sum is given once after retirement and second part of the pension is that which the employees are receiving after every month. The findings also revealed most of the complaints were the inadequacy of benefits, delays in payments, lack of update information about the schemes and the amount of individual contributions made, estimated benefits statements and incomplete contribution records. Furthermore, findings disclosed that for instance many teachers' retirees are virtually forced to live very precarious lives and they cannot meet their basic needs due to the delays in pensions and falling in household incomes. Based on the findings, it is recommended that the Social Security Fund should regulate the relationship between the contributions made by the members to PSPF before retirement to be proportional to the benefit they receive after retirement. The Social Security Fund should revisit the amount of pension it pays to its retirees specially those who stopped working before 2006.

Sylvester, Angela Ghati (2016) Kuchunguza Dhima ya Methali za Jamii ya Wasimbiti wa Rorya Mkoani Mara. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ilikuwa ni kuchunguza dhima ya methali za jamii ya Wasimbiti wa Rorya mkoani Mara. Ili kufanikisha mada hii utafiti ulikuwa na madhumuni mahususi matatu ambayo ni kubainisha dhima ya methali ya jamii ya Wasimbiti wa wilaya ya Rorya mkoani Mara, kuelezea uhalisia wa dhima za methali za jamii ya Wasimbiti kwa jamii ya leo na kubainisha mbinu za kisanaa zilizotumika kujenga dhima za methali za jamii ya Wasimbiti. Madhumuni haya matatu yamefanyiwa kazi na matokeo ya utafiti yamepatikana. Data za utafiti zilikusanywa kwa kutumia mbinu za usali na upitiaji wa nyaraka na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia za Sosholojia na Simiotiki. Matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zina dhima za kuhamasisha jamii kuepuka tamaa, kuwa na subira, kuelimisha jamii juu ya maisha, kufanya kazi kwa juhudi na maarifa, kuhimiza umoja na mshikamano katika jamii na umuhimu wa malezi kwa vijana katika jamii. Pia, matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zinaundwa na mbinu za kisanaa za mafumbo, takriri, taswira na muundo. Mbinu hizi za kisanaa zimesaidia sana katika kuwasilisha dhima za methali za jamii ya Wasimbiti wanaoishi wilaya ya Rorya mkoani Mara.

Sunna, Batuli (2016) The Role of Peer Education Programme in Creating Youth Awareness on Sexual Matters: The Case of Buguruni Ward, Ilala Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out to examine and assess the role of peer education among youths in managing and shaping their sexual behavior. The study further looks into the weaknesses and strengths in the peer education framework in Tanzania. The study employed case study design, which provided the opportunity and flexibility in the use of quantitative and qualitative data collection methods. Thus, questionnaire and interview were used to collect data. The study used both, simple random sampling and purposeful sampling approaches in the selection of respondents and the study areas. Simple random sampling was used to select four streets namely Buguruni Shell, Mnyamani, Malapa and Madenge while purposeful sampling was used to select peer educators and youth outside school settings. Findings show that peer education is one of the best ways that can be used to minimize the effects of irresponsible sexual behaviour among youths including those that live out of school setting. The use of peer education improves health and plays a big role in the rehabilitation processes of the youths who have been affected. 74% show that peer education interventions increased HIV knowledge, reduced drug equipment sharing among drug users and increased condom use. On the other side, the study revealed peer education failed to reach remote areas where the problem is persistent. Lack of unskilled peer educators and sustainable training marked another weakness of peer education. The study recommends training many peer educators, creating centres for the affected ones, imposing strong rehabilitation processes and ensuring safe environment of growth for young people are among strategies that should be put in place to reduce risks among youths. More researches should be carried out to improve the lives of young generation.

Valence, Beatrice (2016) The Establishment of an Income Generating Project for Ujirani Mwema Women Group. A Case Study of Migera – Bukoba Municipal – Kagera. Masters dissertation, The Open University of Tanzania.

Abstract

The Project of vegetable garden establishment aimed to increase women income with the objective of emphasizing the women to join in capacity building groups through vegetable garden establishment and to assess the progress of the project. The project applied both quantitative and qualitative type of research design sampling techniques including convenience purposive and simple random sampling. The sample sizes include 65 respondents and the author applied SPSS to analyze the quantitative data. Through the assessment made on the community, various

challenges were identified like absence of knowledge of entrepreneurship, low education, lack of funds and bad perception in the community. From those challenges women chose the best prioritization of the project among the four projects. They chose the vegetable garden cultivation because it seems that the resources, which can support that project and community demand, are available.

khamis, Wahida Ameir (2016) Kuchunguza Dhamira za Nyimbo za Siti Bint Saad. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umeshughulikia dhamira za nyimbo za Siti binti Saad. Ili kukamilisha lengo kuu, madhumuni mahususi mawili yalitimizwa. Madhumuni hayo yalihusu kuchunguza na kutathminidhamira za nyimbo za Siti binti Saad na kubainisha mbinu za kisani zilizotumiwa na msanii huyo katika kuibua dhamira. Mtafiti ametumia mbinu za uchambuzi wa kifasihi, usaili katika kukusanya data za utafiti. Mikabala ya kimaelezo na ule wakifasihi ndiyo iliyotumika katika kuchambua data za utafiti wetu. Kwa jumla, utafiti umeweza kukusanya data ambazo zimeweza kujibu maswali yaliyoulizwa kutokana na madhumuni mahususi yautafiti huu ambapo imedhihirika kwamba, nyimbo za Siti binti Saad zimeshehenidhamira za matabaka utamaduni na mapenzi. Pia imebainika kwamba mbinu za kisanaa zimetumika kujenga dhamira, miongoni mwa dhamira zilizoibuliwa nimatabaka utamaduni na mapenzi. Mbinu za kisaniizilizotumika ni kama mbinu ya simulizi, takriri, tashbiha, tash-hisi, ishara, misemo na muingiliano wa tanzu. Mwishoni mwa utafiti, kumetolewa mapendekezo kwa ajili ya tafiti zijazobaadae katika uwanja wa nyimbo za Siti binti Saad katika vipengele vyengine vya fani na maudhui kama vile matumizi ya lugha kwa upana zaidi, muundo, falsafa, ujumbe na maadili, mtazamo na msimamo.

Nzelwa, Sarah Richard (2016) To Examine the Psychosocial Challenges and Coping Strategies Among Persons with Albinism in Tanzania: A Case of Temeke Municipal Council. Masters dissertation, The Open University of Tanzania.

Abstract

This study attempted to examine the psychosocial challenges and the coping strategies among Persons with Albinism in Tanzania. The specific objectives based on challenges, attitudes, beliefs and coping strategies being employed by people with albinism. Study adopted quantitative and qualitative methods for data collection from Tanzania Association of Albinism, Traditional Healers Association, Social workers, parents and guardians who have children with albinism and People with Albinism through Self-administered questionnaire. However, the literature also discovered and indicated several effects, challenges and negative attitudes prevailing in the society in regard of Albinism and people with Albinism. The challenges range from structural to institutional in social services provision, human Rights violation

and economic, emotional and psychological vulnerability of people with Albinism in Tanzania. The study found that there was positive significance relationship between society education, myths, traditions and beliefs that had keen to negative attitudes towards Albinism. It was noted that they also employ several coping strategies in absorbing the society neglecting situation. However, the effectiveness was found to be questionable and revealed to be temporary solving their psychosocial, emotional, depression and emotional effects. Furthermore, the study insisted on the education in abolition of cultural beliefs that contribute to the killings of people with albinism for dangerous myths and superstitions. Policy wise, the policy formulation should be participatory for effective implementation. There was a need of extensive research/surveys to determine how the People with Albinism cope with these psychosocial challenges associating to improve their coping strategies.

Wilson, Leticia (2016) Challenges Facing Children with Visual Impairment in Accessing Inclusive Primary Education: A Case of Uhuru Mchanganyiko Primary School, Dar es Salaam, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study was intended to assess the challenges facings children with visual impairment in accessing inclusive primary education. The study was to identify if the physical infrastructure at UhuruMchanganyiko Primary School, Ilala Municipality, Dar es Salaam region are friendly visually impairedstudents. Furthermore, the study investigated the social-economic and cultural profile (labeling, perception, and behaviour) of the student with visual impairment at the study area.The study adopted the descriptive design in order to described the characteristics of a particular individual, or of a group, and determine different groups of population that could give information on challenges facing children with visual impairment.The study has revealed that58%of students were not familiar with the physical infrastructure followed by 42% of the respondents are familiar with the physical infrastructure at UhuruMchanganyiko and only 26% of visuallyimpaired students can use studying machines at the same time.In addition, 74% of the students socialize with other students, 72% of the students socialize at school, mostly with their fellow visually impaired students. The remaining percentage (28%)do not socialize because of their negative attitudes, as they feel neglected, not fit with other, and stigmatization.The study concluded that, the situation shows that there are limited or lacking of special treatments in terms of special supportive facilities to the disabled students in facilitating them to acquire education which is easily obtained by students who are not disabled. Furthermore, appropriate use of studying machines or in Braille is necessary to help student with visual disability to acquire primary education.The Social Welfare Department should increase budget to education needs for persons with disability such as literacy programmes and special education.

Ali, Moh'd Haji (2016) *Maana za Majina ya Watu wa Pemba Katika Lugha ya Kiswahili: Uchunguzi Kifani*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulichunguza maana za majina ya watu wa Pemba. Utafiti huu ulifanyika katika kisiwa cha Pemba mkoa wa kusini, Wilaya ya Chake-Chake. Mtafiti aliongozwa na malengo mahususi matatu. Kwanza, kubainisha maana za majina ya watu katika jamii ya Wapemba, pili kueleza mazingira yanayosababisha watu kupewa majina hayo katika jamii ya Wapemba na tatu kufafanua vigezo vinavyowaongoza watoa majina kwa wanaume na wanawake. Ili kufikia lengo kuu lililokusudiwa mbinu mbalimbali za utafiti zilihusika. Mbinu hizo ni pamoja na mahojiano na hojaji. Utafiti huu uliongozwa na nadharia ya semiotiki ambayo msingi wake mkubwa ni ishara na maana zake katika lugha. Nadharia ya pili iliyotumika ni nadharia jumuishi ya Giles ambayo msingi wake mkubwa ni kuchunguza vibainishi vya jamii mbalimbali. Nadharia hizi ziliakisi data za utafiti huu kutokana na maoni yaliyotolewa na watafitiwa. Utafiti umebaini kuwa majina yanayotolewa kwa watu yanabeba maana zifuatazo: Maana za majina yatokanayo na miezi ya kiislamu, matukio mbalimbali, maeneo matukufu, siku za wiki, miongo na hali mbalimbali walizozaliwa watoto. Mazingira yanayosababisha watu kutoa majina katika jamii ya Wapemba ni Siku wanazozaliwa watoto, wakati wanamozaliwa, miezi wanayozaliwa na migongano katika jamii. Utafiti umebaini vigezo vinavyowaongoza watoa majina kwa wanaume na wanawake kuwa ni Itikadi za kidini, urithi, umashuhuri, kuondokana na majina ya zamani na kuvutiwa na herufi fulani mwanzoni mwa jina na kuvutiwa na silabi fulani mwishoni mwa jina.

Ngonya, Jero Elisa (2015) *Challenges facing Community Based Tourism in Tanzania: A case study of Arumeru District in Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Community Based Tourism (CBT) is increasingly being developed and promoted as a means of reducing poverty in developing countries. Some of the needs of the local community are met through offering tourism services. CBT is an initiation of local people in Arumeru District to use tourist attractions to satisfy their needs. However, whilst many community based tourism ventures have been established in developing countries their operation have not been monitored properly. It is apparent that most of these communities based tourism venture are faced with a number of challenges. This study investigated these challenges facing community based tourism in Arumeru. The type of this research is mixed research whereby the case study

research design used. The sample size included 4 CBT managers, 8 local tour guides, 8 waiters, 4 village leaders and 32 local residents. Purposive and simple randomly sampling methods were used to select respondents. The collection instruments were questionnaires and interview. Data was analyzed by Statistics Packages for Social Science (SPSS version 16.0) and explained in descriptive statistics, the content analysis was also used. From the findings of the study, it was clear that challenges ranged from; lack of government support, lack of education and training, poor infrastructure, poor marketing strategies, lack of community support, insecurity and poor customer care service. This study recommend that, education and training should be provided to the CBT projects managers and service providers, improvement of infrastructure, Involvement of local communities to CBT projects, establishment of aggressive marketing strategies and improvement of customer care services to CBTS.

Seleman, Kulwa (2016) *Income Generating Activities through Revolving Fund Scheme for People Living with HIV/AIDS (Tausi Group) Ukonga Ward-Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on income-generating activities through revolving fund scheme for People living with HIV/AIDS (Tausi Goup) Ukonga Ward-in Dar es Salaam as a solution to their problems, Different techniques were used/employed to reach to that agreement including CAN and various methodological applications were used to gather some information that include Focus group Discussion, Interviews, Observation, and Questionnaires and the findings were revealed through Pair Wise ranking and data analysis using SPSS, majority of this community are in poverty line they live under one dollar per day so they voted for starting Revolving Fund So as to raise up their life standards from the group most prone to destitution to the life that promising to get at least the basic needs and this is nothing but the community should engage in revolving fund at the end they can manage to access the MFI to get enough loan to run for their business and become non-dependant.

Angela, Ghati Sylvester (2016) *Kuchunguza Dhima ya Methali za Jamii ya Wasimbiti wa Rorya Mkoani Mara*. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ilikuwa ni kuchunguza dhima ya methali za jamii ya Wasimbiti wa Rorya mkoani Mara. Ili kufanikisha mada hii utafiti ulikuwa na madhumuni mahususi matatu ambayo ni kubainisha dhima ya methali ya jamii ya Wasimbiti wa wilaya ya Rorya mkoani Mara, kuelezea uhalisia wa dhima za methali za jamii ya

Wasimbiti kwa jamii ya leo na kubainisha mbinu za kisanaa zilizotumika kujenga dhima za methali za jamii ya Wasimbiti. Madhumuni haya matatu yamefanyiwa kazi na matokeo ya utafiti yamepatikana. Data za utafiti zilikusanywa kwa kutumia mbinu za usaili na upitiaji wa nyaraka na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia za Sosholojia na Simiotiki. Matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zina dhima za kuhamasisha jamii kuepuka tamaa , kuwa na subira, kuelimisha jamii juu ya maisha, kufanya kazi kwa juhudi na maarifa, kuhimiza umoja na mshikamano katika jamii na umuhimu wa malezi kwa vijana katika jamii. Pia, matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zinaundwa na mbinu za kisanaa za mafumbo, takriri, taswira na muundo. Mbinu hizi za kisanaa zimesaidia sana katika kuwasilisha dhima za methali za jamii ya Wasimbiti wanaoishi wilaya ya Rorya mkoani Mara.

Charles, Anna (2016) *Improved Income Generation To Widows Community Through Coconut Thatch Making Project In Mfuru Village, Mkuranga District Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This project Report is an outcome of the research study conducted and the project being implemented on improving widows' community livelihood through coconut thatch making in Mfuru village, Mkuranga District - Coast Region. The Community Needs Assessment was carried by using participatory methodologies, the researcher opted for descriptive design research where as it involves participation of widows group to measure widows livelihood and their needs regarding their economic status, availability of resources and markets to sell products. A range of data collection methods and tools were used including household survey whereas 30 questionnaires were distributed to widows group, observation, FDG, and key informants interview where all aimed at gathering information in relation to the study objectives. SPSS version 16 and Microsoft excel spread sheet was used to analyze quantitative data and the data was presented using a range of statistical methods such as tables, pie charts, and bar charts. From the finding five major needs were identified and ranked and came out with one need to be implemented. Such as coconut thatch making, farming and livestock keeping, crop growing/selling, fruit selling and fire wood selling among this needs majority of widows (46.7%) chose coconut thatch making. However different reasons were mention which hinder the implementation of different needs chosen such as lack of sustainable market, low income, lack of enough capital, lack of knowledge and skills. The expected outcome of this project is improvement of widow's livelihood through coconut thatch making project and increase access to market for thatch making based on the project goal, objectives and activities. Planned have been met with exception of mid and annual evaluation that will be done after six months of project implementation.

Ali, Moh'd Haji (2016) Maana za Majina ya Watu wa Pemba Katika Lugha ya Kiswahili: Uchunguzi Kifani. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulichunguza maana za majina ya watu wa Pemba. Utafiti huu ulifanyika katika kisiwa cha Pemba mkoa wa kusini, Wilaya ya Chake-Chake. Mtafiti aliongozwa na malengo mahususi matatu. Kwanza, kubainisha maana za majina ya watu katika jamii ya Wapemba, pili kueleza mazingira yanayosababisha watu kupewa majina hayo katika jamii ya Wapemba na tatu kufafanua vigezo vinavyowaongoza watoa majina kwa wanaume na wanawake. Ili kufikia lengo kuu lililokusudiwa mbinu mbalimbali za utafiti zilihusika. Mbinu hizo ni pamoja na mahojiano na hojaji. Utafiti huu uliongozwa na nadharia ya semiotiki ambayo msingi wake mkubwa ni ishara na maana zake katika lugha. Nadharia ya pili iliyotumika ni nadharia jumuishi ya Giles ambayo msingi wake mkubwa ni kuchunguza vibainishi vya jamii mbalimbali. Nadharia hizi ziliakisi data za utafiti huu kutokana na maoni yaliyotolewa na watafitiwa. Utafiti umebaini kuwa majina yanayotolewa kwa watu yanabeba maana zifuatazo: Maana za majina yatokanayo na miezi ya kiislamu, matukio mbalimbali, maeneo matukufu, siku za wiki, miongo na hali mbalimbali walizozaliwa watoto. Mazingira yanayosababisha watu kutoa majina katika jamii ya Wapemba ni Siku wanazozaliwa watoto, wakati wanamozaliwa, miezi wanayozaliwa na migongano katika jamii. Utafiti umebaini vigezo vinavyowaongoza watoa majina kwa wanaume na wanawake kuwa ni Itikadi za kidini, urithi, umashuhuri, kuondokana na majina ya zamani na kuvutiwa na herufi fulani mwanzoni mwa jina na kuvutiwa na silabi fulani mwishoni mwa jina.

Silavwe, Martha Isaack (2016) Mtindo katika Riwaya ya Marimba ya Majaliwa ya Edwin Semzaba. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchambua matumizi ya mtindo katika riwaya ya Marimba ya Majaliwa. Malengo mahususi yalikuwa mawili ambayo ni kuchambua matumizi ya mtindo yanayohusiana na lugha katika riwaya ya Marimba ya Majaliwa na kubainisha matumizi ya mtindo yanayohusiana na vipengele vinginevyo vya kimtindo katika riwaya ya Marimba ya Majaliwa. Data za utafiti zimekusanywa kwa kutumia mbinu za usomaji makini na upitiaji wa nyaraka. Data hizo zilizokusanywa zilichambuliwa kwa kutumia mkabala wa kimaalezo na nadharia ya Simiotiki. Kwa upande wa lengo mahususi la kwanza, matokeo ya utafiti yanabainisha kuwa matumizi ya kimtindo ya lugha ni pamoja na tamathali za usemi za tashibiha, chuku na takriri. Pia kuna matumizi ya methali na Kiswahili cha kimaeneo. Kwa upande wa lengo mahususi la pili, matokeo ya utafiti ni kuwa

vipengele vingine vya kimtindo vilivyotumika katika riwaya teule ni matumizi ya nyimbo, hadithi ndani ya hadithi, mwingiliano matini, tanzu ndani ya tanzu ndani ya tanzu na uhalisia mazingaombwe.

Simba, Pamela Andrew (2016) Indigenous Chicken for Income Generation and Nutrition Improvement by Rufiji District Council Members in Pwani Region. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study that was conducted at Rufiji District and the project identified being implemented in the same district. The study and project implementation covers the period from October 2015 to September 2016. The study conducted by using participatory methods. Community needs assessment was conducted at Rufiji by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of journals, books, internet and reports. The study revealed that chicken keeping project will be sustainable as they identified themselves and they implement with efficiency, not too expensive to establish and the demand of the products increases as days increase. Also time frame for the chicks to mature and become ready for sale also is too short as it can take four to six weeks depending on the feeds used. The study recommends that community members can organize themselves and manage the income generating projects in order to increase their incomes. Through trainings, community members can achieve their planned project goal and the project becomes sustainable and increases income to community members.

Muhandiki, Wilbard Deogratias (2016) Challenges of Integrating Social Work Professionals into Medical Practice. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the challenges relating to integration of Social work professionals into medical practice. The set objectives of the study were achieved through use of structured questionnaires which were disseminated to respondents who voluntarily accepted to participate in the study after signing a consent form. The study involved different cadres of hospital staff including; clinicians, nurses, radiologists, dental officers and hospital nutritionist. The study findings generally have shown that hospital health care workers have positive attitudes towards social work professionals attached to the hospitals; this was true to both those who were aware of the existence of this cadre within the hospital premises which is 52% and those who were not aware of their existence which is 48%. Moreover, health care

workers recommended that the number of social work professionals should be increased so that they can manage patients and clients requiring their care. However, on the other hand, the results indicated that the majority of respondents which is 61.3% were not aware of the roles and functions of hospital social workers. Moreover, 81.3% of respondents were also not aware of cases which require social work interventions. The study concludes that these challenges are the source of under utilization of the hospital social workers, which affects the welfare of patients and clients who would otherwise have benefited from social welfare officers interventions. This is because not all patients who attend Outpatient Department (OPD) or In Patient Departments (IPDs) require medical and surgical treatments.

Muganda, Melinda Franco (2016) Group Formalization into Vicoba Model : A Case of Kimara Women Empowerment Group in Kimara Ward, Kinondoni District, Dar es salaam. Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of this community needs assessment is to support the formalization of the informal women groups in Kinondoni District, Dar es Salaam a case study of Kimara Ward. Specifically, the assessment sought: specifically to assess the community needs of the women in Kimara Ward, Kinondoni District; to prioritize the identified needs of the women in Kimara Ward, Kinondoni District; to address the prioritized needs of the women in Kimara Ward, Kinondoni District, Dar es Salaam. The research was a Community Needs Assessment study conducted in Kimara in Kinondoni Municipality. It was a case study of the Kimara Women Empowerment Group. The methods used in this study included: Focus group discussions (FGDs); key informant interview; and community validation workshop. The major findings of the study were the needs of the community as stated: The need of the women groups to formalize their groups; need of the women in the community to train on the Village Community Banks (VICOBA) Model; lack of entrepreneurship skills, lack of organizational management skills, low financial literacy and loan and financial assistance needs. The implemented project prioritized group formalization and awareness of the VICOBA model. The assessment recommended the integration of pending needs in the future project plans, the development of the constitution of the group to guide its activities, opening of a bank account to ensure safety of the members' contributions, adherence to the proper use of the Credit Kit and establishing a physical location for group meetings, the group needs to take charge of management of their activities as this is a threat to the sustainability of the group

Hassan, Hafsa Sadra (2016) Ujidhahirishaji wa Mofu Nafsi na Njeo Katika Kiswahili: Utafiti Linganishi wa Lahaja ya Kipemba na Kiswahili Sanifu. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na Ujidhahirishaji wa Mofu zinazowakilisha Nafsi na Njeo Katika Kiswahili: Utafiti linganishi wa lahaja ya Kipemba na Kiswahili sanifu. Utafiti huu ulikuwa na malengo mawili ambayo ni kulinganisha ujidhahirishaji wa mofu nafsi na njeo baina ya Kiswahili sanifu na Kipemba pamoja na kuchunguza namna mabadiliko ya kimofofonolojia yanavyoathiri maumbo ya mofu nafsi na njeo baina ya Kiswahili sanifu na lahaja ya Kipemba. Ili kufikia lengo kuu lililokusudiwa mbinu mbalimbali za utafiti zilihusika, ambazo ni hojaji, mahojiano pamoja na mbinu shirikishi. Nadharia iliyoongoza utafiti huu ni nadharia ya Mofofonolojia. Sampuli iliyotumika ni watu sitini na tano kutoka Pemba. Kwa upande wa matokeo ya utafiti, yanabainisha kwamba, kunatofauti kubwa ya udhahirikaji wa mofu nafsi na njeo baina ya Kipemba na Kiswahili sanifu, tofauti ambayo ipo katika vipengele viwili kwanza idadi ya maumbo ya mofu nafsi katika lahaja ya Kipemba ni kubwa kuliko Kiswahili sanifu. Pili mwonekano wa maumbo ya mofu nafsi na njeo na jinsi ya utendaji kazi wake. Aidha utafiti umebaini kuwa kuna mabadiliko ya kimofofonolojia ambayo yanayoathiri maumbo ya mofu nafsi na njeo katika lahaja ya Kipemba. Mabadiliko hayo huathiri muundo wa msingi wa mofu hizo. Utafiti umependekeza mambo kadhaa ya kuyafanyia kazi. Kwanza utafiti wa mofolojia unaohusu ulinganifu wa ujidhahirishaji wa mofu katika lahaja za Kiswahili unahitajika. Pia tunapendekeza kuwa, uchunguzi juu ya mofolojia ya lahaja mbali mbali unahitajika ili tuweze kuziba pengo liliopo.

Angela, Ghati Sylvester (2016). Kuchunguza Dhima ya Methali za Jamii ya Wasimbiti wa Rorya Mkoani Mara. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ilikuwa ni kuchunguza dhima ya methali za jamii ya Wasimbiti wa Rorya mkoani Mara. Ili kufanikisha mada hii utafiti ulikuwa na madhumuni mahususi matatu ambayo ni kubainisha dhima ya methali za jamii ya Wasimbiti wa wilaya ya Rorya mkoani Mara, kuelezea uhalisia wa dhima za methali za jamii ya Wasimbiti kwa jamii ya leo na kubainisha mbinu za kisanaa zilizotumika kujenga dhima za methali za jamii ya Wasimbiti. Madhumuni haya matatu yamefanyiwa kazi na matokeo ya utafiti yamepatikana. Data za utafiti zilikusanywa kwa kutumia mbinu za usaili na upitiaji wa nyaraka na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia za Sosholojia na Simiotiki. Matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zina dhima za kuhamasisha jamii kuepuka tamaa , kuwa na subira, kuelimisha jamii juu ya maisha, kufanya kazi kwa juhudi na

maarifa, kuhimiza umoja na mshikamano katika jamii na umuhimu wa malezi kwa vijana katika jamii. Pia, matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zinaundwa na mbinu za kisanaa za mafumbo, takriri, taswira na muundo. Mbinu hizi za kisanaa zimesaidia sana katika kuwasilisha dhima za methali za jamii ya Wasimbiti wanaoishi wilaya ya Rorya mkoani Mara.

Mbyallu, Beatrice Simon (2016) The Contribution of TASAF Interventions in Enhancing Income Generating Through Green Vegetable to Female Head of Household in Leguruki Ward in Meru District Council. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study that was conducted at Meru District and the project identified being implemented in the same district. The study and project implementation covers the period from October 2015 to September 2016. The study conducted by using participatory methods. Community needs assessment was conducted at Meru by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of journals, books, internet and reports. The study revealed that income generating through green vegetable project will be sustainable as they identified themselves and they implement with efficiency, not too expensive to establish and the demand of the products increases as days increase. Also time frame for the vegetables to grow and become ready for sale also is too short as it can take four to six weeks depending on the fertilizer used. The study recommends that community members can organize themselves and manage the income generating projects in order to increase their incomes. Through trainings, community members can achieve their planned project goal and the project becomes sustainable and increases income to community members.

Mbuya, Lucina (2016) Installation of Sugarcane Juice Processing Machine with Anti-Alcoholism and Drug Addiction Organization for Income Generation at Mtoni Temeke. Masters dissertation, The Open University of Tanzania.

Abstract

Development partners in collaboration with other community development stakeholders have taken various initiatives to alleviate problems affecting community members through different interventions at different levels while employing a number of approaches. It is from this reason that I have been motivated to work with an existing organization to offer them with my expertise in Community Economic Development in support of the initiatives already in place for

sustainability of the organization. Anti-Alcoholism and Drug Addiction Organization (AADAO) is a community based Organization established in 2011 through the support of United States of America International Development Agency supporting the survivors of alcoholism and drug addiction who were the result of Alcohol Anonymous Group. The initiative went along the popular moto “Chonde chonde ulevi noma” and “Tuko wangapi?” However the organization is facing financial challenges due to lack of capital and financial support to run the organization. This has been the opportunity for the CED student to intervene and work with the community members and the organization to see what can be done using the available resources and knowledge and skills in their environment to generate income. As a result following discussions interviews with key people in the community as well as observation of the environment we managed to come up with an idea to install sugar cane juice processing machine to support the organization generate income as well as encouraging the group members to drink sugar cane juice as an alternative drink instead of alcohol.

Mashauri, Masesa Mafaja (2016) The Assessment of Community-Based Approach in Implementing Mother and Child Health Project of Immunization in Tanzania: The Case of Arusha Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

The study sought to assess the community involvement in Community-Based Approach used by local Non-Governmental Organizations in implementing Maternal/Mother and Child Health Project of immunization in Arusha Region. The study was conducted in four places in Arusha Municipality. The study had three main specific objectives namely; to examine the involvement of men and women in Community-Based Approach used by local Non Government Organizations in implementing Maternal/Mother and Child Health Project of immunization, to assess the involvement of men and women in Community-Based Approach across gender lines in implementing Maternal/Mother and Child Health Project of immunization, and to propose sustainable approaches to men and women involvement in Community-Based Approach in implementing Maternal/Mother and Child Health Project of immunization. The study employed descriptive survey design with sampling size of 100 respondents involving 50 women and 50 men of different ages. Data collection was done using questionnaires instrument, oral interview, observation, and desk review. The quantitative data was subjected to monivariate analysis by the aid of SPSS software while the qualitative were analysed by narration. The findings revealed that lack of proper education, availability low income, and prevalence of patriarchy system of life among the majority were the major threatening challenges on implementing of Maternal/Mother and Child Health

project of immunization. The study concluded that public awareness should be provided to the community so as to raise awareness on matters pertaining to MCH, improvement of income to the community, and implementation of sustainable approaches towards MCH projects including immunization.

Kinyau, Wankembeta S. (2016) Poultry Keeping for Sustainable Livelihood: A Case of Mwakuda Women Group in Pugu Bombani, Ilala District Dar es Salaam. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study conducted and the project being implemented in Pugu Bombani, Ilala District, and Dar es Salaam Region. The Community Needs Assessment conducted in the area using participatory methods and tools like Questionnaire, Focus Group Discussions and Documentary Reviews, came out with five major community needs, which needed to be urgently addressed. Data collected were analyzed using SPSS computer software program. Prioritizations of the problem were done by using Pair wise ranking. The major identified problems were poor skills on poultry keeping among Mwakuda members, which lead to low income, unemployment, poor nutrition and high mortality rates due to existence of different poultry killer diseases in the area. The project implementation has focus on improving community Income for sustainable livelihood through poultry keeping as a priority project. The objectives of the project were mainly three;) Sensitize and Train 40 Mwakuda members on Entrepreneurship and Business Management by September 2014 (i) Acquire Plot and construct a house for poultry production for MWAKUDA members by October 2014 (ii) Improve employment opportunities and income to 40 Mwakuda members through Poultry production by February 2015. Few outputs for the objectives have so far realized and reported during project monitoring and midterm evaluation that there is skills improvement in poultry keeping business that contributes to improvement of nutrition, disease control that includes vaccination and treatment, management and care baby chicks mortality decreased drastically. Project implementation is going on well while monitoring and midterm evaluation have also been done and indicators for sustainability plan have been established.

Charles, Anna (2016) Improved Income Generation To Widows Community Through Coconut Thatch Making Project In Mfuru Village, Mkuranga District Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This project Report is an outcome of the research study conducted and the project being implemented on improving widows' community livelihood through coconut

thatch making in Mfuru village, Mkuranga District - Coast Region. The Community Needs Assessment was carried by using participatory methodologies, the researcher opted for descriptive design research where as it involves participation of widows group to measure widows livelihood and their needs regarding their economic status, availability of resources and markets to sell products. A range of data collection methods and tools were used including household survey whereas 30 questionnaires were distributed to widows group, observation, FDG, and key informants interview where all aimed at gathering information in relation to the study objectives. SPSS version 16 and Microsoft excel spread sheet was used to analyze quantitative data and the data was presented using a range of statistical methods such as tables, pie charts, and bar charts. From the finding five major needs were identified and ranked and came out with one need to be implemented. Such as coconut thatch making, farming and livestock keeping, crop growing/selling, fruit selling and fire wood selling among this needs majority of widows (46.7%) chose coconut thatch making. However different reasons were mention which hinder the implementation of different needs chosen such as lack of sustainable market, low income, lack of enough capital, lack of knowledge and skills. The expected outcome of this project is improvement of widow's livelihood through coconut thatch making project and increase access to market for thatch making based on the project goal, objectives and activities. Planned have been met with exception of mid and annual evaluation that will be done after six months of project implementation.

Chusi, Ritha Itanael (2016) Improving Income of People Living with HIV/AIDs at Igulwa Village through Local Chicken Rearing, Bukombe District. Masters dissertation, The Open University of Tanzania.

Abstract

This project intended to identify the need of people living with HIV/AIDS and address through local chicken rearing in Igulwa village, Ushirombo ward Bukombe District. The study used sample survey to reach its objective and the sample size for the study was 88 respondents. The objectives of the study were to identify problems and or needs of the PLAs and decide which need are to be addressed, to gather information about income generating activity suitable to PLAs and to access the factors affecting the establishment of Income Generating activities among PLAs. Collection of data was through FGD, Observation Method, Documentary and in depth interviews. The analysis of data was done by using SPSS and Excel. It was observed that unemployment is the main concern to the group members. To address this issue they agreed to engage in the project of local chicken rearing because its returns are faster and also the project require low initial capital and also the project is easily to manage. The group face the problem of capital so this study recommended that the PLA as groups to secure soft loans from financial institution

so that they can expand their project. The Government to allow the members to secure loans with no collateral and also the Government to facilitate group loans from the Department of Community Development to PLAs groups which can be used to finance their IGAs.

Haji, Jabu Sharif (2016) Women Livelihood Improvement through Small Scale Pottery Production at Kiembesamaki Zanzibar. Masters dissertation, The Open University of Tanzania.

Abstract

This piece of work focused on women lack access to financial resources to run their businesses, poor marketing system and lack of appropriate knowledge on pottery processing skills. In Kiembesamaki village various methodologies and methods were used in this work. The details of information revealed through individual interviews, observation focus group discussion, Questionnaire, documentary review which are skillfully collected, analyzed and presented. Random sampling technique used in selecting respondents in order to ensure the availability of correct data. In Kiembesamaki District pottery production is among the potential enterprises accommodate most famers and small scale producers it is one of the potential and reasonably sub sector s which can generate income for the poor household. That potential notwithstanding, the sub sector is facing several production constraints that have limited its potentials for contributing to poverty reduction. The findings show that women at Kiembesamaki lack access to financial resources due to lack of knowledge, support from the government, difficulties of conditions of the financial institutions particularly banks and lack of collateral. Despite the mentioned constraints of pottery it is found that majority of women at Kiembesamaki Zanzibar, entrepreneurial skills required for producing pots and pottery production a reliable source for income generation, through capacity building and supply of improved pottery processing and equipment and develop pottery producers attitude, knowledge and skills for developing the Group as an economic enterprise.

Mhangilwa, Salome Clemence (2015) *Itikadi katika Tamthiliya za Emmanuel Mbogo: Utafiti Linganishi wa Ngoma ya Ng'wanamalundi na Fumo Liongo*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na mada inayohusiana na Kuchunguza mbinu za kitanzia za Ki-Aristotle katika Tamthiliya za Fumo Liongo na Sundiata. Malengo mahususi ya utafiti huu yalikuwa ni kuchambua matumizi ya mbinu za tanzia za Kiaristotle katika tamthiliya za Fumo Liongo na Sundiata, kuelezea matumizi ya mbinu ambazo si za tanzia za Ki-Aristotle katika tamthiliya teule na kuchambua dhamira katika tamthiliya za Fumo Liongo na Sundiata. Data za utafiti zimekusanywa kwa kutumia

mbinu ya usomaji makini na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia ya tanzia ya Ki-Aristotle. Matokeo ya utafiti yanaonesha kuwa, mbinu za Ki-Aristotle zinazojitokeza katika tamthiliya teule ni msuko, wahusika, dhamira, fikra, utumiaji wa jukwaa na mtungo wa tamthiliya. Mbinu zisizo za Ki-Aristotle ni utendi, usimuliaji, diolojia, monolojia, majigambo na kuchanganya ushairi na nathari. Kwa upande wa dhamira zilizojitokeza katika tamthiliya teule ni uongozi kandamizi, rushwa katika jamii, usaliti, matabaka, nafasi ya mwanamke na ushirikina katika jamii.

Marealle, Enid Archibold (2015) *Challenges Facing Small Hotel Operators in Tanzania –A Case Study of Arusha Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess challenges that small hotels face in their operations in Arusha Municipality. Specifically, the study aimed at addressing the following objectives: to identify the contribution of small hotels in Arusha Municipality; to examine challenges facing small hotel operators in Arusha Municipality; and to identify measures taken by small hotel operators towards addressing challenges they face. This was essentially a descriptive research by design. The sample for this research comprised of 57 managers of the selected hotels, hotel staff and supervisors. Purposive and simple random sampling methods were used to develop the study sample. The study used questionnaires, interviews, direct observation and document review as tools for collecting data. Quantitative data were analyzed using a Statistical Packages for Social Science (SPSS version 16.0) whereby content analysis was used to analysis qualitative data of the study. Findings of the study revealed that key factors that constrained development of the small hotels in the study area were high interest rate, inflation, cost of daily operations, high taxes, changes in the world market, and lack of training. The following were mentioned to be measures that hotel operators and other stakeholders had taken to overcome the said challenges: reduction of operation cost; reduction of tax; reduction of inflation rate; increased marketing and promotion; and improvement of hotel infrastructure.

Juma, Nassor Hamad (2016) *Kuchunguza fani na dhamira katika semi zilizoandikwa katika vyombo vya safari vya Baharini Kisiwani Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unalenga kuchunguza fani na dhamira katika semi za vyombo vya safari vya baharini kisiwani pemba semi hizo zinatumika katika shughuli za maisha ya wapemba ambapo zimeibua dhamira mbalimbali. Utafiti huu ulikua na malengo

kama yafuatayo:lengo kuu la utafiti huu ni kuchukunguza fani na dhamira katika semi za vyombo vya safari vya baharini kisiwani pemba. Malengo mahasusi ni: 1. kubainisha semi katika vyombo vya safari vya baharini kisiwani Pemba 2. Kuonesha mbinu za kisanaa zilizotumika katika semi za vyombo vya safari vya baharini kisiwani Pemba 3. Kueleza dhamira zinazopatikana katika semi za vyombo vya safari vya baharini kisiwani Pemba.Utafiti huu umefanyika Tumbwe wilaya ya Micheweni na Kojani wilaya ya Wete Mkoa wa Kaskazini Pemba. Mbinu zilizotumika katika kukusanya data ni mbinu ya uwandani na mbinu ya maktabani, njia zilizotumika ni mahojiano na uchunguzi makini. utafiti huu ulitumia sampuli ya wazee vijana na walimu wa somo la kiswahili shule za sekondari.Nadharia zilizotumika katika utafiti huu ni nadharia ya simiotiki na nadharia ya muitiko wa msomaji. Kwa ujumla matokeo ya utafiti huu yanaonyesha kuwa Wapemba wanazo semi zinazotumika katika vyombo vya baharini. Semi zilizoandikwa katika vyombo vya baharini, zimetumika mbinu mbalimbali za kisanaa, mbinu hizo ni pamoja na tashtiti,taswira, kejeli, methali, misemo,simo, sitiri na kadhalika. Pia mtafiti aligundua kuwa semi hizo zina dhamira mbalimbali.

Moh'd, Said Kassim (2015) *Assessment of Factors affecting uptake of Voluntary Counseling and Testing among Youth in Central District, Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Globally, an estimated 11.8 million young people aged 15-24 are living with HIV/AIDS. In Tanzania in 2003, among the 1.6 million people with HIV/AIDS, 15% were 15-24 years old, and 60% of new infection occurred among youth. Therefore, considering such rate of HIV infection, youth deserve to be the focus of HIV prevention efforts. The VCT is among of HIV intervention measures that are implemented in Zanzibar, youth are among of the targeted group whose attendance has been reported low, hence the need of this study. This study adopted a descriptive research design. Qualitative and Quantitative methods were also used in this study. Data were collected through reviewing documents, questionnaires, interviews, focus group discussion (FGD). Only quarter of the youth in the district have had voluntary counseling and testing services Therefore measures are needed to promote uptake including raising awareness to youths.

Rashid, Halima Saleh (2016) *Kuchunguza Dhima za Nyimbo za Ngoma ya Kibati Mkoa wa Kusini Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Nyimbo za ngoma ya Kibati ni nyimbo maarufu sana visiwani Zanzibar. Asili ya nyimbo hizo ni kutoka kisiwani Pemba, katika Mkoa wa Kusini, Wilaya ya Mkoani katika kiambo cha Chokocho Michenzani. Nyimbo hizo zimekuwa maarufu sana na

zinaendelea kupendwa kutwa kucha. Utafiti huu umefanywa, kuchunguza dhima zinazopatikana katika nyimbo hizo. Data zilichambuliwa kwa kutumia mkabala wa kimaelezo na wa kidhamira. Nadharia ya dhima na kazi na Nadhariaya simiotiki, zilitumika katika kutimiza lengo la utafiti huu. Matokeo ya utafiti yameonyesha kwamba, dhima zinazojitokeza katika nyimbo za ngoma ya Kibati zimeweza kuakisi hali halisi ya maisha ya Wazanzibari katika Nyanja zote za maisha Kisiaasa, kiutamaduni, Kiuchumi na Kijamii. Aidha matokeo ya utafiti yameonesha kwamba, mbinu za kisanaa zilizotumiwa na watunzi wa nyimbo za ngoma ya Kibati zimesheheni mafumbo, taswira, semi pamoja na matumizi ya lugha ya ishara. Kwa mfano wimbo wa Samaki wa Pono, utamu wa Ndizi, Mkate wa Mayai, Danganyayo zote zimejaa matumuzi ya taswira, semi, ishara na mafumbo.

Valence, Beatrice (2016) The Establishment of an Income Generating Project for Ujirani Mwema Women Group. A Case Study of Migera – Bukoba Municipal – Kagera. Masters dissertation, The Open University of Tanzania.

Abstract

The Project of vegetable garden establishment aimed to increase women income with the objective of emphasizing the women to join in capacity building groups through vegetable garden establishment and to assess the progress of the project. The project applied both quantitative and qualitative type of research design sampling techniques including convenience purposive and simple random sampling. The simple sizes include 65 respondents and the author applied SPSS to analyze the quantitative data. Through the assessment made on the community, various challenges were identified like absence of knowledge of entrepreneurship, low education, lack of funds and bad perception in the community. From those challenges women chose the best prioritization of the project among the four projects. They chose the vegetable garden cultivation because it seems that the resources, which can support that project and community demand, are available.

Twamgabo, Mary Innocent (2016) Challenges Facing Women Entrepreneurs Using Village Community Bank: A of Case of Mbagala Ward, Temeke Municipal. Masters dissertation, The Open University of Tanzania.

Abstract

Village Community Banks (VICOBA) plays an important role of enabling the poor to save and access credit. This study aimed to identify problems being faced by women entrepreneurs in village community bank; explore challenge in accessing loan form financial institution; examine the income generating activities in relations to economic growth of village community bank's women entrepreneur. Basically three objectives were test and the study reveals that the community of Mbagala ward

faced the challenge of poor income generation activities and lack of prime space, also it is easy to access loan but there is no availability of financial services that provide load at low interest and many people receive low income at household level. The study used a combination of probability and non-probability to select 90 respondents of VICOBA groups and non-VICOBA members within the study area. Primary data were collected using interviewing through questionnaire, observation, focus group discussions and key informant interviews. Quantitative data were analyzed using SPSS where means, frequencies and percentages were determined. The finding also show that this problem can be trickled-down by self saving techniques that have to be done in VICOBA project where small VICOBA can join and formulate a strong VICOBA where community can make saving which the profit obtained will be used to improve their income generation activities and the study generalised that there is a need assisting VICOBA group members to tackle the problem of inadequate entrepreneurship skills by conducting training sessions to VICOBA group leaders and group members in increasing their income generation and thereafter ineffective use of their resources.

Philbert, Edwin (2016) Factors Influencing Youth Unemployment in Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the factors influencing youth unemployment in Tanzania using integrated Labour force survey of Tanzania for 2014 conducted in Tanzania mainland. In analysis the issue of youth unemployment, the logit model has been used, with a series of independent variables. The model shows important role for youth's level, education level, and age of a youth, youth's gender, and youth's place of resident, headship status. The findings show that being married, male head of the household, presence of paid and self-employed in the household, significant reduced the probability of a youth being unemployed. On the other hand youth's education level of and living in urban increases the probability of a youth being unemployed. Further, the result indicates that the likelihood of unemployment tends to decrease as age of a youth increases. The government may need to enhance gender equality in access to education, training and employment in order to reduce high unemployment among youth women. Moreover, there is a need for the government to focus attention on the rural- urban drift in order to deal with the problem of rural -urban migration and consequently reduce high youth unemployment in urban- rural areas. It is also important to restructure some human capital development and labour market issues that relate to employment in order to match skills with labour market demand.

Mohamed, Nasbuu Seif (2016) Promotion of Child Capacity on Sweet Baby Care Center at Mpendae Shehia in Zanzibar in 2016 by Improving Institutional Services. Masters dissertation, The Open University of Tanzania.

Abstract

Baby care is the important things in our society because enable to improve the knowledge of our children also capability of doing work for parents increased. But among the constraints include poor teaching materials, lack of modern tools, poor play ground, and unsatisfactory payment for the school fee, low salary, low income produced and lack of appropriate knowledge on teaching pre nursery school skills. As results most of caregiver/teacher in rural and small town in Tanzania feel disappointed by established the baby care center. In rural and urban areas of Tanzania baby care center is the important things due to work by effectively and efficiency. This is because when the parents have guaranteed the safety of your baby so you work by confidence without worry. Lack of experience and skilled teacher and uses of local tools during the teaching and learning process which causes poor performance for students, lower income and services delivery at the center. Despite the mentioned constraints baby care center is found in almost rural and Urban area in Tanzania, Through the capacity building on training to teach pre nursery school on required for care and teach the students also to build the child on a good behavior at all also develop the necessary attitude, knowledge and skills for developing the sector.

Mohamed, Fatma Ali (2016) Kutathmini Mila na Desturi za Mwanamke wa Visiwani katika Tenzi za Howani na Mwana Kukuwa. Masters dissertation, The Open University of Tanzania.

Abstract

Diwani ya Howani Mwana Howani ni Diwani ambayo imekusanya tenzi mbili ambazo ni Howani na Mwana Kukuwa. Tenzi hizo zinazungumzia mila na desturi za Mwanamke wa Visiwani kuanzia alipobeba ujauzito mpaka alipoolewa na kupelekwa kwake. Hivyo katika utafiti huu mtafiti alichunguza vipengele vya fani kama vile: matumizi ya lugha, mandhari na wahusika ili kuona ni jinsi gani mila na desturi za mwanamke wa visiwani zilivyojidhihirisha katika tenzi teule. Utafiti huu ulitumia mbinu ya maktabani. Data zilikusanywa kwa kutumia mbinu ya usomaji makini na upitiaji wa nyaraka. Wateuliwa wa utafiti huu waliteuliwa kwa kutumia mbinu ya uteuzi lengwa. Aidha, data zilizokusanywa katika utafiti huu, zilichambuliwa kwa kutumia mbinu ya kimaielezo. Utafiti huu umegundua kuwa tenzi za Howani na Mwana Kukuwa zimejedili kwa kiasi kikubwa mila na desturi za mwanamke wa visiwani. Mila na desturi hizo zimeanzia tokea mwanamke

alipokuwa mja mzito, kipindi cha kujifunguwa, malezi ya mtoto wa kike, kipindi cha kubaleghe, kipindi cha ndoa, katika mavazi, mapambo, ngoma za asili, pamoja na tiba za asili. Utafiti huu umeongozwa na Nadharia ya Sosholojia katika kuelezea lengo mahsusi la kwanza na la pili na Nadharia ya Semiotiki imetumika katika kuchambua data zinazohusiana na lengo mahsusi la tatu, ili kufikia lengo la utafiti huu. Matokeo ya utafiti huu yanaonesha kuwa vipengele kama vile mandhari, matumizi ya lugha pamoja na wahusika vimejitokeza kwa kiasi kikubwa katika tenzi za Howani na Mwana Kukuwa, vipengele hivyo vimesaidia sana katika kufikisha malengo ya Mwandishi ya kuelezea Mila na Desturi za mwanamke katika jamii ya visiwani Zanzibar.

Ngonya, Jero Elisa (2015) *Challenges facing Community Based Tourism in Tanzania: A case study of Arumeru District in Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Community Based Tourism (CBT) is increasingly being developed and promoted as a means of reducing poverty in developing countries. Some of the needs of the local community are met through offering tourism services. CBT is an initiation of local people in Arumeru District to use tourist attractions to satisfy their needs. However, whilst many community based tourism ventures have been established in developing countries their operation have not been monitored properly. It is apparent that most of these communities based tourism venture are faced with a number of challenges. This study investigated these challenges facing community based tourism in Arumeru. The type of this research is mixed research whereby the case study research design used. The sample size included 4 CBT managers, 8 local tour guides, 8 waiters, 4 village leaders and 32 local residents. Purposive and simple randomly sampling methods were used to select respondents. The collection instruments were questionnaires and interview. Data was analyzed by Statistics Packages for Social Science (SPSS version 16.0) and explained in descriptive statistics, the content analysis was also used. From the findings of the study, it was clear that challenges ranged from; lack of government support, lack of education and training, poor infrastructure, poor marketing strategies, lack of community support, insecurity and poor customer care service. This study recommend that, education and training should be provided to the CBT projects managers and service providers, improvement of infrastructure, Involvement of local communities to CBT projects, establishment of aggressive marketing strategies and improvement of customer care services to CBTS.

Samwel, Daniel (2016) Evaluation of the Child Protection Project: A Case Study at Magu District. Masters dissertation, The Open University of Tanzania.

Abstract

The main goal of the study was to conduct an evaluation of the child protection project; the focus being on child protection project at Magu District Council. This project is funded by UNICEF and being implemented in collaboration with the Magu District Council and The Institute of Social Work. The child protection project starting implementation 2015 to 2015. The study had three specific objectives: to examine the challenges faced by the child protection project, identify the main achievement of the child protection project, and give suggestions for the sustainability of child protection in the community. Triangulation method was used to access information through questionnaires, interview, document review and focus discussion, where a total of 85 respondents were involved in the study where by females were 44 and 41 males. The study included community leader, Local Government officers, police (especially who work on children and gender), health workers and other community members at Magu District Council who had adequate knowledge on child protection. The study recommends that more effort should be made for train child protection actors for sustainability of child protection projects in community. One of the elements in their training package should be social psychology and other matters related to the knowledge of children. These should work on different issues related to the protection of children's rights in the community. These actors in child protection should work jointly with the police and other law enforcement officers such as the lawyers. They should also cooperate with teachers, children, parents and staff working with the local government officers.

Rehani, Abubakar Ally (2015) *Improving livelihoods of Girls' Victim of Child Marriage through Tailoring – Garment project in Bugayambebele Village in Shinyanga Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Improving livelihoods of girls' victim of child marriage through tailoring – garment is a one year project designed to empower girls' victim of child marriage in Bugayambebele village Shinyanga Municipality in order to generate sustainable income so as to improve their livelihood. The specific objectives of the project included: To formalize Tumaini Girls' Development Group (TGDG), to equip Tumaini Girls' Development Group (TGDG) members with knowledge and skills on tailoring and entrepreneurship, to establish tailoring – garment mart at Bugayambebele village and to create a feasible market for tailored garments produced by the group members. The project was designed following a participatory

community needs assessment (CNA) carried out in the village by the researcher and Bugayambebele village community which clearly revealed among other things that, the girls' victim of child marriage were faced with number of serious challenges including: lack of decent employment opportunities mainly caused by lack of education and training and lack of capital and favorable environment to establish and run small income generating projects. The project was carried out by 10 Tumaini Girl's Development Group (TGDG) members whereas 14 activities were implemented to realize 5 outputs which helped to achieve the expected goal and objectives. Project beneficiaries and other stakeholders were extremely participated in the whole process during planning, implementation, monitoring and evaluation to ensure community's ownership, accountability, transparency and public awareness as a result of sustainability of the project activities even after phasing out of external sources of funding and technical support.

Mahonge, Felista Richard (2016) *The Representation of Masculinity in Euphrase Kezilahabi's : A Thesis Submitted in Partial Fulfillment of the Requirements for the Award of Degree of Doctor of Philosophy in Literature.* doctoral thesis, Moi University.

Abstract

This study sought to critically interrogate the representation of masculinity in Euphrase Kezilahabi's novels as a way of filling the critical gap in the readings of masculinity in his novels: *Kichwa Maji*, *Gamba la Nyoka*, *Dunia Uwanja wa Fujo*, *Nagona* and *Mzingile*. The study assumes that various circumstances influence and determine men's masculinity and that masculinity is a trait that can be exhibited by both men and women. It also assumes that Kezilahabi does not affirm the social constructs but rather interrogates them. The objectives of this study are: to examine the characters' performance of masculinity, indicators of masculinity and gender role construction. It also examines Kezilahabi's interrogation of masculinity in his novels. This is a qualitative study which uses Robert Connell's theory of Masculinity, Judith Butler's theory of performativity as well as Louis Althusser's idea of interpellation as a theoretical framework for textual analysis and interpretation of characters' expressions and performances in the novels. It employs a constructivist paradigm, a method that comprises several stages, including identification of the novels as the primary texts, a close reading of the novels and a review of literature on the gendered representations in Kezilahabi's novels as well as critiquing the representation of masculinity in them. Kezilahabi's novels reveal that masculinity is a circumstantial, mutable and contestable subject. It is constructed within a specific socio-cultural and historical moments and changes according to circumstances. The novels demonstrate the agency of women in constructing men's masculinity. They indicate that masculinity and femininity are not separable entities

in the building of a new, peaceful and strong nation. Furthermore, Kezilahabi's novels reveal that power is the key attribute in (de)constructing and (re)defining men's masculinity and state institutions like armed forces, schools and religious centres determine the hierarchies and structures of masculinity. Through his novels, Kezilahabi challenges and changes stereotypes of men, dismantles the conventional gender roles and suggests a new way of imagining gender where hegemonic ideologies can be neutralized. The novels highlight the necessity of female-male gender complementarity in a contemporary world.

Rugemalila, Gaspal Audax (2015) *Investigations on Environmental Risk Factors Responsible For High Prevalence of Food Borne Diseases : The case of Temeke Municipal, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Food borne diseases encompass a wide spectrum of illnesses and are a growing public health problem worldwide. They are the result of ingestion of foodstuffs contaminated with microorganisms or chemicals. The contamination of food may occur at any stage in the process from food production to consumption ("farm to fork") and can result from environmental contamination, including pollution of water, soil or air. This study will be conducted to investigate the prevalence of food borne diseases from local environmental risk factors in the vending sites of food services in the study area. The research study will provide a foundation for food safety policy and illness prevention in the Temeke Municipality. Temeke Municipality is the sites of the study where the researcher will have to conduct his investigation on environmental risk factors related to prevalence of food borne diseases. The study area was chosen because of its location and absence of many epidemiological studies done in the area. A case study approach will be adopted with purposive random sampling by using fishers formula as shown below $N = \frac{z^2pq}{d^2}$ to obtain 240 respondents from in the vending sites, one primary school and one secondary school. Two public markets, street vendors, food services and three health centers and one public hospital. Structured and unstructured questionnaire will be used to select 240 respondents' opinions. Data will be analyzed with the table and percentages and on a computer using EP-INFO Version. This will generate descriptive statistics which will further summarized into graphs, table. The prevalence of food borne diseases will be shown by percentages in relation to available environmental risk factors in the study area. Focus group observation will be done to observe other factors which may be contributing to the prevalence of food borne diseases in the area.

Pallangyo , Sifuni Daniel (2015) *Assessment of the Roles of Tourism Activities towards Poverty Alleviation in Rural areas: A case of Arumeru District, Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the roles of tourism activities on poverty alleviation in rural areas in Arumeru District. The objectives of this study was to identify contributions of tourism activities towards poverty alleviation in Arumeru District, to examine challenges facing tourism activities towards poverty alleviation, to identify and assess measures used to address challenges facing tourism activities in poverty alleviation. A researcher used case study design because it involves a careful and complete observation of social unit of a person, family, institutions and cultural groups. The target sample involved 19 respondents from local authority and 55 respondents from heads of household representatives in Arumeru District as a sample size. Four data collection methods were employed by a researcher during the study, interviews, observation, questionnaires and documentary reviews. A researcher analyzed the results by using statistical packed for social scientist (SPSS) vision 16.0 and Microsoft excel as well as content analysis. Both Qualitative and quantitative data analyzed by frequencies, tables, charts and percentages in order to simplifying interpretations of the findings. The findings of this research suggest that, at the moment tourism is not really contributing in poverty alleviation in the community investigated in this study although most of respondents perceived tourism as a positive initiative which can help to improve the living standard of the poor. But numbers of barriers were identified to hinder their participation in tourism activities including, Education about tourism and its products, awareness and capacity building about tourism resources utilization. This study has therefore, recommended that, the issue of transparency to be at the heart of all tourism ventures that seek to improve the livelihood of the poor by turning tourism activities from theory to practical.

Hassan, Choray Rukia (2016) *Foreign Aid and Economic Growth in Tanzania: Empirical Analysis in the 1980 to 2015*. Masters dissertation, The Open University of Tanzania.

Abstract

This thesis investigates the relationship between foreign aid and economic growth in Tanzania from 1980 to 2015. The main objective is to analyze the long run and short run dynamics of Official Development Assistance to the economic growth of Tanzania from 1980 to 2015. An empirical model is estimated using Autoregressive Distributed Lagged (ARDL) approach to co integration for the intention of evaluating of the direct impact of aid on last economic outcome. The empirical result

shows that foreign aid has a significant positive role in promoting economic growth in Tanzania. As per results once the foreign aid increase the GDP increase as well once the aid reduced also GDP decline these variable indicate positive association.

Mwasuka, Grace (2016) The Impact of Integrated Savings and Credit Groups on Socio Economic Development to People with Leprosy Related Disabilities in Tanzania. Masters thesis, The Open University of Tanzania.

Abstract

This study investigated the impact of integrated savings and credit groups on socio-economic development to people with leprosy related disabilities in Chazi-Morogoro, Nandanga-Lindi and Hombolo- Dodoma urban and Nyabange- Mara. The study had three specific research objectives which were: first, to examine the effect of integrated savings and credit groups in reducing stigma. Second, to examine the extent to which people with leprosy related disabilities establish and run income generating activities. Third, to investigate whether people with leprosy related disabilities have access to micro credit and entrepreneurship skills trainings. Descriptive research design was used, and both quantitative and qualitative methods were employed in data collection and analysis. The study sampled 96 respondents, majority were women aged 60-64 years, this is due to the fact that improvement of public health services in recent years has promoted early identification of leprosy cases and treatment hence prevents leprosy related disabilities. The study showed that people with leprosy related disabilities were more assertive after joining in the integrated saving and credits groups. 100% of the respondents had access to micro credit, entrepreneurship and business management skills like other group members. They have been able to establish sustainable economic activities thus increased regular income and reduced vulnerability; boost self-esteem, respect in the family and community. However, it was noted that, loans provided by the CBR committees were not sufficient. The study recommends that, government and NGOs to develop and implement microfinance programmes that address the needs of persons with leprosy related disabilities. Guide them to identify income generating activities that enhance the quality of life in a subsistence environment.

Ndondo, Omary Mohamed (2016) Improving Community Livelihoods through Improved Cassava Production for Matanzi Village Community in Mkuranga District, Coast Region. Masters dissertation, The Open University of Tanzania.



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Abstract

A dissertation on Improving Community livelihood through improved cassava production is a result of the Community Needs Assessments (CNA) conducted in

Matanzi village in Mkuranga district. The Project Goal is enhancement of living standard of Matanzi village community at household level by raising income, employment opportunities, and food security through improved cassava production. CNA results revealed that Matanzi community earn low income due to low yield of cassava crop. Cassava low yield is caused by poor agriculture's practices such as poor spacing, poor disease control, small areas/plots of cultivation and lack of reliable market for agricultural product. Matanzi village community have resources but they are not empowered to utilize their resources and available opportunities for their social economic development. Using a participatory method, four objectives were set; To sensitize and train 55 head of households on improved cassava production techniques, Raise cultivated area from less than 1ha per household to 2 ha per household by the January 2016, Controlling Cassava Mosaic Disease (CMD) and Cassava Brown Streak Disease (CBSD) by March 2016 and To instruct cassava best practice to Heads of households and reliable to the Market by June 2016. The Community Needs Assessment was carried by using participatory methodologies such as Focused Group Discussions, Interview and Observations. Research tools used are Questions, Discussion Guide, and Interview guide, came out with five major community needs which needed to be urgently addressed.

Abdulla, Layla Msabah (2016) Athari za Itikadi katika Nyimbo za Harusi za Kizanzibari. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu Athari za Itikadi katika nyimbo za Harusi za Kizanzibari. Utafiti ulifanyika katika visiwa vya Unguja na Pemba. Kwa upande wa kisiwa cha Unguja, utafiti ulifanyika katika Mkoa wa Mjini Magharibi, Wilaya ya Magharibi katika shehia za Mwanyanya na Mfenesini. Kwa upande wa kisiwa cha Pemba, utafiti ulifanyika katika Mkoa wa Kusini, Wilaya ya Chake Chake katika shehia ya Tibirinzi. Utafiti ulitumia mbinu ya usaili na ushiriki ambapo watoa taarifa 40, wanawake wenye umri kati ya miaka 20 – 60 walitumika katika kutoa data zilizokamilisha utafiti huu. Katika ukusanyaji na uchambuzi wa data, njia iliyotumika ni njia ya maelezo, kwani ndiyo muafaka kwa utafiti huu. Utafiti umegundua kuwa, nyimbo za harusi za Kizanzibari, huimbwa katika miktadha tafauti, kama vile, wakati wa kuwekwa ndani mwari harusi, kwa ajili ya mafunzo na matayarisho ya harusi, wakati wa kwenda kuowa, wakati wa kurudi na bibi harusi, tukitaja kwa uchache. Aidha, utafiti umegundua kuwa, nyimbo za harusi za Kizanzibari zimebeba itikadi nyingi, kama vile, itikadi juu ya umuhimu wa utii, umuhimu wa kuwa msafi, umuhimu wa kuheshimu ndowa, umuhimu wa mashirikiano, na itikadi juu ya umuhimu wa kuwa na uvumilivu katika ndowa, tukitaja kwa uchache tu. Aidha, utafiti huu umegundua kuwa matumizi ya lugha

katika nyimbo za harusi za Kizanzibari, ni muhimu katika kuzifanya nyimbo zifahamike kwa wanandoa.

Abdulla, Halima Salim (2016) Viambishi njeo katika vitenzi vya lahaja ya Kipemba: Uchanganuzi wa kimofonolojia kuonesha muundo ndani na muundo nje. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii inachambua mofonolojia ya vitenzi vya lahaja ya Kipemba kuonesha muundo ndani na muundo nje . Utafiti ulilenga ubainisha mambo matatu; kwanza kuchunguza viambishi njeo katika vitenzi vya lahaja ya Kipemba; pili kueleza michakato ya kimofonolojia inayojitokeza katika kubadilisha miundo ndani na miundo nje; na tatu kudhihirisha kanuni zinazotawala mabadiliko ya muundo ndani na muundo nje katika vitenzi vya lahaja ya Kipemba. Utafiti huu ulifanyika katika Shehia ya Mtambwe Kaskazini katika jimbo la Mtambwe ambalo lilihusisha kijiji cha Kele, Uondwe, Mpakanjia, Jambaji, Kiapaka na Chanjaani. Watoa taarifa za utafiti walikuwa wakaazi asilia wa Mtambwe Kaskazini wenye umri kati ya miaka sitini nakuendelea ambao waliteuliwa kumi kutoka kila kijiji kwa njia ya usampulishaji bahati nasibu. Mbinu mbalimbali za utafiti zilitumika katika utafiti huu zikiwemo mbinu ya dodoso, usaili na uchunguzi makini. Matokeo ya utafiti yameonyesha michakato ya kimofonolojia inavyojitokeza kwenye mabadiliko kutoka muundo ndani kwenda muundo nje katika vitenzi vya lahaja ya Kipemba na kubainisha kanuni zinazotawala mabadiliko yanayotokea kutoka muundo ndani kwenda muundo nje katika vitenzi vya lahaja za Kipemba.

Mzungu, Jeddy Kuyenga (2016) Extramarital Sexual Affairs' Critical Role in the Transmission of HIV Infections among Married Couples: The Case of Singida Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the extramarital sexual affairs' critical role in the transmission of HIV infection among married couples. The study mainly focused on factors influencing extramarital sexual affairs, the consequences of HIV infection among married couples and their families and proposed measures to sensitize communities on the maladies of extramarital affairs. The study took on a qualitative case study design. Purposive sampling techniques were used whereby 50 respondents were recruited and interviewed. In-depth interviews were used for the collection of data. Data were qualitatively analyzed thematically using Nvivo QDA computer software package. The study has revealed that human behavior, poverty, matrimonial conflicts, alcoholism, sexual dissatisfaction, staying away from partner for a long time and polygamy were the main factors which led to extramarital sexual affairs. The study identified that when couples are infected with the virus there is a

great chance for increased mother to child HIV transmission, poverty, psychological and emotional problems, family disintegrations, increase in new HIV cases in the society, increased street children due to death of parents and reduction of man power. Further, the study recommends that premarital counseling services, social and behavioral change communication programs and poverty reduction interventions can help to reduce this problem. It was again suggested that establishment of anti-adultery laws, community health education on HIV infection in marriages, and anti-alcoholism policies can help to reduce extramarital sexual affairs and decrease the rate of HIV infection among married couples.

Mbyallu, Beatrice Simon (2016) *The Contribution of TASAF Interventions in Enhancing Income Generating Through Green Vegetable to Female Head of Household in Leguruki Ward in Meru District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study that was conducted at Meru District and the project identified being implemented in the same district. The study and project implementation covers the period from October 2015 to September 2016. The study conducted by using participatory methods. Community needs assessment was conducted at Meru by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of journals, books, internet and reports. The study revealed that income generating through green vegetable project will be sustainable as they identified themselves and they implement with efficiency, not too expensive to establish and the demand of the products increases as days increase. Also time frame for the vegetables to grow and become ready for sale also is too short as it can take four to six weeks depending on the fertilizer used. The study recommends that community members can organize themselves and manage the income generating projects in order to increase their incomes. Through trainings, community members can achieve their planned project goal and the project becomes sustainable and increases income to community members.

Sulle, Martha (2016) *An Assessment of the Challenges Faced by the Retirees in Accessing Formal Security Benefit in Tanzania: The Case of PSPF in Hanang' District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed challenges faced by retirees in accessing formal security benefits in Tanzania: It was conducted in Hanang' District. More specifically, the study examined procedures used in processing Pension Benefits in PSPF and challenges

faced by retirees when accessing pension benefits from social security funds. It further, assessed the impact of challenges of the social security fund to the retirees and other stakeholders. This is the case study design which used mixed method, namely, the qualitative and quantitative researches. Interview, questionnaires, non-participant observation and documentary review were employed as the instruments for the data gathering. The findings revealed there are procedures that have to be followed. Before retirement one gives notification to employer six months before receiving retirement benefits. As regard, retirement benefits, a lump sum is given once after retirement and second part of the pension is that which the employees are receiving after every month. The findings also revealed most of the complaints were the inadequacy of benefits, delays in payments, lack of update information about the schemes and the amount of individual contributions made, estimated benefits statements and incomplete contribution records. Furthermore, findings disclosed that for instance many teachers' retirees are virtually forced to live very precarious lives and they cannot meet their basic needs due to the delays in pensions and falling in household incomes. Based on the findings, it is recommended that the Social Security Fund should regulate the relationship between the contributions made by the members to PSPF before retirement to be proportional to the benefit they receive after retirement. The Social Security Fund should revisit the amount of pension it pays to its retirees specially those who stopped working before 2006.

Sunna, Batuli (2016) *The Role of Peer Education Programme in Creating Youth Awareness on Sexual Matters: The Case of Buguruni Ward, Ilala Municipality.* Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out to examine and assess the role of peer education among youths in managing and shaping their sexual behavior. The study further looks into the weaknesses and strengths in the peer education framework in Tanzania. The study employed case study design, which provided the opportunity and flexibility in the use of quantitative and qualitative data collection methods. Thus, questionnaire and interview were used to collect data. The study used both, simple random sampling and purposeful sampling approaches in the selection of respondents and the study areas. Simple random sampling was used to select four streets namely Buguruni Shell, Mnyamani, Malapa and Madenge while purposeful sampling was used to select peer educators and youth outside school settings. Findings show that peer education is one of the best ways that can be used in minimize the effects of irresponsible sexual behaviour among youths including those that live out of school setting. The use of peer education improves health and plays a big role in the rehabilitation processes of the youths who have been affected. 74% show that peer education interventions increased HIV knowledge, reduced drug equipment sharing among drug users and increased condom use. On the other side, the study revealed

peer education failed to reach remote areas where the problem is persistent. Lack of unskilled peer educators and sustainable training marked another weakness of peer education. The study recommends training many peer educators, creating centres for the affected ones, imposing strong rehabilitation processes and ensuring safe environment of growth for young people are among strategies that should be put in place to reduce risks among youths. More researches should be carried out to improve the lives of young generation.

Sylvester, Angela Ghati (2016) *Kuchunguza Dhima ya Methali za Jamii ya Wasimbiti wa Rorya Mkoani Mara*. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ilikuwa ni kuchunguza dhima ya methali za jamii ya Wasimbiti wa Rorya mkoani Mara. Ili kufanikisha mada hii utafiti ulikuwa na madhumuni mahususi matatu ambayo ni kubainisha dhima ya methali ya jamii ya Wasimbiti wa wilaya ya Rorya mkoani Mara, kuelezea uhalisia wa dhima za methali za jamii ya Wasimbiti kwa jamii ya leo na kubainisha mbinu za kisanaa zilizotumika kujenga dhima za methali za jamii ya Wasimbiti. Madhumuni haya matatu yamefanyiwa kazi na matokeo ya utafiti yamepatikana. Data za utafiti zilikusanywa kwa kutumia mbinu za usaili na upitiaji wa nyaraka na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia za Sosholojia na Simiotiki. Matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zina dhima za kuhamasisha jamii kuepuka tamaa , kuwa na subira, kuelimisha jamii juu ya maisha, kufanya kazi kwa juhudi na maarifa, kuhimiza umoja na mshikamano katika jamii na umuhimu wa malezi kwa vijana katika jamii. Pia, matokeo ya utafiti yanaonyesha kuwa methali za jamii ya Wasimbiti zinaundwa na mbinu za kisanaa za mafumbo, takriri, taswira na muundo. Mbinu hizi za kisanaa zimesaidia sana katika kuwasilisha dhima za methali za jamii ya Wasimbiti wanaoishi wilaya ya Rorya mkoani Mara.

Abdalla, Saleh Ali (2016) *Changamoto za kutumia istilahi mbili kwa dhana moja katika kufundisha isimu na fasihi shule za sekondari: Mfano kutoka mkoa wa Kusini Pemba, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umeshughulikia changamoto za kutumia istilahi mbili kwa dhana moja katika kufundisha isimu na fasihi shule za sekondari za Tanzania. Lengo la utafiti huu ni kuchunguza matumizi ya istilahi mbili kwa dhana moja katika kufundisha isimu na fasihi ya Kiswahili kwa shule za sekondari, kudadisi usuli wake na kupendekeza njia za kuondokana na tatizo hili. Utafiti huu umetumia muundo wa kimaelezo na mbinu ya usampulishaji iliyotumika ni usampulishaji nasibu tabakishi na umefanywa katika baadhi ya shule za mkoa wa kusini Pemba. Mbinu

zilizotumika kukusanya data ni mbinu ya dodoso. Kuhusu matokeo ya utafiti imebainika kwamba kuna matumizi makubwa ya istilahi mbili kwa dhana katika shule za sekondari katika kufundisha isimu na fasihi ya Kiswahili. Hali hii imesababisha wanafunzi kukanganyikiwa, kufeli na hata kulichukia somo. Kwa hivyo matumizi ya istilahi mbili kwa dhana moja ni dhahiri kuwa huathiri ujifunzaji wa isimu na fasihi ya Kiswahili. Mapendekezo yanayotokana na utafiti huu ni pamoja na kuanzisha vitengo vya kuunda na kusimamia matumizi ya istilahi kwa ujumla.

Adi, Mwanaidi Masoud (2016) *Uchambuzi wa Viangama Tamati Katika Lahaja ya Kitumbatu*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umefanyika Unguja katika kisiwa cha Tumbatu, kwenye shehia nne ambazo ni Gomani, Uvivini, Mtakuja na Jongowe. Lengo kuu ni kuchambua viangama tamati katika lahaja ya kitumbatu. Utafiti huu umeongozwa na nadharia ya viangama ya Zwicky (1977). Data zimekusanywa kwa njia ya mahojiano na ushuhudiaji. Walengwa wa utafiti huu ni wazee, watu wa makamo na vijana. Kila shehia wamesailiwa watu 25 wa umri na jinsia tafauti na kufanyiwa usaili watu 100. Utafiti umetumia data simulizi ambapo mtafiti amefanya mahojiano na kushuhudia kwa kusikiliza mazungumzo kutoka mikusanyiko ya watu mbalimbali. Kwa upande wa uchambuzi wa data, mtafiti amechambua aina za viangama tamati, maumbo ya viangama tamati na kategoria za maneno ambazo ni viegemewa vya viangama tamati katika lahaja ya Kitumbatu. Matokeo ya utafiti huu, data zimeonesha kuwa lahaja ya Kitumbatu ina viangama tamati vyenye maumbo yafuatayo: viwakilishi, vivumishi, viunganishi, vitenzi na vielezi. Maumbo hayo yameegemezwa kwenye nomino, vitenzi, viunganishi, vihusishi na viwakilishi. Kwa upande wa mapendekezo mtafiti amependekeza ufanyike utafiti wa viangama tamati wa lahaja nyingine. Pia amependekeza ufanyike utafiti wa viangama awali katika Kiswahili cha mazungumzo. Vile vile amependekeza utafiti wa kazi za viangama ufanyike. Mwisho amependekeza ufanywe utafiti wa viangama katika lugha mbalimbali hasa za makabila ya Tanzania.

Zubeir, Zuwena Suleiman (2015) *Etimolojia ya Majina ya Mahali ya Kaskazini Pemba Kuwa Utambulisho wa Utamaduni wa Wapemba*. Masters dissertation, The Open University Of Tanzania.

Abstract

Utafiti huu ulihusu Etimolojia ya majina ya mahali. Ulichunguza etimolojia ya majina ya mahali ya Kaskazini Pemba kuwa utambulisho wa utamaduni wa Wapemba. Mtafiti aliongozwa na malengo matatu. Kwanza, kubainisha etimolojia ya majina ya mahali yanayopatikana Kaskazini Pemba; pili, kufafanua vigezo

vinavyotumika kutoa majina ya mahali ya Kaskazini Pemba; na tatu, kubainisha utamaduni wa Wapemba jinsi ulivyoakisiwa na majina ya mahali ya Kaskazini Pemba. Ili kufikia lengo kuu lililokusudiwa mbinu mbali mbali za utafiti zilihusika. Mbinu hizo ni pamoja na mahojiano, hojaji pamoja na mjadala wa vikundi. Utafiti huu uliongozwa na nadharia jumuishi ambayo iliakisi data za utafiti huu kutokana na maoni yaliyotolewa na watafitiwa na wanajamii kwa ujumla yaliunda data za utafiti huu. Kwa upande wa matokeo ya utafiti, mtafiti aligundua kuwa majina ya mahali yana mfungamano na jamii na utamaduni wa jamii husika. Baadhi ya majina yanaakisi moja kwa moja shughuli wanazofanya wanajamii. Pia amebaini kuwa baadhi ya majina huwa ni ya hali ya kimazingira ya maeneo hayo kama jiografia inavyoonekana. Hata hivyo kuna majina ya mahali hutokana na watu maarufu au matendo ya kihistoria yaliyofanywa na wakazi wa zamani wa maeneo hayo. Mtafiti katika kazi yake amegundua pengo ambalo linahitaji kufanyiwa kazi, uibukaji wa majina mapya yanaathiri utamaduni wa jamii. Mtafiti anapendekeza kufanyika kwa utafiti utakaoeleza sababu zinazopelekea kuibuka kwa majina mapya ya mahali. Na pia maumbo ya majina ya mahali katika kipengele cha mofolojia na fonolojia kinaweza kufanyiwa utafiti kuona jinsi majina ya mahali yalivyo na maumbo mbali mbali.

Rwehabura, Sylvia (2015) *Access to Business capital through revolving fund for MVC families in Usagara*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Usagara village in Misungwi District, Mwanza Region. It aimed at assisting the most vulnerable children families to access business capital through Revolving Fund in addressing their income poverty. The problem of Most Vulnerable Children (MVC) families in Tanzania is not new. It has been in existence since independence. In response to the rapid increase number of the MVC, the government through the Ministry of Health and Social Welfare, Ministry of Education Vocation Training (MOEVT) and Non Governmental Organizations (NGOs) have been implementing different measures including provision of moral and material support like food and school materials, establishment of children care centers and formulation of different policies for children rights protection aiming to solve the problem. During Community Need Assessment (CAN) methods selection, the researcher considered the situation and conditions of respondents, time available, quickest way to obtain data and resources available for the study that could be used in improving the lives of MVC families. The study applied descriptive research design under which both qualitative and quantitative approach was employed. The researcher employed simple random sampling and purposive sampling techniques to get respondents. Data for the study were collected from a sample of 115 of respondents using primary and secondary sources. It was revealed during CNA process that, MVC families have become much more dependent on care givers due

to abject poverty. In order to have fully implementation and sustainability of the project day to day participatory monitoring and evaluation process were conducted aiming to assess the challenges and achievements of the intended goal and objectives.

Kavalambi, Sarah (2016) Promote the Entrepreneurship Skill Among People with Physical Disabilities through Poultry Keeping in Saranga Community Ward in Kinondoni Municipal Dar es salaam Region. Masters dissertation, The Open University of Tanzania.

Abstract

The study was examining the Promoting Entrepreneurship Skills among people with Physical disabilities in Poultry Keeping in Saranga Community Ward in Kinondoni Municipal area. Data were collected from UNESCO, ILO and International disability development consortium, A human rights group, and From private organizations that are working in Kinondoni Municipal area. Community Need Assessment was conducted in Saranga ward communities in Kinondoni municipal area. A sample of questionnaires was distributed to 35 respondents and a total of 32 questionnaires were collected back. The assessment indicated that low income is a core problem for the physically disabled community and further findings indicated that the majority of the community members have no required skill or access to financial capital in order to enable them to start small businesses that would help to reduce poverty amongst the people of Saranga community. Saranga Ward is one of the lowest household income areas compared to other wards in Kinondoni municipal. And also has the poor participation in community economic development initiatives. During Community Need Assessment the community representative agreed to implement the entrepreneurship project including training on small business skills that can assist them in developing local capital particularly for physically disabled community members. Action on planning methods focused on group discussion and was used to set objectives with beneficiaries fully involved.

Abdulla, Halima Salim (2016) *Viambishi njeo katika vitenzi vya lahaja ya Kipemba: Uchanganuzi wa kimofonolojia kuonesha muundo ndani na muundo nje*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii inachambua mofonolojia ya vitenzi vya lahaja ya Kipemba kuonesha muundo ndani na muundo nje. Utafiti ulilenga ubainisha mambo matatu; kwanza kuchunguza viambishi njeo katika vitenzi vya lahaja ya Kipemba; pili kueleza michakato ya kimofonolojia inayojitokeza katika kubadilisha miundo ndani na muundo nje; na tatu kudhihirisha kanuni zinazotawala mabadiliko ya muundo ndani na muundo nje katika vitenzi vya lahaja ya Kipemba. Utafiti huu ulifanyika katika

Shehia ya Mtambwe Kaskazini katika jimbo la Mtambwe ambalo lilihusisha kijiji cha Kele, Uondwe, Mpakanjia, Jambaji, Kiapaka na Chanjaani. Watoa taarifa za utafiti walikuwa wakaazi asilia wa Mtambwe Kaskazini wenye umri kati ya miaka sitini nakuendelea ambao waliteuliwa kumi kutoka kila kijiji kwa njia ya usampulishaji bahati nasibu. Mbinu mbalimbali za utafiti zilitumika katika utafiti huu zikiwemo mbinu ya dodoso, usaili na uchunguzi makini. Matokeo ya utafiti yameonyesha michakato ya kimofonolojia inavyojitokeza kwenye mabadiliko kutoka muundo ndani kwenda muundo nje katika vitenzi vya lahaja ya Kipemba na kubainisha kanuni zinazotawala mabadiliko yanayotokea kutoka muundo ndani kwenda muundo nje katika vitenzi vya lahaja za Kipemba.

Anusa, Anaphy Chiumbo (2016) Maana za majina ya watu katika jamii ya Wayao. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulilenga kuchunguza majina ya watu katika jamii ya Wayao ili kuona iwapo yana maana. Kulikuwa na haja ya kufanyika utafiti huu ili kutoa mchango wa kitaaluma katika semantiki kuhusu maana za majina ya watu katika jamii hii. Utafiti huu uliongozwa na nadharia ya semiotiki ili kuweza kutimiza malengo ya utafiti huu na pia kujibu maswali ya utafiti huu. Data za utafiti huu zilikusanywa kwa kutumia njia ya usaili, hojaji[dodoso] na maktabani. Eneo la utafiti lilikuwa wilaya ya Tunduru nchini Tanzania katika vijiji vya Kidodoma, Nampungu na Nandembo. Walengwa wa utafiti huu walikuwa Wayao wote wanaojua maana za majina ya watu yenye asili ya Kiyao. Jumla ya watafitiwa 30 walishiriki katika utafiti huu. Matokeo ya utafiti huu yamedhihirisha kuwa majina ya watu katika jamii ya Wayao yana maana. Ni dhahiri kuwa utafiti huu utatoa mchango mkubwa katika taaluma ya Semantiki na katika tafiti za lugha za kibantu, na kuwa kichocheo cha kufanywa tafiti nyingine kuhusiana na mada hii na kuhusiana na jamii hii.

Ali, Mussa Yussuf (2016) Kuchunguza Dhamira za Nyimbo za Uganga Katika Jamii za Waswahili Wilaya ya Mkoani Kusini Pemba. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchunguza dhamira za nyimbo za Uganga katika jamii za waswahili Wilaya ya Mkoani Kusini Pemba. Ili kutimiza lengo hili kuu tulikuwa na madhumuni mahususi matatu ambayo ni kubainisha dhamira zinazopatikana katika nyimbo za uganga, kufafanua undani wa dhamira za nyimbo za uganga zilimo katika jamii ya watu wa Kusini Pemba na kufafanua vipengele vya kifani vinavyosaidia kuibua dhamira zinazojitokeza katika nyimbo za uganga. Data za utafiti zimekusanywa kwa kutumia njia ya usaili na njia shirikishi katika maskanini. Data hizo zilikusanywa na kuchambuliwa kwa kutumia mkabala wa

kimaelezo. Vile vile njia za kimaktaba zilitumika kwa mtafiti kwa ajili ya kujisomea kazi tangu lizi na maandiko tafauti kwa lengo la kujiongezea maarifa na kufanikisha utafiti wake. Pia uchambuzi wa data ulifanywa kwa kutumia mkabala wa kinadharia. Nadharia zilizotumika ni Simiotiki na Mwitiko wa Msomaji. Ama kuhusu matokeo ya utafiti yanaonesha kuwa kwenye nyimbo za uganga kuna siri ambazo zimejificha na zilihitajika kuwekwa bayana na mtafiti. Kwa upande wa dhamira zilizojitokeza katika nyimbo za uganga zilitoa dhamira kama vile suala la Mmongonyoko wa Maadili, umoja na mshikamano, malezi, matabaka na kadhalika. Mwisho mtafiti alitoa hitimisho, mapendekezo ya tafiti nyingine zifanyika katika muktadha wa uganga kwa kuangalia misamiati na njungu katika tiba ya uganga na kuiomba jamii yake iziendeleze tiba za asili katika fani ya uganga.

Abdulla, Layla Msabah (2016) *Athari za Itikadi katika Nyimbo za Harusi za Kizanzibari*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu Athari za Itikadi katika nyimbo za Harusi za Kizanzibari. Utafiti ulifanyika katika visiwa vya Unguja na Pemba. Kwa upande wa kisiwa cha Unguja, utafiti ulifanyika katika Mkoa wa Mjini Magharibi, Wilaya ya Magharibi katika shehia za Mwanyanya na Mfenesini. Kwa upande wa kisiwa cha Pemba, utafiti ulifanyika katika Mkoa wa Kusini, Wilaya ya Chake Chake katika shehia ya Tibirinzi. Utafiti ulitumia mbinu ya usaili na ushiriki ambapo watoa taarifa 40, wanawake wenye umri kati ya miaka 20 – 60 walitumika katika kutoa data zilizokamilisha utafiti huu. Katika ukusanyaji na uchambuzi wa data, njia iliyotumika ni njia ya maelezo, kwani ndiyo muafaka kwa utafiti huu. Utafiti umegundua kuwa, nyimbo za harusi za Kizanzibari, huimbwa katika miktadha tafauti, kama vile, wakati wa kuwekwa ndani mwari harusi, kwa ajili ya mafunzo na matayarisho ya harusi, wakati wa kwenda kuowa, wakati wa kurudi na bibi harusi, tukitaja kwa uchache. Aidha, utafiti umegundua kuwa, nyimbo za harusi za Kizanzibari zimebeba itikadi nyingi, kama vile, itikadi juu ya umuhimu wa utii, umuhimu wa kuwa msafi, umuhimu wa kuheshimu ndowa, umuhimu wa mashirikiano, na itikadi juu ya umuhimu wa kuwa na uvumilivu katika ndowa, tukitaja kwa uchache tu. Aidha, utafiti huu umegundua kuwa matumizi ya lugha katika nyimbo za harusi za Kizanzibari, ni muhimu katika kuzifanya nyimbo zifahamike kwa wanandoa.

Mwesiga, Benjamini (2015) *Empirical Analysis on the Factors Influencing Private Investment in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study set out to make empirical analysis on factors influencing private investment decisions in Tanzania. In doing that, the study collected primary data from TIC Registered Private Investment in Dar es Salaam in year 2014 through

administering a questionnaire to respondents. The study used both qualitative and quantitative approaches and covered both foreign and domestic private investment. The theoretical model of FDI by Dunning (1988) was modified to include domestic investors' and used in this study whereby logit model was applied in estimations. The application of modified FDI model based on the fact that prior literature review and researcher own study on the variables identified by Dunning's model affects both domestic and foreign investors. Thus, modification only intended to expand the horizon of the variables to be covered. The study reveals that the variables: political factors, location factors and market factors were significant with positive correlation with private investment in Tanzania. Hence, have predictive powers over private investment in Tanzania. Their probabilities are 0.088, 0.062 and 0.012 and hence significance level of 10, 10 and 5 percent respectively. This signifies that sustaining political stability and effective utilization of location factors together with market factors have higher chances of increasing private investment levels in Tanzania. The study also revealed existence of positive correlation between good investment facilitation services and willingness to reinvest. This is portrayed by the probability of 0.029, which is significant at 5 per cent level. Therefore, study recommends to the government to sustain political stability, location factors, market factors and investment facilitation services in order to remain competitive and stand the world competition in attracting private investment.

Urio, Frida Cornelio (2014) *Cassava Seed Multiplication for a sustainable income for farmers in Madanga Village*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study conducted in Madanga village and the project being implemented in the same village with farmers. It covers the period between September 2013 up to June 2014. The participatory community assessment conducted in the village using participatory methods and tools like Focus Group Discussions (FGD), semi-structured Interviews and Field visit survey came out with seven major community needs which needed to be urgently addressed. Among the needs identified, Increase in Income ranked as need number one. After further assessment of the causes of the need, multiplication of resistant cassava seeds was identified as a project that will enable them increase their income through sale of multiplied seeds and at the same time increase their production hence improved livelihoods. The study concludes that the communities can use their farm based activities as sustainable sources of income provided that they agree to plan and implement them as a means that poverty is eradicated. Therefore the study recommends that deliberate efforts should be taken to involve all stakeholders in implementation of community economic development projects to ensure sustainability and reduced poverty that is threatening the nation.

Mningo, Rehema Adam (2015) *Tathmini ya mwingilianomatini katika utunzi wa Emmanuel Mbogo: Utafiti Linganishi wa Tamhiliya ya Ngoma ya Ng'wanamalundi na Fumo Liongo*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu Tathmini ya mwingilianomatini katika utunzi wa Emmanuel Mbogo: Utafiti linganishi wa tamhiliya ya Ngoma ya Ng'wanamalundi na Fumo Liongo. Lengo kuu la utafiti huu lilikuwa ni kufanya tathmini ya mwingilianomatini katika utunzi wa Emmanuel Mbogo, kwa kulinganisha tamhiliya ya Ngoma ya Ng'wanamalundi (1988) na Fumo Liongo (2009), ili kubaini jinsi mtunzi huyo anavyofumbata mbinu ya mwingilianomatini katika kazi zake za fasihi, na namna mbinu hiyo inavyotumika kuibua dhamira za tamhiliya hizo. Sampuli ya utafiti huu iliteuliwa kwa kutumia mbinu ya uteuzi wa madhumuni maalum, wakati ambapo data zilikusanywa kwa kutumia mbinu tatu, ambazo ni mapitio ya maandiko, usaili na majadiliano ya vikundi. Uchambuzi wa data ulifanyika kwa kutumia mbinu ya uchambuzi maudhui. Aidha nadharia ya mwingilianomatini ilitumika kukusanya, kuchambua na kujadili data za utafiti huu. Matokeo ya utafiti huu yameonesha kuwa, mtunzi ameendelea kufumbata mbinu ya mwingilianomatini katika utunzi wake, pamoja na kuwa kazi hizo zina mpishano wa takribani muongo mmoja katika kutungwa kwake. Aidha, tamhiliya zote mbili ni matokeo ya athari za mapokeo simulizi ya Kiafrika, ambapo mtunzi ameathiriwa na mapokeo simulizi ya ngano za kabila la Wasukuma kama dafina ya utunzi wa tamhiliya ya Ngoma ya Ng'wanamalundi na mapokeo simulizi ya utendi wa "Fumo Liongo" kama dafina ya utunzi wa tamhiliya ya Fumo Liongo.

Mbyallu, Beatrice Simon (2016) *The Contribution of TASAF Interventions in Enhancing Income Generating Through Green Vegetable to Female Head of Household in Leguruki Ward in Meru District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study that was conducted at Meru District and the project identified being implemented in the same district. The study and project implementation covers the period from October 2015 to September 2016. The study was conducted by using participatory methods. Community needs assessment was conducted at Meru by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of journals, books, internet and reports. The study revealed that income generating through green vegetable project will be sustainable as they identified themselves and they implement with efficiency, not too expensive to establish and the demand of the products increases as days

increase. Also time frame for the vegetables to grow and become ready for sale also is too short as it can take four to six weeks depending on the fertilizer used. The study recommends that community members can organize themselves and manage the income generating projects in order to increase their incomes. Through trainings, community members can achieve their planned project goal and the project becomes sustainable and increases income to community members.

Lutende, Agness M. (2016) *Assessing Adolescents Awareness of Youth Friendly Reproductive Health Service Available in Public Health facilities Intended to Promote Reproductive Health and Access*. Masters dissertation, The Open University of Tanzania.

Abstract

The study sought to assess adolescents' awareness of youth friendly reproductive health services in Public Health facilities. To identify various reproductive health services available in the centre, to determine youths awareness of reproductive health services, to assess youths knowledge to distinguish between friendly and unfriendly reproductive behavior, to explore strategies to improve access to and provision of youth friendly reproductive services. The study adopted the Social Cognitive Theory and Adolescent Sexual and Reproductive Health. The study was affected by a number of limitations including, financial, language barrier and time constraints; however the researcher tried to minimize costs by taking a reasonable number of respondents so as to enable her to go with the allocated budget. The study was conducted at three health facilities namely, Infectious Disease centre (IDC), Buguruni-Plan health centre and Mnazi mmoja health centre. A total of 90 adolescents participated in the study. The researcher used questionnaires, interviews and documentary review techniques to collect data. The findings show that, the YFRHS offered in the health care facilities in Dar es Salaam includes, care and treatment, counseling, information and education and HIV testing. Currently, most YFRHS for adolescent are offered only from the clinics or government hospitals. Findings further shows that, a grand majority of respondents were aware of the available youth friendly services and reproductive health services. The researcher recommends that, in order to raise the level of awareness and access to health services, government and stakeholders should, introducing mobile service, set up smaller branches or satellite clinics closer to where young people congregate, have clinics open at times when young people can conveniently attend.

Charles, Daniel (2015) *Improvement of the Livelihood of Secondary School Leavers Through Enhancing their Vocation Skills": A Case of Malunga Ward in Kahama Town*. Masters dissertation, The Open University of Tanzania.

Abstract

Many secondary school leavers in Tanzania today are faced with difficulty of maintaining livelihoods consequently, unemployment and poverty remains pervasive among them. Thus a CNA was conducted in Malunga ward in Kahama to identify the problems and needs of secondary school leavers. Considering the findings of CNA several problems facing secondary school leavers and also their needs were identified. Need for employments opportunities and vocation skills were identified as the most pressing needs all together and formed the base for establishing this project. The project aimed at improving the livelihood of secondary school leavers through enhancing their vocation skills. The outcomes of the project included the introduction of vocational training program among the 15 trainees in Malunga ward by focusing on equipping all participants with knowledge on the basic principles of carpentry, entrepreneurship and life skills. The project has contributed in empowering trainees to build their capacities and gain access to income generation opportunities which have improved their quality of life. As a result, it has boosted their confidence in making carpentry products such as tables, doors, sofa sets, cupboards, chairs and stools just to mention few and to identify their market competently. In addition, ten youths have managed to run their own carpentry workshop while five have been employed. Therefore, the project has managed to improve their livelihoods.

Rehani, Abubakar Ally (2015) *Improving livelihoods of Girls' Victim of Child Marriage through Tailoring – Garment project in Bugayambelele Village in Shinyanga Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Improving livelihoods of girls' victim of child marriage through tailoring – garment is a one year project designed to empower girls' victim of child marriage in Bugayambelele village Shinyanga Municipality in order to generate sustainable income so as to improve their livelihood. The specific objectives of the project included: To formalize Tumaini Girls' Development Group (TGDG), to equip Tumaini Girls' Development Group (TGDG) members with knowledge and skills on tailoring and entrepreneurship, to establish tailoring – garment mart at Bugayambelele village and to create a feasible market for tailored garments produced by the group members. The project was designed following a participatory community needs assessment (CNA) carried out in the village by the researcher and Bugayambelele village community which clearly revealed among other things that, the girls' victim of child marriage were faced with number of serious challenges including: lack of decent employment opportunities mainly caused by lack of education and training and lack of capital and favorable environment to establish and run small income generating projects. The project was carried out by 10 Tumaini

Girl's Development Group (TGDD) members whereas 14 activities were implemented to realize 5 outputs which helped to achieve the expected goal and objectives. Project beneficiaries and other stakeholders were extremely participated in the whole process during planning, implementation, monitoring and evaluation to ensure community's ownership, accountability, transparency and public awareness as a result of sustainability of the project activities even after phasing out of external sources of funding and technical support.

Faki, Ali Mussa (2015) *Kuchunguza Sifa za Kifani za Utendi wa Kiswahili: Mfano Utendi wa Fumo Liyongo*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu kuchunguza sifa za kifani za Utendi au Utenzi wa Kiswahili. Utafiti huu ulichunguza vipengele vya fani kama vile; muundo, mtindo, wahusika, mandhari na matumizi ya lugha katika Utendi wa Kiswahili. Mfano, Utendi wa Fumo Liyongo, ili, kuona ni jinsi gani sifa za kifani zinavyojidhihirisha katika tenzi za Kiswahili. Utafiti huu ulitumia mbinu ya Maktaba. Wateuliwa wa utafiti huu walipatikana kwa kutumia mbinu ya madhumuni maalumu. Aidha, data za utafiti huu zilichambuliwa kwa kutumia mbinu ya kimaielezo. Utafiti huu umegundua kuwa tenzi za Kiswahili, zina sifa za kifani mahususi. Utafiti huu umegundua kuwa, neno na dhana tenzi ni sawa na tendi miongoni mwa jamii za Waswahili. Aidha, utafiti umegundua kuwa, tenzi za Kiswahili, zina sifa za kifani zinazofanana. Kwa mfano, zote zina mianzo na miishio inayofanana, ya kuanza kwa duwa na kumaliziya kwa duwa. Huwa na muundo na mtindo wa baharu ya Utendi. Utenzi, huweza kuwapo au kutakuwapo mhusika shujaa. Aidha, utafiti umegundua kuwa, tenzi za Kiswahili, hazia urefu mahususi au idadi maalumu ya beti. Sifa nyengine ni uunganifu na mapisi ya kweli. Pia, huwa una maudhui makubwa ya Dini ya Kiislamu. Utafiti huu uliongozwa na Nadharia ya Umuundo na Nadharia ya Ujumi wa Kiafrika katika kufikisha lengo lake.

Zubeir, Zuwena Suleiman (2015) *Etimolojia ya Majina ya Mahali ya Kaskazini Pemba Kuwa Utambulisho wa Utamaduni wa Wapemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulihusu Etimolojia ya majina ya mahali. Ulichunguza etimolojia ya majina ya mahali ya Kaskazini Pemba kuwa utambulisho wa utamaduni wa Wapemba. Mtafiti aliongozwa na malengo matatu. Kwanza, kubainisha etimolojia ya majina ya mahali yanayopatikana Kaskazini Pemba; pili, kufafanua vigezo vinavyotumika kutoa majina ya mahali ya Kaskazini Pemba; na tatu, kubainisha utamaduni wa Wapemba jinsi ulivyoakisiwa na majina ya mahali ya Kaskazini Pemba. Ili kufikia lengo kuu lililokusudiwa mbinu mbali mbali za utafiti zililusika.

Mbinu hizo ni pamoja na mahojiano, hojaji pamoja na mjadala wa vikundi. Utafiti huu uliongozwa na nadharia jumuishi ambayo iliakisi data za utafiti huu kutokana na maoni yaliyotolewa na watafitiwa na wanajamii kwa ujumla yaliunda data za utafiti huu. Kwa upande wa matokeo ya utafiti, mtafiti aligundua kuwa majina ya mahali yana mfunzamani na jamii na utamaduni wa jamii husika. Baadhi ya majina yanaakisi moja kwa moja shughuli wanazofanya wanajamii. Pia amebaini kuwa baadhi ya majina huwa ni ya hali ya kimazingira ya maeneo hayo kama jiografia inavyoonekana. Hata hivyo kuna majina ya mahali hutokana na watu maarufu au matendo ya kihistoria yaliyofanywa na wakazi wa zamani wa maeneo hayo. Mtafiti katika kazi yake amegundua pengo ambalo linahitaji kufanyiwa kazi, uibukaji wa majina mapya yanaathiri utamaduni wa jamii. Mtafiti anapendekeza kufanyika kwa utafiti utakaoeleza sababu zinazopelekea kuibuka kwa majina mapya ya mahali. Na pia maumbo ya majina ya mahali katika kipengele cha mofolojia na fonolojia kinaweza kufanyiwa utafiti kuona jinsi majina ya mahali yalivyo na maumbo mbali.

Hassan, Choray Rukia (2016) *Foreign Aid and Economic Growth in Tanzania: Empirical Analysis in the 1980 to 2015*. Masters dissertation, The Open University of Tanzania.

Abstract

This thesis investigates the relationship between foreign aid and economic growth in Tanzania from 1980 to 2015. The main objective is to analyze the long run and short run dynamics of Official Development Assistance to the economic growth of Tanzania from 1980 to 2015. An empirical model is estimated using Autoregressive Distributed Lagged (ARDL) approach to co integration for the intention of evaluating of the direct impact of aid on last economic outcome. The empirical result shows that foreign aid has a significant positive role in promoting economic growth in Tanzania. As per results once the foreign aid increase the GDP increase as well once the aid reduced also GDP decline these variable indicate positive association.

Adi, Mwanaidi Masoud (2016) *Uchambuzi wa Viangama Tamati Katika Lahaja ya Kitumbatu*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umefanyika Unguja katika kisiwa cha Tumbatu, kwenye shehia nne ambazo ni Gomani, Uvivini, Mtakuja na Jongowe. Lengo kuu ni kuchambua viangama tamati katika lahaja ya kitumbatu. Utafiti huu umeongozwa na nadharia ya viangama ya Zwicky (1977). Data zimekusanywa kwa njia ya mahojiano na ushuhudiaji. Walengwa wa utafiti huu ni wazee, watu wa makamo na vijana. Kila shehia wamesailiwa watu 25 wa umri na jinsia tafauti na kufanyiwa usaili watu 100. Utafiti umetumia data simulizi ambapo mtafiti amefanya mahojiano na kushuhudia

kwa kusikiliza mazungumzo kutoka mikusanyiko ya watu mbalimbali. Kwa upande wa uchambuzi wa data, mtafiti amechambua aina za viangama tamati, maumbo ya viangama tamati na kategoria za maneno ambazo ni viegemewa vya viangama tamati katika lahaja ya Kitumbatu. Matokeo ya utafiti huu, data zimeonesha kuwa lahaja ya Kitumbatu ina viangama tamati vyenye maumbo yafuatayo: viwakilishi, vivumishi, viunganishi, vitenzi na vielezi. Maumbo hayo yameegemezwa kwenye nomino, vitenzi, viunganishi, vihusishi na viwakilishi. Kwa upande wa mapendekezo mtafiti amependekeza ufanyike utafiti wa viangama tamati wa lahaja nyingine. Pia amependekeza ufanyike utafiti wa viangama awali katika Kiswahili cha mazungumzo. Vile vile amependekeza utafiti wa kazi za viangama ufanyike. Mwisho amependekeza ufanywe utafiti wa viangama katika lugha mbalimbali hasa za makabila ya Tanzania.

Abdalla, Saleh Ali (2016) Changamoto za kutumia istilahi mbili kwa dhana moja katika kufundisha isimu na fasihi shule za sekondari: Mfano kutoka mkoa wa Kusini Pemba, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umeshughulikia changamoto za kutumia istilahi mbili kwa dhana moja katika kufundisha isimu na fasihi shule za sekondari za Tanzania. Lengo la utafiti huu ni kuchunguza matumizi ya istilahi mbili kwa dhana moja katika kufundisha isimu na fasihi ya Kiswahili kwa shule za sekondari, kudadisi usuli wake na kupendekeza njia za kuondokana na tatizo hili. Utafiti huu umetumia muundo wa kimaelezo na mbinu ya usampulishaji iliyotumika ni usampulishaji nasibu tabakishi na umefanywa katika baadhi ya shule za mkoa wa kusini Pemba. Mbinu zilizotumika kukusanya data ni mbinu ya dodoso. Kuhusu matokeo ya utafiti imebainika kwamba kuna matumizi makubwa ya istilahi mbili kwa dhana katika shule za sekondari katika kufundisha isimu na fasihi ya Kiswahili. Hali hii imesababisha wanafunzi kukanganyikiwa, kufeli na hata kulichukia somo. Kwa hivyo matumizi ya istilahi mbili kwa dhana moja ni dhahiri kuwa huathiri ujifunzaji wa isimu na fasihi ya Kiswahili. Mapendekezo yanayotokana na utafiti huu ni pamoja na kuanzisha vitengo vya kuunda na kusimamia matumizi ya istilahi kwa ujumla.

Makwai, Aziza Issa (2016) *The Effectiveness of the Child Act of 2009 Towards Modifying Behaviour of Children Conflicting the Law: The Case of Children in the Custody of Prison in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Children who break the law are influenced by external factors than their own free will and are the results of restricted opportunities available for their development. Such opportunities become more confined once they enter the criminal justice. Main objective of the study was to assess the effectiveness of Child Act of 2009 towards modifying behaviour of children conflicting the law, “the case of Children in the Custody of Prison, Dar es Salaam”. The study further identified the effectiveness of the Act in modifying children behaviour; and how it has been helpful in slowing down crimes. This study used integrated approaches to assess the effectiveness of the Law and it employed structured questionnaires and interview as primary methods of data collection. A sample of 86 respondents was taken to give information suitable for this study. Data collected were quantitatively and qualitatively analyzed using SPSS 16 and Nvivo software respectively. According to the study, the law has been effective by influencing establishment of juvenile Court, approved school and caring Centers. As per this study, most of juvenile offenders involved in crimes aging from 13 years, completed primary school education and others dropped out from school. Most common crimes committed by juvenile, according to this research are theft, stealing, murder and robbery in gangs (like panya road group evidenced 2015). The fact, lack of awareness about the Law cited as the major challenge in implementing the Law; the study recommends provision of outreach programme by government and other stakeholders enlightening about the Child Act and other matters relating to children affairs.

Mwesiga, Benjamini (2015) *Empirical Analysis on the Factors Influencing Private Investment in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study set out to make empirical analysis on factors influencing private investment decisions in Tanzania. In doing that, the study collected primary data from TIC Registered Private Investment in Dar es Salaam in year 2014 through administering a questionnaire to respondents. The study used both qualitative and quantitative approaches and covered both foreign and domestic private investment. The theoretical model of FDI by Dunning (1988) was modified to include domestic investors' and used in this study whereby logit model was applied in estimations. The application of modified FDI model based on the fact that prior literature review and researcher own study on the variables identified by Dunning's model affects both domestic and foreign investors. Thus, modification only intended to expand the horizon of the variables to be covered. The study reveals that the variables: political factors, location factors and market factors were significant with positive correlation with private investment in Tanzania. Hence, have predictive powers over private investment in Tanzania. Their probabilities are 0.088, 0.062 and 0.012 and hence significance level of 10, 10 and 5 percent respectively. This signifies that sustaining political stability and effective utilization of location factors together with market

factors have higher chances of increasing private investment levels in Tanzania. The study also revealed existence of positive correlation between good investment facilitation services and willingness to reinvest. This is portrayed by the probability of 0.029, which is significant at 5 per cent level. Therefore, study recommends to the government to sustain political stability, location factors, market factors and investment facilitation services in order to remain competitive and stand the world competition in attracting private investment.

Ali, Amour Rashid (2015) *Kuchunguza Dhana Zilizobebwa na Wahusika na Zinavyolandana na Majina yao: Uchunguzi katika Riwaya ya Kiu na Kiu ya Haki*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu kuchunguza dhana zilizobebwa na wahusika na zinavyolandana na majina yao katika riwaya ya Kiu na Kiu ya Haki. Ili kufikia lengo, mtafiti alichunguza na kubainisha wahusika, pia alichunguza mlandano wa wahusika kupitia mbinu mbali mbali na alichambua dhamira mbali mbali zilizobebwa na wahusika hao na jinsi zinavyolandana na majina yao katika riwaya teuliwa. Utafiti huu ulitumia mbinu ya maktabani. Riwaya teuliwa ziliteuliwa kwa kutumia mbinu ya malengo maalumu. Aidha, data za utafiti huu zilikusanywa na kuchambuliwa kwa mbinu ya kimaelezo kutoka katika riwaya teuliwa. Utafiti huu uliongozwa na nadharia ya sosholojia na nadharia ya mwitiko wa msomaji. Utafiti huu uligundua kuwa, kazi hizo teuliwa zimetumia wahusika wakuu, wahusika wasaidizi na wahusika wajenzi. Pia, utafiti umegundua kuwa, waandishi wa riwaya hizo teuliwa wametumia mbinu mbali mbali za kuwasawiri wahusika na kuwafanya walandane na majina yao. Mbinu hizo ni pamoja na mbinu ya majazi au majina, kimaelezi, kidrama kuwatumia wahusika wengine, ulinganuzi na usambamba na uzungumzi nafsi wa ndani. Pia, utafiti umegundua kuwa, dhamira katika riwaya teuliwa zimelandana na majina ya wahusika. Dhamira hizo ni pamoja na umasikini, wizi na ujambazi, utamaduni, dhamira ya malezi, dhamira ya ujirani, dhamira ya mapenzi, umuhimu wa elimu, nakadhalika.

Ali, Laila Hemed (2015) *Changamoto na mbinu za kiisimu katika ufundishaji wa stadi ya mazungumzo kwa wanafunzi wa elimu ya awali*. Masters dissertation, The Open University Of Tanzania

Abstract

Lengo la kazi hii ilikuwa ni kuchunguza uhusiano uliopo baina ya ufundishaji wa stadi ya mazungumzo kwa wanafunzi wa shule za elimu ya awali kisiwani Pemba na kukwama kwao kupata maarifa ya stadi hiyo vya kutosha. Utafiti huu umefanywa

katika wilaya ya Chake Chake, mkoa wa Kusini, Pemba. Washiriki wa utafiti walikuwa ni mratibu wa kituo cha walimu wa elimu ya awali, wakaguzi wa somo la Kiswahili kwa walimu wa elimu ya awali, walimu wakuu na walimu wa elimu ya awali. Matokeo ya utafiti yamebaini kuwa, walimu hawana ujuzi wa kutosha wa kutumia njia za ufundishaji wa stadi ya mazungumzo. Wanafunzi hawajifunzi lugha yao ipasavyo kupitia mazungumzo kutokana na walimu kukosa umahiri katika ufundishaji. Walimu hawatumii zana za kufundishia ipasavyo katika ufundishaji wa stadi ya mazungumzo, hii imewafanya wanafunzi hawa kutojifunza lugha ya mazungumzo kwa umakini. Upungufu wa mafunzo kwa walimu ambayo yanguzewesha walimu kufundisha kwa ufanisi umedumaza ufundishaji wa stadi ya mazungumzo. Mapendekezo yaliyopendekezwa ni walimu wa shule za awali wa somo la Kiswahili kupatiwa mafunzo yanayohusu ufundishaji wa stadi ya mazungumzo, njia za kufundishia stadi hii pamoja matumizi bora ya zana za kufundishia ili wanafunzi waweze kumudu kufundisha stadi ya mazungumzo. Tafiti nyingine zifanyike katika maeneo mengine ya Zanzibar na Tanzania ili kukuza ufanisi katika ufundishaji wa stadi ya mazungumzo.

Ali, Siti Faki (2015) *Tofauti za Msamiati Wa lahaja ya Kipemba cha Kaskazini na Kipemba cha Kusini*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchunguza tofauti za msamiati baina ya Kipemba cha Kaskazini na Kusini ikiwa ni hatua mojawapo ya kuitafiti lugha ya Kiswahili na lahaja zake ambapo kazi hii inatoa mawazo ya awali katika kuelezea tofauti za msamiati wa Kipemba kinachozungumzwa katika maeneo hayo. Data ya uwandani ya utafiti huu umekusanywa kwa kutumia mbinu za dodoso, mahojiano na ushuhudiaji ambapo sampuli-tegemea fursa na sampuli eneo zimetumika kuchagua watoa taarifa kwa vigezo vya umri, elimu na ukazi. Nadharia ya isimulinganishi, orodha ya Swadesh na mbinu za uchambuzi matini zimetumika kuchambua data hiyo. Katika kipengele cha msamiati ambacho kimechunguzwa, Matokeo ya utafiti yanaonyesha kuwa kuna tofauti za msamiati baina ya Kipemba cha Kaskazini na Kusini. Hivyo, Kipemba cha Kaskazini kinaonekana kuhifadhi msamiati Kipemba cha kale (lahaja) ambapo Kipemba cha Kusini kinataka kufanana na Kitumbatu lakini kwa kiasi kikubwa kinaelekea kwenye usanifu. Kwa vile, utafiti huu unabainisha kuwa kuna tofauti za msamiati baina ya Kipemba cha Kaskazini na Kusini, utafiti huu hauhitaji hitimisho la haraka. Uchunguzi zaidi unahitajika kuchunguza asili ya watu na chimbuko la lahaja katika maeneo hayo.

Kisaka, Navone Praise (2016) *Sustainable Access Income through Metal Scrapers Collection and Sales for Industrial Recycling in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Promoting metal scrapers collection and sales in Kinondoni for income poverty reduction by Formalization is a result of the Community Needs Assessments (CNA) conducted at Tegeta in Kinondoni district. Prior to project intervention, the CNA exercise was conducted which came up with the community needs and problems. The main problem unveiled by the CNA exercise, which faces majority community members in Tegeta Village was the prevalence of income poverty. Among other activities Tegeta community members do, is the engagement in concrete production sand mining as their basic activities and fishing which contribute to their household income for income poverty reduction. However, under this study there were four objectives which set to facilitate solving the problem, these are: Sensitize 60 Tegeta community members on metal scraper collection and sales project by March 2016, Equip 30 community with knowledge and skills on how to manage and run Metal scrapers collection and sales project by March 2016. Now, the project planned to achieve four objectives namely: Three objectives have been achieved except one objective, which was to ensure reliable market, which will be met under the full operation of the project. Other activities have not been executed due to different factors including: The Government has no clear policy for metal scraper collection and sales so some licenses are on process.

Ali, Shaame Ismail (2015) *Tofauti za Msamiati Baina ya Kiswahili cha Chake Chake na Kiswahili cha Micheweni katika Kisiwa cha Pemba*. Masters dissertation, The Open University Tanzania.

Abstract

Lengo la utafiti huu lilikuwa ni kuchunguza tofauti za msamiati baina ya Kiswahili kizungumzwacho Micheweni na Chake Chake katika kisiwa cha Pemba. Utafiti ulitumia data za uwandani; watoa data walikuwa; watu wazima, wanawake na wanaume wenye umri kuanzia miaka 45. Data zimekusanywa kwa kutumia mbinu ya usaili na hojaji na sampuli tegemea fursa imetumika kuchagua watoa taarifa kwa vigezo vya umri na ukaazi. Nadharia ya isimu linganishi na mbinu ya uchambuzi linganishi zimetumika kuchambua data za utafiti huu. Matokeo ya utafiti huu yanaonyesha kuwa kuna tofauti kubwa ya msamiati baina Kiswahili cha Chake Chake na Micheweni katika kisiwa cha Pemba. Tofauti zilizobainika zaidi zinahusu matamshi na maumbo ya maneno na chache zinahusu maana. Pia imebainika kuwa kuna baadhi ya matumizi ya msamiati unaolingana baina ya maeneo hayo. Aidha, utafiti huu umegundua kuwa licha ya tofauti kubwa iliyopo ya msamiati wa Ki-

Micheweni na Ki-Chake Chake katika matamshi na maumbo ya maneno kuna kufanana kwa kiwango kikubwa kimaana. Kutokana na matokeo ya utafiti huu mapendekezo yafuatayo yametolewa; Wanataaluma wenye nia ya kuandika kuhusu isimu ya Kiswahili kizungumzwacho katika kisiwa cha Pemba, hasa wenye dhamira ya kuchambua misamiati ya Kiswahili cha Chake Chake, cha Michweni, na maeneo mengine yanayofanana watumie matokeo ya utafiti huu kama muongozo wa kuandika isimu sahihi ya Kiswahili. Pia walimu na wanafunzi watumie matokeo ya utafiti huu kama marejeo ya kupata msamiati wa Kiswahili cha Micheweni na Chake Chake katika kisiwa cha Pemba. Vile vile taasisi zinazohusika na kuhifadhi maneno ya Kiswahili watamie matokeo ya utafiti huu kuhifadhi msamiati wa Kiswahili cha Micheweni na yale ya Kiswahili cha Chake Chake katika maandishi.

Ali, Shaame Ismail (2015) *Tofauti za Msamaiti Baina ya Kiswahili cha Chake Chake na Kiswahili cha Micheweni katika Kisiwa cha Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo la utafiti huu lilikuwa ni kuchunguza tofauti za msamiati baina ya Kiswahili kizungumzwacho Micheweni na Chake Chake katika kisiwa cha Pemba. Utafiti ulitumia data za uwandani; watoa data walikuwa; watu wazima, wanawake na wanaume wenye umri kuanzia miaka 45. Data zimekusanywa kwa kutumia mbinu ya usaili na hojaji na sampuli tegemea fursa imetumika kuchagua watoa taarifa kwa vigezo vya umri na ukaazi. Nadharia ya isimu linganishi na mbinu ya uchambuzi linganishi zimetumika kuchambua data za utafiti huu. Matokeo ya utafiti huu yanaonyesha kuwa kuna tofauti kubwa ya msamiati baina Kiswahili cha Chake Chake na Micheweni katika kisiwa cha Pemba. Tofauti zilizobainika zaidi zinahusu matamshi na maumbo ya maneno na chache zinahusu maana. Pia imebainika kuwa kuna baadhi ya matumizi ya msamiati unaolingana baina ya maeneo hayo. Aidha, utafiti huu umegundua kuwa licha ya tofauti kubwa iliyopo ya msamiati wa Ki-Micheweni na Ki-Chake Chake katika matamshi na maumbo ya maneno kuna kufanana kwa kiwango kikubwa kimaana. Kutokana na matokeo ya utafiti huu mapendekezo yafuatayo yametolewa; Wanataaluma wenye nia ya kuandika kuhusu isimu ya Kiswahili kizungumzwacho katika kisiwa cha Pemba, hasa wenye dhamira ya kuchambua misamiati ya Kiswahili cha Chake Chake, cha Michweni, na maeneo mengine yanayofanana watumie matokeo ya utafiti huu kama muongozo wa kuandika isimu sahihi ya Kiswahili. Pia walimu na wanafunzi watumie matokeo ya utafiti huu kama marejeo ya kupata msamiati wa Kiswahili cha Micheweni na Chake Chake katika kisiwa cha Pemba. Vile vile taasisi zinazohusika na kuhifadhi maneno ya Kiswahili watamie matokeo ya utafiti huu kuhifadhi msamiati wa Kiswahili cha Micheweni na yale ya Kiswahili cha Chake Chake katika maandishi.

Moh'd, Said Kassim (2015) *Assessment of Factors affecting uptake of Voluntary Counseling and Testing among Youth in Central District, Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Globally, an estimated 11.8 million young people aged 15-24 are living with HIV/AIDS. In Tanzania in 2003, among the 1.6 million people with HIV/AIDS, 15% were 15-24 years old, and 60% of new infection occurred among youth. Therefore, considering such rate of HIV infection, youth deserve to be the focus of HIV prevention efforts. The VCT is among of HIV intervention measures that are implemented in Zanzibar, youth are among of the targeted group whose attendance has been reported low, hence the needy of this study. This study adopted a descriptive research design. Qualitative and Quantitative methods were also used in this study. Data were collected through reviewing documents, questionnaires, interviews, focus group discussion (FGD). Only quarter of the youth in the district have had voluntary counseling and testing services Therefore measures are needed to promote uptake including raising awareness to youths.

Juma, Ismail Ali (2015) *Factors Contributing to Home Delivery Project to Maternal Mortality Reduction: A Case of Micheweni District in North Pemba Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study on maternal mortality reduction project in Micheweni district was conducted in 2015 as partial fulfilment for the completion of the Master studies in Community Economic Development. The study reveals the need for improving maternal health service delivery. The perceptions of the mothers are 70% of women who delivered at home are satisfied with delivery services provided at home and 30% not satisfied and about 60% said that hospital delivery is only important when there is a problem. Majority of the respondents 66% were aware of consequence of home delivery even though they use it, 38% mentioned severe bleeding, 13% retained placenta, 6% mentioned prolonged labor etc. This paper is divided into six chapters. Chapter one is presenting community needs assessment which includes community profile, demographic, social cultural factors, geographical features, administrative structure; community needs assessment methodology and results. Chapter two starts with problem identification and goes on to present the problem statement, the project goal and objectives as well as stakeholders analysis. Chapter three is about the literature reviews where theoretical literatures, empirical literatures and policy reviews are presented. Chapter four deals with the actual project plan, implementation, products and outputs. Chapter five is concerned with Monitoring and Evaluation plan adopted, definition, institutional arrangements and classification

of both intermediate and final indicators as well as methodology for monitoring and evaluation and the results. Chapter six attempt to draws Conclusion and Recommendations as remedies for the community problems and achieve their needs.

Olenjoro, Emmanuel Sipiteck (2015) *Assessment of Environmental Awareness, Sensitivity and Concerns of local communities towards natural Resources Conservation Surrounding Ngorongoro Forest Reserve*. Masters dissertation, The Open University of Tanzania.

Abstract

Awareness of local people who live in or adjacent conservation areas are of vital significance in determining the conservation of natural resources. This is because local people are the stewards of resources found near or within the areas they live. The important thing is that, awareness does determine performance of people. In that respect, local people are held accountable for conservation of natural resources. Natural resources awareness promotes conservation of natural resources while lack of awareness is linked with issues that are opposed to conservation of the same. The rationale of this study was to assess local peoples' awareness, sensitivity and concerns towards conservation of natural resources surrounding Ngorongoro northern highland forest reserve (NHFR) in northern Tanzania. The study design was a case study. Based on a study a total sample consisting of 199 was used. Random sampling and purposive sampling techniques were used in identifying sample. Data collection methods were questionnaires, interviews and direct observation. Quantitative data were analyzed by (SPSS version 16.0 and Ms Excel while content analysis was used to analyze qualitative data. The results show that respondents have high environmental awareness and are highly involved in different environmental activities and willing to participate in natural resources conservation. With regards to concerns, results showed that women possessed positive concerns towards environmental conservation although they were not fully involved in natural resources practices. The reasons for respondents' awareness include presence of different forestry products, weather regulating role attracting rainfall, providing clean water for domestic purposes and irrigation. With regards to sensitivity, the results show that most of the respondents are sensitive to productive and protective role of natural resources (NRs), and they express their urgent need to conserve NRs so as to combat the threatening environmental evils. The study recommended that environmental awareness subject necessarily might be considered as an independent topic in regards to NHFR. Therefore the study will give emphasis on environmental awareness, concern and sensitivity in both formal and non-formal system of education. This may bring radical change among the Local community in the way of thinking, living and working. Keywords: Awareness, Concern, Sensitivity, Ngorongoro Conservation Area.

Mangi, Debora Anania (2016) *An Exploration of Social Predicaments Facing Children with Hydrocephalus: The Case Study of Muhimbili Orthopaedic Institute*. Masters dissertation, The Open University of Tanzania.

Abstract

The study on the exploration of social predicaments facing hydrocephalus children was carried out at Muhimbili Orthopaedic Institute in Dar es Salaam. The study was guided by four specific research objectives, finding out if the parents and community at large knew about hydrocephalus problem: identification of the problems faced by children with hydrocephalus; examination of society's response towards families with hydrocephalus; and determination of possible social work interventions. A sample size of 85 respondents was used. Data collection was carried out using interviews, questionnaires, observations and documentary studies. The data were analyzed using Statistical Packages for Social Science (SPSS) software and thematic analysis. The study found that the people in the communities did not know about the hydrocephalus problem. The findings also revealed that the following challenges and predicaments were faced by children with hydrocephalus: Neglect, threat of being killed, living in isolation hidden and discriminated. Women often faced divorce or separation from their husbands. There was a drastic decline in family income, low society awareness as well as limited support from the community and Government. The study found that social workers and medical staff do not provide adequate education to communities on the problem due to limited funds. It was also found that the prevalence of hydrocephalus is very high among children in Tanzania. Early medical interventions greatly enhance the quality of lives of the children. The study recommends increased public awareness education, erection of special social infrastructure, economic support, enabling social workers and village leaders to help families with hydrocephalus children.

Shemweta, Gladys (2015) *Itikadi katika Tamthiliya za Emmanuel Mbogo: Utafiti Linganishi wa Ngoma ya Ng'wanamalundi na Fumo Liongo*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu Itikadi katika Tamthiliya za Emmanuel Mbogo: Utafiti Linganishi wa Ngoma ya Ng'wanamalundi na Fumo Liongo. Lengo kuu la utafiti huu lilikuwa ni kuchunguza itikadi katika tamthiliya mbili za Ngoma ya Ng'wanamalundi na Fumo Liongo. Ili kukamilisha lengo hili data za utafiti zilikusanywa kwa kutumia mbinu za usomaji wa machapisho na kuchambuliwa kwa kutumia mkabala wa kimaelezo. Utafiti huu umetumia nadharia mbili yaani nadharia ya Umarx na nadharia ya semiotiki. Matokeo ya utafiti yanaonyesha kuwa itikadi kama vile, ushirikina wa kichawi na kiganga, mapinduzi, ujamaa, ubepari,

utamaduni, mapenzi na ndoa na dini zimejitokeza katika tamthiliya ya Ngoma ya Ng'wanamalundi. Kwa upande wa Fumo Liongo, itikadi za masuala ya sihiri, utawala wa milele, mapenzi ya dhati kwa jamii na malezi na uzazi zimejitokeza. Matokeo ya utafiti yanaonesha kuwa itikadi ya uganga wa kichawi inafanana sana katika tamthiliya zote mbili ikilinganishwa na itikadi nyingine. Itikadi hii imetawala katika tamthiliya hizi, jambo linaloashiria kuwa hata katika jamii itikadi hii imetawala katika maisha ya watu waliowengi. Itikadi juu ya kuamini katika dini imejitokeza katika tamthiliya zote mbili kuthibitisha kuwa kwa asili mwanadamu ni mtu ambaye anazaliwa akiwa na itikadi juu ya uwepo wa Mungu. Pia, matokeo ya utafiti yanaonesha kuwa itikadi katika tamthiliya teuliwa zinajengwa kwa kutumia mbinu mbalimbali za kisanaa. Katika utafiti huu tamathali za usemi za tashibiha, sitiari, kejeli, takriri na misemo tu ndizo zilizotafitiwa. Kupitia tamathali hizo, mwandishi ameweza kuwasilisha itikadi mbalimbali katika tamthiliya teuliwa.

Kavalambi, Sarah (2016) *Promote the Entrepreneurship Skill Among People with Physical Disabilities through Poultry Keeping in Saranga Community Ward in Kinondoni Municipal Dar es salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was examining the Promoting Entrepreneurship Skills among people with Physical disabilities in Poultry Keeping in Saranga Community Ward in Kinondoni Municipal area. Data were collected from UNESCO, ILO and International disability development consortium, A human rights group, and From private organizations that are working in Kinondoni Municipal area. Community Need Assessment was conducted in Saranga ward communities in Kinondoni municipal area. A sample of questionnaires was distributed to 35 respondents and a total of 32 questionnaires were collected back. The assessment indicated that low income is a core problem for the physically disabled community and further findings indicated that the majority of the community members have no required skill or access to financial capital in order to enable them to start small businesses that would help to reduce poverty amongst the people of Saranga community. Saranga Ward is one of the lowest household income areas compared to other wards in Kinondoni municipal. And also has the poor participation in community economic development initiatives. During Community Need Assessment the community representative agreed to implement the entrepreneurship project including training on small business skills that can assist them in developing local capital particularly for physically disabled community members. Action on planning methods focused on group discussion and was used to set objectives with beneficiaries fully involved.

Bwanga, Mwanamvua Mfama (2016) *Usawiri wa Mama wa Kambo Ndani ya Ngano za Kiswahili za Zanzibar katika Kipengele cha Malezi*. Masters dissertation, The Open University of Tanzania.

Abstract

Kuna dhana iliyozoweleka katika ngano na katika maisha yetu ya kila siku, sio tu ndani ya jamii ya Zanzibar bali katika sehemu nyingi duniani, kuwa Mama wa Kambo ni wakatili, waovu, watesaji na hata wauaji wa watoto wanaowalea. Ni dhana hiyo ndiyo iliyotushawishi kutafuta ukweli. Jee!, katika uhalisia ni kweli Mama wa Kambo ni waovu kama walivyo katika ngano? Ili kupata ukweli huo, tulikusanya Ngano kutoka sehemu mbalimbali za Visiwa vya Unguja na Pemba. Baada ya kuzisoma zote, hakuna hata moja iliyomuonesha Mama wa Kambo kuwa ni mtu mwema. Ndipo tulipoamua kwenda katika jamii ili kuihoji inamuonaje Mama wa Kambo. Katika jamii, tulifanya majadiliano na wanafunzi 90, wakiwemo wana wa kambo na wanaolelewa na wazazi wao au wengine. Ni wanafunzi 11 tu walimtetea Mama wa Kambo, lakini 79 walimwelezeza kama ni muovu. Baadaye tuliyahoji makundi manne: Watoto wanaolelewa na Mama wa Kambo, Watu wazima waliowahi kulelewa na Mama wa Kambo, Mama wa Kambo wenyewe na Majirani waliokuwa wanawaelewa watoto wa kambo. Kwenye kundi la kwanza, hakuna hata mmoja aliyesema moja kwa moja kuwa Mama wa Kambo ni wazuri bali walikiri kuwa wapo Wazuri na Wabaya. Hii ni tafauti na kundi la pili ambapo wote walikiri kuwa walipata malezi mazuri kutoka kwa mama zao wa kambo. Ama Mama wa Kambo wenyewe, hakuna hata mmoja aliyekiri kuwa yeye ni muovu, ingawaje walidai kuwajua walio waovu. Na kundi la mwisho, lilidai kuwa wapo Mama wa Kambo wabaya, lakini na wazuri wapo. Kwa hivyo, kutokana na data na maelezo tuliyokusanya, utafiti umegundua kuwa katika ngano, Mama wa Kambo wote ni wabaya lakini katika uhalisia wapo Mama wa Kambo wabaya na wazuri.

Kanza, Mary Geoffrey (2014) *Evaluation of Feasibility of NGO Activities to Strengthen Social Economic Status of Youth Living with HIV: A Case of PASADA in Temeke Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is a study about evaluation of feasibility of NGO activities to strengthen Socio Economic Status of youth living with HIV. It was guided by the following objectives: (i) to establish the methods used by the NGO to prepare youth living with HIV so as to become economically independent (ii) to find out challenges faced by the NGO economically supporting youth living with HIV/AIDS and to gather views of youths living with HIV/AIDS on activities and micro-projects that is of benefit to their social economic well being. The study was a case study in design, which was adopted in order to allow for an in-depth examination of the

problem. 100 respondents were involved in the study using purposive sampling. Data were collected through questionnaires, interviews observations and documentary review. Analysis of data and information collected for this study applied both qualitative and quantitative methods. The case study was guided by three theories that include Feminist Social Work Theory, Maslow Hierarchy of needs and Youth Empowerment Theory. The majority of respondents had never reached higher level of education. Also, the income level of persons who were living with the youths interviewed was from the low income level. Implying that youths needed assistance that will bail them from HIV infection and the circles of poverty that confronted them in their daily lives. But, as the study revealed, HIV/AIDS is a social, cultural, and economic problem with which the young people are in particular severely affected by the epidemic. That NGO's capability to assist youths living with HIV was about 70% but, it was learnt that PASADA's source of support was to come to an end in 2016. Hence, concluded that locally sought Community Based Support has a better chance of improving SES of youths living with HIV at community level.

Hikmany, Seif R. (2014) *Accessibility and Use of Electronic Resources in Library Services in Tanzania: The Case of the Bank of Tanzania Library*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to investigate challenges of accessibility and use of electronic resources at the Bank of Tanzania Library (BoTL). Specifically, the study aimed at identifying electronic resources available for access and use by library users, the level of access to and use of electronic resources in the library, challenges faced in accessing and using electronic resources, and improve access to and use of electronic resources at the BoT library. The study was carried out in Dar es Salaam, at BoT headquarters, and data were collected through questionnaires, interviews and observation. Findings revealed the types of electronic resources accessible in the library as indicated by the respondents, including electronic books, electronic journals, online databases, search engines and CD ROMs, electronic magazines, electronic newspapers and institutional websites. Although a majority of respondents about 27 (53.7%) were aware of various e-resources available in the library, some of 4 (9.3%) were unaware of the availability and accessibility of some electronic resources in the library, which posed a challenge to their effective use. Findings related to the level of access to and use of electronic resources at BoT library revealed that while in the library, the respondents accessed and used electronic books, electronic journals in online databases, Search engines, CD ROMs, e-mail, social network sites, as well as the electronic catalogue (OPAC). The findings, however, showed that generally majority of respondents about 33 (66.7%) do not effectively use the electronic resources available in the library to meet their

information needs, as noted by fewer respondents about 27 (55.6 %) who to borrow various documents, instead of using online databases. The findings revealed most challenges which are faced by users in accessing and using electronic resources. Such challenges includes inadequate computers with Internet connectivity, unaware of the existence of electronic databases available, limited access to online databases, inadequate search skills, occasional network failure, information overload, as well as time constraints. The respondents also recommended on strategies to be adopted, to improve access to and use of electronic resources, such as increasing the number of computers with Internet access, increasing awareness of available online resources, imparting users with information search skills, as well as creating an Information Communication Technology policy. This study recommends prioritising in creation awareness on the e-resources available and accessible in the library, imparting information literacy skills to library users, as well as having an effective library policy.

Khalfan, Saida Said (2015) *Tofauti za Sentensi za Lahaja ya Kipemba na Kiswahili Sanifu Zinavyokwamisha Mawasiliano Fanisi baina ya wazungumzaji wa Kiswahili*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti ulihusu uchunguzi juu ya ‘Tofauti za Sentensi za Lahaja ya Kipemba na Kiswahili Sanifu Zinavyokwamisha Mawasiliano Fanisi [Baina ya wazungumzaji wa Kiswahili]’. Sentensi ni kipashio cha juu cha kimuundo chenye maana kamili. Sentensi ni kipashio cha juu cha uzungumzaji katika lugha yoyote iwayo. Wazungumzaji wanaongozwa na kanuni za lugha wanayoitumia. Kanuzi hizo huzizingatia katika kuteua maneno, kupanga mofu ili kuunda maneno, kupanga maneno ili kuunda virai, kupanga virai ili kuunda vishazi na mwisho kupanga vishazi ili kuunda sentensi. Wazungumzaji wa lugha moja wanaweza kufanana katika kufuata taratibu za lugha lakini wakatofautiana katika uteuzi na mpangilio wa vipashio vya lugha yao. Jambo hili linapelekea kuwa na tofauti baina ya wazungumzaji wa lahaja ya Kipemba na wazungumzaji wa Kiswahili sanifu. Hali hii inapojitokeza bila shaka mawasiliano fanisi yanaweza kukosekana. Data nyingi zilizotumika katika utafiti huu zilikusanywa uwandani. Maeneo tofauti ya kisiwa cha Pemba yalihusishwa. Mbinu tuliyoitumia katika ukusanyaji wa data ilikuwa ni hojaji. Ugawaji wa dodoso uliwahusisha watu wachache sana. Ushuhudiaji pamoja na uzoefu wetu kwa maeneo ya utafiti pamoja na lahaja ya Kipemba na Kiswahili sanifu viliturahisishia zoezi la ukusanyaji data na udhibiti wake. Mbinu ya durusu ya maandiko ilitusaidia wakati wa kusoma kazi za waandishi mbalimbali. Data zilikusanywa kwa mwongozo wa nadharia ya makutano na mwachano, na kuchambuliwa kwa mbinu ya maelezo kwa mwongozo a nadharia ya sarufi muundo virai. Uchunguzi wetu ulibaini kuwa pamoja na kuwa Kiswahili sanifu na lahaja ya Kipemba ni mitindo ya lugha ya Kiswahili; pamoja na kuwa lahaja ya usanifishaji

(Kiswahili sanifu) ni lahaja iliyokuwa ikizungumzwa Unguja Mjini (Kiunguja [cha wakati huo]) ambapo maeneo ya lahaja mbili hizi (lahaja ya Kipemba na lahaja ya Kiunguja [cha wakati huo]) yanakaribiana sana na watu wake wanachanganyika sana kutokana na sababu za kibiashara, kisiasa na kijamii; bado ipo tofauti kubwa baina ya miundo ya sentensi za Kiswahili sanifu na miundo ya sentensi za lahaja ya Kipemba. Tunaamini kuwa hitimisho la utafiti huu linakidhi mahitaji ya kitaaluma kutokana na hoja zilizojengwa juu ya dhana tuliyoichunguza.

Pallangyo, Sifuni Daniel (2015) *Assessment of the Roles of Tourism Activities towards Poverty Alleviation in Rural areas: A case of Arumeru District, Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the roles of tourism activities on poverty alleviation in rural areas in Arumeru District. The objectives of this study was to identify contributions of tourism activities towards poverty alleviation in Arumeru District, to examine challenges facing tourism activities towards poverty alleviation, to identify and assess measures used to address challenges facing tourism activities in poverty alleviation. A researcher used case study design because it involves a careful and complete observation of social unit of a person, family, institutions and cultural groups. The target sample involved 19 respondents from local authority and 55 respondents from heads of household representatives in Arumeru District as a sample size. Four data collection methods were employed by a researcher during the study, interviews, observation, questionnaires and documentary reviews. A researcher analyzed the results by using statistical packed for social scientist (SPSS) vision 16.0 and Microsoft excel as well as content analysis. Both Qualitative and quantitative data analyzed by frequencies, tables, charts and percentages in order to simplifying interpretations of the findings. The findings of this research suggest that, at the moment tourism is not really contributing in poverty alleviation in the community investigated in this study although most of respondents perceived tourism as a positive initiative which can help to improve the living standard of the poor. But numbers of barriers were identified to hinder their participation in tourism activities including, Education about tourism and its products, awareness and capacity building about tourism resources utilization. This study has therefore, recommended that, the issue of transparency to be at the heart of all tourism ventures that seek to improve the livelihood of the poor by turning tourism activities from theory to practical.

Saleh, Khatib Khamis (2015) *Ufasihi Simulizi katika Riwaya za Shaaban Robert: Mifano kutoka Adili na Nduguze na Wasifu wa Siti Binti Saad*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu ufasihi simulizi katika riwaya za Shaaban Robert kwa kutumia mifano ya riwaya: Mfano kutoka Adili na Nduguze na Wasifu wa Siti Binti Saad. Lengo kuu la utafiti huu lilikuwa ni kufafanua vipengele vinavyojenga fasihi simulizi na jinsi vilivyotumika kuibua dhamira, na kutathmini na kubaini jinsi mtunzi huyo anavyofumbata mbinu ya mwingilianomatini katika kazi zake za fasihi, na namna mbinu hizo zinavyotumika kuibua dhamira za riwaya hizo. Sampuli ya utafiti huu ilituliwa kwa kutumia mbinu ya uteuzi wa madhumuni maalumu, nasibu na ile ya uteuzi rahisi, wakati ambapo data zilikusanywa kwa kutumia mbinu nne, ambazo ni mapitio ya maandiko, usaili, dodoso na majadiliano ya vikundi. Uchambuzi wa data ulifanyika kwa kutumia mbinu ya uchambuzi maudhui. Aidha nadharia ya mwingilianomatini ilitumika kukusanyia, kuchambua na kujadili data za utafiti huu. Matokeo ya utafiti huu yameonesha kuwa, mtunzi ametumia mbinu ya mwingilianomatini katika utunzi wake, pamoja na kuwa kazi hizo zina mpishano katika kutungwa kwake. Aidha, riwaya zote mbili ni matokeo ya athari za mapokeo ya matumizi ya fasihi simulizi ya Kiafrika, ambapo mtunzi ameathiriwa na masimulizi ya hadithi za fasihi simulizi na masimulizi ya kawaida katika utunzi wa riwaya ya Adili na Nduguze na Wasifu wa Siti Binti Saad.

Salim, Amina Said (2015) *Kuchunguza dhima za semi zilizoandikwa kwenye mikoba Kisiwani Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na mada inayohusiana na dhima za semi zilizoandikwa kwenye mikoba katika jamii ya Kipemba. Imechunguza semi zilizoandikwa kwenye mikoba kisiwani Pemba zinawafunza nini wapemba. Yaani zinawasilisha ujumbe wa aina ipi kwao, ili kufikia lengo kuu la utafiti huu lililokusudiwa. Mbinu mbali mbali za utafiti zilitumika, mbinu hizo ni pamoja na hojaji, mahojiano pamoja na uchunguzi makini. Sampuli lengwa na sampuli eneo zilitumika, kuchagua watoa taarifa kwa vigezo vya kazi yangu yaani viwanda vya kuchapishia mikoba. Nadharia mbili za utafiti huu zilitumika nadharia ya Mwitiko wa Msomaji na Sosholojia. Kwa upande wa matokeo mtafiti amegundua kwamba semi zilizoandikwa kwenye mikoba zimejigawa katika maudhui mbalimbali kama vile maudhui ya kimapenzi, subra na uvumulivu, mila na tamaduni za jamii, dua na maombi kutoka kwa Mungu, fitna na majungu, umbea na udaku, pamoja na uchumi na uzalishaji mali. Kwenye lengo la pili mtafiti alichambua dhima za kila kipengele miongoni mwa vipengele alivovibainisha na hatimae kwenye lengo la tatu aliangazia mbinu za kisanaa na akagundua mbinu mbalimbali za kisanaa zilizojitokeza katika semi zake. Utafiti unaendelea mbele hatua za utafiti lugha ya Kiswahili na lahaja zake ambapo kazi hii inatoa mawazo ya awali katika kuelezea dhima za semi zilizoandikwa kwenye mikoba kisiwani Pemba.

Salim, Muhammed Ali (2015) *Kuchunguza Ufasihi Simulizi unaojitokeza Ndani ya Hadithi za Kusadikika na Adili na Nduguze*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo la utafiti huu ni kuchunguza Ufasihi Simulizi unaojitokeza katika hadithi za Adili na Nduguze na Kusadikika za Shaaban Robert. Ili kukamilisha lengo hili, utafiti ulikuwa na malengo mahususi matatu ambayo ni; kufafanua vipengele vya fasihi simulizi vinavyojitokeza ndani ya hadithi za Kusadikika na Adili na Nduguze, kujadili mbinu zilizotumika katika kuhifadhi ufasihi simulizi uliomo ndani ya kazi husika, na kuelezea dhamira zinazojitokeza ndani ya hadithi za Kusadikika na Adili na Nduguze. Data za utafiti huu zimekusanywa kwa kutumia mbinu za usomaji makini na upitiaji wa nyaraka maktabani. Mkabala wa kimaelezo sambamba na nadharia za Mwitiko wa Msomaji na Ujumi ndizo zilizotumika katika kuchambua data za utafiti. Matokeo ya utafiti yamebaini kuwa fani za fasihi simulizi kama vile methali, misemo, hadithi ndani ya hadithi, nyimbo na masimulizi zimejitokeza kwa kiasi kikubwa katika kazi teule za Shaaban Robert. Vile vile, matokeo ya utafiti yanaonesha kuwa mbinu za kisanaa kama vile; muundo, mtindo, wahusika, mandhari na matumizi ya lugha zimetumika katika kuhifadhi ufasihi simulizi katika riwaya husika. Pia, matokeo ya utafiti yamegundua kuwa, katika kazi hizo kunajitokeza dhamira kama vile; umuhimu wa elimu, kilimo, uongozi bora, umuhimu wa sheria, mapenzi, choyo na husda, ndoa, malezi na kodi. Kwa ujumla, utafiti huu umegundua kuwa fasihi ni moja tu. Maandishi au Masimulizi ni namna za uwasilishaji wa fasihi ya Kiswahili na nyinginezo duniani. Aidha, utafiti umegundua kuwa, Fasihi ya Maandishi hutumia vipengele vile vile vya Fasihi ya Masimulizi ili kufikisha ujumbe kwa jamii. Hivyo, mpaka uliopo ni namna ya uwasilishaji wa kazi hizo

Ntamanwa, Furaha L (2015) *Factors leading to low employment rate of people with physical disability in Tanzania: A case study of Temeke Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined factors leading to low employment rate of people with physical disability in Tanzania. Specifically, it looked at how the education system cater for people with disability, the treatment of people with disability at the workplace and identified environmental barriers of people with disability. The work also determined the challenges facing people with disability at the workplaces. The study findings showed that there were several factors which lead to low employment rate to people with physical disability in Tanzania which included poor implementation of the Policy of Special Education to People with Disability, social and

environmental barriers, poor socio-economic status, poor public awareness towards disability, poor supervision and implementation of National Policy on Disability. Other factors reported by the respondents were (i) Social discrimination to disabled people, (ii) Social stigmatization towards people with disability, (iii) Lack of working facilities to people with disability, (iv) Low level of education to most people with disability, (v) Social misconception and myths toward people with disabilities as well as, (vi) Social exclusion to people with disability in labor market. It is, therefore been concluded that mainstreaming of people with disability in employment is essential for the full development of their potential, in certain areas people with disability will be expected to excel, The laws erected to protect the employment of people with disability hence to be emphasized, coupled with sensitization program.

Ntiboneka, Alex (2015) *Reduction of HIV/AIDS Impacts Through PLHIV Clubs' Income Generating Projects: The case of Upendo Club People living with HIV in Mungonya Ward, Kigoma District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this project is to reduce HIV/AIDS impacts through scaling up of PLHIV club's soap production projects, so that they may be able to meet their basic needs especially nutritional food, incurring transportation cost to CTCs, health services and taking care of their children in Kigoma District Council. The study aims at improving production tools by purchasing the iron box, thermometer and iron table for modern soap production, increasing production from 110 bars of soap 2014 to 1000 bars of soap, training on products sale and marketing and advertising project products through exhibitions. The tools used are Questionnaire, FGDs checklist, key informants guide and pair wise ranking where as the methods used in data collection were interviews, group discussion, participants observation. The assessment in the community was conducted using participatory appraisal, that enables members of PLHIV clubs identify the need of their priority and ways of attaining that identified need. The study revealed four needs, and during needs leveling, it was found that, first, second and third needs can be solved by implementing one project of scaling up of the ongoing projects which will have the elements of market strategizing, assets improvements and free labour offering by the group members. The project was implemented by purchasing the standard box and thermometer, doubling production, training on sales and marketing and participated in various exhibitions. The findings shows that PLHIV clubs' IGP can rescue communities from new HIV infection that increase the national budget on ARV/ART purchasing, HIV related deaths that increase the MVCs/OVCs burden to the nation and stigma and discrimination against PLHIV that hampers them from contributing to GDP.

Sokko, Miriam Rahab (2015) *Role of Entrepreneurs to the Development of Tourism in Arumeru District, Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on the role of entrepreneurs to the development of tourism in Arumeru District in Arusha Region. The main objective of this study was to explore the role of entrepreneurs to the development of tourism in Arumeru district. The expansion of entrepreneurs' activities in Tanzania has stimulated the growth of tourism industry in the country due to increase of availability and variety of accommodation, transport, campsites, curio shops and agriculture. Together with the expansion of entrepreneurs, the tourism industry does not meet the needs of tourists in Arumeru district. Entrepreneurs complained that they do not benefit from tourism activities due to high taxes charged and high running cost of their activities. The study design was a case study research design. The sample size included 15 hotel owners, 6 curio shops owners, 9 transport owners, 6 restaurant owners, 6 Campsites owners and 30 farmers. The purposive sampling technique and Simple randomly technique were also used. The collection instruments were questionnaires and interview. Data were analyzed by Statistics Packages for Social Science (SPSS version 16.0) and explained in descriptive statistics, the emerged themes was used also. The findings revealed that unqualified entrepreneurs, high running costs, shortage of skilled workers, and high taxes are reasons for tourism industry fail to fulfill the needs of tourists. Furthermore training for entrepreneurs is the best solution for the entrepreneurs to benefit from tourism industry. This study recommends for quality assurance for accommodation, entertainment, food and beverage, internet in hotels and restaurants, curio shops to meet the needs of tourists.

Kaguo, Joyce (2015) *Mchango wa Mashairi ya Bi Madina Ali El-Buhriy Katika Arudhi ya Kiswahili Tanga*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulilenga kuchunguza dhamira zinazojitokeza katika mashairi ya Bi Madina Ali El-Buhriy na namna tamatali za usemi zinavyosaidia kujenga dhamira hizo. Tumefikia malengo kwa kuibua dhamira kumi na mbili na kuchambua tamathali za usemi nane. Tasinifu hii ina sura kuu sita. Katika Sura ya Kwanza kuna utangulizi wa jumla, historia fupi ya Bi Madina Ali El-Buhriy, Usuli wa mada ya utafiti, Usuli wa tatizo la utafiti, Tatizo la utafiti, Nia kuu ya utafiti, Malengo maalumu ya utafiti, Maswali ya utafiti, Umuhimu wa utafiti, Eneo la utafiti. Sura ya Pili, kuna Uihakiki wa kazi za mashairi, Utafiti uliofanyika katika ushairi na hitimishi. Kuna mikabala ya kinadharia, Maana ya Nadharia, Ufafanuzi wa Nadharia. Sura ya Tatu, kuna maelezo juu ya mbinu na njia zilizotumiwa na mtafiti

katika ukusanyaji wa data na zana za utafiti, Ratiba ya mtafiti, bajeti. Katika Sura ya Nne, kuna uwasilishaji wa matokeo ya utafiti, dhamira kumi na mbili zimejadiliwa; Dhamira ya kutenda na kutendewa mema, Dhamira ya utunzaji wa Mazingira, Dhamira ya Kuhamasisha wanawake katika utunzi wa mashairi, Dhamira ya umalaya katika jamii, Dhamira ya umuhimu wa Wazazi, Dhamira ya hulka za binadamu, Dhamira ya kumbukizi, Dhamira ya matatizo ya maji katika Jiji la Dar Es Salaam, Dhamira ya Rushwa, Dhamira ya mabomu ya Mbagala, Dhamira ya ugomvi/mafarakano. Katika Sura ya Tano, kuna matumizi ya fani, kipengele kilichopewa uzito ni; lugha, tamathali za usemi zimechambuliwa kulingana na muktadha wa utunzi wa mashairi, tashibiha, taswira, stiari, nidaa, takriri, tashihisi, ritifaa, kejeli. Sura ya sita kuna maoni na mapendekezo kwa ajili ya jamii na tafiti zijazo.

Suleiman, Kauthar Abdalla (2015) *Kuchunguza Kiwango cha Mabadiliko ya Matumizi ya Msamiati wa Kipemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulikuwa na lengo la “Kuchunguza Kiwango cha Mabadiliko ya Matumizi ya Msamiati wa Kipemba katika Muktadha wa Harusini, Msibani, Uvuvini na Kilimoni”. Malengo ya utafiti yalikuwa; (i) Kuainisha msamiati wa harusini, msibani, uvuvini na kilimoni unaotumika katika lahaja ya Kipemba. (ii) Kutathmini tofauti ya kiasi cha mabadiliko ya matumizi ya msamiati huo. na (iii) kuchunguza sababu zilizosababisha mabadiliko ya matumizi ya msamiati wa Kipemba. Utafiti huu umeongozwa na nadharia ya Foucault (1981) ya Mwenendo na Mabadiliko. Nadharia ya Darwin (1838) ya Ubadilikaji na Nadharia Kidhi ya Mawasiliano (NKM) ya Giles ya mwaka (1991). Jumla ya watafitiwa 87 walishiriki katika utafiti huu. Data zilikusanywa kwa kutumia mbinu ya hojaji, usaili na maelezo. Pia data ziliainishwa kwa njia ya kiidadi (kitakwimu) na isiyo ya kiidadi (maelezo). Utafiti umeonesha kuwa; (i) Msamiati wa muktadha wa harusini umebadilika zaidi kuliko miktadha mingine mitatu sawa na 33.33%. (ii) Msamiati wa kilimoni na uvuvini ukifuatia sawa na 22.81% kwa kila muktadha. (iii) Utafiti umegundua kuwa msamiati wa msibani umebadilika kwa kiwango kidogo wastani wa 21.05%. Sababu za mabadiliko hayo tafiti imeonesha ni kukua kwa sayansi na teknolojia, matumizi ya utandawazi pamoja na vyombo vya mawasiliano, kuwepo kwa lahaja iliyorasmi, athari ya maendeleo ya watu kuhamahama, mabadiliko ya kiutamaduni, maingiliano ya kindoa na misimamo ya kidini. Utafiti huu unapendekeza, msamiati wa Kipemba uendelee kutumika kwani unasaidia kuwatambua watu wenye asili hiyo na kujaza pengo la istilahi za Kiswahili na msamiati wa Kipemba ni amana na hazina ya lugha yetu uhifadhiwe vizuri ili amana hii ya lugha isipotee.

Mulikuzi, Jacob (2015) *The Dynamics of Conflict of the Kuria Tribe Around North Mara Mine*. Masters dissertation, The Open University of Tanzania.

Abstract

This study intended to find out the dynamics of conflicts within the Kuria tribe set up. The objectives of this study were met through enquiries and discussions with the local communities, village leaders, traditional leaders, district government officials and the mining company to air their opinions and experience with regard to conflicts in North Mara Mine. General findings show that, historically, conflicts among the Kuria tribe have been attributed to land which is the most valuable natural resource and family asset. Furthermore, the findings show that even after the coming of mining investor land has continued to be the source of conflicts between the Kuria tribe and the Mining investor (ABG). On the other hand, the local communities involved in this study expressed their lack of trust towards the local and central government on the handling of land compensation issues with the mining investor. It was noted, the local and central government have not been effective in following the Land Act, 1999; and as a consequence the mining company has not fully compensated the Kuria people for the land it acquired. This study recommends that, the Land Act (1999) be reviewed to fit the current situations on the ground. The Land Act (1999) does not provide a deadline for land compensation payments; but rather, it states that compensation should be effected within six month; and if it exceeds six months, then the required payment has to be paid with associated penalties. This Land Act (1999) has been a source of a lot of problems to the local communities, since they feel one day the investor may leave without being paid.

Mungure, Samwel Elisha (2015) *The impact of tourism activities to the local community: A case of Mto wa Mbu ward in Monduli district*. Masters dissertation, The Open University of Tanzania.

Abstract

This work evaluated the impact of tourism activities to the local community in Mto wa Mbu ward in Monduli district. The growth and development of tourism in Tanzania bring positive and negative impacts to the local communities. The objectives of the study were to identify the various tourism activities in the study area, to assess the impact of tourism activities to the local communities in Mto wa Mbu ward and to explore challenges facing local people participating in tourism activities in Mto wa Mbu ward. Another objective was, to evaluate measures used to curb challenges facing local people in participating in tourism activities in Mto wa Mbu ward. In this study, both primary data and secondary data were used to collect data from the respondents where by 157 respondents was selected as a sample size was used SPSS, content analysis and Excel was used to analyze data generated for

this study. Impacts of tourism are basically the consequences of either the development of the tourism industry or the presence of tourist activities in the area. These impacts occur as a result of interaction between the host and the tourists. The finding identifying main tourism activities undertaken in Mto wa Mbu which are agro tourism, nature walking, cycling, visiting Mto wa Mbu cultural tourism and business in Masai central market. Also the findings reveal that tourism activities in Mto wa Mbu had significant effect in local communities and tourism activities had significant effect on the sustainability of the host communities economically socially and environmentally. Public participation and involvement must be encouraged by tourism developers and planners to ensure the sustainability of tourism activities and development in the community. In conclusion, it is important to promote tourism more in a sustainable way so as to increase positive impact and minimize negative impact to the local community.

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Sagali, Heri Labani (2014) *Assessing the beekeeping activities as a source of income and environmental conservation: A case of Aghondi Village, Manyoni district, Singida region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Manyoni district has high beekeeping potential due to the presence of virgin forest (mainly miombo woodlands and Itigi thickets). Research project was carried out in Aghondi village in Manyoni district to assess beekeeping activities as a source of income and environmental conservation. The project were identified through community needs assessment, where during the research process both qualitative and quantitative together with Participatory Rural Appraisal research methodology,

data collection tools such as interviews, observations, and focus group discussion were employed, that lead to prioritization and identification of the core problem. The project implementation was done based on the prioritization need and the evaluations which were done within six months after project phased out. Activities implemented was one day awareness creation to Aghondi community on beekeeping activities, This was followed by training of beekeepers groups members on project and financial management, training on existing beekeepers groups to increase knowledge of modern/commercial beekeeping, purchase of 20 modern and 30 log/bark hives and beekeeping kits. Conclusion, beekeeping is a good project for rural people whose they don't have enough income. But it has been facing more challenges of more human activities within forests hence destroy them with their bee foddors. These situation had made the bees to escape hence lowering the honey production. The government should put more emphasis on setting by laws on protecting the forest.

Sambo, Neema (2014) *Improving Accessibility of safe and clean water in Maroroni ward in Meru district, Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

The community need assessment was conducted to determine the most pressing stress, challenges and opportunities that prevail at Maroroni ward. It was depicted that inaccessibility of safe and clean water among various communities of Maroroni ward is the major pressing need which require immediate attention. When the problem was analysed using participatory tools such as questionnaires, survey and focus group discussion, it was found that the problem of inaccessibility of water (44.7%) culminate into various social economic constraints which is one of the factors decelerate economic development of some of the communities which reside in Maroroni ward with the most affected group being women and children who are in both primary and secondary school. Through participatory planning facilitated by the CED student, the project initiated in coordinated effort of the target community, NGOs, government officials and the Meru district council which resulted in construction of 5 wells in the three villages, whereby 2 at Vareska, 2 at Majengo and one at Migandini were accomplished. Nevertheless, community awareness on the use of clean and safe water has been conducted through seminar training. It is expected that this project will result into improved livelihood of Maroroni ward through reduction of diseases which were considered to emanate from poor sanitation and ample time to engage in other income generation. From this coordinated effort of various stakeholders who participated in this project, it is suffice to say that when developing countries like Tanzania who always face budget constraints, if little fund is set aside for certain development project; communities and other development agencies like NGOs can be involved to supplement the little

budget set to accomplish those projects to improve the livelihoods of their communities.

Bakari, Amour Khamis (2015) *The role of tourism activities on poverty alleviation in Unguja, Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the roles of tourism activities on poverty alleviation in Unguja, Zanzibar. Tourism is one of the fastest growing industries in Zanzibar. Its rapid expansion has been considered as an interesting possibility for poverty reduction. Tourism becomes a significant industry in both poor and rich economies because of its important impacts on economic, livelihoods and socio-cultural development. Zanzibar currently is a poor country, but it has a glorious tourist attraction and will have a glorious economy too if steps are taken in the right direction. One of the sectors where this country has a great future is tourism, which can play a very important role to alleviate poverty in rural areas. It is obvious that tourism development has the potential of directly contributing to poverty reduction through, among other things, the provision of employment opportunities to local people as well as creation of markets for locally made goods. The study adopts descriptive research design. The data were collected through Questionnaire, Interview and Observation methods, while Qualitative and Quantitative data analysis approach was applied. The study findings and analysis showed that tourism activities had contributed immensely in improving the general welfare of the local people through increased income. It has also reduced income poverty by increasing local purchasing power. On the other hand, the price of the commodities has increased due to the development of tourism and address some challenges faced poverty alleviation through tourism such as lack of credits, lack of awareness on how to invest in tourism, lack of qualification to work in the tourist hotel and ineffective local authorities. Finally, this study has come up with some factors addressing the challenges facing tourism in poverty alleviation in the local communities.

Ernest, Baraka (2015) *Assessing the Standard of Services Offered in Small And Medium Size Hotels in Tanzania: The Case of Arusha Municipality*. Masters t dissertation, The Open University of Tanzania.

Abstract

The expansion of hotel industry in Tanzania has stimulated the growth of Tourism industry in the country due to increase of availability and variety of accommodation, food, drinks and other services. Together with this expansion the small and medium size hotels do not meet the standard of services which cater for the needs of guests. Customers have complained that the standard of services offered in small and

medium size hotels are of low standards. Thus the purpose of this study was to assess the standard of services offered in small and medium size hotels in Arusha, in Tanzania. The study design was a survey research design. The sample size included 120 international guests, 30 internal guests, 36 hotel employees and 9 hotel managers. Simple randomly, systematic and purposive sampling methods were used. Data collection instruments were questionnaires, interview and focus group discussion. The Data were analyzed by Statistics Packages for Social Science (SPSS version 16.0) and explained in descriptive statistics, the emerged themes was used. The findings revealed that unqualified staff, poor management, high running costs, shortage of power and water supply are reasons for low standard of services offered in small and medium size hotels. Furthermore employee training, team work, availability of equipment and tools, attending clients problems are ways of meeting the standard of services needed by guests. This study recommend that quality assurance for accommodation and catering standards should be established, also there should be established hotel school curricular which cover current skills and needs for hotel industry and knowing guests requirements before designing standard of service to be offered.

Bakari, Bakari Kombo (2015) *Ulinganishi wa kiisimu kati ya lahaja ya Kipemba na Kitumbatu*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na Ulinganishi wa Kiisimu uliopo baina ya lahaja ya Kipemba na Kitumbatu. Utafiti huu ulikuwa na malengo matatu ambayo ni kubainisha tofauti baina ya fonimu za Kipemba na Kitumbatu, kulinganisha na kutofautisha kanuni za kifonolojia na kimofofonolojia zinazotawala maumbo ya mofu zilizounda maneno ya Kipemba na Kitumbatu na kuainisha uwiano wa kimaana baina ya msamiati wa lahaja ya Kipemba na Kitumbatu. Ili kufikia lengo kuu lililokusudiwa mbinu mbalimbali za utafiti zilihusika, ambazo ni hojaji, mahojiano pamoja na ushuhudiaji. Nadharia mbili zilizoongoza utafiti huu ni nadharia ya fonolojia zalishi na nadharia ya lahaja na lahajia na Sampuli iliyotumika ni watu mia moja, hamsini kutoka Pemba na hamsini kutoka Tumbatu. Kwa upande wa matokeo ya utafiti, mtafiti aligundua kwamba, kifonolojia kuna utofauti mkubwa baina ya Kipemba na Kitumbatu, hasa kwenye idadi na aina za fonimu kwa upande mmoja na tofauti ya kimatumizi katika baadhi ya fonimu kwa upande wa pili. Pia imebainika kuwa, Kipemba na Kitumbatu kina tofauti kwenye baadhi ya viambishi nafsi za mtenda na mtendwa. Kanuni za Kifonolojia zinazobadilisha miundo ya ndani kuwa miundo ya nje ya maumbo ya vitenzi, nomino na hata baadhi ya vivumishi na viwakilishi zimetumika katika lahaja zote mbili, ingawa kitumbatu kimezidi kujikita kwenye matumizi ya kanuni nyingi zaidi kuliko Kipemba. Kipemba kimetofautiana na Kitumbatu kwenye msamiati mwingi hasa kwenye vitenzi na nomno. Lakini katika eneo hili Kipemba kipo karibu zaidi na Kiswahili Sanifu, wakati Kitumbatu

kimejitenga mbali na Kiswahili Sanifu katika uwiano wa kimsamiati. Mtafiti amependekeza mambo kadha na kuwaagiza watafiti wajao wayatupie macho na kuyafanyia kazi. Miongoni mwa mapendekezo hayo ni pamoja na kufanya tafiti linganishi baina ya lahaja za Kiswahili, kufanya Ulinganishi wa Kiisimu baina ya Vipemba vizungumzwayo ndani ya visiwa vidogo vidogo ndani ya Pemba.

Bululu, Amina Juma (2015) *Income Generation By Rural Women Through Indigeneous Poultry Keeping Project at Chessa Village in Uyui District, Tabora Region*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on income generation by rural women through indigenous poultry keeping project is a result of the Community Needs Assessments (CNA) conducted in Chessa village in Uyui district. Prior to project intervention, the CNA exercise was conducted which came up with the community needs and challenges. The main challenge unveiled with CNA exercise which faces rural women in Chessa Village was income poverty. Rural women were socially oppressed, legally ignored, politically exploited and technologically deprived and subordinated as a production unit for bearing and rearing children. Therefore, Chessa rural women can be considered as underprivileged and less developed. It is expected that the participation of women in IGAs can contribute to enabling households to cope with income shocks, to ensure food security, to avoid an increase in poverty or to prevent vulnerable households from falling below the poverty line. Women's income is important for achieving economic growth and sustainable development in Chessa Village and thus, their economic contributions should be given importance in policy design. From this study now, the researcher helped rural women to form a group (Upendo group) and came up with the conclusion that in order to eliminate the distressed condition of rural women and bring them to the main stream of development for achieving a sustainable livelihood, Upendo group need to be involved in income generating activities much more actively. Furthermore, Upendo group need to improve in all sorts of areas such as income, information, knowledge and skills, education, and access to capital. Therefore indigenous poultry keeping came up as the means to solve the problem.

Joseph, Laurent (2015) *The Impacts of Tourism on Local Community Wellbeing. A Case of Sukuma Ethnic Group in Mwanza Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing tourism impacts on community wellbeing in Tanzania. Sukuma ethnic group in Mwanza Region was used as a case study. Specific, the

study identified tourism activities undertaken by Sukuma people, sources of tourism impacts, assessed tourism impacts, and exploring strategies that minimize negative tourism impacts. The study used cross-sectional design which adopted qualitative and quantitative methods. A sample of 155 respondents was used where as 100 respondents were obtained by using simple random sampling, 50 respondents by snowball and 5 Mwanza City Council Officials picked purposive methods. The study used structured questionnaires, interview and focus group discussion for data collection. Descriptive analysis was used for quantitative data while content analysis was used for qualitative data. Based on survey responses, the findings show that the main tourism activities practiced by Sukuma people are traditional dances (96.7%) and arts and crafts (81.3%). Others are curio and gift shops (58.6%), tour guides (46.7%), selling local food (42%) and tour transport (36.7%). Positive socio-economic impacts of tourism in the study area include employment (mean score=2.83, SD=1.01), improved road infrastructure (mean score=2.67, SD=1.12), new business opportunities to Sukuma people (mean score=3.03, SD=0.97), increased opportunities for shopping (mean score=2.73, SD=0.96), improved income (mean score=2.75, SD=0.96), promoted investment (mean score=3.17, SD=0.99), increased demands of historical and cultural exhibition (mean score=3.19, SD=1.15). The negative socio-economic tourism impacts in the study area include change in traditional values (mean score=2.90, SD=1.15), increased price of goods in markets and shops (mean score=2.57, SD=1.17) and raised the cost of living of local people (mean score=2.67, SD=1.18). Positive environmental impacts of tourism are preservations of cultural heritage sites (2.96, SD=1.1). The negative environmental tourism impacts is pollution (mean score=3.17, SD=0.99). Policy makers are advised use the findings to review tourism policies so as to address sources of tourism impacts in the local community and adequately highlight strategies for addressing negative tourism impacts. Practitioners including relevant ministries, Mwanza City Council and NGOs must involve the community in decision making, planning and implementation of strategies for preservation of cultural heritage sites and in conservation of the environment and natural resources.

Haji, Jabu Sharif (2016) *Women Livelihood Improvement through Small Scale Pottery Production at Kiembesamaki Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This piece of work focused on women lack access to financial resources to run their businesses, poor marketing system and lack of appropriate knowledge on pottery processing skills. In Kiembesamaki village various methodologies and methods were used in this work. The details of information revealed through individual interviews, observation focus group discussion, Questionnaire, documentary review which are skillfully collected, analyzed and presented. Random sampling technique used in

selecting respondents in order to ensure the availability of correct data. In Kiembesamaki District pottery production is among the potential enterprises accommodate most farmers and small scale producers it is one of the potential and reasonably sub sectors which can generate income for the poor household. That potential notwithstanding, the sub sector is facing several production constraints that have limited its potentials for contributing to poverty reduction. The findings show that women at Kiembesamaki lack access to financial resources due to lack of knowledge, support from the government, difficulties of conditions of the financial institutions particularly banks and lack of collateral. Despite the mentioned constraints of pottery it is found that majority of women at Kiembesamaki Zanzibar, entrepreneurial skills required for producing pots and pottery production a reliable source for income generation, through capacity building and supply of improved pottery processing and equipment and develop pottery producers attitude, knowledge and skills for developing the Group as an economic enterprise.

Hassan, Hafsa Sadra (2016) *Ujidhirishaji wa Mofu Nafsi na Njeo Katika Kiswahili: Utafiti Linganishi wa Lahaja ya Kipemba na Kiswahili Sanifu*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na Ujidhirishaji wa Mofu zinazowakilisha Nafsi na Njeo Katika Kiswahili: Utafiti linganishi wa lahaja ya Kipemba na Kiswahili sanifu. Utafiti huu ulikuwa na malengo mawili ambayo ni kulinganisha ujidhirishaji wa mofu nafsi na njeo baina ya Kiswahili sanifu na Kipemba pamoja na kuchunguza namna mabadiliko ya kimofonolojia yanavyoathiri maumbo ya mofu nafsi na njeo baina ya Kiswahili sanifu na lahaja ya Kipemba. Ili kufikia lengo kuu lililokusudiwa mbinu mbalimbali za utafiti zilihusika, ambazo ni hojaji, mahojiano pamoja na mbinu shirikishi. Nadharia iliyoongoza utafiti huu ni nadharia ya Mofonolojia. Sampuli iliyotumika ni watu sitini na tano kutoka Pemba. Kwa upande wa matokeo ya utafiti, yanabainisha kwamba, kunatofauti kubwa ya udhirikaji wa mofu nafsi na njeo baina ya Kipemba na Kiswahili sanifu, tofauti ambayo ipo katika vipengele viwili kwanza idadi ya maumbo ya mofu nafsi katika lahaja ya Kipemba ni kubwa kuliko Kiswahili sanifu. Pili mwonekano wa maumbo ya mofu nafsi na njeo na jinsi ya utendaji kazi wake. Aidha utafiti umebaini kuwa kuna mabadiliko ya kimofonolojia ambayo yanayoathiri maumbo ya mofu nafsi na njeo katika lahaja ya Kipemba. Mabadiliko hayo huathiri muundo wa msingi wa mofu hizo. Utafiti umependekeza mambo kadhaa ya kuyafanyia kazi. Kwanza utafiti wa mofolojia unaohusu ulinganifu wa ujidhirishaji wa mofu katika lahaja za Kiswahili unahitajika. Pia tunapendekeza kuwa, uchunguzi juu ya mofolojia ya lahaja mbali mbali unahitajika ili tuweze kuziba pengo liliopo.

Lutende, Agness M. (2016) *Assessing Adolescents Awareness of Youth Friendly Reproductive Health Service Available in Public Health facilities Intended to Promote Reproductive Health and Access*. Masters dissertation, The Open University of Tanzania.

Abstract

The study sought to assess adolescents' awareness of youth friendly reproductive health services in Public Health facilities. To identify various reproductive health services available in the centre, to determine youths awareness of reproductive health services, to assess youths knowledge to distinguish between friendly and unfriendly reproductive behavior, to explore strategies to improve access to and provision of youth friendly reproductive services. The study adopted the Social Cognitive Theory and Adolescent Sexual and Reproductive Health. The study was affected by a number of limitations including, financial, language barrier and time constraints; however the researcher tried to minimize costs by taking a reasonable number of respondents so as to enable her to go with the allocated budget. The study was conducted at three health facilities namely, Infectious Disease centre (IDC), Buguruni-Plan health centre and Mnazi mmoja health centre. A total of 90 adolescents participated in the study. The researcher used questionnaires, interviews and documentary review techniques to collect data. The findings show that, the YFRHS offered in the health care facilities in Dar es Salaam includes, care and treatment, counseling, information and education and HIV testing. Currently, most YFRHS for adolescent are offered only from the clinics or government hospitals. Findings further shows that, a grand majority of respondents were aware of the available youth friendly services and reproductive health services. The researcher recommends that, in order to raise the level of awareness and access to health services, government and stakeholders should, introducing mobile service, set up smaller branches or satellite clinics closer to where young people congregate, have clinics open at times when young people can conveniently attend.

Chanila, Daudi Simon (2015) *Assessment of Strength and Limitations of Drug Use Interventions: A Case of Kinondoni Municipality*. Masters t dissertation, The Open University of Tanzania.

Abstract

Drug use is one of the major socio-economic concerns in Tanzania. Having that in mind, this study was coined with a purpose of assessing the strength and limitations of drug use interventions among out of school youth in Kinondoni Municipality. The study focused on the following institutions: Drug Control Commission, Kimara Peer Educators, Blue Cross, YOVERIBE, Mwananyamala Hospital (MAT) and the Kinondoni Social Welfare Officeas well as two hotspots. It is essentially a cross-

sectional design. Methods and techniques of data collection in this study were: structured questionnaire, semi-structured interview, Focus Group Discussions and observation. Secondary methods included: books, journals, and internet sources that were highly used while employing purposive sampling, snow-balling, and convenience (availability) sampling techniques. The data collected were analyzed and presented in form of tables, pie charts, histograms and descriptive statistics thematically. The major findings were that the interventions are effective, as reflected through behavior change of clients. However, there are various challenges including failure to do social reintegration, relapse, overdependence on methadone and shortage of rehabilitation centres. Basing on such findings the following were the recommendations put forward: enhancement of community awareness initiatives, scaling up of rehabilitation centres, intensification of laws impunity, good governance to stimulate employment, and collaboration among actors so as to maximize the merger resources. Key words: drug use, youth, human behavior, behavior change and drug use interventions.

Lutende, Agness M. (2016) Assessing Adolescents Awareness of Youth Friendly Reproductive Health Service Available in Public Health facilities Intended to Promote Reproductive Health and Access. Masters dissertation, The Open University of Tanzania.

Abstract

The study sought to assess adolescents' awareness of youth friendly reproductive health services in Public Health facilities. To identify various reproductive health services available in the centre, to determine youths awareness of reproductive health services, to assess youths knowledge to distinguish between friendly and unfriendly reproductive behavior, to explore strategies to improve access to and provision of youth friendly reproductive services. The study adopted the Social Cognitive Theory and Adolescent Sexual and Reproductive Health. The study was affected by a number of limitations including, financial, language barrier and time constraints; however the researcher tried to minimize costs by taking a reasonable number of respondents so as to enable her to go with the allocated budget. The study was conducted at three health facilities namely, Infectious Disease centre (IDC), Buguruni-Plan health centre and Mnazi mmoja health centre. A total of 90 adolescents participated in the study. The researcher used questionnaires, interviews and documentary review techniques to collect data. The findings show that, the YFRHS offered in the health care facilities in Dar es Salaam includes, care and treatment, counseling, information and education and HIV testing. Currently, most YFRHS for adolescent are offered only from the clinics or government hospitals. Findings further shows that, a grand majority of respondents were aware of the available youth friendly services and reproductive health services. The researcher recommends that, in order to raise the level of awareness and access to health

services, government and stakeholders should, introducing mobile service, set up smaller branches or satellite clinics closer to where young people congregate, have clinics open at times when young people can conveniently attend.

Chogo, Pamela (2015) *Improved income for centers of orphans and vulnerable children through poultry production at KIBOWA orphanage center in Arusha district*. Masters dissertation, The Open University of Tanzania.

Abstract

A project to improve income for centers of orphans and vulnerable children through poultry production at KIBOWA orphanage center in Arusha District was established and this report is presenting the implementation process. The implementation of this project passed through several stages which included community needs assessment (CNA) as seen in chapter one which was conducted to find out the needs of the OVC community. The research design used was the descriptive research design and the sampling technique was non-probability sampling. Data collection was for both qualitative and quantitative data done with the use of questionnaires, interview and document review. Descriptive statistics and content analysis are the analysis methods used with the assistance of SPSS. Chapter two includes the problem identification which explains of the research problem, project description and host organization. The third chapter represents the literature review which includes the theoretical literature review, empirical literature review and the policy review. Chapter four represents the project implementation and lastly chapter five elaborating on the monitoring, evaluation and sustainability of the project.

Luneja, Renatus Laurent (2014) *Improving Productivity and Quality Of Cotton through Integrated Management and Input Linkage in Ng'hoboko, Isengwa And Mwafuguji Village Meatu District*. Masters dissertation, The Open University of Tanzania.

Abstract

This project aimed at reducing poverty among rural cotton in Ng'hoboko, Isengwa and Mwafuguji villages. It is implemented by Tanzania cotton board being financed by her development partners EU and TGT. During community need assessment (CNA) it was found that farmers in the respective villages are faced by low productivity per unity area and poor cotton quality. So the project was institutionalised to address productivity and quality with the assumption that it will directly increase farmers' earnings from cotton. It was determined in literature that increasing yield alone doubles the income from cotton assuming the price is same as previous year. On the other hand improving quality will increase the competitiveness of the crop on the market. Originally the project life cycle is 18 months (July 2013 to

December 2014), however due to some administrative issues it will be extended for six months. Implementation started by identifying individual farmers who worked as lead farmers managing a group of 30 people, then best CAP were developed in collaboration with indigenous. Participatory approach has been applied on all development to monitoring and evaluation stages. The demonstration plots yield an average of 561.5 kgs, less by 238.5kg of the projected yield.

Lupande, Barnabas (2014) *SACCOS and Sustainable Livelihoods in Rural Areas: A Case Study of Meru District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Saving and Credit Cooperative Societies (SACCOS) are Community Economic Development Projects which are based on three areas: Participation, Empowerment and sustainability of the economic activities carried out by community members. The main objective of this survey is to assess the sustainability of these Peoples' Based Organization (PBOs) through analyzing their activity and financial performance. The survey was carried out at Meru district- Arusha region in 2012 in collaboration with The Matunda Foundation located in Meru district. It involved 100 respondents 95 were SACCOS members and 5 were staff from Meru District Council and Cooperatives Departments in Meru District. The principal methodology used in this survey includes structured interviews, Questionnaires, Focus Group Discussions, Interviews and Observation. The general observation from the findings indicated that most SACCOS have poor performance due to low level of education, lack of adequate capital, poor extension services, inaccessibility to credit facilities and services. Only workers based SACCOS had stable source of their income. Furthermore, SACCOS needs a comprehensive and more effort from the Government, NGOs and Civil Society Organization (CSOs) to raise their status and make them sustainable and be fuelling tool for Community Economic Development.

Gwanko, Adimirabilis Vitus (2015) *Enhancing paddy productivity through improving the irrigation scheme at Serengeti village in Bunda district*. Masters dissertation, The Open University of Tanzania.

Abstract

The CNA was conducted in in Serengeti village in Bunda district District to identify the problems and needs of paddy farmers. Considering the findings of CNA several problems facing them and the associated needs were identified. Of these expansion of irrigation scheme was conceived as the most pressing need and thus formed the basis of setting up a project entitled "Enhancing paddy productivity through improving the irrigation scheme. The objectives of this project included awareness

creation to 120 farmers on the importance of expanding the infrastructure of the irrigation scheme, determining the costs for its expansion and mobilising resources and equipments from development partners. All the targeted 120 farmers attended the awareness creation training and acted as a catalyst in the implementation of the project. The budget for the project was also developed after identifying the needed equipment and facilities in its expansion which amounted to around 20M. The potential donors were also identified and Bunda district council took a lead in this contributing about 16M and the farmers themselves volunteered to work as labourers in the project, the contribution which was worth 4M. This ensured the completion of the project and the expansion of the production as planned.

Xavery, Peter Edward (2014) *Strengthening Maize Dolichos Lab Lab Intercrop Enterprise to Mitigate the Effects of Climate Change for Economic Development in Uchira Village Community” Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried in four villages of Kirua South Ward of Moshi Rural District, Kilimanjaro region- Tanzania. The overall aim of the study was collecting information and data with regards to climate change and variability. Both secondary and primary were used. Primary data were obtained using structured questionnaires and key informant interviews. In total 80 respondents were randomly selected for interviews whereby 20 extra knowledgeable farmers were purposefully sampled for a key informant interviews. Findings showed that local people perceived climate change and variability in their communities. The changes have affected crops and livestock in a number of ways resulting in reduced productivity, which in turn has subjected small scale farmers to income poverty. In order to improve the income level of small scale farmers in the study area, the study proposed and implementation of a CED project in Uchira village as a pilot project, which included the use of drought tolerant maize varieties together with Dolichos lablab and good agricultural management practices in order to improve agricultural outputs in an area so as to reduce effect of climate change and variability. The results indicate that members who participated in the project realized Net benefits of Tanzanian Shillings (Tshs.) 846,500/= with Benefit Cost Ratio(BCR) of 2.02 in year 2013 while before the project returns to invest was not that much attractive for the previous year 2012 with Net benefit of Tshs. 237,500/= and BCR of 1.26. The success of this project will be a catalyst for other farmers, agricultural sector expert, and other stakeholders to extrapolate to a wider population in the Kirua South ward eventually improve the income level of farmers and the nation as a whole.

Ali, Hafsa Abdalla (2015) *Kutathmini Usawiri wa Muhusika Mwanamke Katika Hadithi Simulizi za Wapemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulihusu kutathmini usawiri wa muhusika mwanamke katika hadithi simulizi za Wapemba. Mtafiti alichagua mada hii ili kuchambua usawiri huo kupitia hadithi simulizi. Utafiti huu una lengo kuu moja na madhumuni mahsusi matatu. Pia mtafiti alitumia nadharia tatu katika utafiti wake. Nadharia ya Ufeministi wa Kiislamu, nadharia ya kijamii (ukhalisia) na nadharia ya mwitiko wa msomaji. Mtafiti alitumia njia kuu mbili katika utafiti wake, njia ya maktabani na njia ya maskanini. Katika njia hizo mtafiti alitumia mbinu mbalimbali kuzipata data zake. Mbinu hizo ni pamoja na hojaji na ushiriki darasani kwa upande wa njia ya maskanini na usomaji vitabu na tasnifu (kazi tangulizi) kwa njia ya maktabani. Data zilifanyiwa uchambuzi kwa njia ya maelezo na tarakimu, majadwali yalitumika kuonesha data hizo. Pia mtafiti ameweza kuonesha watafitiwa wake alivyowapata na jumla ya watafitiwa hao walikuwa arubaini na tano. Uchambuzi wa data ulifanyika kulingana na madhumuni mahsusi yaliyotajwa katika utafiti huu. Matokeo ya utafiti huu yalionyesha kuwa muhusika mwanamke ameweza kusawiriwa kwenye nafasi kadhaa, miongoni mwa nafasi hizo, mwanamke ni mlezi, chombo cha starehe, jasiri, mwenye huruma, kiumbe duni, mchawi, katili, mchoyo, mfitinishaji, pambo, msaliti, mroho, mwanaharakati, mshiriki katika maamuzi na mshawishi. Aidha mtafiti ametumia hadithi simulizi za Wapemba, kuonesha usawiri huo na pia ametumia matukio halisi kutoka katika jamii ya Wapemba, kuonesha uhalisia wa nafasi hizo. Pia ameweza kugundua mbinu ya majazi kuwa ndiyo mbinu iliyotumika sana kusawiri wahusika katika hadithi simulizi za Wapemba. Mwisho amehitimisha kazi yake kwa kuweza kutoa mapendekezo kwa utafiti wake huo kwa wanahabari, watafiti wa usoni, wanajamii na wengineo.

Daudi, Zahara Amiri (2015) *Challenges Facing Women Informal Sector Operators in Balancing Child Caring and Productive Roles: A Case of Women Food Vendors in Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was designed to assess challenges facing women informal sector operators in balancing their child caring and productive roles, a case of women food vendors in Ilala Municipality. Specific objectives were to determine the duration of time spent by women food vendors in operation of their daily business; to assess challenges facing women food vendors in balancing time for child care and service delivery; and to explore the coping strategies employed by women food vendors to overcome the existing challenges. Quantitative and qualitative primary data were collected by

using structured questionnaire and interview guide respectively. Microsoft Excel computer software and content analysis were used to analyze the data. Findings indicated that 8% of the respondents spend 6 hours or more a day to take care of their children; 12% spend 5 hours; 34% reported to spend 4 hours whereas 46% spend 2 – 3 hours. Challenges facing women food vendors in provision of child care include low wage, poverty and fears of child abuse and insecurity. The strategies employed by women food vendors to overcome the challenges include borrowing money from relatives (44%), loans from credit institutions (32%) and using money from personal saving or capital (14%). This study shows that women face problem in balancing their child caring and productive roles. They spend most hours in business than caring for their children. Therefore, the welfare of their children is in jeopardy due to fact that they stand more chances of being at risk of lack of effective socialization. Therefore, review of Child Development Policy, Child Law and enforcement of laws are inevitable to solve the problem. In addition Social Workers should actively engage in advocacy and lobbying, public sensitization and further research to come out with sustainable solution to the problem.

Marealle, Enid Archibold (2015) *Challenges Facing Small Hotel Operators in Tanzania –A Case Study of Arusha Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess challenges that small hotels face in their operations in Arusha Municipality. Specifically, the study aimed at addressing the following objectives: to identify the contribution of small hotels in Arusha Municipality; to examine challenges facing small hotel operators in Arusha Municipality; and to identify measures taken by small hotel operators towards addressing challenges they face. This was essentially a descriptive research by design. The sample for this research comprised of 57 managers of the selected hotels, hotel staff and supervisors. Purposive and simple random sampling methods were used to develop the study sample. The study used questionnaires, interviews, direct observation and document review as tools for collecting data. Quantitative data were analyzed using a Statistical Packages for Social Science (SPSS version 16.0) whereby content analysis was used to analysis qualitative data of the study. Findings of the study revealed that key factors that constrained development of the small hotels in the study area were high interest rate, inflation, cost of daily operations, high taxes, changes in the world market, and lack of training. The following were mentioned to be measures that hotel operators and other stakeholders had taken to overcome the said challenges: reduction of operation cost; reduction of tax; reduction of inflation rate; increased marketing and promotion; and improvement of hotel infrastructure.

Liwachi, Vincent Stanley (2015) *Nafasi ya Nyimbo za Injili katika Fasihi ya Kiswahili: Mifano Kutoka katika Nyimbo za Rose Muhando*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu nafasi ya nyimbo za Injili katika fasihi ya Kiswahili: mifano kutoka katika nyimbo za Rose Muhando. Lengo kuu la utafiti huu lilikuwa nikuchunguza nafasi ya nyimbo za Injili katika fasihi ya Kiswahili kwa kutumia mifano ya nyimbo za Rose Muhando ili kuonesha jinsi msanii anavyotumia lugha kisanii katika nyimbo zake na kuibua dhamira za nyimbo hizo. Utafiti huu ulitumia mbinu tatu za ukusanyaji wa data ambazo ni; usomaji wa machapisho, usaili na majadiliano ya vikundi. Aidha, sampuli ya utafiti huu iliteuliwa kwa kutumia mbinu ya uteuzi wa madhumuni maalum. Uchambuzi wa data ulifanyika kwa kutumia mbinu ya uchambuzi maudhui. Utafiti huu pia umetumia nadharia ya simiotiki na kihemantiki katika kuchunguza, kuchambua na kujadili data za utafiti huu. Matokeo ya utafiti huu yamedhihirisha kuwa, msanii anatumia vipengele vya lugha kisanii katika kuwasilisha dhamira mbalimbali zinazosawiri uhalisia wa jamii. Aidha, matokeo yanaonesha kuwa, nyimbo za Injili zina mchango mkubwa katika fasihi ya Kiswahili. Kazi yoyote ya fasihi huwa na dhima ya kufunza, kuadibisha, kuburudisha, kukosoa, kuelimisha na kuonya jamii. Hii ina maana kuwa, kazi ya fasihi huibua uhalisia wa maisha ya jamii ambayo imemzaa, imemlea na kumkuza msanii wa kazi ya fasihi. Utafiti huu ulibaini kuwa, nyimbo za Injili kama kazi za fasihi huwasilisha uhalisia ulio ndani ya jamii, huelezea maisha ya jamii na kuyahusisha na maisha baada ya uhai. Kwa hiyo, data za utafiti huu zilidhihirisha kuwa nyimbo za Injili si kwamba zinahusu dini tu bali ni nyimbo ambazo zina dhima ya kifasihi katika jamii. Nyimbo hizi huelimisha, huonya, huadibu na pia huburudisha jamii. Hii ina maana kuwa, watu ndani ya jamii hutumia nyimbo za Injili

Kikungwe, Syabus Samuel (2015) *Sustainable Access through Micro Credit and Saving Association for Vumilia Group in Mtoni Mtongani Ward, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Sustainable Access to Credit through Micro-credit and Savings Association for income poverty reduction by savings and loans at Vumilia group in Mtoni Mtongani is a result of the Community Needs Assessments (CNA) conducted in Mtoni ward Temeke District. Prior to project intervention, the CNA exercise was conducted which came up with the community needs and problems. The main problem unveiled with CNA exercise which faces majority community members in Mtoni was the prevalence of income poverty. Among other activities Vumilia

community members do engage in small business, handcrafts, and food vendors' hot culture which contribute to their household income for income poverty reduction. However, they have been facing the problem of accessing loan from the microfinance institution because they don't meet condition since they don't have monthly collateral. Under this study there were four objectives which set to facilitate solving the problem, these are: Sensitize 30 vumilia community members on Micro-credit and saving association (MASA) project by June 2015, Capacity building on MASA and its management by June 2015, to acquire 17meters square of land MASA office construction and project equipment by June 2015, To register MASA group as small Micro-credit enterprise by June 2015. The project planned to achieve four objectives namely: All four objectives have been achieved. Monitoring and evaluation shall be done after six month of the project which shows the sustainability by below formula narrated. The summation of (Shares + interest+ business + money discipline + any disputes) = NVS Total number of share purchased in cycle NVS means new value of share using for next follower cycle

Katabi, Maximillian Michael (2015) *Econometrics analysis of Weak form efficiency and Calendar effects in Dar es salaam Stock Exchange*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the empirical evidence for efficient market hypothesis and calendar effects in the Dar es Salaam Stock Exchange (DSE). Specifically, the study investigated the empirical evidence for weak-form efficiency hypothesis, the empirical evidence to suppose the presence of the day of the week effect and the empirical evidence to suppose the presence of month of the year effect. The daily closing market index and monthly closing market index (All share Index-DSEI) were used, covering the sample period from January 2009 to March 2015. To examine the weak-form efficiency hypothesis, the study employed various statistical tests: serial correlation test-The Ljung-Box test, Unit root tests, parametric runs test and the variance ratio test. For investigating the calendar effects, the study used two econometric models: Ordinary Least Square (OLS) regression model and the Generalized Autoregressive Conditional Heteroscedastic - GARCH (1,1) model. The results of all statistical tests employed showed that the Dar es Salaam Stock Exchange (DSE) was a weak form inefficient market for the sample period investigated. Regarding the seasonality in the market, the findings from both OLS regression and GARCH (1,1) indicated the presence of calendar effects in the market. Inefficiency of the market (DSE) general implies that trading strategy such as the technical analysis can be valuable in the market considering other factors. The presence of seasonality in the market implies that the policy makers and regulatory authority should strive to ensure the market is sufficiently informational and operational.

Damka, Amos Ben (2015) *Kuchunguza dhima za vitendawili vya jamii ya Wanyisanzu wa Iramba, Singida, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni Kuchunguza dhima za vitendawili vya jamii ya Wanyisanzu wa Iramba, Singida, kabla na baada ya uhuru wa Tanganyika, 1961. Aidha, utafiti ulitaka kujua dhima za vitendawili vya jamii ya Wanyisanzu, na kuchunguza vipengele vya fani vilivyosababishwa na mabadiliko ya kutega vitendawili katika jamii ya Wanyisanzu. Utalii wa kazi tangulizi uliongozwa na nadharia ya kuchunguza dhima za vitendawili katika jamii ya Wanyisanzu. Utafiti umetumia mbinu ya ushiriki, mahojiano, maswali ya hojaji na utalii wa nyaraka zilizotumika kukusanyia data za utafiti. Aidha, mbinu ya uchambuzi wa kimaelezo ndiyo iliyotumika katika uchambuzi wa data. Eneo la utafiti lilikuwa ni Nkata ya Nkinto na Mwangeza, wilaya ya Iramba, mkoa wa Singida. Matokeo ya utafiti yamebainisha kushuka kwa dhima za vitendawili katika jamii ya Wanyisanzu. Chanzo cha kushuka kwa dhima ya vitendawili ni; Mabadiliko ya kisomo shuleni, yamesababisha matumizi makubwa zaidi ya lugha ya Kiswahili na kusahaulika kwa lugha za asili zilizotumika, kutegea na kutegulia vitendawili. Pili, Mabadiliko ya shughuli za kiuchumi kama vile, biashara na kilimo, zimesababisha watu kutokukusanyika pamoja saa za jioni. Mwisho, kuibuka kwa ugeni wa tekinolojia (utunduizi), kumeleta mabadiliko, siyo ya kuhifadhi vitendawili kwenye maandishi, Mitandao-CD na flashi.

Mashimbi, Paul Timothy (2015) *Factors influencing the Housebreaking and Burglary among the male youths in Songea Municipality, Tanzania*. Masters dissertation, The Open University Tanzania.

Abstract

The specific objectives of this study were: to identify the population social strata involved in burglaries and housebreaking; to identify the factors influencing the population social strata identified in burglaries and housebreaking; to identify the social roles CBO'S play in preventing crimes committed by the population social strata identified; to identify the FBOs that participate in solving the problem at stake and the means used .Two theories, Differential Association Theory of Crime (DATC) and Opportunity Theory of Crime (OTC) were used to explain the phenomenon of the social problem of the research study which was supported by empirical literatures of Karl Marx, UN-Habitat, Henry Fielding and Filbert. The researcher used both explanatory and descriptive research designs with the sample size population of 101 male youths from the five wards prone to housebreaking and

burglary incidents in the Municipality of Songea namely Lizaboni ward, Town center ward, Bombambili ward, Majengo ward and Mabatini ward in terms of 24, 16, 20, 23 and 18 respondents using in depth interviewing, observation, questionnaire, focal group discussion and documentary reviewing to collect the research data for the study. The analysis and interpretation of data used both qualitative and quantitative approaches. The results of the study showed that the social problem under discussion was influenced by poor parenting, poverty, unemployment, poor region planning, ineffectiveness of the security apparatus and increased number of street children. The authorities and the community should compound their efforts and play their roles as agencies in limiting the increasing number of male youths involved in housebreaking and burglaries in the Municipality of Songea.

Hamad, Hamad Othman (2015) *Teachers Attitudes Towards the Provision of Inclusive Education in Chake Chake District Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This is a result of findings of teachers attitude towards the provision of Inclusive Education in primary schools in Zanzibar. The study was conducted to find out the teachers attitude towards the provision of Inclusive Education in Primary School in Zanzibar. The general object of the study was to explore the teachers attitudes towards the provision of inclusive education in primary schools in Zanzibar and specifically, it intend to examine teachers feeling when teaching students with disabilities, to find out teacher perception towards learners with disabilities in inclusive setting and to find out how teachers manage to teach students with different disabilities. The sample size was 160 respondents that were selected by purposeful sampling and data was analyzed qualitatively. The tools used to collected data were questionnaires, in-depth interview, observation, focus group discussion and documentary review. The major findings of the study were specialist teachers in inclusive education schools have positive attitudes while untrained teachers have negative attitudes, the learning environment was not conducive to all learners, in the schools there was a high shortage of facilities and the classes were overcrowded. The study concluded that pupils with special educational need did not enjoy their life at school due to the prevalence of discriminatory attitudes and unfriendly school environment. The study recommended that, the government should ensure ongoing educational reform and programme taking place in the country should consider the needs of the students who are in inclusive schools, teachers to attend courses on inclusive education, to improve supply of teaching and learning materials and other facilities and the infrastructure should consider the needs of pupils with disabilities.

Innocent, Estomih (2015) *Improvement of food security in Arusha by constructing silos grain storage at Oldonyowas village in Arusha District in Arusha Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Improvement of food security by constructing by constructing silos grain storage at Oldonyowas village in Arusha district in Tanzania is one of the needs derived from Community Needs Assessments (CNA) conducted in Oldonyowas village in Arusha district. The CNA exercise was conducted which came up with the community needs and problems, the main problem unveiled with CNA exercise which faces majority community members in Oldonyowas Village was the prevalence of food insecurity. Though among activities Oldonyowas community members do is farming which contribute to their household food security. However, food crops have been facing the problem of post-harvest lose. Under this study there were four objectives which set to facilitate solving the problem, these are; Sensitizing the Oldonyowas community members on silos grain storage project , Facilitating on building skills and knowledge on managing silos grain storage project by, To assist in raising fund for successes full intervention on the silos grain storage project, To create reliable market for grain's. Three objectives have been achieved except one objective which was to create reliable market for grains which will be met under the full operation of the project In keeping with the major objective of the project it was recommended that project stakeholders should consider expansion of grain storage hand in hand with expanding production for the crops to ensure availability of food to all people all over the community. Farmers in the project area should regard silos as one of the effective facility to store crop so that enough food will be found to ensure food security.

Jasson, Jane Salomo (2014) *Increasing women's access to credit through establishment of a village community bank: a case of women at Makulu ward Dodoma (R) District*. Masters dissertation, The Open University of Tanzania.

Abstract

Women in Tanzania are among the vulnerable groups and are considered to poorer than men counterparts due to low level of education and the existing customary laws that discriminate them in terms of property ownership and inheritance rights. Despite the fact that there have been various efforts by the government, Donor agencies and NGOs in empowering women, still women face problems at the community level due to ignorance of their rights, low level of education and limited employment opportunities to mention few. Therefore various strategies are needed to address women's challenges especially to women in rural areas where most of services are limited in comparing to urban based women. The Village Community Bank has been

established at Dodoma Makulu as an outcome of the CNA which was conducted to identify the economic challenges women are facing and available opportunities. There are author's varied opinions as to whether microfinance is a tool for poverty reduction and women empowerment or otherwise. Despite the fact that there have been different schools of thoughts on impact of microfinance to poor people and women in particular, both theoretical and empirical literatures indicate that microfinance play a pivotal role in not only in increasing women's access to credit but also play key role in promoting gender equality, women empowerment and it is also a tool for poverty reduction. It is no doubt that, access to credit alone is not a panacea for women empowerment and hence various strategies are still needed such training on women's rights and advocacy on discriminatory practices for a meaningful empowerment of women.

Mlay, Gladstone Fanuel (2014). *The impact of protected areas on the livelihoods of local communities at Mikumi National Park, Tanzania*". Masters dissertation, The Open University of Tanzania.

Abstract

In many developing countries there are disputes related to the small contribution of Protected areas and other categories of attractions in sustaining livelihoods of the local communities living adjacent to the protected areas compared to other land use practices. This study was done in seven villages located adjacent to Mikumi National Park in order to examine impacts of Mikumi National Park on people's livelihoods, particularly regarding on the livelihoods of local communities where the economic, social, cultural and environment services provided by MINAPA, therefore, a way out of poverty. Questionnaires, focus groups discussions, field observations and secondary data from different sources were used to collect information. The data collected were analyzed using SPSS and simple descriptive statistics. The results revealed that, local communities have a negative attitude towards protected areas where 54.5% of the respondents said that, there is a little benefits, 27.3% of respondents said that they benefits, 16.9% of the respondents said that, they do not benefit from MINAPA because always there is a lot of conflicts and cases among the park and local communities and even killed by park rangers. 1.3% of the respondent said that, government is the one who benefit because they collect revenues, taxes and other fees which sent direct to TANAPA. Based on the findings in this study, a number of recommendations were made, such as to carry out thorough seminars, workshops and educations with local communities, discussing on how they can alleviate poverty through protected areas and how to solve problems, effective participation of local community in policy planning, management of protected areas.

Massawe, Violeth Kilian (2014) *Reducing Economic Hardship for Youth and Women through Village Community Banks (VICOBA): A Case of Segerea Ward*. Masters dissertation, The Open University of Tanzania.

Abstract

The overall objective of the study was to investigate the problems faced by the Segerea Ward community and identify the critical problems to come up with the specific solutions. To facilitate this objective a descriptive survey through qualitative and quantitative research methods was applied on a randomly selected sample of 100 community members. The secondary data were supplemented by questionnaires, observations and focused group discussions as primary data. Qualitative data were processed manually while quantitative data were processed using SPSS. The implementation of the identified project using project implementation plan, logical framework matrix and project budget resulted to the formation of 2 VICOBA groups and capacity building through training on entrepreneurship and business skills to 50 group's members. Involvement of the beneficiaries in the whole process of the project created a sense of ownership, accountability, transparency and awareness. The training and established VICOBA groups and income generating activities by the groups' members with consultations and approvals from various authorities ensure financial and political support and sustainability. Conclusively, the researcher strongly believes that the project has contributed immensely in eradicating the other problems faced by the community. It is recommended that; more time is indispensable to initiate and sustain a project of this nature in collaboration with other stakeholders. Moreover, for project sustainability, the community and other stakeholders including the Government and related authorities need to take charge of the project's outcomes and provide the required support.

Mdidi, Amina Saidi (2015) *Assessment of Guidance and Counseling Services Provision to Students: A Case of Six Selected Universities in Dar es Salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Students in Tanzanian universities they were unable to cope with university life due to financial crisis and social problems. Consequently, suffer from resulting psychological and emotional disabilities, related to issues of disturbances and riots. The ability of students to overcome these challenges will depend on provision of guidance and counseling services delivery to students in Tanzanian universities. The main objective of the study was to assess the guidance and counseling services provision delivery to students in Tanzanian public and private universities. The study respondents were 186 from selected six universities in Dar es Salaam. Purposive, proportionate and stratified sampling techniques were used to select the respondents. The qualitative data was collected through an interview conducted to

forty four university staff from six selected universities. Also Focus Group Discussion was involved one hundred and forty four students from six selected universities. The collected Qualitative data was coded, measured and analyzed through a Content Analysis Software (NUDIST version 6). The researcher labeled the interviewees' statements, grouped them into categories, and drew conclusions about what respondents said. The analysis of findings indicated that, in both public and private universities guidance and counselling services are not centrally coordinated, therefore to ensure provision of quality services. Therefore, differ in the services provision capacity. The trend of growing numbers of vulnerable students in universities is also evident. These are those experiencing economic stresses, psychology traumas and emotional detachment. It was recommended that, Tanzanian universities should establish guidance and counseling policies to improve services delivery.

Kissassi, Remedius Edington (2015) *Uubiku Kwa Maendeleo Ya Haraka na Endelevu Zanzibar :Zanzibar*. Medupress, Zanzibar.

Abstract

DIBAJI Kwanza kabisa napenda kumshukuru Mwenyezi Mungu nami kupata fursa ya kukisoma kitabu hiki ambacho kimeandikwa na kaka yetu Ndugu Remidius Kissassi.Ukikiangalia utaona ni kidogo kutokana na hali ya uandishi lakini yaliyomo ndani ndio yanathibitisha ukubwa wake kutokana na mambo aliyoyaandika. Masuala ya mahusiano na hali ya kibiashara na ujasiriamali na nadharia nzimayaUbia baina ya Sekta ya Umma na Sekta Binafsi Kuondoa Umasikini, kwa kifupi (UUBIKU)–PPP-PP; ameyaelezea na kuyafafanua vizuri sana. Kwa mara ya kwanza NduguKissassi aliponiambia anataka kuandika kitabu nikadhani ananifanyia mzaha au dhihaka ingawa nilijua ni mkereketwa mkubwa wa PPP-PP. Pamoja na ukweli kwamba amekuwa karibu sana na wajasiriamali na kusaidia vijana wengi katika mipango yao ya kujinasua na umasikini na kujiletea maendeleo, lakini bado niliona kazi ya kuandika kitabu huhitaji muda na ueledi mkubwa na hasa ujuzi wa fani unayotaka kuiandikia. Kwa ninavyomfahamu Nd. Kissassi, yeye ni Mhandisi wa shughuli za ujenzi, ingawaanayo shahada yake ya pili ambayo amechukua masuala ya uongozi wa biashara. Pamoja na hayo lakini sikuona la ajabu sana kwani nilijua kuwa yeye mwenyewe ni mfanya biashara na mjasiriamali mzuri na vilevile alishawahi kuwa Mwenyekiti wa Kamati ya Biashara na Uwekezaji katika Kamati za Bodi ya Jumuiya ya Wafanyabiashara wenye Viwanda na Wakulima (ZNCCIA). Nikajiambia moyoni mwangukuwa,kamaakikusudia kweli basi ataweza kuifanya kazi hii ya uandishi wa mada hii aliyoniambia. Yalipita masiku bila kuona alichoniahidi na ninapomuliza alikuwa akinijibu “vuta subra Bro”, (akimaanisha mdogo wangu, na hivi ndivyo tunavyoitana kwa maana nami ni kaka yangu) nikimaliza nitakuletea wewe uandike Dibaji; na Kweli muungwana ni vitendo-hatimae kanionyesha kitabu chake. Mimi sina ubavu wa kutia mkono wangu juu ya

kazi hii nzuri alojituma kuifanya, lakini naichukulia kama fursa adhimu na adimu kwangu na zawadi aliyonitunikia angalau na mimi niwe sehemu ya kitabu hiki. Uchumi wa leo umebaini wazi kuwa sekta binafsi ndio muhimili mkuu katika kuusukuma uende mbele lakini unapokuja katika usukumaji huo wa uchumi imeonekana pia sekta binafsi ndio mshirika mkubwa wa sekta za umma. Zile falsafa za kizamani ambazo zilitegemea sekta ya umma isimamie kila kitu ikiwemo kufanya biasharana utoaji wa huduma, sasa zimepitwa na wakati na hazifai katika zama hizi za Sayansi na Teknolojia. Nchi ambazo bado zinaendelea kung'ang'ania kuwa sekta ya umma iendeleo kufanya na kusimamia kila kitu cha uchumi na kijamii hubaki nyuma kimendeleo. Leo hii tunashuhudia nchi kama China au nchi za mashariki ya Ulaya nk, ambazo mifumo yao ya kiuchumi ilitegemea kuwa shughuli zote zifanywe na sekta ya umma kutokana na sera na siasa za wakati huo lakini sasa tunaona yakuwa nazo zimebadilika. Ukitaka kuuakwa undani faida na manufaa ya kuwepo kwa ubiana/au mashirikiano mazuri na ya dhati baina ya sekta ya umma na sekta binafsi katika kuondosha umasikini nakusihii ukisome kitabu hiki. Ingawa kinaonekana kidogo ambacho hata ukikusudia kukimaliza kwa muda mfupi utaweza kufanya hivyo lakini hata uelewa na maarifa ya kuifahamu hiyo UUBIKU, pia utaipata kwa muda mfupi; kwahivyo muda mfupi wako utakaotumia katika kitabu hiki utajitosheleza kuchota lulu iliyomo ndani yake. Napenda Kumshukuru Ndugu yangu Remmy kwa kazi hii nzuri aliyofanya ambayo faida yake ni kubwana si kwa msomaji tu, bali na hata wale ambao wataguswa kwa namna moja au nyingine na matokeo tarajiwa ya utekelezaji wa mfumo huu.. Ni vizuri basi baada ya msomaji kupata uelewa na kujua manufaa makubwa yakayoweza kupatikana kwa wengi na hasa masikini wa nchi yetu na katika Shehia zote; akafikisha ujumbe huu na yeye akawa Balozi mzuri wa kuona Ubia baina ya sekta za Umma na zile za Binafsi unafanyiwa kazi kwa dhati na kiuhalisia. Ahsante. Ali Aboud Mzee Makamo Wa Rais, Jumuiya ya Wafanyabiashara, Wenyeviwanda na Wakulima, Zanzibar. (ZNCCIA)

Melack, Yalengeko (2015) *Vegetables and Fruits Consumption Campaign and Sales for Sustainable Economic Development of Vendors in Chamazi Market Temeke District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Vegetables and Fruits Consumption Campaign and Sales for Sustainable Economic Development of Vendors in Chamazi Market is a result of the Community Needs Assessments (CNA) conducted in Chamazi Market to vendors and consumers of vegetables and fruits. The CNA revealed that vegetables and fruits consumption is very low to majority of residents in Chamazi. This situation has affected vendors of the products since they cannot generate high income to suffice their livelihood. There are a number of factors that contribute for low intake of vegetables and fruits among Chamazi residents including; lack of nutrition education

on the importance of vegetables and fruits, low income that affects purchasing power and unavailability of different varieties of vegetables and fruits in Chamazi market. Consequently a number of factors that contribute to low sales among vendors are such as lack of entrepreneurial skills, poor marketing skill, poor working environment (market space)l lack of capital, unreliable market for some varieties which are not common in Chamazi market and poor technology i.e. lacks of preservative facilities (cold rooms) since vegetables and fruits are more perishable products. However, Vegetables and fruits selling is a very good and reliable business if it is done with expertise following the potential nutrients found for human health. Every individual and household requires to consume vegetables and fruits whether they like or not for their better health. Vendors should cultivate on this positive point of nutrition benefits of vegetables and fruits plus marketing skills to ensure high income through high sales. To achieve the project objectives, a participatory approach are necessary to be able to increase awareness to communities about the project equally nutrition education and consumption campaigns are continuously inevitable. In this view, stakeholders and policy makers are to be involved for project sustainability and up-scaling. The expected outcome is increased vegetables and fruits consumption resulting to increased sales for sustainable income generation to vendors in general.

Kawia, Mshana Samwel (2015) *Kuchunguza Usawiri Chanya wa Mwanamke Katika Vitendawili Vya Jamii ya Wanyiha*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulilenga kuchunguza usawiri chanya wa mwanamke na ujumbe unaopatikana katika vitendawili vya jamii ya Wanyiha wanaoishi katika wilaya ya Mbozi mkoa wa Mbeya. Tasnifu hii imekusanya vitendawili kutoka katika Kata za Msia, Wasa, Igamba na Halungu, vijiji vinne vilihusishwa ambavyo ni; Igamba, Msia, Halambo na Wasa. Utafiti huu ulitumia nadharia tatu; kwanza, nadharia ya ndani-nnje ambayo ilitusaidia namna ya kuingia masikanini na kumakinika na wenyeji, kiasi cha kupunguza ugeni wa mtafiti. Nadharia hii, ilimsaidia mtafiti kupata uhusiano mzuri kati yake na watafitiwa. Pili, Nadharia ya ufeministi ilituongoza kuchunguza namna jamii ya Wanyiha inavyowasawiri wanawake katika mfumo mzima wa maisha. Tatu, Nadharia ya uhalisiya ilituongoza kuchunguza ujumbe unaopatikana katika vitendawili vya jamii ya Wanyiha. Nadharia ya ufeministi na uhalisia zilikuwa mwafaka katika hatua ya uwasilishaji na uchambuzi wa data. Mbinu tatu zilitumika katika hatua ya ukusanyaji wa data. Mbinu ya mahojiano, mbinu ya umakinifu na mbinu ya Udurusi wa nyaraka maktabani. Jumla ya vitendawili arobaini vilikusanywa, vitendawili vitano viliteuriwa ili kutusaidia kutafuta majibu ya utafiti huu. Utafiti umepata majibu kwamba, vitendawili katika jamii hiyo humsawiri mwanamke katika hali mchanganyiko, chanya na hasi. Kwa

hiyo, utafiti wetu umepata majibu kwamba, vipo vitendawili vyenye mtazamo chanya kuhusu mwanamke. Ujumbe unaopatikana katika vitendawili ni kwamba, mwanamke anapaswa kuthaminiwa sawa na mwanaume.

Kapiga, Harris Newman (2015) *Establishment of Community empowerment for Sustainable Development of the Non farming Activities In Ilula Ward, Iringa Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study entitled “Community Needs Assessment For Sustainable Development Of The Basically On Non-Farming Activities In Ilula Ward” it covers various reviewed and researched areas which includes background of the problem which entails to explain how does the problem originate and it became to existence in Ilula ward, research objectives these are guidelines toward delivering the data for the solution and rectification of the challenge facing villagers in Ilula ward basically in economic system, literature reviews all related books, academic journals, research papers and all together showing the root of the same problem and how they reached the solutions, research approach this displays the way data were collected in which qualitative research paradigm was employed in gathering the information, research methods these are research tools used in the field for data collection in which interview and questionnaire were used purposive to meet the nature of the informants, sample of questions also were delivered and channeled to the informants basically, research context and justification where the research was conducted at Ilula ward located within Iringa region, sampling unit many techniques were applied in sampling such as random sampling, cluster sampling and systematic sampling for effective informants and variation of data gathered to avoid repetition of data and biasness, data presentation and discussion where different angles of data gathered have been treated which are causes to why people within Ilula ward are living poor and financial hardship they are facing right today, lastly this research paper closes by providing the possible solutions toward handling this problem of financial hardship and poor life people are living within the ward, thus is direct involvement of the people in the non-farm activities.

Athumani, Mkumba Rashidi (2015) *Athari za Kiisimu za Lugha ya Kiswahili katika Lugha ya Kiyao*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umechunguza jinsi lugha ya Kiswahili inavyoiathiri kiisimu lugha ya Kiyao. Lugha hizi zinatumiwa na Wayao kwa muda mrefu. Wataalamu wengi wanakubaliana kuwa lugha zinapokutana huwa zinaathiriana. Kwa hivyo utafiti huu umechunguza athari ya Kiswahili katika Kiyao. Eneo lililohusika katika utafiti huu

ni wilaya ya Songea, Tunduru na Namtumbo mkoani Ruvuma. Pia wilaya ya Masasi katika mkoa wa Mtwara. Mbinu zilizotumiwa kuwapata watafitiwa wa utafiti huu ni mbinu ya makusudi na mbinu ya usampulishaji mpokezano. Mbinu ya makusudi ilitumiwa ili kuwapata watafitiwa wanaoimuda vyema lugha ya Kiswahili na lugha ya Kiyao ili kupata matokeo faafu. Utafiti huu uliongozwa na Nadharia ya Makutano ya Lugha na Nadharia ya Fonolojia ya Konsonanti Vokali. Nadharia ya Makutano ya Lugha ilitumiwa kuonesha kukutana kwa lugha hizi mbili kunakozua athari za Kiisimu. Nadharia ya Konsonanti Vokali ilitumiwa kubaini namna Kiswahili kinavyoiathiri Kiyao sawia na michakato ya kiisimu katika ngazi ya silabi zilizounda maneno husika. Utafiti huu una sura tano: Sura ya kwanza imezungumzia vipengele vya utangulizi wa utafiti kama usuli, tamko la utafiti, malengo, sababu na upeo na mipaka ya utafiti huu. Sura ya pili ni ya mapitio ya kazi tangulizi na nadharia za utafiti huu. Sura ya tatu imefafanua mbinu za utafiti huu. Sura ya nne imechanganua data za utafiti huu na sura ya tano imetoa muhtasari, matokeo, mapendekezo na changamoto za utafiti huu. Utafiti huu umebaini kuwa Kiswahili kinaiathiri Kiyao na kwamba kuna michakato ya kifonolojia na kimofolojia inayojitokeza wakati wa kuathiriwa kwa lugha hii. Utafiti huu utatoa chachu kwa watafiti wengine kuendeleza tafiti zinazohusu maathiriano ya kiisimu miongoni mwa lugha za kiafrika.

Kilezu, Peter (2014) *Establishment of Poultry Production for Developing a Strong and Sustainable Local Market Economy of Widows in Itonjanda Village, Tabora municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This report basically is product based on community needs assessment exercise conducted at Itonjanda ward in order to identify the assets of the community and to determine potential concerns that the area faces, Itonjanda ward, in Tabora municipal, Tanzania was the area chosen for research by paying attention to obstacles hindering the community of widows in development. The research approach used for the study involved exploratory, descriptive and observational techniques. In order to meet research requirements and criteria, a designed and developed research instruments including questionnaire development, interview schedules, selection of sample survey was arranged for data collection. The research findings from the study have noted that, despite the efforts that had been taken by the government and other stakeholders to support people living in extreme poverty in the community still most of them live uncertainty life as a result of unreliable income flows to most of the widows. This situation has been evidenced by the study on family and individuals ability to meet various expenses on their normal life particularly on the aspects of health, food, clothes, and education expenses etc. In order that improvement is attained, income promotion to widows through poultry production was designed and carried out to widows in Itonjanda ward. To start with,

fifteen individuals were organized into one group, ready to run the project of poultry production that would be good sources of income and again chickens droppings for soil improvement for better intercropping of different crops. Through monitoring and evaluation of the project has shown the good results for improving income of widows in Itonjanda ward.

Kabarole, Cyril Fred (2015) *The Impact of Foreign Direct Investment on Economic Growth in Tanzania from 1990 to 2013*. Masters dissertation, The Open University of Tanzania.

Abstract

Foreign Direct Investment has been recognized as playing a facilitating role in the growth of the economy developing countries because it is an additional source of capital formation as well as having benefits such as creating employment on, transfer of technology and related spillover, development of skills, improving trade and competition as well as access to foreign markets. This study investigates empirically the relationship between FDI and economic growth in Tanzania by employing data on GDP annual growth rate, FDI inflow, gross capital formation, inflation, exports and labour force for the period 1970 – 2013. The data collected for the study was subjected to ADF unit root test to check for stationarity after which differencing was applied where appropriate. The result of the regression analysis shows the model has a significant capability to explain the relationship amongst the variables. The F statistic is statistically significant meaning the independent variables i.e. FDI inflow, gross capital formation, inflation, exports and labour are all significant to explain Growth in the economy. Then the Johansen cointegration test was performed and established that the variables have a long term association meaning they are cointegrated. The VECM test indicated that the variables have both long and short term causality. These findings were supported by the Granger causality test which established that FDI and GCF jointly Granger cause GDP, also GCF and GDP jointly Granger cause FDI suggesting there is a bi-directional causality implying that through economic growth FDI influences domestic investment. Empirical findings demonstrate FDI inflow, Gross capital formation, Exports trade, and an educated labour in conjunction influencing economic growth in Tanzania.

Kafwenji, Heneriko (2015) *A Study on Training Needs Assessments (TNA) for the Teachers in Primary Schools in Morogoro Municipal Council in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The dissertation dwelt on training needs assessment (TNAs) for the teachers in primary schools at Morogoro Municipal Council (MMC) in Tanzania. The study

focused on the three main objectives namely: identification of the necessary conditions, process and causes/factors for the TNAs to take place among primary schools teachers within the Municipality. It was found that TNAs is one of the most important human resource functions in the Municipality. The evidence from documentary and policy reviews, the study of the processes and the causes of TNAs confirm this need. The questionnaires and interview were conducted in order to gather some data which confirmed the need for TNAs amongst the primary school teachers in the council. It was found that more teachers in the council are required to undertake further studies. With the availability of TNAs reports the teachers training needs will be revealed every year.

Kagaruki, Editha John (2015) *Assessment of the Public Knowledge on Community Service Sentence as an Alternative to Imprisonment*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to know the level of understanding/awareness of the public regarding Community Service sentence and suggest the better ways to make the public understand its benefits and participate in the implementation. 500 respondents were used in the study where by (300) respondents were Public members, (100) respondents were Community Service stakeholders (100) respondents were Offenders under Community Service. Data were collected using three methods which include: questionnaire, interview, and Focus Group Discussion (FGD). The analysis of quantitative data used SPSS (Statistical Package for Social Science Studies) and then data was summarized and presented using frequency distribution tables and pie charts. Qualitative data was analyzed, identified and examined to identify major themes in relation to the interview questions. It was found that 70.7% of the respondents had no knowledge on alternative to imprisonment. However there are various challenges pointed out by the respondents which hinder the implementation of CS, they include: poor awareness on alternative to imprisonment, insufficient staff of Community service offices, poor attitude of the public towards CS and also mind set that offenders should be imprisoned. It is concluded that effective sensitization on Community Service Sentences is needed which will enable the public to have an understanding of what Community Service is as well as other alternative to imprisonment.

Mbisse, Sarikiaely Sikoyo (2015) *Challenges facing tourist hotels towards provision of good customer service: A case study of tourist hotels in Arumeru District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate the challenges facing tourist hotels in provision of good customer services in Arumeru district, Arusha region.

Specifically, the study sought to address the following specific objectives, that is, to examine contributions of good customer's services to tourist hotels, to determine challenges facing tourist hotels in provision of good customer services and to identify measures for preventing challenges and improve hotels' customer services. The study design was a descriptive research design whereby both qualitative and quantitative studies were used. The sample size included 30 tourists, 36 hotel employees and 5 hotel managers. Purposive and simple random sampling methods were used. The data collection instruments were questionnaires, interview, direct observation and document review. Quantitative Data were analyzed by using Statistics Packages for Social Science (SPSS version 16.0) and Microsoft excel whereby content analysis was used to analyze qualitative data. The study found that unqualified staffs, poor management, poor communication system, shortage of staff were the main challenges facing tourist. These are the reasons for poor services offered in tourist hotels. Furthermore this study recommended some appropriate strategies that hotels may use to enhance customer satisfaction. These are training of the staff, recruiting qualified staff, employing enough staff, to maintain good communication system, as well as ensuring the hotel has enough working equipment was the measure towards challenges facing tourist hotels in Arumeru District.

Wenceslaus, Mashaka (2015) *Athari za lugha ya Kijita katika kujifunza Kiswahili*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo la Tasnifu hii ni kuchunguza Athari ya lugha ya Kijita Katika Kujifunza lugha Kiswahili Kwa Wanafunzi wa Shule za Msingi, sababu za athari hizo na mbinu za kutatua athari hizo. Utafiti huu umefanywa Wilaya ya Musoma vijijini na Manispaa ya Musoma katika mkoa wa Mara. Kata mbili zilishirikishwa ambazo ni kata ya Suguti na Makoko. Shule za msingi za Suguti, Kusenyi, Buhare, Nyarigamba na Mtakuja zilichunguzwa ili kubaini athari za lugha ya Kijita katika kujifunza Kiswahili. Utafiti huu umetumia nadharia ya Fonolojia Zalishi Asilia ambayo huchunguza bayana athari hizo za lugha ya kwanza (Kijita) katika kujifunza lugha ya Kiswahili. Aidha nadharia hii huchukulia kuwa makosa katika lugha ya pili (Kiswahili) husababishwa na athari ya lugha ya kwanza. Utafiti huu ulitumia mbinu tatu za ukusanyaji data ambazo ni; hojaji, mahojiano, na majadiliano ya vikunndi. Sampuli ya utafiti huu ilituliwa kwa kutumia mbinu ya; madhumuni maalumu, kimfumo na uteuzi wa nasibu takabishi. Matokeo ya utafiti huu umegundua kuwa, athari za matamshi zinazojitokeza kwa wanafunzi wanapojifunza lugha ya Kiswahili ni pamoja na udondoshaji wa sauti , kutumia sauti zinazokaribiana, na kuongeza viambishi visivyohitajika. Aidha utafiti huu umegundua sababu zinazotokana na athari hizi ni lugha mama na athari ya kimazingira. Utafiti huu uligundua mbinu za kutatua tatizo hili ni watoto wafundishwe Kiswahili wakiwa bado wadogo na wazazi wawe mfano bora kwa watoto wao katika kuzungumza Kiswahili na kuwapa zana

malimbali za ujifunzaji kwa mfano kamusi na kadhalika. Matokeo ya utafiti huu yaliwasilishwa katika sura ya nne, yanaweza kutumiwa na Taasisi ya ukuzaji mitaala kutoa mapendekezo kwa wanaojifunza Kiswahili kwa kuwashirikisha wanafunzi kimazungumzo kwa lengo la kuinua kiwango cha umilisi wa lugha.

Msacky, Eva Yeronimo (2015) *Kuchunguza Dhamira za Kijamii na Kisiasa katika Riwaya ya Siri za Maisha*. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ni kuchunguza dhamira za kijamii na kisiasa katika riwaya ya Siri za Maisha. Malengo mahususi ya utafiti huu yalikuwa ni kuchambua dhamira za kijamii zinazojitokeza katika riwaya ya Siri za Maisha, kuchambua dhamira za kisiasa zinazojitokeza katika riwaya ya Siri za Maisha na kuelezea mbinu za kisanaa zinazowasilisha dhamira za kijamii na kisiasa katika riwaya ya Siri za Maisha. Ili kukamilisha malengo haya mahususi, data za utafiti zilikusanywa kwa kutumia mbinu za usomaji makini na upitiaji wa nyaraka na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia za Simiotiki na Saikolojia Changanuzi. Utafiti umepata matokeo yanayoonesha kuwa katika riwaya ya Siri za Maisha kuna dhamira za kijamii kama vile umasikini, ulevi na uvivu na uzembe. Dhamira za kisiasa ni ukombozi wa kifikra, usawa wa binadamu na nafasi ya mwanamke katika jamii. Mbinu za kisanaa zilizotumiwa na mwandishi kuwasilishia dhamira hizi ni mbinu za kidrama, kishairi, sitiari na misemo.

Baramay, Bura Patrice (2015) *Macroeconomic Determinants of Economic Growth after financial sector in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study analyses macroeconomic determinants of economic growth in Tanzania after financial sector reforms. It aims to examine the effect of Budget deficit (BD), Inflation rate (INFL), Exchange rate (EXCH) and Foreign Direct Investment (FDI) on economic growth in Tanzania. The study uses the Ordinary Least Square (OLS) and cointegration relationship among the variables. The data were collected from the Ministry of Finance (MOF) and multilateral organizations; UNCTAD, IMF and WDI. The data covered the period spanning from 1995 to 2013 and were interpolated in quarterly series. The findings indicate that budget deficits adversely affected economic growth in Tanzania during the period under study. From the findings an increase in the budget deficit resulted into declined economic growth. Further, the findings suggest a negative relationship between inflation and economic growth implying that increased inflation rate led to a decline of GDP. However, a positive relationship between economic growth and FDI and exchange rate was

observed. Literally, an increase in economic growth induced the increased levels of FDI and exchange rate. Therefore, economic growth in Tanzania lead to increased inflow of FDI and depreciation of the Tanzanian shilling relative to other international currencies. The study recommends macroeconomic policy makers in Tanzania to revisit and analyse the effectiveness of existing policies on macroeconomics determinants after financial sector reforms.

Juma,, Shaban Haruna (2015) *Assessment of Road user's Awareness on Strategies for Controlling Road Traffic Accidents: A Case Study of Kigoma- Ujiji Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Road traffic accidents are on the increase in Kigoma, causing injuries, loss of lives and damage of properties. The process of urbanization, the resultant motorization and the recent developments in road infrastructure, more specifically the construction of tarmac roads, are seen to contribute to more road accidents. Therefore the study has endeavored to answer the question as to what extent road users in Kigoma-Ujiji municipality are knowledgeable and aware of road traffic rules. The study poses that knowledge of traffic rules is essential for application of safety measures, which leads to responsible behavior on the road and consequently result in reduction of road traffic accidents. Using a combination of qualitative and quantitative methods, the researcher chose the setting of his study to be Lumumba to Ujiji, Katonga and Mwandiga Roads, both being the heaviest traffic lanes and also the most affected by road accidents. Samples totaling 100 respondents were drawn from 4 major groups of respondents, namely pedestrians and passengers, drivers, and motorists/cyclists, and key informants. Data were collected using questionnaires, interviews and direct observation. Research results show that knowledge of traffic rules varies greatly among respondents by type of road user, with vehicle drivers scoring highest and pedestrians being the least knowledgeable of all. The researcher recommends increasing and diversifying road user education, tailored to specific needs of each group, and enforcement of traffic rules and strengthening with corrective measures, and improvement of road infrastructure through increase of road signs and markings.

Mohamed, Bakari Ali (2015) *Child Abuse in Zanzibar West district, Tanzania: Assessment of Knowledge, Attitude and Practice (KAP)*. Masters dissertation, The Open University of Tanzania.

Abstract

The main goal of the study was to assess the knowledge, attitude and practice on child abuse in Zanzibar. The study involved 100 respondents at Fumba village who

were parents, caregivers and other people within the community. The respondents had the age from 20 years old and above and who expected to have a parenting role at the time of study. Face to face interview was administered to these respondents through survey held house to house. 100 % of the respondents had knowledge on child abuse, 51% of the respondents said that child abuse occurs at home, 63% of the respondents said beating a child who misbehaves is a common child abuse in the West District. 65% of the school children who fill questionnaires responded that they were beaten using stick by their parents and care givers as a punishment when they misbehaved, 16% of the school children witnessed their fellow children married at the age of 15. The study concluded that parents, care givers and other people in the West District have adequate knowledge on child abuse. Parents, caregivers and other people in the West District practice all forms of child abuse to their children. People's attitudes and practices on child abuse are greatly influenced by Zanzibar culture. The study recommended the following as a measure to control child abuse in the West District; Zanzibar government to take a leading role in protecting abused children in Zanzibar including the West District, education on child abuse to be given to children and community, the mass media be enabled and equipped to spearhead the spread of education on child abuse and its impact on children, the household and community in general. Further researches are need on various aspects of child abuse in Tanzania (including Zanzibar).

Mohamed, Maliki O. (2015) *The Challenges of Tourism Development in Poverty Alleviation in Zanzibar: A case study of Kiwengwa village*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out in Kiwengwa Zanzibar. The aim of this study was to assess the challenges of tourism development in poverty alleviation in Zanzibar. The case study of Kiwengwa village, to assess local community's opinion regarding tourism as a means of poverty alleviation, to assess level of the community participation in tourism development in Kiwengwa village. The primary data were collected using structured questionnaire and interview. For quantitative data analysis was made using SPSS version 21. Qualitative data from the interview was coded and arranged according to their themes as they emerge which formed the basis for discussion. A sample size of 60 respondents was given questionnaires to fill and 5 were interviewed. Secondary data was collected through published and unpublished sources. The findings of the study reveal that there are negative attitudes towards tourism development in poverty reduction. The local residents in reality are not in agreement that tourism might promote community development and alleviate poverty in their respective areas. The result of this study also found that there are a number of barriers which hinders community participation in tourism development. Such barriers, include, lack of financial resources, poor involvement in decision

making, lack of empowerment of local communities in the management Also the findings of the study reveal that Poor understanding and low level of awareness of tourism concept, foreign domination in the tourism industry, unequal distribution of financial resources and lack of involvement of financial institutions,limiting tourism development towards poverty reduction.

Kiluswa, Judith (2014) *The Effects of Socio-Cultural Factors on Maternal Death in Tanzania: A Case of Makete District Njombe Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the effects of socio-cultural factors on maternal death in Tanzania with particular focus on Makete district in Njombe .region. The study attempted to answer the following questions: What are the social factors that contribute to maternal death in rural areas of Tanzania? What are the cultural factors that contribute to maternal deaths in rural areas of Tanzania? What is the women's level of decision-making on issues that can control maternal mortality? The study was conducted among child-bearing women, health workers and village leaders in four wards of Makete District. Their selection was done using random sampling techniques and purposive sampling techniques. The study included both qualitative and quantitative data which were obtained through in-depth interviews, interviews, focus group discussions and direct observation methods. Regarding various social factors contributing to maternal mortality, the findings indicated that, women inability to make decisions on family planning use, women lack of decisions to go to the hospital during labour and women inability to decide to .attend ante-natal clinic can be the source of maternal death. On the other hand, women lack of decisions on eating nutritious food and women lack of decision-making on child bearing are cultural factors which can contribute to maternal death., Concerning women's level of decision-making on issues that can control maternal death, the findings indicated that, women level of decision-making in Makete district is low. Due to low level of women decision-making on various matters, its effects revealed include limited ante-natal clinic attendance (87%), early marriages (81%), bearing many children (74%), delays required care (61%), poor nutritious food (60%) and early child bearing (60%) were mentioned to have effects on maternal mortality.

Wangwe, Japhet Elly (2015) *Assessment of Youth Participation in Agriculture and Water Development Projects: a case of Mkinga district in Tanga Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing youth participation in agriculture and water development projects in Mkinga District. The specific objectives were to assess

youth participation in Conceptualization of Projects, to investigate youth involvement in decision making process of projects, and assess youth participation in project implementation. A descriptive cross-section research design (both qualitative and quantitative) methods was adapted to collect and analyze both primary and secondary data from respondents. Data was collected from 80 respondents using structural questionnaire and semi-structural interviews. The key findings revealed that Youth are not participating neither involved in development projects as majority 46(63.9%) of respondents said that youth are not participating in conceptualization of projects, on the other hand majority 43(59.7%) of respondents said that youth are not involved in decision making process of projects and lastly majority 40(56%) of respondents also said that youth are not participating in project implementation. Conclusively, youth participation in development projects is very low. Therefore, there is a need for different stakeholders who are parents, Community, CBOs, NGOs FBOs community Development officers and Social Workers and youth themselves to actively engage in advocacy and lobbying, public sensitization and further research to come out with practical solution that will give room for youth participation, hence contribute to development of the entire nation.

Matunda, G. M. (2014) *The Function of National Health Insurance is a Reality or Illusion*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at finding out if the function of National Health Insurance is a reality or an illusion. Bagamoyo and Kinondoni Districts were chosen as a case study. The study intended to find out the quality of services offered by the health insurance in Tanzania. The researcher used a case study design and the study had a sample of 100 respondents. The study applied stratified sampling technique also primary and secondary data were used where by questionnaires, observations; interview and documentary review were used to carry out the study. Some of employees are appreciative of the way NHIF operates. But majority of respondents are frustrated with the existence of the scheme to the extent that others wish to withdraw. The study indicates that only 25% of the employees who are NHIF customers appreciate existence of the scheme. This situation indicates frustration of customers toward the scheme. The study revealed that, NHIF operates in a different way as it is stipulated in the policy hence the health insurance services offered by NHIF are not satisfactory; they lack courtesy and credibility. The finding show that health insurance services offered by NHIF are not reliable as they are not adequately available, not billed accurately and consistently as guaranteed by NHIF and not delivered on time. Basing on the results of this study, it has been proved that the function of NHIF has been gradually changing from initial setting to wishes of its operators. Hence the function of NHIF is illusion not a reality.

Mgonja, Neema G. (2014) *Perception and understanding of Pregnant Women towards the use of Folic Acid Supplement: the Case Study of Temeke District*. Masters dissertation, The Open University of Tanzania

Abstract

This study investigated the perception and understanding of pregnant women towards the use of folic acid supplement. The study was conducted at Temeke District in Dar es Salaam region. Data were collected using Focused Group Discussion as well as In-depth interview. The study reveals that most of women were aware of the FeFo supplement given to women before, during and after pregnancy. The finding also shows that most women are aware of the anemia as one of the dangerous diseases which can cause death of both a mother and unborn child. Findings suggest that the supplements available and accessible to all women are free of charge. Findings also reveal that health providers are all aware of dosage the pregnant women required before, during and after giving birth. Moreover finding signifies that there is still very low level of understanding among the women concern the use of these supplement especially on the positive and negative effect if they are taken or ignored respectively. The study reveals that some women drop or ignore using the medication deliberately simply because they have bad smell or make them uncomfortable. The findings on the side of health providers showed that 30.0% of the pregnant women prescribed with supplement do not finish the dose; they assert that it brings nausea and affect their digestive system. The findings also signifies that regardless of the education provided to people especially Pregnant women yet it's upon the understanding of women to determine their fate as you cannot force them. The study reveals that there are women deliberately decide not to take the supplement and therefore the problem remained unsolved. The study concludes that regardless of the education provided to people especially pregnant women, yet it's upon the understanding of women to determine their fate as you cannot force them.

Nyanda, Josephine (2015) *Athari za Lugha ya Kinyamwezi Katika Kujifunza Lugha ya Kiswahili*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulikuwa na lengo la kuchunguza Athari za Kinyamwezi Katika Kujifunza Lugha ya Kiswahili. Umetumia nadharia ya Fonolojia Zalishi Asilia ili kuweka bayana athari hizo. Sura ya Kwanza imeshughulikia Utangulizi, Tatizo la Utafiti, Malengo ya Utafiti, Umuhimu wa Utafiti, Mawanda na Mipaka ya Utafiti na Mpango wa Utafiti. Sura ya Pili imeshughulikia Mapitio ya Kitaaluma na ya Kazi Tangulizi ambapo imeelezea yaliyoandikwa kuhusu lugha na athari za lugha za kibantu katika Ujifunzaji wa Lugha ya Kiswahili. Aidha, imeelezea yaliyoandikwa

kuhusu Ala za Sauti, Sauti za Lugha, Namna ya Utamkaji na Mahali pa Kutamkia Sauti za Kiswahili. Imeelezea Pengo la Maarifa na Kiunzi cha Nadharia. Sura ya Tatu imezungumzia Njia na Mbinu za Utafiti. Imezungumzia Utangulizi, Eneo la Utafiti, Sampuli ya Utafiti na Usampulishaji, Vyanzo vya Data, Ukusanyaji wa Data, Mkabala wa Uchambuzi wa Data, Uchambuzi wa Data na Vikwazo vya Utafiti. Sura ya Nne imeleza juu ya Uwasilishaji na Uchambuzi wa data, ambapo imeleza aina za fonimu za Kinyamwezi na Athari ya Lugha ya Kinyamwezi katika Kujifunza Lugha ya Kiswahili. Sura ya tano imeleza juu ya Muhtasari wa Utafiti na Mapendekezo.

Ernest, Kainunula Priscus (2014) *Influence of NGOs in the Vulnerable Children, Youth above 20 Years Bicycle Assembling and Selling Project in Nshamba and Biilabo Wards Muleba District*. Masters dissertation, The Open University of Tanzania.

Abstract

A study on the establishment of a bicycle assembling and selling project for vulnerable youth above 20 was conducted using a case of Humuliza Organization in Nshamba and Biilabo wards in Muleba District in Kagera Region. The main objective of this study was to assess the influence of NGOs in supporting vulnerable children and its contribution in changing their lives both economically and socially. The study applied non-sampling probability where by the sample size of 100 respondents was selected. Data for the study were collected using interviews, observation, questionnaires and focused group discussion. SPSS computer programme was used to analyze the collected data. It was found that the support provided by NGOs to vulnerable children has brought changes even though it is not enough to satisfy all needs. Before the establishment of Humuliza Organization, vulnerable youth were not able to access basic needs like food, health services, school materials and shelter. With the support from Humuliza Organization vulnerable youth are now able to access social services. Among problems facing vulnerable children food and shelter are still acute ones. The Organization is facing the problem of inadequate funds to support all children in need. Also youth above 20 years are not eligible to continue getting support most of them are loose truck since they are used to receive. It is recommended that more support and provision of basic needs to vulnerable children is still required. Much attention to youth above 20 years is vital unless the support from the little age will be nothing to them since they fail where to start after the organizations stopping supporting them. This will be reduced if there will be project successes.

Mapunjo, G. C. (2014) *Usawiri Wa Mwanamke Kama Kiongozi Katika Tamthiliya: Uchunguzi Wa Kivuli Kinaishi Na Nguzo Mama*. Masters dissertation, The Open University of Tanzania.

Abstract

Ndugu msomaji wangu, waswahili wanamsemo wao kuwa “chanda chema huvishwa pete” na mimi kutoka moyoni mwangu naitabaruku kazi hii kwa wazazi wangu, kwanza Baba yangu mpendwa, Cleopa Elinisafi Mapunjo Mpembeni na Mama yangu Kalolina Kitungutu waliopenda sana kunihimiza nisome kwa bidii. Kwani maisha ni magumu na bila elimu utanyanyaswa. Alipenda kusema “unamsomea nani au unamwandikia nani”, kwa ufupi tu na kwa ujasiri nilijibu kuwa; nawaandikia wote ili waelimike. Pili, Mama yangu mpendwa Dkt Rose Cleopa Mapunjo Mpembeni kwa ushauri wake wa mara kwa mara kuhusu umuhimu wa elimu. Nawapenda wote na Mungu awabariki.

Kombo, Omari Mtunguja (2014) *Kuchunguza Tamathali za Usemi katika Mashairi ya Magazetini: Uchunguzi kifani wa Mashairi ya UKIMWI katika Magazeti ya Kiswahili*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umeshughulikia matumizi ya lugha ya tamathali za usemi katika mashairi ya gazetini. Ili kukamilisha lengo hili kuu madhumuni mahususi matatu yalitimizwa. Madhumuni hayo yalihusu kubainisha tamathali za usemi, dhamira na dhima za tamathali za usemi katika kujenga dhamira mbalimbali katika mashairi ya gazetini. Mtafiti ametumia mbinu za uchambuzi wa kimaudhui, usaili na upitiaji wa nyaraka katika kukusanya data za utafiti. Mikabala ya kifasihi na ule wa kimaelezo ndio iliyotumika katika kuchambua data za utafiti wetu. Kwa ujumla utafiti umeweza kukusanya data ambazo zimeweza kujibu maswali ya utafiti wetu ambapo imethihirika kwamba, mashairi ya gazetini yamesheheni matumizi ya tamathali mbalimbali za usemi. Pia imebainika kwamba tamathali hizo za usemi zinatumika kujenga dhamira mbalimbali na mwisho tamathali za usemi zimebainika kuwa na dhima mbalimbali za kifani na kimaudhui katika kujenga na kuwasilisha dhamira mbalimbali kuhusiana na masuala ya UKIMWI kwa jamii ya Kitanzania. Mwishoni mwa utafiti kumetolewa mapendekezo kwa wadau mbalimbali wa mashairi ya gazetini kuhusiana na namna bora za kuimarisha mashairi hayo ili yaendee kutekeleza wajibu wake kwa jamii. Pia, tumetoa mapendekezo kwa ajili ya tafiti za baadaye katika uwanja wa mashairi ya gazetini.

Terevaeli, Barakael (2014) *Improving livelihoods of smallholder paddy producers by strengthening their capacities in packaging and marketing*": A case of Matufa village in Babati distric. Masters dissertation, The Open University of Tanzania.

Abstract

A project with an objective of improving livelihoods of smallholder paddy producers by strengthening their capacities in packaging and marketing was implemented in Matufa village in Babati district from June 2013 to December 2013. The project was initiated following a participatory community needs assessment carried out in the village by the researcher, host CBO and Matufa village community. The needs assessment was guided by the following specific objectives; to obtain information which will help to improve livelihoods of small holder paddy farmers in Matufa village by increasing marketability of their farm products, to guide small holder paddy farmers in Matufa village in creating a good packaging system for their products in order to improve marketing, to develop participatory intervention strategies aimed at solving issues aroused during community needs assessment. The findings revealed among other things that, the Matufa village community was faced with an absence of village health centre, poor irrigation infrastructures, lack of reliable saving and credit services, poor market for produced crops, absence of a secondary school in the village and unavailability of agricultural implements. Among all the identified problems poor markets for produced crops was ranked as a major problem which required immediate intervention. Following the findings a participatory strategy for improving marketability of produced crops was developed and implemented by training farmers in marketing skills and packaging techniques. Farmers were also enabled to participate in various exhibitions to market their packed products.

Mangwangi, Mwinga Yustus (2015) *Investigation of Hindrances Towards Women Involvement in Tour Guiding Activities in Tanzania: A Case of Arusha Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Tourism is the large and fast growing industry which serves as a source of economic gain worldwide. The millennium Development Goals clearly state to "eradicate extreme poverty and hunger" as goal number one and " to promote gender equality and empower women" as goal number three. Unfortunately women do not seem to actively engage in tourism activities. This study therefore set to specifically investigate hindrances towards women involvement in tour guide activities in Arusha municipality. Three objectives were used; to assess the current trend of women involvement in tour guiding activities in Arusha municipality, to establish challenges faced by women in tour guiding activities and to examine support given

to women in their participation to tour guide activities. Descriptive survey was employed as a research design. Convenience sampling method was applied to obtain 13 tourism subordinate staff 22 tour guides, and 31 tourism students while purposive technique was applied to obtain 10 officials and 30 students in FGD. Data was collected through interview, questionnaire and FGD. Qualitative data was processed and analyzed using computer Microsoft word, Excel and computer software SPSS (16.0) where qualitative data was analyzed using descriptive technique. The study established that women participation in tour guide activities were constrained by unconducive working environments, responsibilities in the family matters, constraints of culture and traditions, lack of education, gender inequality and financial problems. The study strongly recommends the Government and policy makers to strengthen rules and project systems to empower women and gender equality within tourism industry and tourism stake holders.

Kimambo, Sidora Joseph (2015) *Kuchunguza Matumizi ya Lugha katika Riwaya ya Kiswahili: Uchunguzi Kifani wa Vipuli vya Figo na Siri za Maisha*. Masters dissertation, The Open University of Tanzania.

Abstract

Riwaya za Vipuli vya Figo na Siri za Maisha ni riwaya mpya, kwa maana ya riwaya za karibuni zenye kusheheni matukio ya kulisimua na kutoa mafunzo kwa yeyote aliyewahi ama atakayezisoma aidha kwa kujiburudisha au kujifunza. Ni kazi nzuri na za kuvutia za Profesa Emmanuel Mbogo. Utafiti huu ulifanywa kwa lengo la kuchunguza matumizi ya lugha katika riwaya hizi mbili na kuibua dhamira mbalimbali zilizojitokeza. Utafiti huu ulikuwa na malengo mahususi matatu ambayo ni, kuchambua matumizi ya lugha ya kitamathali katika riwaya za Vipuli vya Figo na Siri za Maisha, kuchambua matumizi ya lugha yasiyo ya kitamathali katika riwaya za Vipuli vya Figo na Siri za Maisha na kuwasilisha dhamira zinazojitokeza katika riwaya za Vipuli vya Figo na Siri za Maisha. Katika kutimiza malengo haya, tulikusanya data kwa kutumia mbinu za usomaji makini na upitiaji wa nyaraka maktabani na kufanya uchambuzi wa data kwa kutumia mbinu ya mkabala wa kimaelezo na nadharia ya Simiotiki. Maokeo ya utafiti yanaonyesha kwamba, matumizi ya lugha yaliyojitokeza katika riwaya za Vipuli vya Figo na Siri za Maisha ni tamathali za usemi na zisizo tamathali za usemi. Matumizi ya lugha ya kitamathali ni tashibihi, tashihisi, tafsida, sitiari, kejeli na dhihaka. Matumizi ya lugha yasiyokuwa ya kitamathali ni misemo, nahau, takriri, tanakali sauti na taharuki. Pamoja na matumizi haya ya lugha ya kitamathali na yasiyokuwa ya kitamathali pia kuna dhamira mbalimbali zimejitokeza katika riwaya tafitiwa. Dhamira hizo ni biashara haramu, umuhimu wa elimu katika jamii, Dhamira ya malezi katika jamii, hali ngumu ya maisha, siasa na uchumi na nafasi ya mwanamke katika jamii.

Tibaijuka, Anthony K. (2014) *The Challenges Facing Small and Medium Size Hotels in Tanzania: A Case of Dar es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to identify the challenges that are critical for success and failure in SMHs in Tanzania. To achieve the objectives of the study, data was collected from 09 small and medium hotels in Dar es Salaam, from which 27 respondents were selected. Exploratory research design was opted in this study because the researcher intended to gather information about a few number of people and also in order to get better understanding of a situation. The study found out that the main challenges are mostly attributed to inadequacy financial resources, lack of capital and support, low level of education, marketing strategy, lack of hotels business managerial skills, poor technology and lack of trained staff and budgetary resources. There is a challenge of obtaining the modern technology and information about the market and customers' desire due to the absence of marketing networks that could provide the hotel with the necessary information regarding the market needs. In the lack of supervision over the quality of inputs and the products (services), SME's aren't able to obtain a relatively competitive edge in the national markets and accordingly in international ones. The study recommends that education and training are crucial to SMH since they play a big role in the success of the business. Moreover, SMH require organization's mission, vision, values and strategic plans. It is concluded that hotel operators should take responsibility for delivery on service quality and business performance.

Kombo, Saum Umyy (2014) *Access to Reliable Catering Services at Work Places for Improving Work Performance: A Case of PPF Pensions Fund Headquarters Community*. Masters dissertation, The Open University of Tanzania.

Abstract

A project of provision of catering services at the work place was therefore planned that was taken up by the PPF SACCOS organization. The project goal was to provide quality catering service to PPF staff at the headquarters so that they can save time and be more effective at their work. The various reviewed catering services literature showed to be successful and provided the staff in concern quality food. In this study, outstanding results in providing catering services were well observed within the six month of the project. The results were associated with the participatory approach modality used in developing project. Further to this the project had fulfilled the need of the community of having quality food supply at their working place. Despite of the limited resources, staff member and other customers outside the PPF staff had commended the move of having such services and the

services offered. The quality services has enabled the number of customers to keep on increasing from day to day while the good services uttered by the catering crew has resulted in profitable business. For further research, it was recommended that longer time in evaluating the provision of catering services at working place particularly to the one who should run such a business is important. The effect of having outside members coming in and the location of the canteen is also an area to study as all may have an impact on the intended goal of improving working environment and efficiency.

Karuguru, Jonathan W. (2015) *The Contribution of Staff Training on Offering Quality Hospitality Services in Hotels in Tanzania; A case of Graded Hotels in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Staff training is one of the ten principles for sustainable tourism development. This study assesses the level of staff education in graded hotels, staff training situations, challenges encountered in offering of staff training and possible solutions with regard to staff training in graded hotels in Tanzania. Three theories which are Operant Conditioning, Cognitive Learning Theory and Andragogy Theory are used in this study with Andragogy Theory the leading or guiding theory in this study. The study gathered information through questionnaires and interviews as well as observations and documentation reviews. This study therefore, explores and assesses staff training in graded hotels in Dar es Salaam, whereby 90 respondents from 10 graded hotels ranked one to five stars form part of this study. This includes two 5 stars hotels, two 4 stars hotels, three 3 stars hotels, one 2 stars hotels and two 1 star hotel. In chapter four, the researcher makes presentation of the study findings. The findings in the study shows that most staffs in hotels are basically form four leavers with division IV passes and their motives to join the industry are not palatable to the growth of the industry. The study revealed that, training period is shorter in relations to mastery of the required skills for the betterment of hospitality and tourism industry. Surprisingly, even failures and school drop outs secure employments in the key areas of hotels industry such as front office, guest relations as well as F & B and most of top jobs are in the hands of foreigners. The study concludes that, there is a need of looking at education profiles of locals in hotels sector. Recommendations include special scholarships. Online and distance learning programmes provided for hoteliers as it is a feasible mode for upgrading as well as ensuring sound career development mechanism among staff in hotels and tourism sectors.

Mabula, Angeline Sylvester Lubala (2014) *Establishment of Motorcycle Riders Savings and Credit Cooperative Society (SACCOS) in Butiama Ward, Mara*. Masters dissertation, The Open University of Tanzania.

Abstract

This project report concerns Establishment of Motor Cycle Rider SACCOs in Butiama District Mara region. The over role objective of this project was to increase the income level of house hold of the community in order to improve their livelihood, standard of living and eradicate poverty among its members. The problem has been caused by a number of factors including limited access to local capital financing, business training, and dependency syndrome. Cross sectional research design used in conducting the project. We used variety of research tools including questionnaires, focus group discussion, interviews and pair wise ranking matrix. Training was done to 55 members after negotiation with VETA to volunteer on training. We managed to secure motorcycle loan to 14 community members as a solution to self-employment to members repayable in one year time. Participatory approach was used to identify the key problem facing the community, how to implement the study in collaboration with the intended stakeholders. Participatory monitoring was also a key issue that mandated every member to be a watch dog to cooperatives activities. On sustainability point of view, it is assumed that Motorcycle riders Co operative will continue to work together with the District Council and the community members of the project in participation, owning the project as theirs in solving community income problems. Moreover the project in question is in line with the long-term policies of our government in improving the income for our communities. The project have already started, in near future could be expanded to other wards within the District in future as it has shown positive response.

Sekagoma, Baraka Deus (2015) *Increased Household Income through Poultry keeping by Agape group Members in Mbezi, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study that was conducted at Mbezi ward and the project identified being implemented in the same ward. The study and project implementation covers the period from September 2014 to July 2015. The study conducted by using participatory methods. Community needs assessment was conducted at Mbezi by using participatory methods such as Focus Group Discussion, Interview, the use of questionnaire for primary data collection methods and for secondary data collection there was the use of journals, books, internet and reports. The study found different needs and these needs were ranked by the use of Pair wise

ranking in order to determine the potential project. The first ranked potential project was Poultry keeping project. Poultry keeping project was ranked by the community as the number one project to be implemented as their income generating project. The study revealed that poultry keeping project will be sustainable as they identified themselves and they implement with efficiency, not too expensive to establish and the demand of the products increases as days increase. Also time frame for the chicks to mature and become ready for sale also is too short as it can take four to six weeks depending on the feeds used. The study recommends that community members can organize themselves and manage the income generating projects in order to increase their incomes. Through trainings, community members can achieve their planned project goal and the project becomes sustainable and reduces income poverty to community members

Mvaa, Angela Kiama (2015) *Capacity Building to Engosengiu Women group in Improving Local Chicken Production in Per Urban Of Arusha City- A case of Sokoni ward at Arusha City Council -Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Engosengiu Women Farmers' Group constitutes a number of 30 members with the potential of reaching a membership base of 200 in the very near future. The Group is located at Sokoni Ward, in Arusha City Council; it was formed with the aim of combining individual efforts to increase income of the family and to insure food security, the objective being to increase productivity and income level. During the community needs assessment carried out in 2013, it was revealed that low income was the main problem among the women who were involved in poultry production. Further analysis attributed this problem to lack of poultry husbandry and entrepreneurship skills. This project aimed at strengthening the Engosengiu women group through selected areas of capacity building (training) in order to hasten achievement of the desired benefits, which are primarily vested in increased income and food security.

Mcha, Shaame Simai (2015) *Capacity Building and Empowerment to Youth Groups: A Case Study of Beach Boys Cooperative Pwani Mchangani*. Masters dissertation, The Open University of Tanzania.

Abstract

The CNA was conducted with overall objective of collecting information about tourism activities especially that deals with beach boys' tourism activities in Pwani Mchangani Unguja Zanzibar, this area assisted to identify the different problems that faces in that community but the Project ranking the problem and emerged with a

single one to form the CAN project . The community of Pwani Mchangani have got opportunity of tourism sectors that available within the area. The problem of the society was lack of knowledge on how to use the resources for their benefits and government in general. For that, the project provides knowledge of Entrepreneurship, financial and cooperative to the special group so as to make the resources available to be useful to their development. This knowledge helps them to control well how to operate the resources and project. The project provides different trains on how to operate the business such as entrepreneurial knowledge and cooperation skills which are more usefully to their daily activities and also advertize the project so as the society to be aware of the project internal and external. The project provide unity and solidarity to the members so as to be as single body and working together in order to obtain good team work in the cooperation. Empower youth so as to reduce dependence ratios of the government as well as from their family so as to increase the income to the government. To provide formality in the cooperation on operation in order to obtain many opportunities and to reduce obstacles from to be informality. Also more impacts will be appeared due to the project implementation. Providing skills and knowledge to the youth. Improving standards of living to the youth. Giving employment to the youth Promoting safe and qualities services to the tourists Reducing crime from the youth.

Ouko, David Ong'ondo (2014) *Role of ADP Simbo towards provision of sustainable water supply and management to the community in Simbo Ward in Igunga*. Masters dissertation, The Open University of Tanzania.

Abstract

Community well being requires certain level of services and these services if not available or if available in unsatisfying level becomes a reason of concern to the community. Supply of water is one of the most essential services that the people need for their well being in the society. The availability of this service improves the life of the society members. In response to the need of water in the community living at Umoja Secondary school, the project was designed to ensure that water is made available to the community. The main purpose of this project is to supply reliable and sufficient water to the community through the activities of ADP Simbo. ADP Simbo is a non-governmental organization which operates in Simbo Ward in Igunga District of Tabora region in the United Republic of Tanzania in the areas of water and sanitation, health, nutrition and agriculture. The project began by the identification of the need in the society through the community need assessment which forms the first chapter. The subsequent chapters deal with the planning, implementation, monitoring and evaluation, the conclusion and recommendation.

Mgumiro, Beatrice (2015) *Community Attitudes towards Community Service Programme for Offenders in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The intention of this study was to assess community attitudes towards service programme for offenders. Specifically the study wanted to assess people's knowledge on community service programme. Explore community attitudes towards community service programmes and come up with recommendations on how to improve the programme. The study adopted a case study design and used both quantitative and qualitative methods to collect and analyze data. Data was collected from 64 respondents including 20 community service officers, 20 community service offenders, 20 community members and 4 resident magistrates using structured questionnaire and interviews methods. Microsoft Excel Software and thematic analysis were used to analyze quantitative and qualitative data. Study findings suggest that: First, the majority 16(27.7%) of community members was not aware of community service programme. Second, there is negative attitude of the community since most 17(28.3%) of the community members argued that, it is, lenient as compared with imprisonment. Third, the majority 46(76%) of all respondents suggested that awareness raising campaigns and government allocation of more funding for community service department as strategies to improve the programme as an alternative sentence to imprisonment should be encouraged. From these findings, it can be concluded that, lack of awareness of community service programme contributes to negative attitudes towards community service programme. Moreover, the study findings can also suggest that, the government has not adequately disseminated education on community service programme Therefore, there is a need for, advocacy and awareness raising campaigns to be conducted by social workers and NGOs to eliminate negative attitudes on the programme.

Msoka, Perry Cyril (2014) *Married Couples Not Living Together and Risks of Contracting HIV/AIDS: The Case of Moshi Rural District, Kilimanjaro Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined married couples not living together and the risks of contracting HIV. More specifically, the study examined four aspects, namely, awareness of HIV/AIDS among married couples, factors influencing married couples not to live together, effects of married couples not to live together and the challenges encountered. The study used survey qualitative and quantitative research approaches. The total sample size of 114 respondents was selected through purposive and simple random sampling techniques. The respondents included 100

couples not living together, 8 group's Representatives and 6 leader (Ministry/village) officials. The study used questionnaires, in-depth face-to-face interviews and focus group discussion as data collection methods. Study findings revealed that 23.7 percent of respondents were unaware of ways in which HIV is transmitted, and had wrong information concerning the disease. Also 73.7 percent of respondents reported that job responsibility was the main factor that made the married couples not to live together. Then 72.8 percent of respondents reported that the main benefit the married couples got for not living together was an increase in family income. However, the main challenge reported involved temptations, responded by 42.2 percent of the respondents. Finally, the study recommended that the government should keep a strong policy, which should require married couples to work together in the same location so as to avoid not living together.

Mwakipesile, Edward Bruno (2015) *Improving Youth Livelihoods through Interlocking Stabilized Soil Block Making Scheme; The Case of Tunaweza Group, Pangani Ward, Kibaha Town Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The Participatory Assessment conducted in Pangani Mtaa using participatory methods and tools like Questionnaire, Focus Group Discussions, Unstructured Interviews and Documentary Reviews, came out with five major community needs which needed to be urgently addressed. The priority problem identified was low household income. Interlocking stabilized soil block project was designed with the objective of diversifying community income from the subsistence agriculture which was found to be the main economic activity. Tunaweza group was formed to pioneer initiative in the Pangani Mtaa and the Mtaa government agreed project to be practiced in the Pangani Mtaa community. The objectives of the project were mainly five; (i) Sensitize and train Pangani youth on stabilized soil block making techniques by January, 2015 (ii) Raise Income and improve employment opportunities to Pangani youth and community by December, 2015 (iii) Replicate stabilized soil block making scheme to other areas by December, 2015 (iv) Improve Pangani community housing system through low cost and efficient brick making by December, 2015 (v) Maintain Project transparency, accountability and sustainability by December, 2015. Most of the major planned project activities were implemented and some are on routine or continuous basis. The overall implementation was over 50 percent. Project implementation is going on well monitoring has been done and indicators for sustainability plan have been established. It is recommended that Tunaweza group should continue implementing the project in a self reliance manner and that the Town council should continue providing guidance to the group and ensure that the group project remains sustainable so that other Mitaa can learn from the group.

Ndibalema, Alexander (2015) *An Assessment of Fire Emergency Preparedness among Public Universities in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the preparedness of fire emergency among public universities in Tanzania a case of the Open University of Tanzania and University of Dar es Salaam as a result of fire occurrences in different public institutions. The main focus was to assess the community awareness on fire outbreaks and safety responses, examine the programmes for fighting against fire outbreaks; examine availability and functioning of fire fighting gears at the study areas. The study adopted a phenomenological qualitative research design which focused on cross-sectional descriptive approach. Both purposive and random sampling techniques were applied whereby 76 respondents were selected from the facility users. Questionnaires, interviews, FGDs and personal observation were used for the collection of data. Data collected were quantitatively and qualitatively analyzed using SPSS and QDA Miner 4 Lite software respectively. It was finally revealed from the study that fire emergency preparedness was low among the selected universities. This comes as a result of inadequacy of training for facility users, community unawareness on the uses of fire fighting gears, lack of enlightenment for creating community awareness and cautions on fire incidences and poor fire outbreaks management. The study recommended the improvement of integrative fire management preparedness strategies, Public Fire Disaster Awareness (PFDA); the reviews of the laws governing fire fighting and safety and policy formulation to be put into consideration to fight against fire outbreaks.

Senyael, Ayo Seth (2015) *Land use Activities in Protected Areas and its Implications for Conservation: A Case Study of Maswa Game Reserve*. Masters dissertation, The Open University of Tanzania.

Abstract

Uncontrolled land uses near wildlife conservation areas present a greater challenge to biodiversity and reduce the size of protected areas something which will limit their ability to conserve biodiversity in this century. The present study was conducted in Maswa game reserve with the aim of studying land use practices/activities in protected areas using the reserve as a case study. Implications to conservation and the interactions between the local and the reserve were also explored. The objectives of the study were to: identify the land use systems around Maswa game reserve; assess the conservation impact of land use activities around Maswa game reserve and to determine the measures that can address the conservation problem. The study used interviews and questionnaires as data

collection procedures and 93 respondents from 3 villages around Maswa game reserve answered the questionnaires. Twenty people were interviewed and these were people working in Maswa game reserve and local leaders. The questionnaire was analyzed using SPSS and interviews through three thematic approaches which included: - types of land use around Maswa game reserve, effects of the identified land use activities and possible solutions to the effects. The findings shows that, land use activities practiced near Maswa game reserve includes crop cultivation; livestock grazing; charcoal burning; hunting and lodging. The results show that land uses activities in the area has adverse effects to Maswa Game Reserve, such effects includes causing desertification; overgrazing; loss of habitat and destruction of ecosystem; land degradation/soil erosion; spread of zoonotic diseases; deter movement of wild animals; human wildlife conflict and poaching.

Senyamanza, Christopher Alexander (2015) *Tathmini ya Mabadiliko ya Rara Mintarafu Maendeleo ya Jamii*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu umeshughulikia mabadiliko ya rara yaliyojitokeza kama matokeo ya maendeleo ya jamii yaliyofikiwa. Rara, tendi, visasili na visakale vya kishairi ni tanzu za ghani-masimulizi. Aidha, rara imefafanuliwa kama tungo za kishairi zinazoimbwa kwa kuambatana na ala ya muziki. Nyimbo za rara huweza kusimulia matukio ya kweli kama vile kutangazwa kwa uhuru, kesi za mauaji, na majanga ya kiasili. Wakati mwingine husimulia matukio ya kubuni na mtambaji wa rara sharti awe fundi wa kupiga ala ya muziki. Sanaa hii ilikuwepo tangu mwanadamu alipoanza kuzalisha na kutumia sanaa katika maisha yake. Hali hii inatuaminisha kwamba sanaa hii imebadilika tangu wakati huo mpaka leo. Hii kutokana na kuwa kama mwanadamu amebadilika kutokana na mpito wa wakati, kubadilika kwa mazingira, na maendeleo yaliyofikiwa kiuchumi, kisiasa na kiutamaduni, ni dhahiri kwamba sanaa hii nayo imebadilika. Utafiti huu umethibitisha haya kwa kuchunguza mabadiliko yake kifani na kimaudhui. Kwa kutumia nadharia za ubadilikaji mpya, sosholojia na simiotiki utafiti umethibitisha mabadiliko ya rara tangu awamu ya kabla na wakati wa ukoloni, baada ya uhuru miaka ya 1960-1967, wakati wa ujamaa na kujitegemea miaka ya 1967-1988 na wakati wa mfumo wa soko huria miaka ya 1988-2010. Matokeo ya utafiti huu yanabainisha kwamba kila awamu ya maendeleo yaliyofikiwa na jamii yalizalisha sanaa iliyokuwa tofauti kimaudhui na kifani. Hali hii imeonekana kusukumwa na mabadiliko ya mifumo ya kiuchumi, kisiasa na kitamaduni iliyokuwa imefikiwa na jamii. Kwa kawaida maisha halisi ya wanajamii huwa sambamba na mifumo ya maendeleo iliyofikiwa na wanajamii. Rara ambayo huihudumia jamii katika uhalisia wa maisha, ililazimika kubadilisha mtazamo kulingana na mazingira halisi.

Mhangilwa, Salome Clemence (2015) *Itikadi katika Tamthiliya za Emmanuel Mbogo: Utafiti Linganishi wa Ngoma ya Ng'wanamalundi na Fumo Liongo*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na mada inayohusiana na Kuchunguza mbinu za kitanzia za Ki-Aristotle katika Tamthiliya za Fumo Liongo na Sundiata. Malengo mahususi ya utafiti huu yalikuwa ni kuchambua matumizi ya mbinu za tanzia za Kiaristotle katika tamthiliya ya Fumo Liongo na Sundiata, kuelezea matumizi ya mbinu ambazo si za tanzia za Ki-Aristotle katika tamthiliya teule na kuchambua dhamira katika tamthiliya za Fumo Liongo na Sundiata. Data za utafiti zimekusanywa kwa kutumia mbinu ya usomaji makini na kuchambuliwa kwa kutumia mkabala wa kimaelezo na nadharia ya tanzia ya Ki-Aristotle. Matokeo ya utafiti yanaonesha kuwa, mbinu za Ki-Aristotle zinazojitokeza katika tamthiliya teule ni msuko, wahusika, dhamira, fikra, utumiaji wa jukwaa na mtungo wa tamthiliya. Mbinu zisizo za Ki-Aristotle ni utendi, usimuliaji, diolojia, monolojia, majigambo na kuchanganya ushairi na nathari. Kwa upande wa dhamira zilizojitokeza katika tamthiliya teule ni uongozi kandamizi, rushwa katika jamii, usaliti, matabaka, nafasi ya mwanamke na ushirikina katika jamii.

Buhori, Johnas Amon (2014) *The Exclusion of People living with disabilities from Employment in mainland Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study entitled “The Exclusion of people living with disabilities from employment in mainland Tanzania”, has adopted a desk research as its methodology. As such documentary analysis in the form of literature review was used. The main goal of this study is to examine factors which contribute to the exclusion of people living with disabilities from employment in mainland Tanzania. Factors which were identified to contribute to such exclusion include the following; environmental inaccessibility; stigma and society’s negative attitude; the education system. The ineffectiveness of the available policies and legislative instruments will be access. In light with the challenges identified, the Social model of disability as a theoretical framework has been used to guide the study. The model highlights the need of society’s change of attitude and the creation of accessible and friendly working environment for people living with disabilities to be mainstreamed into the economic system. Despite the number of available legislative instruments, people living with disabilities are still discriminated against in the labour market. As a result, this study has suggested a number of intervention strategies, which, if implemented would help people living with disabilities to access employment and

remain in the labour market. These interventions include; government political will to implement the promulgated legislations, creation of accessible environment and community education.

Kiula, Salama Peter (2014) *Assessment of Male Circumcision Practice in Prevention of HIV/AIDS Infection” A Case of Bariadi Urban - Shinyanga Region, Tanzania.* Masters dissertation, The Open University of Tanzania.

Abstract

This study is basically assessing the contribution of Male circumcision Practice in Prevention of HIV/AIDS infection. However, this study is backed up by previous studies whereas WHO and UNAIDS recommended that Male Circumcision is an important practice for HIV/AIDS prevention. The study however, has encompassed five major chapters which together inform about the author’s study road map. The key information in chapter one are based on the coherent parts which include introductory part, background of the study, objectives of the study, research questions, significance of the study and statement of the problem. While chapter two has captured review of some literatures including books, journals, researches, magazines and theories in particular the health belief model, Chapter three has stipulated the research design involving both quantitative and qualitative design. Likewise, the study has been enriched with Chapter Five whereby the summary of the findings has clearly been determined by the researcher as well recommendations and conclusion have also clearly been sorted out and hence the study has shown about 75% of circumcised males have lower chance to HIV/AIDS infections. Conclusively, the wealth of this study is potentially triggered by the intensive structuring of the study itself but also the coherent data collection methods which enabled the collection of very useful information which now justify the importance of male circumcision practice in prevention of HIV/ AIDS infection.

Mkenda, Gerald Simon (2015) *The role of tourism activities on the livelihoods of communities in the villages adjacent to Mountain Kilimanjaro.* Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on the role of tourism activities on the livelihoods of communities in the villages adjacent to Mount Kilimanjaro. The general objective of this study was to assess the role of tourism activities on the livelihoods of communities living adjacent to Mountain Kilimanjaro National Park. Specifically, the study identified tourism activities taking place at Mount Kilimanjaro National Park; examine the roles of tourism activities on the livelihoods of local communities living adjacent to Mount Kilimanjaro National Park and to evaluate challenges

facing tourism activities taking place adjacent to Mount Kilimanjaro National Park. The study respondents were local communities, local government leaders and KINAPA officials. Both primary and secondary data were collected where questionnaires, interviewing key informants, and observation methods were used in data collection. SPSS and content analysis were used for data collection where information was summarized in frequencies, percentages, narratives and presented in the tables and figures. The study found that tourism activities such as mountain climbing, home stay accommodation, bird watching, handcrafting, camping sites, nature walk and cultural tours bird watching, selling of handicrafts to visitors, traditional food and beverage, local tours in forests, waterfalls and caves and cultural attractions are mostly conducted in the study area. Besides that, the findings of the study revealed that tourism activities have contributed to the development and improvement of livelihoods of the communities adjacent the mount Kilimanjaro. On the other hand the findings noted challenges facing tourism activities taking place on the villages adjacent to KINAPA.

Mwakalobo, Ulimbakisya M. (2015) *The Attitude of Police Force in Facilitating Access to Health Services to People who use Narcotic Drugs in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed to examine the role of police force in facilitating access the health services to people who use Narcotic drugs in Tanzania. Specifically, the study aimed to identify health related services available to drug abusers in Tanzania, examine the attitude of Police towards people who abuse drugs and establish whether attitude of Police hinders drug abusers access to health services. Case study research design guided the study. Face to face interviews with respondents was used to collect primary data using structured a questionnaire. Secondary data were also collected, this involved systematic identification, location and analysis of documents containing information related to the subject matter. Findings show that the attitude of majority of police officers towards facilitating access to treatment among drug abusers is negative and it hinders such drug abusers to access treatment. The main reason is that majority of police officers are not aware of the current policy on treatment of drug abusers. The study recommends that there should be an effective coordination between opioid dependence treatment systems and the criminal justice system. Medical Assisted Treatment services should actively involve police officers in the planning, implementation and monitoring of drug dependence treatment services. There should be clear definition of the role of Police Officers in facilitating access to treatment for drug abusers.

Matunda, Gladis Mukoki (2014) *The function of national health insurance is a reality or illusion*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at finding out if the function of National Health Insurance is a reality or an illusion. Bagamoyo and Kinondoni Districts were chosen as a case study. The study intended to find out the quality of services offered by the health insurance in Tanzania. The researcher used a case study design and the study had a sample of 100 respondents. The study applied stratified sampling technique also primary and secondary data were used where by questionnaires, observations; interview and documentary review were used to carry out the study. Some of employees are appreciative of the way NHIF operates. But majority of respondents are frustrated with the existence of the scheme to the extent that others wish to withdraw. The study indicates that only 25% of the employees who are NHIF customers appreciate existence of the scheme. This situation indicates frustration of customers toward the scheme. The study revealed that, NHIF operates in a different way as it is stipulated in the policy hence the health insurance services offered by NHIF are not satisfactory; they lack courtesy and credibility. The finding show that health insurance services offered by NHIF are not reliable as they are not adequately available, not billed accurately and consistently as guaranteed by NHIF and not delivered on time. Basing on the results of this study, it has been proved that the function of NHIF has been gradually changing from initial setting to wishes of its operators. Hence the function of NHIF is illusion not a reality.

Lugendo, Mwajuma Suleiman (2014) *Strengthening Garden Mazingira Group on household waste collection services: A case study of Mwananyamala in Kinondoni municipality, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The project of Strengthening Garden Mazingira Group on household waste collection services in Mwananyamala Mwinjuma street started with Participatory need Assessment conducted in the year 2013 where problems were identified and prioritized by the community and planned for solutions. The problem identified was poor household waste collection services which was contributed by number of factors including weak coordination between key stakeholders involved in waste management due to poor governance, limited community mobilization skills, limited fund to finance solid waste collection service at the mtaa, lack of proper primary dumping facilities, poor town planning and untimely waste collection led to accumulation of waste becoming unmanageable in the mtaa. Efforts taken to improve the situation include community sensitization on Waste collection, storage

at household level; sensitizing on Municipal environmental bi laws; contribution to waste collection fees as well as sharing community roles and responsibilities in waste management through community (cell) meeting. Moreover other efforts included training conducted to ten cell leaders, GMG members and environmental committee members on Good governance and effective waste management. In the period of 15 months of CED program, the project almost successfully accomplished all the planned activities except for one of capacitating Garden Mazingira Group with proposal write up skills and that was due to insufficient financial resources. Had all the project activities implemented, Garden Mazingira Group managed to collect enough waste collection fund from own source & external and all people/household sensitized through community meetings the project could have achieved tremendously its goal. Moreover, it should be noted that the time spent on the project implementation was too short for the project to show sufficient impact.

Mavura, Omari (2015) *An Investigation of Factors Leading to Dropout of Female Students in Government Schools in Kisarawe District in Coast region*. Masters dissertation, The Open University of Tanzania.

Abstract

The main focus of this study was to investigate factors that lead to dropout of female students in government schools in Kisarawe district. The study adopted a mixed method research design employing both qualitative and quantitative research designs. A sample of 158 respondents comprised of six primary schools and four secondary schools, parents, social welfare officers, ward education officers, district education officers, students, teachers and parents was randomly selected. Data were collected through questionnaires and in-depth interviews to key informants. The main findings of the study showed that people in Kisarawe believe that females students are not as important as males students. This results in poor females performance, forced marriage, early pregnant and lack of support in education opportunity to girls. The study suggests that there should be individual and group counseling in both primary and secondary schools as early prevention from cultural barrier. Also there should be an introduction of Social Welfare officers in schools who will identify adolescent girls who are not performing well so as to help them academically. In addition there should be an establishment of special preventive programmes and public awareness in rural schools which should be implemented by Social Welfare officers in their respective areas. Also study suggests that opportunities and resources should be given to all students by considering gender balance to solve the challenge of female drop out from schools and further research should be conducted to investigate more about the study.

Mongella, John Vianney K. (2015) *Analysis of Socioeconomic Factors That Affect Small Scale Farmers of Fresh Fruits and Vegetables' Access To External Markets: A Case of Arusha Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was undertaken to analyze socioeconomic factors that affect small scale farmers of fresh fruits and vegetables access to external markets. Specifically the study examined the effect of business skills; effect capital; effect of advocacy and intervention on performance of fresh fruits and vegetables access to external market. The study revealed that, FFV farming and exporting in Tanzania require skills on how to grow, harvest and sell their goods to the external markets. It was also revealed that, advocacy programmes from stakeholders of FFV such as government, external consumers and international food security and poverty eradication programmes need to intervene the industry. The study concludes that, factors such as business skills and capital are linked to advocacy and intervention as both needed by small scale farmers. Advocacy programme for intervening poverty eradication can be extended to FFV production and marketing, so as, the farmers can directly assess the external markets. Recommendations were done to the government to take a leading role in the design and formulation of policy and standards which shall be adopted and applied to empower the small scale farmers wishing to produce FFV. Small scale farmers were recommended to put more efforts and resources in dealing with these anomalies instead of complaining while living the opportunities to foreign exporters and those from neighbour countries. External buyers were recommended to participate in the sensitization campaign on market of FFV as well as training to farmers on farming skills to meet the international standards. Other players like commercial banks and other financial institutions were required to review and redesign loan procedures and credit facilities.

Rusomyo, Bernard Bartazar (2014) *Factors Inducing Poverty to Women Living in Kigoma Rural District, Kigoma Region Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The state of poverty among women, especially women of rural regions is alarming. The study was concerned with investigation of the factors inducing poverty to women living in Kigoma rural district. The study was objectively to identify types of poverty, causes of poverty, and indicators of poverty and the effects of poverty among women in the area. Correspondingly, interviews, observation and questionnaires were used to collect data. More importantly, a randomly and purposively selected sample of fifty respondents was drawn. The study revealed that most of women lack capital, low income and lack of food reserves. Also there are a

sizeable number of women whose income as casual laborers is just from hand to mouth and they never know what tomorrow will bring them. The most cause of poverty among women in KRD is low level of education and lack of capital as well as its management if little is solicited. The study identified both income and non – income types of poverty to be high. The study revealed that poverty causes illiteracy to most women where disease and hunger are also highly ranked as caused by poverty. It is recommended to strengthening through regular and focused training on professional skills so as to exercise freedom, invest adequate financial and human resources towards improved socio-economic determinants of children’s health and well-being; training on proper farming methods should be strengthened; to encourage and support the development of effective businesses which make good use of natural resources and talents to create wealth and jobs hence to improve extensive programs related to poverty eradication and access to quality education.

Mwaruka, Tatu Mhando (2015) *An Assessment of increased household income through the production of leather shoe for Umoja savings group at Mchikichini mtaa - Ilala municipal council Dar-es-salaam region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is a result of a Participatory Needs Assessment conducted at Mchikichini Mtaa in Ilala Municipal Council, Dar es Salaam region. The assessment was carried out purposely to investigate the contribution of savings activities in the in increased household income in terms of more production and selling of shoes, an activity which the group is undertaking. The assessment found out that, savings activities done by the Umoja women group plays a very crucial role in contributing to the availability of cash through their savings which has in turn be used as working capital and initiated a project on making of leather shoes. This is a success because most of the poor communities do not take any initiative of raising their own funds to be used as a working capital. Most of them declare failure to getting working capital, and the banks cannot extend loans to them as they cannot meet the bank requirements including the collaterals applied. The project in this case the production of leather shoes, has increased the group income which were obtained after selling of the shoes. The project also attracted and retained customers and also promoted brand image for products and services offered in the target market hence increasing household incomes. Sustainability of the project depends on the desire of the group members to increase their income through the scaling up the production of both good quality and massive production leather shoes. Recommendations put forward include provision of standard working tools and more skills to the members to enable them, make good quality standard of the shoes for fetching higher prices hence increasing household income of the members.

Mwazembe, Thadei (2015) *The Reconstruction of African Consciousness of Reality: A Case of Wanyiha Community*. Doctoral thesis, The Open University of Tanzania.

Abstract

The reconstruction of African consciousness of reality is one of the central, and in some ways, most familiar concepts in African consciousness of reality. The most fundamental questions about it are; what and why is it? These questions have rarely been answered directly. Numerous works have portrayed or stated either directly or indirectly on the variety of African consciousness of reality. Others have argued, for various properties of a consciousness of reality that should have. While, still others, have focused on properties that are important to the notion of human person consciousness of reality in general. This work referred back to basics, to address the question directly. The researcher argued and believed that, the answer can best be understood in terms of exploration and investigation on African consciousness of reality, with the aim of propagating the reflection of it. The study therefore aimed at the emerging of a concept(s) or hypothesis or a theory, which proceeds after transcendence, and goes hand in hand with the initiated transcendence. The transcendence of African consciousness of reality was assumed as the ongoing process of refining the African consciousness of reality through life and further research. The researcher considered the idea of reconstruction of African consciousness of reality in a suggestive and conventional way as that which could let an African person to utilize properly his or her intellect and will. This utilization, as the researcher argues, sustains the inward and outward countenance that produces the proper state of mind within the self and in others. Researcher's prior knowledge helped the emergency of the preliminary conception of the study which was carried on by further research conducted by survey - case study under the projection of analogical sense to various entities, processes or issues used in this study.

Mazzuki, Albert Schinka (2014) *Establishment of Batik Making as a Sustainable Economic Activity to Juhudi Women Entrepreneurs Group in Kisarawe Village, Kisarawe District*. Masters dissertation, The Open University of Tanzania.

Abstract

This report described a participatory process for establishment of batik project as a sustainable economic development activity to Juhudi Women Entrepreneurs Group in Kisarawe village, Kisarawe district. The project was a result of Participatory Needs Assessment which was carried out at Kisarawe village and provided an overview of the Community Needs. The Main Objective was to determine the intervention that could bring a sustainable economic development and improves household income to small entrepreneurs at Kisarawe village. The major concerns/issues the community identified were low level of income, lack of business

and entrepreneurship skills, limited access to micro credits, low level of education and inefficient marketing system. Batik project was established so that Kisarawe women can participate and be part of overcoming poverty in their family and community as general. The study appraised women's economic status because it was observed that they are the sole providers of most households in the village.

Macha, Elson Elichilia (2015) *Assessment of Local Peoples' Attitudes towards Conservation of Natural Tourism Resources among Communities Residing Adjacent to Arusha National Park*. Masters dissertation, The Open University of Tanzania.

Abstract

Attitudes of local people residing in or near conservation areas are decisive in determining conservation success of natural tourism resources. This is because local people are the custodians of resources found near or within the areas they live. The important thing is that, peoples' attitudes determine their behaviors. For that matter, local people are held responsible for conservation of natural tourism resources. Positive attitudes promote conservation while negative attitudes associate with behaviors that are detrimental to the same. This study assessed local peoples' attitudes towards conservation among communities residing adjacent to the Arusha national park in northern Tanzania. The study design was a case study. The sample size included 112 local people, 6 local leaders and 6 park staff. Systematic and purposive sampling techniques were used to identify samples. Data collection methods were questionnaires, interviews and direct observation. SPSS and Ms Excel analyzed quantitative data while content analysis analyzed qualitative data. Findings revealed that local people in the study area have both positive and negative attitudes towards conservation. Reasons for positive attitudes include presence of the park and related roles and opportunities for park employment, among others. Reasons for negative attitudes include protracted human - wildlife conflicts and restrictions on public road usage, among others. This study recommends that existing policies should be effectively implemented and local people should be provided with environmental conservation education, among other recommendations.

Sangova, Enock E (2015) *Prevention of Domestic Solid Waste that Cause Environmental Pollution at Bagara ward, In Babati Town District*. Masters dissertation, The Open University of Tanzania.



Abstract

The main objective of this dissertation is the elimination of domestic solid waste that leading environmental pollution. This is done so as to improve the environment

sanitation within the community. The research methodology applied during the dissertation is both qualitative and quantitative research methodology. Due to this the research tools such as interview; direct observation, questionnaire and review of related past and current documents were used in collecting data. Project activities involved Held Mobilization workshop on how to manage, plan, implement on the issues of sanitation. and final to develop the sanitation group. Training on establishment of the sanitation group. Capacity building on project management, Train on how to handle garbage safely and how to collect the income from such activity and meetings with community ward executive leaders on the daily sanitation planning. Monitoring and evaluation involves the Participatory Monitoring accompanied with monitoring methodologies, monitoring tools such as interview, direct observation and questionnaire. Evaluation involved the Participatory Evaluation, Formative evaluation and Summative evaluation hence tools used are such as Participatory observation, Interview and meetings, Evaluation questionnaires and evaluation results. The Sustainability of this project is highly ensured due to the availability of sustainability elements such as the Project political sustainability, Project financial sustainability and the Institutional sustainability.

Ngwakwa, Itika A (2015) *The Participation of Married Men in Decision Making on Households' Family Planning Methods: the case of Forest ward in Mbeya city.* Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Mbeya City, Mbeya Region (Tanzania), with the general objective of finding out the extent to which married men were involved in the choice of the use of family planning methods used by couples in Forest Ward. Specifically, it explored the extent to which men participated, advantages and factors hindering participation of men in decision making pertaining to choice of methods of family planning to be used by the couple. A survey research design was adopted and questionnaires, interview and direct field observations were used to collect data from 165 respondents who were randomly sampled in the ward. Findings showed that the extent to which males participated in the decision making about family planning was minimal in Forest ward which was the area of the study, although the heads of households had knowledge on the use and availability of family planning methods. The factors identified to hinder men's participation in the decision making about family planning methods included; men being busy with a lot of activities, dissatisfaction with sexual intercourse and consideration of family planning as women concern. In the light of these findings, it is recommended that government in collaboration with other stakeholders should establish adults' family planning clinics to enhance adults' participation in family planning decisions as well as establishment of mobile family planning clinics for easy accessibility to both.

John, Joseph (2014) Organising Beekeepers to Generate Income from Bee Products in Solya ward, Manyoni District Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

Beekeeping is a livelihood improvement potential that is yet to be fully utilized in most rural areas of Tanzania. Majority of rural communities practice beekeeping mainly for domestic consumption and rarely for commercial purposes. This potential (beekeeping) has failed to improve beekeepers' income due to inadequate knowledge and skills among the beekeepers in processing bee products. As a result, honey produced in rural areas does not meet minimum standards required at national and international market. However the challenges in bee products presentation and market issues, beekeeping has remain among the common interventions practiced in rural areas because it is easier to manage compared to other activities like farming or livestock keeping which require some big initial and management cost. Hence, through capacity building, beekeepers can develop the necessary attitude, knowledge and skills for improving bee products as an economic enterprise. After community needs assessment which involved Solya ward beekeepers and non-beekeepers in the area, the study on designing and implementing a project for improving capacity of beekeeping group in processing and packaging of bee products was prioritized. The target group has 40 members and it is located at Solya ward, Manyoni district in Singida region. The overall objective for establishing the project is to establish a reliable source of income generation to beekeepers through improving the quality of bee products. In achieving this objective, capacity building on bee products harvesting, extraction, processing and packaging, marketing and group management have been emphasized. These training sessions and materials equipped have enabled the beekeepers from Solya ward to have a viable project for increasing their income.

Konga, Dennis (2014) *Transformation of Smallholder Livestock Keeping into Commercial Livestock Keeping in Rukwa Region South Western Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Smallholder livestock keeping in Tanzania accounts for about 80% of households that keep livestock. Smallholder livestock keeping holds an upper hand in poverty reduction as well as increasing food security within families and the nation at large. Smallholder livestock keeping has become the key area for the realization of poverty reduction and has promising contribution to the economic development of the country. The general objective of the study was to find why the majority of the

smallholder livestock keepers are not changing the traditional system from just keeping livestock to commercialization similar to a few. To analyze livestock keeping systems of the people of Nkasi and Sumbawanga districts as well as determine the influence of culture in the transformation of livestock farming. The final objective was to determine best practices adopted by smallholder livestock farmers when participating in livestock production. The study was conducted in Sumbawanga and Nkasi Districts using the cross sectional research design. Quantitative and qualitative data was collected using both open and closed-ended questionnaire whereby 250 smallholder livestock keepers were involved. Observation method was also used in order to understand the smallholder livestock keeping but also to supplement things that were not covered in other methods. Interviews with key informants, individual in-depth and focus group discussion (FGD) were also used during the study. The analysis of collected data was done using the Statistical Package for Social Sciences (SPSS). Since smallholder livestock keeping offer a wide range of economic opportunities, this thesis recommends that the government recognize the contribution of smallholder livestock producers to the nation economy.

Muhando, Roxana Eliamini (2015) *Kuchunguza Dhamira za Kijamii katika Tamthiliya ya Kiswahili: Mfano wa Tamthiliya ya Hatia ya Penina Mlama*. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ni kuchunguza dhamira za kijamii katika tamthiliya ya Kiswahili: Mfano wa Tamthiliya ya Hatia ya Penina Mlama. Katika harakati za kuishughulikia mada hii utafiti ulikuwa na malengo mahususi matatu ambayo ni kuelezea dhamira za kijamii zinazojitokeza katika tamthiliya ya Hatia iliyoandikwa na Penina Mlama, kutathimini uhalisia wa dhamira za kijamii zinazojitokeza katika tamthiliya ya Hatia kwa jamii ya leo ya Watanzania na kuchambua mbinu za kisanaa zilizotumika katika kuwasilisha dhamira za kijamii katika tamthiliya ya Hatia. Matokeo ya utafiti yanaonesha kuwa katika tamthiliya ya Hatia kunajitokeza dhamira za kijamii kama vile, kusema uongo katika jamii, penye ukweli uongo hujitenga, nafasi ya mwanamke katika jamii, umasikini katika jamii na matabaka katika jamii. Dhamira zote hizo zimeonekana kuwa na uhalisia katika maisha ya kila siku ya jamii ya Watanzania. Pamoja na dhamira hizo pia katika tamthiliya ya Hatia tumebaini matumizi ya mbinu mbalimbali za kisanaa katika kuwasilisha dhamira mbalimbali. Mbinu hizo ni pamoja na matumizi ya nyimbo, takriri, tafsida na muundo wa moja kwa moja.

Muhsin, Hassan Juma (2015) *Identification of Academic Challenges Facing Most Vulnerable Children in Zanzibar: A case study of West District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main goal of this study was to identify educational challenges facing Most Vulnerable Children in Zanzibar, The study was guided by four research objectives; To explore, analyze and understand challenges affecting Most Vulnerable Children which influence low educational performance, to identify factors that influence poor performance among Most Vulnerable Children in Primary schools, to gain a deeper and comprehensive understanding of factors that obstructs MVC to access quality Education and to discover the relationship exist between Child living in difficult circumstances and low academic achievement. Different sources of literature review such as books, journals and theories and empirical literature studies were used. The study was conducted in West District of Zanzibar City covering 5 schools. The study utilized purposeful sampling to select 80 participants. Data were collected using in-depth interviews, questionnaire, group discussion and document analysis. Owing to the participants' vulnerability and the sensitive nature of this study, confidentiality was maintained at all levels. In relation to the objectives of this study, the research findings indicated that, Most Vulnerable Children face many challenges in their learning such as, stigma and discrimination, chronic illness, they can't afford school fees, trauma, hunger and their teachers have inadequate knowledge and skills to teach them. The study however demonstrated that support was critical in enhancing learning and social integration of Most Vulnerable Children. Also the study findings indicated that collaborative efforts are necessary to improve the learning situation of Most Vulnerable Children, therefore community, government and schools should direct their efforts and practices towards improving the Most Vulnerable Children right to education.

Florence, Musamba (2014) *Economic Empowerment of Youth through Cassava and Oranges Production at Segerea Ward, Ilala District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study of youth empowerment through cassava and orange production was conducted in Segerea Ward, Ilala District in Dar es Salaam. This ward was used as a case study to represent the situation of youth throughout Tanzania. This aimed at improving the living standard of the youth by helping them earn enough income to eradicate poverty through cassava and orange production. The study was made possible by recognizing all the challenges that face the youth including unemployment and dependency due to their lack of skills and low level of education.

The study has focused in increasing the youth income through agriculture because it was the solution that would enable the youth to improve quickly due to lower expenses in production and easy skill to be learned. The youth are the future of tomorrow development therefore to empower the youth is to empower the whole nation towards sustainable national development. Despite the efforts of the government to improve employment opportunities in Tanzania still there is a great percentage of unemployment in the country. Findings show that more than 60% of youth are unemployed and therefore it is of utmost importance that the youth find alternative ways to earn income especially through agriculture that provides great yields and continues to grow successfully. This youth project aims at effectively and efficiently empower the youth into a sustaining future in order to eradicate poverty and improve their living standard. This is a great step toward national socio-economic development and achieving the goals of Tanzania Development Vision 2025.

Mzee, Mwanaiika Madi (2015) *Kuchambuwa Maudhui ya Hadithi za Watoto Katika Jamii ya Wapemba*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilihusika na hadithi za Paukwa.... Pakawa. Imechunguza maudhui yanazopatikana katika hadithi za watoto katika jimbo la Mkanyageni Mkoa wa kusini Pemba. Ili kufikia lengokuu lililokusudiwa mbinu mbalimbali za utafiti zilihusika. Mbinu hizo ni za mahojiano pamoja na uchunguzi wa kimaktaba. Nadharia tatu za utafiti zilitumika. Nadhariza hizo ni mwitiko wa msomaji, nadharia ya simiotiki na nadharia ya sosholojia (kijamii).Kwa upande wa matokeo ya utafiti, mtafiti amegunduwa dhamira kadha wa kadha zilizoibuka kutokana na utafiti na uchambuzi alioufanya. Dhamira hizo ni ugumu wa upatikanaji wa elimu, umoja na mshikamano miongoni mwa wanajamii. mapenzi na ndoa, kuonya,nafasi ya mwanamke, ukarimu, uzembe na uvunjaji wa kanuni pamoja na utawala bora. Kifani, mtafiti amegundua kwamba, baadhi ya vipengele vya fani vilivyosaidia kuibua dhamira katika hadithi za watoto za Kipemba ni kipengele kinachohusu wahusika, matumizi ya lugha, muundo, mtindo na mandhari.Ujumbe uliojitokeza katika hadithi za watoto ni pamoja na wazee kuwaasa watoto juu ya kufuata ushauri wa wazazi wao kwa kila wanalotaka kulifanya, kujitenga na mambo mbalimbali ambayo yanaweza kukuletea vikwazo au matatizo, wanataalimu wawe wavumilivu, wasiwe na ufedhuli na lugha chafu kwa wanafunzi wao. Ujumbe mwingine uliopatikana ni kuwa na juhudi ya kazi na kuwacha kujigamba pasipo sababu, kutokuwa na imani na kila mtu,kuepuka ubinafsi na ujanja katika kazi, kutii kanuni na utii wa wake na waume zao na kuepuka ushawishi wa mashoga na watu wengine.

FlorianMwaimu, Evelyne George (2014) *Training on Modern Batik Decoration Techniques a case study of Jema Women Group –Sandali Ward Temeke Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The CNA was conducted with the overall objective of gathering facts from Sandali ward community on the existing livelihood enhancement opportunity's needs as reflected by the problems in the community it also aimed at analysing causes and identify community assets which will enable identify a specific project that will effectively address the problems of limited livelihoods improvement. Based on the participatory findings of the CAN it was established that production of batik clothes of low quality which is associated with low income earnings due to inadequate of knowledge and skills on batik production was the most pressing need for the CBO. To address this problem the project titled "Training on modern batik decoration techniques" Sandali Ward, Temeke district was set with the main goal of improving livelihood of Sandali ward community. Strategies used to implement this project include financial resources mobilization, preparation of training manual according to the needs of the target group and undertaking training for the target community. Participants of the training were stakeholders of batik production project in Sandali ward, Temeke district. The main outputs of the project were production of quality batik products(clothes), quantitative supply of batik clothes, improving social livelihood of group members, improving production capacity through innovation and training, acquisition of advanced batik production techniques.

Snees Mga (2014) *Impact of Tourism on Natural Heritage Resources: A Case of Kigamboni Ward*. Masters dissertation, The Open University of Tanzani

Abstract

The main objective of this study was to investigate the impact of tourism to the natural heritage in Kigamboni ward-Dar es salaam region. Tourism is a vital source of both public as well as private income, source of foreign exchange earnings. It is one of the most important sectors in generating employment opportunities to unskilled, semi-skilled and skilled human resources. Despite of all the economic benefits, tourism can also be a threat to natural environment where the natural heritage resources exist. In order to fulfil the objectives of this study, both secondary and primary sources of data were used. Primary data was obtained from both self-administered questionnaires, structured interview protocol, Focused Group Discussions (FGDs) and observations. A total of fifty two respondents participated in this research. The study found that Tourism has both negative and positive impacts to the natural heritage resources. The study established that, negative impacts appeared to a large extent; hence the study suggests various ways to

overcome the problems. According to the findings, the study concluded that, natural heritage attractions along the coast of Kigamboni present many opportunities and challenges for sustainable tourism development. Many of the attractions, however, need a great deal of work in terms of rehabilitation, management and promotion. Since different attractions are under the supervision of many different agencies, it is important to take a comprehensive approach that creates and sustains management program. The study recommends that tourism management plans have to be developed and implemented on a pilot basis which can develop into a sustainable financing mechanism for the management and protection of these important resources.

Mgawe, Ramadhani Mrisho (2014) *Enhancing Community Based Organization Initiatives Engaged in Solid Waste Management in Making Compost Manure in Morogoro Municipal in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on Enhancing community based organizations initiatives engaged in solid waste management in Morogoro Municipal council. The accumulation of solid waste in urban area being collected and disposed have been a major problem to hygiene mechanism to residents causing an increase of communicable diseases such as Cholera, diarrheal diseases, pungent smell, malaria, disentry, land water and food contamination .Limited funds from local government to support the CBOS of solid waste management services lack of adequate protective gears and trucks/ vehicles to ferry the solid waste to the main landfill in time are the major contributing factors of this problem .The CNA prioritization of needs came with an intervention of minimizing the amount of solid waste by deciding to start compost manure schemes within the CBOS engaged with collection of the solid waste in the municipal area .It was a project to be conducted in three years. The project began with few(2 to3 CBOS) among 30 CBOS in order to enable implementation, monitoring and evaluation of the project to be easily achieved according to the intended main goal of initiating compost manure schemes..The project came up with a number of recommendations. Mainly it is recommended that Morogoro Municipal Authority assist in the formulation and enforcement of by laws and regulations on solid waste and enhance CBO's to undertake their roles and responsibilities in solid waste management in compost manure production.

Kaaya, Erick A. (2014) *Assesment of Marketing Strategies Tour Operators Use for Marketing and Promotion of Tanzania Tourism Products: A Case of Arusha City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study research focused on assessment of marketing strategies tour operators use for marketing and promotion of Tanzania tourism products. The importance of Tourism cannot be underscored. Its success to achieve customer satisfaction among tour operators determines higher profit and success tourism development. This study therefore was guided by three objectives. These were; to evaluate marketing strategies tour operators use, to determine effectiveness of marketing strategies tour operators use and to examine achievement of marketing strategies tour operators use in marketing and promotion of Tanzania tourism products. This research is quantitative by nature. The collection of data was facilitated through the employment of questionnaires and documentary review and analyzed using SPSS before converted to Microsoft excel. The study findings include Marketing strategies, efficient marketing strategies, Effectiveness of marketing strategies, Achievement of marketing strategies. From the study findings and conclusions, recommendations were drawn. These were that each tour operator should implement efficient marketing strategies, product development (innovation) should be considered, service improvement, marketing course programs should be conducted, improvements of websites contents, government should support public private partnership to improve tourism marketing. For further research, this study suggests that there is need to conduct a research on improvement of Tanzania tourism marketing.

David, Ong'ondo Ouko (2014) *Role of ADP Simbo towards provision of sustainable water supply and management to the community in Simbo Ward in Igunga*. Masters dissertation, The Open University of Tanzania.

Abstract

Community well being requires certain level of services and these services if not available or if available in unsatisfying level becomes a reason of concern to the community. Supply of water is one of the most essential services that the people need for their well being in the society. The availability of this service improves the life of the society members. In response to the need of water in the community living at Umoja Secondary school, the project was designed to ensure that water is made available to the community. The main purpose of this project is to supply reliable and sufficient water to the community through the activities of ADP Simbo. ADP Simbo is a non-governmental organization which operates in Simbo Ward in Igunga District of Tabora region in the United Republic of Tanzania in the areas of water

and sanitation, health, nutrition and agriculture. The project began by the identification of the need in the society through the community need assessment which forms the first chapter. The subsequent chapters deal with the planning, implementation, monitoring and evaluation, the conclusion and recommendation.

Mtui, Joyce Hubert (2015) *Establishment of Community Based ,Managed Saving and Credit Group for promoting Small Entrepreneurs at Kabegi in Ifulifu ward at Musoma District Council*. Masters dissertation, The Open University Of Tanzania.

Abstract

Tumaini VICCOBA group has been established after conducted CNA at Kabegi village, through focus group discussion, questionnaire, interviewing and documentary review. Finding revealed that SMEs are trapped into Income and Non Income poverty which prohibit them in running business enterprises smoothly. CAN exercise come up with different intervention to increase their capacity to survive, upgrade technologies, expand their market, production and product quality. Establishment of Community Bank seem to be appropriate intervention in alleviating capital problem, skills gap and production increase. Different books, Publication and policies reviewed to find a lot of information concerning to the problems of encountered by SEs, intervention conducted by the government and other stakeholders in order to overcome the problems. During the project implementation different activities were done by Tumaini VICCOBA Group with collaboration GROWTH Project, Musoma DC , MCED student and SIDO such as capacity technical advice as a result for Tumaini VICCOBA Group operate organization effectively. Capacity building trainings enable SEs to manage business risks, identifying opportunities and utilized also approach their venture with confidence and enthusiasm. Acquisition of knowledge, and the development of motivation and attitude. Improving saving culture and saving ,consumption and production level and access of loan at low cost.

Chonjo, Harrison E. (2014) *Janja Stove Renewable Source of Energy for Sustainable Economic Development: Maji Ya Chai Community Women Training In Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

Energy is one on the resource that human being/community use in daily life. The consumption of these energy counts on daily living cost and determine standard of living. Renewable energy sources are one of the friendly sources of energy in various spheres like; economic, health and environment. The main objective of this study was to assess the sustainability of Janja stove in the community by analyzing it financial advantages. Still there is a big existing gap in between the users and

suppliers of renewable energy. Both public and private institution have to assort their effort together in promoting renewable energy not only for sustainable economic development but also for environmental and health security. The survey was carried out in Meru District in Arusha City between September 2013 and June 2014 in collaboration with the CARMATEC and ATC. It involved 117 respondents from Maji ya Chai ward and 7 village executive officer's. The principal methodology used in this study was descriptive statistics where various tools were used include interviews, Questionnaires, Focus Group Discussion and Key Informants Interviews. The study suggest various mitigation to the problem; by conducting Community training on importance of renewable energy, The government should provide both financial and technical support to the isolated communities, Research on other renewable energies should be done so as to propel development in the community, Produced products should be customer oriented rather than producer oriented.

Mohd, Asha Rashid (2015) *Kuchunguza Dhima za Nyimbo za Ngoma ya Msondo wa Pembe*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu kuchunguza dhima za nyimbo za ngoma ya msondo. Utafiti ulifanyika katika shehia ya Kengeja, Mwambe na Mkungu- Wilaya ya Mkoani, Mkoa wa Kusini- Pemba. Lengo kuu la utafiti huu ni kukusanya, kuchunguza na kuzianisha dhima za nyimbo za ngoma ya msondo [wa kike]. Nadharia zilizoongoza utafiti huu ni nadharia ya Uamilifu, nadharia ya Simiotiki (Uashiriji), na nadharia ya Sosholojia (Ujamii). Data zilikusanywa kutoka uwandani kwa kutumia mbinu ya usaili na mbinu ya kushiriki. Aidha njia ya maktabani ilitumika kwa kusomwa tasnifu tafauti, vitabu na majarida. Matokeo ya utafiti ni dhima zilizopatikana ni dhima ya kuelimisha kwa kuonya, kufunza, na kuhimiza maadili mazuri katika maisha ya ndoa. Aidha, dhima ya kuburudisha maharusi imejitokeza katika nyimbo za ngoma ya msondo. Mafunzo ya nyimbo hizi ambayo yamejitokeza ni ustahamilivu wa shida na matatizo katika ndoa, kumuenzi na kumdhibiti mume au mke, kuwapenda na kuwathamini wakwe, kutunza usafi na kujipamba mke mbele ya mume wake, kuwacha tabia mbaya, kumuheshimu na kumtii mume. Kwa upande wa vipengele vya fani vilivyosaidia kufikisha mafunzo kwa walengwa ni lugha ya ishara, taswira, tashhisi, tauria, tashbiha, kejeli, na kadhalika kama vinavyojitokeza katika uchambuzi wa vipengele hivyo katika sura ya nne.

Kafumu, Edwin George (2014) *Assessment of the extent in which Pastoralism can contribute to the Improvement of quality of life of Communities in Tanzania. The Case of Olkesmet Simanjiro District*. Masters dissertation, The Open University of Tanzania.

Abstract

The Main Focus of the Study Which Was Conducted in Simanjiro District was the Assessment of the extent in which Pastoralism can contribute to the Improvement of quality of life of Communities in Tanzania. The Case of Olkesmet Simanjiro District” The study was necessitated by the need to assist the pastoralists in Simanjiro to increase their income and have their development. This study aimed at collecting information and data with regards to causes and magnitude of the problem, contributing factors and community’s opinion and recommendations which would equip decision makers with practical information useful for decision making process. On the other hand the study focused on helping the raise knowledge and skills to increase financial gains from beef and milk and be able to use available opportunities to act on their own to improve their life. The Research methodology applied involves the application of various techniques of data collection. These include questionnaire interview, formal and informal discussion, focus group discussion and participatory observation. The findings show that there is no bigger difference between the genders of the respondents. This shows that the researcher observed the issue of gender to avoid a biased conclusion resulting from being gender sensitive. Gender is a very crucial characteristic, which can have a greater influence on the ownership of resources in pastoral community. It was also significant to study gender because among of the characteristic of the political structure of the pastoral society is that the responsibilities are distributed according to gender. Also The findings imply that pastoralists have great opportunities to expand and diversify their economy but this was constrained by poor market information which leads them to get low income and lack of market outlets to sell their products in a reasonable amount. It is upon this reason that the majority 42(70%) of the respondents 21.7 totaling 91.7% agree on this argument.

Musamba , Florence (2014) *Economic Empowerment of Youth through Cassava and Oranges Production at Segerea Ward, Ilala District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study of youth empowerment through cassava and orange production was conducted in Segerea Ward, Ilala District in Dar es Salaam. This ward was used as a case study to represent the situation of youth throughout Tanzania. This aimed at improving the living standard of the youth by helping them earn enough income to

eradicate poverty through cassava and orange production. The study was made possible by recognizing all the challenges that face the youth including unemployment and dependency due to their lack of skills and low level of education. The study has focused in increasing the youth income through agriculture because it was the solution that would enable the youth to improve quickly due to lower expenses in production and easy skill to be learned. The youth are the future of tomorrow development therefore to empower the youth is to empower the whole nation towards sustainable national development. Despite the efforts of the government to improve employment opportunities in Tanzania still there is a great percentage of unemployment in the country. Findings show that more than 60% of youth are unemployed and therefore it is of utmost importance that the youth find alternative ways to earn income especially through agriculture that provides great yields and continues to grow successfully. This youth project aims at effectively and efficiently empower the youth into a sustaining future in order to eradicate poverty and improve their living standard. This is a great step toward national socio-economic development and achieving the goals of Tanzania Development Vision 2025

Ali, Ali Edris (2014) *Kutathmini Nafasi ya Mwanamke Katika Mashairi ya Kiswahili: Uchunguzi wa Mashairi ya Shaaban Robert na Mathias Mnyampala*. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ni “Kutathmini Nafasi ya Mwanamke katika Mashairi ya Kiswahili: Uchunguzi wa Mashairi ya Shaaban Robert na Mathias Mnyampala.” Lengo kuu la utafiti huu lilikuwa ni kulinganisha nafasi ya mwanamke katika mashairi ya Shaaban Robert na Mathias Mnyampala ili kubaini falsafa yao juu ya mwanamke katika jamii. Madhumuni mahususi ya utafiti huu yalikuwa ni kulinganisha na kulinganua usawiri wa mwanamke katika mashairi ya Shaaban Robert na Mathias Mnyampala, kulinganisha na kulinganua matumizi ya lugha ya kisanaa inayotumiwa na Shaaban Robert na Mathias Mnyampala katika kusawiri nafasi ya mwanamke na kubainisha falsafa ya Shaaban Robert na Mathias Mnyampala juu ya nafasi waliyompa mwanamke katika mashairi yao. Nadharia ya Kifeministi ndiyo iliyotumika katika uchambuzi wa data za utafiti huu. Mbinu za usaili, hojaji na usomaji makini ndizo zilizotumika katika kukusanya data za utafiti. Matokeo ya utafiti yanaonesha kuwa mwanamke anasawiriwa kama chombo cha starehe kwa mwanaume, mwanamke ni kiumbe mpole na mnyenyekevu kwa mumewe, ni mama na mlezi katika jamii, mwanamke na suala la uaminifu na mwanamke na suala la umalaya na uasherati. Matumizi ya lugha ya tamathali za takriri, tashibiha, taswira na ishara ndizo zilizotumika kusawiri nafasi ya mwanamke katika mashairi yaliyotafitiwa. Falsafa yao juu ya mwanamke inasema, mwanamke

ni kiumbe mwenye daraja ya juu katika malezi na ustawi wa jamii nzima na si familiya yake tu.

Asajile, Uswege (2014) *The Impact of Foreign Direct Investment on Economic Growth in Tanzania 1975-2013*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the dynamic relationships among GDP growth rate, FDI, trade openness, inflation rate and government spending in Tanzania over the period 1975-2013. There is influx of FDI in Tanzania but its contribution to GDP growth and human development is limited, the FDI attraction like tax holiday bring a hot debate. The study utilized both the Augmented Dickey-Fuller (ADF) and the Philip Perron (PP) tests to examine the properties of the variables. It was observed that the variables were stationary, although not in their level form but in their first difference. It was also observed that all the variables except GROWTH, are not cointegrated. The study also found that GROWTH is cointegrated with the rest of the variables (i.e., there exists a long run relationship between growth and the rest of the variables). The ARDL results show that the coefficient of GDP growth lagged once, The rest of the variables, however, appear to be not statistically significant. Furthermore, the results show that GROWTH and trade openness considered individually Granger cause FDI and the rest of the variables do not. However, when considered jointly, the variables jointly appear to Granger cause FDI. In addition, GROWTH appears to Granger cause trade openness. Also, no variable appear to Granger cause the government spending. We therefore, accept the null hypothesis and conclude that, there is no causality of whatever. As a policy options, the Tanzania's government should encourage macroeconomic policies that favour and promote the FDI's, and also should be more open to the international markets in light of promoting economic growth and development while at the same time, trying to curb inflation.

Salehe, Hemed Mstafa (2014) *Promotion of Responsiveness Training by Initiation of Economic Supportive Institution for Programming and Projecting on Economic Policy for Youth Entrepreneurs and Business Man For income generation in Tabata war*. Masters dissertation, The Open University of Tanzania.

Abstract

This study has set exposed out to evaluate the degree in which Youth have affected by low income generation and providing solution to the stated problem through improving the income to the youth. The main aim of this stud have categorized in three aspect which are to examine the extent to which youth have affected by income

poverty, to disclose the factors that influencing the income poverty and thirdly to assess the helpfulness of the existing organization to Youth in income generation. In addition to that the information about the methodology used and implementation approach have considered in the whole processes. The stud as well as the whole project has been done at Tabata ward in Ilala municipality with the target population by using both quantitative and qualitative research. The population of Tabata wards is 74742 in which male are 35909 and female are 38833 according to the census of 2012. Both Explorative and Descriptive research design have employed in this stud for getting expected information as the reason behind for low income in Tabata ward. The finding of the stud were mainly based on either direct or indirect bottleneck for the low income generation where by irresponsiveness (ability building), and financial support was highly proposed preceded by other like business infrastructure improvement. The findings disclosed have enabled the project to be designed implemented and well monitored for improvement of the disclosed situation. The implementation approach of the project have derived from the need prioritised and participation with the community and contribution from the potential consulted stack holders as the specialist.

Samjella, Grace S. (2015) *Assessment of ARVs adherence among the people living with HIV/AIDS in Temeke Municipal Hospital Dar-es- salaam Region Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study set out to assess utilization of ARVs among PLWHA in Dar es Salaam Region. The study was specifically on assessing the awareness, knowledge and attitude of PLWHA who uses ARVs in Temeke Municipal Hospital. The study objective included the assessment of the PLWHA social demographic information of PLWHA and their awareness; knowledge and attitude towards the of ARVs treatment. Furthermore in the study explores accessibility of ARVs to PLWHA in Temeke Municipal Hospital. The study was uses structured Questionnaires and structured interview as method of data collection. Various literatures were reviewed indicating various factors that contribute to poor adherence to ARVs among PLWHA. Factors involve community based, national level, and individual and structural factors. The study findings also observed barriers on effective accessibility of ARVs from socio economic factors, stigma, structure issues, health provider barriers, changing medications side effects, ARVs increased appetite, stigma, discrimination, perceived effectiveness of ARVs, drugs accessibility, cost and infrastructure. However the access to ARVs at treatment centers has been challenging as sometimes supply of ARVs from Medical Store Department has been limited. The study concluded substantive number of respondents was aware of ARVs uses in Temeke Municipal Hospital but still the knowledge is not uniform. The study recommends that Community counselors should be educated on how to

increase awareness of ARVs in family level, individual and community, in this way those who need ARV treatment can see the positive results of treatment, and experiences can be shared with the community and health workers

Mnaro, Kayanda Alpha (2014) *Community participation in solid waste management at Guluka Kwalala street, Ukonga ward*. Masters dissertation, The Open University of Tanzania.

Abstract

The overall objective of this project was to design, implement and evaluate solid waste management around houses and streets at Guluka Kwalala. Such wastes would then be sold to interested companies for recycling. Analysis of this project was done using both quantitative and qualitative approaches. During the CNA different needs were found and assessed to draw possible solution for them. Such solutions were then practiced and separation of recyclable plastic bottles from other garbage for recycling was the first priority. The project involved collection and separation of solid wastes based on their decomposability. The success of this project will help the local environment a lot in terms of cleanness and maintenance of the ecosystem. Also the income generated through sell of recyclable wastes will increase income for youth of Guluka Kwalala.

Lunyana, Nicholas Mvugamake (2015) *Haja ya lugha ya Kiswahili kutumika kufundishia elimu ya Sekondari.Mifano Kutoka Wilaya ya Ilemela-Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulikusudia kuchunguza haja ya lugha ya Kiswahili kutumika kufundishia elimu ya sekondari kwa kutumia mifano kutoka Wilaya ya Ilemela mkoani Mwanza. Lengo kuu la utafiti huu lilikuwa ni kuchunguza uhusiano baina ya kutotumika kwa Kiswahili katika ufundishaji wa masomo katika shule za sekondari na kushindwa kwa wanafunzi kupata maarifa yaliyokusudiwa. Utafiti huu ulikuwa na malengo mahsusi ambayo ni; Kubainisha mambo yanayo changia wanafunzi kukosa maarifa ya elimu ya sekondari, kubainisha athari zitokanazo na kutokutumika kwa lugha ya Kiswahili katika kufundishia elimu ya sekondari na kujadili changamoto zinazowakabili walimu na wanafunzi zitokanazo na kutotumika kwa Kiswahili katika ufundishaji wa elimu ya sekondari. Ili kufikia malengo hayo, utafiti huu ulitumia mbinu za maktaba, hojaji na dodoso. Nadharia iliyotumika kukusanya na kuchambua data za utafiti huu ni nadharia ya Matokeo ya utafiti huu yanadhihirisha kuwa, walimu na wanafunzi wanapendelea elimu ya sekondari itolewe kwa lugha ya Kiswahili badala ya kutumia lugha ya kigeni. Utafiti umedhihirisha kuwa, utolewaji wa elimu ya sekondari kwa lugha ya kigeni hauna mafanikio makubwa hata kama

kauli mbiu ya sasa ya serikali ni matokeo makubwa sasa. Ni vigumu kupata matokeo makubwa ikiwa wanafunzi hawaelewa wanachofundishwa. Ili kupata matokeo makubwa na yenye ufanisi ni lazima serikali na wadau wote wa elimu waumie wakufanya kiswahili kuwa lugha ya kufundishia elimu ya sekondari.

Ndenje, Nestory Festus (2014) *Assessment of the effectiveness of Tanzania police gender desks in protecting women from gender based violation*, a case study at Kinondoni municipality. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to assess the effectiveness of Tanzania police gender desks in protecting women from gender based violence of Kinondoni Municipality in Dar es Salaam city. The study has also specific objectives which includes, identifying effectiveness of police gender desk, challenges facing police gender desk, measures to address the tragedy of women violence at kinondoni. A sample of 53 respondents out of 75 totals of respondents which equals to 70% of the total respondents participated in the study demonstrated that gender based violence is a problem tragedy in Kinondoni Municipal. The findings show that social, cultural, poverty and patriarchal system is a major cause of gender based violence which affects much more the women such as rape, assaulting, domestic violence and battering. Also the findings shows that different ages of women were affected with gender based violence. Most of respondents argued that police gender desk is a new institution where by the majority do not know its existence, therefore it needs the extra effort for the government to advertise the gender desks through mass media, newspaper and meeting campaigns even to put it into a syllabus of study in schools. Also to make aware all people about the rights of every one to report any incidence of Gender Based Violence to police gender desks. The residents in the study area faced with Gender Based Violence due to the fact that it has a huge population as compared to other regions, hence this population might have influenced on crime including gender based violence. The findings generally indicated that Gender Based Violence cut across the ages divided in the study area. The majority of respondents agreed that police gender desks still yet unknown to the majorities; it needs much effort to keep people aware of existing police gender desks.

Ambrose, Bibiana Massawe (2014) *Kuchunguza Masuala ya Kisiasa Katika Riwaya za Shaaban Robert: Mfano wa Kusadikika na Kufikirika*. Masters dissertation, The Open University of Tanzania.

Abstract

Mada ya utafiti huu ilikuwa ni kuchunguza masuala ya Kisiasa katika Riwaya za Shaaban Robert: Mfano wa Kusadikika na Kufikirika. Lengo kuu la utafiti huu

lilikuwa ni kutathimini masuala ya kisiasa katika riwaya za Shaaban Robert kupitia riwaya za Kusadikika na Kufikirika. Lengo kuu la utafiti huu limefikiwa baada ya madhumuni mahususi matatu kukamilika. Madhumuni hayo ni Kubainisha masuala ya kisiasa katika riwaya za Shaaban Robert, Kubainisha mchango wa Shaaban Robert katika maendeleo ya kisiasa nchini Tanzania na kuchunguza mbinu za kisanaa zinazotumiwa na Shaaban Robert kusawiri masuala ya kisiasa katika Kusadikika na Kufikirika. Data za utafiti huu zilikusanywa kwa kutumia mbinu za usaili na uchambuzi wa kimaudhui. Mikabala wa kidhamira na kimaelezo ndio iliyotumika kuchambua data za utafiti huu. Utafiti umebaini kuwa, masuala ya kisiasa yanayojitokeza katika riwaya za Kusadikika na Kufikirika ni uongozi mzuri, uongozi mbaya, utii wa sheria, masuala ya jinsia na kujifunza kutoka kwa wengine. Masuala haya yanawasilishwa na Shaaban Robert kwa kutumia mbinu za kisanaa za matumizi ya methali, misemo, tashibiha, kejeli, mandhari ya kidhanaishi na wahusika bapa. Masuala ya kisiasa yanayowasilishwa na Shaaban Robert yametoa mchango mkubwa katika kuimarisha uongozi wa nchi huru ya Tanganyika na baada Tanzania.

Mbura, Jane A. (2014) *Disaster Management and Persistent Flooding Disaster in Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study overall objective was to examine the disaster management in Tanzania. Specifically the study intended to; identify and discuss reasons why flood related disasters are persistent in Dar es Salaam, examine the effects of floods and disasters on the real income of the victims and the economy of the country, assess the social hazards emanating from floods turning into disasters in Dar es Salaam particularly on infrastructure. The research used descriptive research design where data was collected using questionnaire administration and interview for primary data, reference from library literatures on issues related to the study findings, readings, difference journals and published articles and reports that related to the study finding. The findings revealed that, there is an absence of skilled personnel in disaster management structure, lack of accountability of government officials, poor coordination among the stakeholders at different levels, and weak technical capacity to address disaster risk reduction. The study concluded that, lack of accountability national wide and preparedness by the government officials, especially disaster management department, poor coordination between inter-ministry levels and Tanzanian Meteorological Agency are among the factors that contribute to floods turning into disaster in Dar es Salaam. The study recommends that, the department of disaster management and government in the lower rank should be trained to mitigate disaster soon before they turn into disasters. Those livings in a more risk areas have to be given early warning and be evacuated. Nevertheless, the central

government has to improve inter-ministerial coordination in mitigating floods and disasters before they occur.

Fadhili, Fadhili Elifuraha (2014) *Kuchunguza Dhima ya Mindo katika Tamthiliya za Kihistoria: Utafiti Linganishi wa Tamthiliya za Morani na Kinjeketile*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo la utafiti huu kama lilivyobainishwa katika sura ya kwanza ilikuwa ni kuchunguza dhima ya vipengele vya kintindo katika tamthiliya za kihistoria kwa kulinganisha tamthiliya ya Morani na Kinjeketile ili kubaini vipengele vinavyowafananisha na kuwatofautisha wasanii wa vitabu hivyo katika kuliwasilisha suala la kihistoria. Utafiti huu ulitumia mbinu tatu za ukusanyaji data ambazo ni; maktaba, usaili na dodoso. Sampuli iliteuliwa kwa kutumia mbinu ya madhumuni maalumu na uteuzi rahisi. Aidha data za utafiti huu zilichambuliwa kwa kutumia mbinu ya uchambuzi maudhui na uchambuzi linganishi. Utafiti huu uliongozwa na Nadharia ya Elimumitindo katika Uchambuzi wa Matini za Kifasihi. Utafiti umegundua kuwa, tamthiliya hizi zinatofautiana katika mbinu za kisanii na ubunifu. Tamthiliya ya Morani imetumia mbinu na lugha ya kitamathali wakati tamthiliya ya Kinjeketile imetumia lugha ya kawaida, rahisi na ya wazi zaidi. Aidha utafiti huu umebaini kuwa, tamthiliya hizi zinatofutiana katika kuwasilisha suala la kihistoria kwa sababu wasanii wanawasilisha historia ya jamii ya Tanzania katika vipindi viwili tofauti. Morani anawasilisha historia katika kipindi cha baada ya uhuru na hivyo kujadili juu ya historia ya harakati za kupambana na ukoloni mamboleo wakati Kinjeketile inajadili kwa uhalisia juu ya harakati za jamii za kusini katika kupambana na ukoloni mkongwe, yaani, ukoloni katika utawala wa Mjerumani. Kwa upande mwingine, ilibainika kuwa tamthiliya hizi kwa vile zimeandikwa na wasanii wa jamii moja ambao wameshuhudia na kupata masimulizi ya historia ya jamii yao. Wasanii hawa wanafanana katika kuwasilisha maudhui ya kazi zao ambapo wote kwa pamoja wanajadili juu ya mambo mbalimbali yaliyopo katika jamii kama vile; rushwa, harakati za ukombozi, usaliti, unyonyaji na ukandamizaji.

Fundi, Salma R. (2014) *Assessment of MKUKUTA towards income Poverty Reduction among People with Disabilities*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the effectiveness of MKUKUTA in income poverty reduction among people with physical disabilities in Tanzania. The specific objectives were to examine the implementation strategies employed under MKUKUTA towards income poverty reduction among people with physical disabilities and to investigate the extent of achievement of goal of income poverty

reduction under MKUKUTA to the people with physical disabilities. Lastly, the study aimed at coming out with measures to improve the income poverty situation of people with physical disabilities. A descriptive cross-sectional research design (both quantitative and qualitative) methods was adopted to collect and analyze both primary and secondary data from respondents. Data was collected from 64 respondents using structured questionnaire, semi-structured interviews and Focus Group Discussion (FGD). The Microsoft Excel Software was used for quantitative data while thematic analysis was used for qualitative data analysis. The key study findings indicated that, the majority the majority 56(92%) of respondents said that the income poverty reduction strategies under MKUKUTA are not effective .Furthermore, it was found that, the significant number 58 (96.70%) of respondents indicated that, MKUKUTA has not achieved the goal of income reduction among the people with disabilities since most of them are still poor. Lastly, the study found that, the majority 38(63%) of respondents said that review of MKUKUTA can be one of the best measures to improve the problem of income poverty among people with disabilities because it is an opportunity to reflect the needs of people with disabilities . Therefore, it can be argued that, despite the existence of MKUKUTA more than a decade now, yet, it has not been effective in addressing the problem of income poverty among people with disabilities. Consequently, the condition of people with disabilities has remained worse. Conclusively, Social Workers, CBOS, FBOs and NGOs should actively engage in advocacy and lobbying, public sensitization and further research to come out with practicable solutions to the problem of income poverty among people with disabilities and particularly people with physical disabilities.

Milonge, Tabu (2014) *Empowering People through Community Banks (VICOBA): A Case of Simanjiro VICOBA Group Poultry Project in Sombetini Ward Arusha-Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Arusha city in Sombetini Ward in focus of accessing how people are empowered through VICOBA with the aim of analyzing the procedures followed to fight the spread of poverty while extend the assistance to vulnerable group, also to determine factors in creating employment to vulnerable groups in the community and to determine the implication of the microfinance activities toward small community saving and credit group. Various research methods employed in this study such as cross-sectional research design while sampling procedure used purposive sampling, also in data collection methods, where observation, interview, questionnaire and focus group discussion were used. Furthermore collected data concerning community needs and other findings were analyzed through SPSS technique. The report describes on how village Community Banks address the economic empowerment initiatives to peri-urban and rural

communities through provision of saving and credit services. Also the report describes the establishment of poultry keeping project implemented by Simanjiro VICOBA group members in Sombetini Ward. Therefore, it is recommended that, in order to move in the right direction of saving, credits and improving the livelihood of the poor and low earners, there should be the strong support from government, the Community Based Organisations themselves and other stakeholders. Also Microfinance Institutions should support these small credit schemes such as VICOBA so as to provide soft loans with simple interests in the aim of poverty reduction within the communities to improve their house hold income.

Haji, Latfia Faida (2014) *Establishment of income generating activities for improvement of the girls' education in Makunduchi*. Masters dissertation, The Open University of Tanzania.

Abstract

A project "Establishment of income generating activities for improvement of the girls' education in Makunduchi" intended to create opportunities for employment, which has resulted in raised income which will support girls' education in Makunduchi community. The objectives of this project were to increase awareness of Makunduchi community on importance of support girls' education by July 2014, to ensure that the Makunduchi community engaged in more than three profitable income generating activities so that one among them could enable to support girls' education by the end of 2014 and to improve overall education performance of Makunduchi girls by availing those necessary education facilities by the end of 2014. A descriptive case study research designed and worked through research objectives to assessed community situation on improvement of girls' education. Sixty respondents responded to the questionnaires. Primary data was obtained using questionnaires while secondary data was from various documents. The findings indicate that the most problematic of this community is low income of parents which hinder financial support to education particularly for girls. After done thoroughly assessment on this problem and opportunities available, this community came up with many proposed solutions to mitigate this problem. Finally, they decide to undertake income generating activities for the purpose of providing girls' scholarships to create role models to best girl performer in order to improve girls' education in this community. Now this community is implementing three income generating activities for the purpose of improving girls' education.

Indah, Baraka Wilson Thomas (2014) *Tomato farming as an alternative source of income case study of Bukanga hamlet in Musoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Participatory needs assessment was conducted in Bukanga ward in Musoma municipality in order to determine needs, opportunities and challenges facing the community. Participatory research methods were employed. These included focus group discussion, observation, questionnaire, and in depth interview. Low income high and un employment rate were the main findings of research. Low income was the major stress and formed an area of intervention. The communities came up with opportunities which could help them to solve stresses. Tomato farming was an alternative source of income which was opted by the majority.

Sangu, Amina (2013) *The Academic Performance and Competence for pupils and student living with Disabilities in Tanzania. The case of Primary and Secondary Schools in Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the academic performance and competence of children and Youth, both in primary and Secondary schools living with disabilities in Tanzania, specifically in Temeke District in Dar es Salaam region. Both purposive and stratified sampling techniques were employed to obtain sample respondents. The method used in collecting data was interviews which had both structured and semi – structured questions, Focus Group Discussions and observations. Three hundred and twenty six 326 respondents were involved. Among whom sixty seven (67) were teachers and two hundred and fifty nine (259) were pupils and students of whom one hundred and sixteen (116) were secondary three (143) were primary pupils all living with disabilities The findings revealed that the academic performance and competences of children living with disabilities are relatively heterogenous due to the types, categories and degrees of impairment, environment, resources, subjects and interests of individuals and society's perception. It was found out that, there is a need for recognizing challenges they face in order to assist and facilitate them in improving their learning processes and raise their academic performance and competences. Finally, the area for further research is recommended particularly for identification of children living with disabilities and their particularized needs, training to educators, allocation of financial and human resources .The prevalent problem should be national issues to be resolved efficiently and sustainably.

Chonjo, Harrison E. (2014) *Janja Stove Renewable Source of Energy for Sustainable Economic Development: A Case of Maji ya Chai Community Women Training in Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

Energy is one of the resources that human beings/community use in daily life. The consumption of these energy counts on daily living cost and determine standard of living. Renewable energy sources are one of the friendly sources of energy in various spheres like; economic, health and environment. The main objective of this study was to assess the sustainability of Janja stove in the community by analyzing its financial advantages. Still there is a big existing gap in between the users and suppliers of renewable energy. Both public and private institutions have to assort their effort together in promoting renewable energy not only for sustainable economic development but also for environmental and health security. The survey was carried out in Meru District in Arusha City between September 2013 and June 2014 in collaboration with the CARMATEC and ATC. It involved 117 respondents from Maji ya Chai ward and 7 village executive officers. The principal methodology used in this study was descriptive statistics where various tools were used include interviews, Questionnaires, Focus Group Discussion and Key Informants Interviews. The study suggests various mitigation to the problem; by conducting Community training on importance of renewable energy, the government should provide both financial and technical support to the isolated communities, Research on other renewable energies should be done so as to propel development in the community, Produced products should be customer oriented rather than producer oriented.

Maingwa, Said Salim (2015) *Empowering Women Food Vendors in Alleviation to Poverty : A Case Study of Mzizima Ward in Tanga*. Masters dissertation, The Open University of Tanzania.

Abstract

In 2002, the MUWAKO Women Group was formed with 20 women members. The group is situated in Mzizima ward at Mafuriko village in Tanga Town District about 5 km from Tanga Municipal City Council. The group has intended to increase the income level among women so as to improve the standard of living in the community and the welfare of their families by meeting the human basic needs. One of the main objectives of the group is to alleviate poverty among women themselves and other members of the families through own initiatives, joint efforts, time and resources, especially the group aims to improve the standard of living through women economic empowerment and participation which lead to employment creation, income generation and skill transfer. Currently the group undertakes the

following activities monthly and weekly contribution, petty like food vending, vegetable growing and making traditional mats. The mission statement is to improve the welfare of women in Mzizima ward through involving in Income Generating Activities basically food vending activities. This could be done by promoting the actively involving women in development effort through the ward. This project developed out to assist the members of MUWAKO Women Group and entire Mzizima societies to improve the stated of illiteracy and poor women who are characterized by low income and expenditure, poor nutritional status, low representation and inequitable share of power in household and in public decision making. The Survey findings revealed that inadequate skills in entrepreneurship and resource mobilization, poor market system, poor linkage with financial institutions (inadequate capital), low education and low income, contribute to low performance of women in food vending activities thus accelerating poverty in Mzizima society.

Makame, Mussa Khamis (2015) *Uchambuzi wa Viangama Katika Kiswahili cha Mazungumzo Unguja*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unaohusu uchambuzi wa viangama katika Kiswahili cha mazungumzo lengo lake kuu ni kuchambua viangama katika Kiswahili cha mazungumzo Unguja. Utafiti huu umeongozwa na nadharia ya viangama ya Zwicky (1977) amechambua viangama sahili, viangama maalumu na viangama fungu. Utafiti umetumia mbinu mbalimbali katika ukusanyaji wa data zake. Utafiti umefanyika Unguja mjini katika shehia nne ambazo ni Shangani, Mchangani, Mwanakwerekwe na Mombasa. Walengwa wa utafiti huu ni wazee, watu wa makamo na vijana. Kila shehia wamesailiwa watu 25 wa umri na jinsia tafauti na kufanyiwa usaili watu 100.. Utafiti huu umetumia mbinu za hojaji, usaili na ushuhudaji. Utafiti umetumia data simulizi ambapo mtafiti amefanya usaili na kushuhudia kwa kusikiliza mazungumzo kutoka mikusanyiko ya watu mbalimbali. Kwa upande wa uchambuzi wa data, mtafiti amechambua aina za viangama tamati zilizomo katika Kiswahili cha mazungumzo, maumbo ya viangama tamati katika Kiswahili cha mazungumzo na kategoria za maneno ambazo ni viegemewa vya viangama tamati katika Kiswahili cha mazungumzo. Kwa upande wa matokeo ya utafiti, data zimeonesha kuwa Kiswahili cha mazungumzo kina viangama tamati vyenye maumbo yafuatayo: viwakilishi, vimilikishi, viulizi, vivumishi, viunganishi na vielezi. Maumbo hayo yameegemezwa kwenye nomino, vitenzi, vielezi na viwakilishi. Kwa upande wa mapendekezo mtafiti amependekeza ufanyike utafiti wa Kiswahili cha mazungumzo Unguja na lahaja ya Kipemba. Pia anapendekeza ufanyike utafiti wa viangama awali katika Kiswahili cha mazungumzo. Vile vile amependekeza ufanye utafiti linganishi baina ya Kiswahili cha mazungumzo na lugha za Kibantu. Mwisho amependekeza ufanywe utafiti wa viangama awali vya Kiswahili sanifu.

Mosha, Peter (2014) *The establishment and Training of Women peer saving groups for improved sustainable livelihood*. Masters dissertation, The Open University of Tanzania.

Abstract

This is a dissertation work conducted as an essential part for the academic award of Masters in Community Economic Development for the year 2014. Community Needs Assessment that was conducted at Mwika Kaskazini Ward in Moshi District Council. Aim was to assess socio- economic context of women in the ward. Research methodologies, design and tools were used. Statistical Package for Social Sciences (SPSS) program was used to analyze data. Among others key CNA findings was, 72% of the respondents said they are unable to provide reliable household basic needs due to low income. 97% of the respondents said they would be ready to engage in peer saving groups to change to desirable livelihood situations. Community needs prioritization and leveling was done. Women’s associative strength, weakness, opportunities and challenges assessed. Prioritized needs included training on; entrepreneurship education, marketing skills, financial management and awareness on human right education. Through the CNA, problem was identified to be low income of some of women at Mwika Kaskazini Ward in Moshi District Council. The project was hosted by N.G.O. working in Kilimanjaro region called KWIECO. Various stakeholders were included during the implementation. The project started in January and ended in August 2014. After the CNA, Project planning, description, literature review, implantation plan, logical frame work, inputs, staffing pattern, implementation report and Gantt chart were done as presented in this report. Three women peer saving groups were established and trained at the ward.

Kisusi, Rahel Lucas (2014) *Promoting Public Awareness on the Existing Cultural Heritage Tourism Sites: A Case of Dar es Salaam City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was designed to identify and assess means and ways to promote public awareness on the existing cultural heritage tourism sites in Dar es Salaam City. Specifically, it sought to assess extent to which available heritage assets were known to general public; to identify means used to promote public awareness on the existing cultural heritage assets; to assess the effectiveness of public awareness creation strategies on available heritage assets; and to examine environment suitable to support public awareness campaigns on heritage assets. To do so, questionnaire was administered to 54 community members and 20 tourists conveniently chosen, while interview was conducted to 10 key informants from responsible institutions.

Findings show that most of the cultural heritage assets were known in general but only few of the places were known as cultural heritage tourism sites. Main source of knowledge for majority was informal education and training programs in schools, colleges and universities. Moreover, mass media was considered as main means of promoting cultural heritage tourism.. However, public awareness creation strategies on available heritage assets were considered somehow effective as some sources which could be useful were inadequately accessible. Emphasized environment for public awareness aspects include support in terms of funding, suitable heritage tourism policies, making cultural heritage a priority by responsible authorities, and government prioritization in budgeting and organization of cultural heritage related things. It was also called for sponsored workshops and trainings, establishment of cultural tourism centre, provision of free visits, and provision of cultural heritage awareness campaigns in schools, colleges and universities in order to impart public awareness on cultural heritage tourism.

Mapunjo, George Cleopa (2014) *Usawiri wa Mwanamke Kama Kiongozi Katika Tamthiliya: Uchunguzi wa Kivuli kinaishi na Nguzo Mama*. Masters dissertation, The Open University of Tanzania.

Abstract

Kazi hii ilichunguza dhima ya usawiri wa mwanamke kama kiongozi katika tamthiliya: Uchunguzi wa Kivuli kinaishi na Nguzo mama. Lengo la jumla ya utafiti huu ilikuwa kutafiti na kubainisha usawiri wa mwanamke kama kiongozi na kuonesha suala la uongozi linavyoibua visa na linavyojenga dhamira katika tamthiliya teule. Ili kufanikisha utafiti huu, mtafiti ametumia mbinu ya maktabani katika kukusanya na kuwasilisha data kimaielezo. Vilevile marejeleo mbalimbali kutoka katika wavuti yalipitiwa. Nadharia ya U-feministi ndiyo iliyotumika katika kufanikisha utafiti huu. Nadharia hii imemsaidia mtafiti kuweza kubaini mawazo mbalimbali ya waandishi katika riwaya zao ambazo ni aina za uongozi, visa na maudhui yanayotokana na uongozi kutoka katika tamthiliya ya Kivuli kinaishi na Nguzo Mama. Kwa ujumla matokeo ya uchanganuzi wa data yaliweza kujibu maswali ya utafiti kwani yalibainisha uongozi ulivyo na dhamira zake katika jamii. Dhamira hizo ni uvivu, ushirikina, ushirikiano na suala zima la mapinduzi ya kijamii, kisiasa, kiutamaduni na kiuchumi. Pia matokeo hayo ya utafiti yalibainisha mnyonge kumshinda mwenye nguvu, utundu na ubunifu. Matokeo mengine ni umalaya, mauaji ya wenye kudai haki, ulevi, tamaa ya binadamu na ndoto za kutawala milele. Dhamira zinazotokana na suala la uongozi kutoka katika tamthiliya ya Kivuli kinaishi na Nguzo Mama yana mchango mkubwa katika fasihi kwa ujumla.

Marijani, Fidas Crispin (2014) *Analysis of Literary Devices in Selected Novels of Severine Ndunguru*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Dar es Salaam and it was a library based study and interview. Data was collected at The Open University of Tanzania, The University of Dar es salaam and The Tanganyika libraries. The study was set to analyze literary devices in selected novels of Severine Ndunguru. Specifically, the study identified the types of literary devices used by the author, evaluated the employment of language in the literary devices in four novels of Severine Ndunguru, namely, *A Wreath For Father Mayer*, *The Lion of Yola*, *Spared* and *Divine Providence*. Furthermore, it assessed the usefulness of the literary devices in the novels. The study adapted a qualitative research design. An intensive reading of the novels was done by the researcher. An interview was also with the author, Mr. Severine Ndunguru. Moreover, both primary and secondary data were collected and utilized. The methods of data collection employed were content analysis and analysis of written texts. The study revealed that Severine's novels have extensively utilized literary devices such as allusion, imagery, exclamation, dialogue, repetitions, hubris, symbolism and personification. Also the writer succeeds in employing the English language to present these literary devices, and these literary devices show their usefulness in the thematic part of the novels. The analysis of these works offers a contribution to the existing knowledge in the way literary devices are analyzed, as well as promotes Ndunguru's works by making them available for further scrutiny. In addition, researchers are encouraged to conduct further research focusing on other aspects in Ndunguru's novels which were not the focus of this study.

Shayo, Adeline Ignas (2013) *Dairy Value Addition Through Small Scale Dairy Processing Technology: A Case of Uwaso Group in Sokon 1 Ward Arusha – Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Umoja wa Wafugaji Sokon 1 dairy group are local community based organization CBO in Sokon 1, Arusha city. UWASO CBO was established 2009 with 93 members. This report describes a community need assessment process for establishing the project of dairy value addition through small scale dairy processing technologies to improve household income. This is precisely because of the following advantages in Dairy production. It helps to increase long life of milk and it improves the quality of milk by producing products of high quality and long-life products such as butter, cheese, yoghurt and ghee. This can support small holder farmers both in terms of subsistence and income generation without requiring large capital injection. There is potential that production of milk has been little

dissemination of information and empowerment with regard to Dairy value addition through small scale dairy technology. However, it is important to add value on milk production through small scale dairy technologies as much as it would attract more people to engage in their dairy production and marketing as much as there is potential demand for their Dairy production. This project is being implemented by a group of UWASO CBO members. The group will receive training focused on Dairy value addition small scale dairy technologies, entrepreneurship and business skills, savings and credits and marketing skills. In addressing the limiting factors named above I will use the locally available resources to achieve the set of objectives direct beneficiaries are the members of UWASO CBO and the community at large through sharing knowledge acquired. The project implementation has employed community Economic development (CED) approach where by communities join together for development initiatives within their own community.

Abstract

The purpose of this study was to examine the academic performance and competence of children and Youth, both in primary and Secondary schools living with disabilities in Tanzania, specifically in Temeke District in Dar es Salaam region. Both purposive and stratified sampling techniques were employed to obtain sample respondents. The method used in collecting data was interviews which had both structured and semi – structured questions, Focus Group Discussions and observations. Three hundred and twenty six 326 respondents were involved. Among whom sixty seven (67) were teachers and two hundred and fifty nine (259) were pupils and students of whom one hundred and sixteen (116) were secondary three (143) were primary pupils all living with disabilities The findings revealed that the academic performance and competences of children living with disabilities are relatively heterogenous due to the types, categories and degrees of impairment, environment, resources, subjects and interests of individuals and society’s perception. It was found out that, there is a need for recognizing challenges they face in order to assist and facilitate them in improving their learning processes and raise their academic performance and competences. Finally, the area for further research is recommended particularly for identification of children living with disabilities and their particularized needs, training to educators, allocation of financial and human resources .The prevalent problem should be national issues to be resolved efficiently and sustainably.

Yoradi, Sikombe Yizukanji (2013) *Lugha ya Kiswahili katika Kufundishia na Kujifunzia Elimu Shule za Sekondari*. Masters dissertation, The Open University of Tanzania.

Abstract

Azma ya utafiti huu, ilikuwa ni kuchunguza matumizi ya lugha ya Kiswahili katika kufundishia na kujifunzia Elimu shuleni na Vyuoni. Utafiti huu umefanywa

Wilayani Mvomero.Taasisi tatu zilishirikishwa. Shule za Msingi, Shule za Sekondari, Vyuo vya elimu. Masomo mawili Kiswahili na Kiingereza yalichunguzwa. Njia zilizotumika katika utafiti huu zilikuwa ni utafiti wa Maktabani, ana kwa ana na Masikanini .Matokeo ya Utafiti huu yamebaini kwamba; Kiswahili ni Lugha inayoeleweka vizuri zaidi katika kufundishia na kujifunzia elimu shuleni kuliko lugha ya kiingereza. Watoto wengi hawaelewi lugha ya Kiingereza pale inapotumiwa kama lugha ya kufundishia na kuwafanya watoto wasiweze kupata elimu ambayo wangeipata shuleni kwa ajili ya kuliendeleza Taifa.

Yunus, Mohamed Khalfan (2013) *Masuala ya Kisiasa Katika Ushairi wa Kandoro: Mifano Kutoka Katika Mashairi Yake*. Doctoral thesis, The Open University of Tanzania.

Abstract

Nia kuu ya utafiti huu ilikuwa ni kuchunguza masuala ya kisiasa katika ushairi wa Kandoro kwa kutolea mifano mashairi yake. Nia hii kuu imeweza kufanikiwa kutokana na kukamilika kwa madhumuni mahususi matatu ambayo ni: kuainisha dhamira za kisiasa zinazojitokeza katika ushairi wa Kandoro, kueleza mbinu za kisanaa zinazotumiwa na Kandoro katika kuibua masuala ya kisiasa na kubainisha falsafa ya Kandoro kama inavyojitokeza katika ushairi wake. Ili kuwezesha malengo haya kukamilika tumefanya mapitio ya kazi tanguzizi zinaohusiana na mada ya utafiti, tumesainisha nadharia zilizoongoza utafiti wetu na baadaye kuainisha mbinu za utafiti zilizotumika katika ukusanyaji na uchambuzi wa data. Matokeo ya utafiti yanaonesha kwamba, Kandoro anaeleza dhamira za kisiasa zinazohusiana na ukombozi wa Mwafrika kutoka katika mikono ya wakoloni na kuweza kujitawala mwenyewe. Ili kufanikisha jambo hili Kandoro anawataka wananchi kuungana pamoja katika kudai uhuru wao. Aliwataka kufanya hivyo kwa kujiunga na chama cha TANU ili kukipa nguvu ya ushindi dhidi ya wakoloni. Baada ya kupatikana kwa uhuru Kandoro aliwataka wananchi kufanya kazi kwa bidii ili kujiletea maendeleo endelevu. Kazi kubwa aliyoihimiza bwana Kandoro ni kilimo ambacho kilitamkwa kuwa ndio uti wa mgongo wa uchumi wa taifa na hayati baba wa Taifa Mwalimu Julius Nyerere. Matokeo ya utafiti yanaonesha pia kuwa, dhamira hizi za kisiasa zimeweza kuwafikia wasomaji kutokana na matumizi mbalimbali ya mbinu za kisanaa kama vile matumizi ya lugha ya kitamathali, wahusika, muundo, mtindo na kadhalika katika mashairi ya Kandoro. Vilevile, matokeo ya utafiti yanaonesha kwamba, Kandoro ana falsafa ya kimapinduzi, utu, ujamaa na kujitegemea. Mwishoni mwa utafiti huu tumetoa mapendekezo kwa ajili ya tafiti zijazo.

Mgaya, Tumaini Richard (2014) *The Psychosocial Well-Being of Orphans in the Context of HIV/AIDS in Tanzania: - A Case of 13 to 15-Years-Old Orphans in Kihologota Ward, Iringa Rural District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the psychosocial well-being of orphans in the context of HIV/AIDS in Tanzania, a case of 13 to 15-years-old orphans in Kihologota ward, Iringa rural district. The study intended to understand the psychosocial well-being of orphans aged from 13 to 15 year by analyzing their psychosocial needs, coping mechanism and psychosocial support available for them. Under the course of this study the sample of 10 respondents as well as data collected through in-depth interviews and further analyzed through narrative analysis. The study findings showed that there inadequate social and physical needs for the orphans, non parental disclosing of their health status to its children, orphans are not involved in the decision making affecting their welfare, and lack of formal psychosocial support. Furthermore study recommend on Inter-sectoral collaboration for mitigate the impact of the ensuing changes and challenges among orphans, government, NGOs, and other aid agencies to establish formal structures where foster families can be trained as to how to manage the changes and challenges that confront the orphans while parent with HIV/AIDS has to disclose their status to their children, government has to formulate a formal psychosocial support programme which will be used to orient those key people who are dealing with orphans frequently such as teachers or foster families and Community has to involve children in their matters affect their welfare such as in decision making because this will allow them to talk and share their views and orphans will appreciate that are being respected. Also family need to be re-evaluated in the light of the present reality that as we are losing conventional family units and children are often left with minimal care or none at all.

Sangwa, Abdulaziz (2013) *Enhancing Community Living Standards Through Entrepreneurship and Business Skills Trainings: A Case Of Positive Change Foundation- Manzese Darajani*. Masters dissertation, The Open University of Tanzania.

Abstract

The project was implemented in Manzese and it started with a participatory community needs assessment (CNA). This assessment aimed to identify strengths and weaknesses of the ward. The sample for the study was randomly and purposively selected where by 80 respondents had both full participation and control of the whole exercise. A thorough field research as well as library research which

include reading and reviewing text books, internet materials, journals, pamphlets and newspapers, were used to collect primary and secondary data. The study employed four research methods namely Focus Group Discussions (FGDs), in-depth interviews, questionnaires and a participatory observation to gather information which was analysed by using qualitative and quantitative data analysis methods. The project's main goal was to "enhance young people's abilities to take up productive livelihoods and employment opportunities that contribute to their fight against income poverty". The project main objective was "to reduce income poverty among young people by increasing economic security by the end of the project, through the provision of entrepreneurship and business training". In the monitoring and evaluation exercise, 50 households and the members of PCF participated. These respondents participated in FGDs, key informant interviews, observation and questionnaire interviews. This project was also pre-tested for sustainability purposes and it was proven to be sustainable.

Ntahosanzwe,, Minani (2013) *Challenges Facing Older people in Accessing Free Health Care services in Public Hospitals*. Masters dissertation, The Open University of Tanzania.

Abstract

The study sought to examine challenges facing older people in accessing health care services in public hospitals. The objectives of the study included; i) To examine the ability of older people living in Dar es salaam in accessing health care services in public hospitals, ii) To find out challenges and constraints limiting older people from accessing free health care services iii) To assess measures employed by public hospital management for easing health services to older people and propose the way forward. The study employed a case study design and a sample of 80 respondents involving older people, social workers, doctors and nurses were involved. In terms of sampling procedure, purposive and snowball were used. Purposive sampling was adopted to select nurses, social workers and older people who visited public hospitals while snowball was used to get older people living in streets. Data from questionnaire and interviews was analyzed both qualitatively and quantitatively. Qualitative data were subjected to content analysis, while quantitative data were extracted, classified and computed using SPSS into frequencies and percentages, and presented in tables and charts. The study revealed that, 58% of older people do not have ability to access free health care services in public hospitals. Moreover, study findings indicated that 57% of the older people do not use public hospitals when they become sick. Again, findings showed that, majority (85%) of respondent revealed that lack of essential medicine in public hospitals was their major challenge. Therefore, the study suggested strong measures to be taken in order to rectify and improve the situation. Among these included reviewing older peoples'

policy and suggested introduction of comprehensive health insurance scheme for older people.

Nkwamu, Cesilia Daniel (2013) *Capacity Building of Voluntary Security Group: A case study of Mbezi Salasala Kilimahewa Community in Kinondoni District, Dar es salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The project started with Participatory Assessment conducted in the year 2012 where problems were identified and prioritized by the community and planned for solutions. The problem identified was lack of security which was caused by lack of police post, Landscape of the area, new settlement area and inadequate Security skills. Although there is progress in reducing arm robbery, still the threat is there. Arm robbery remains a problem at Salasala Kilimahewa and Tanzania in general. Efforts taken include, formation of a VSG which is a Sungusungu group which lack security skills and is facilitated by only few people (Water Users Association only), therefore through this Participatory Assessment, this project came up with the following objectives: first, to increase leadership and organizational management skills of leaders, second, to capacitate members of Sungusungu group in Security skills, and third to capacitate Sungusungu leaders and Sub ward leaders in security skills. In the period of 15 months of CED program, the project has successfully accomplished all the planned activities. The project has shown that, if you strengthen community in security issues, you can easily fight arm robbery and crime in general but for this to happen, community should be involved actively in decision making at all levels including position such as managers, designers, planners and as implementers and evaluators. The project has realized that, lack of skills in security matters is a big problem to any community. There must be security for development.

Mtenga, Venerose D. (2013) *Empowering youth through Entrepreneurship Skills Training: The case of Makangarawe ward*. Masters dissertation, The Open University of Tanzania.

Abstract

This project aimed at building capacity of Makangarawe youth for self employment creation through establishment sustainable IGAs. During CNA different participatory methods including focus group discussion, interviews, questionnaire survey, direct observation and documentary review were used to collect data related to problems facing youth and potential employment creation opportunities. Findings revealed an existence of several problems including unemployment, lack of capital, globalization issues, lack of entrepreneurial culture and skills, HIV/AIDS and drug abuse, lack markets and market information and lack of empowerment programmes.

However, through Pair-wise Model, lack of entrepreneurship skills and culture was identified as the most critical problem. In this regard, it was decided that provision of entrepreneurship skills training would be the best alternative in solving such problem. In the course of project implementation 145 youths were trained and 18 out of them established an economic group named Makangarawe Tumaini Economic Group (MTEG) and identified manufacturing of Soap, Poultry, Fumigation and bee-keeping as their major IGAs. Project Monitoring and Evaluation activities involved all key stakeholders. It was envisaged that through capacity gained, YCRC would use the training manuals for further training to meet high demand for this training in Makangarawe. In addition, MTEG members would be role model to train their fellow youth and sensitize them to engage in IGAs as a source of employment and income generation. The project recommends that skills training promote youth employability hence the Government and all stake holders should create conducive environment for youth to access necessary skills and support services needed to make them employable.

Saleh, Saleh Abdelsalam Mohammed (2013) *Athari za Kiisimu za Lahaja ya Kimakunduchi katika Kiswahili Sanifu Kinachotumika Shuleni Makunduchi Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu uliwalenga wanafunzi wa skuli za msingi na sekondari za Makunduchi zilizo katika wilaya ya Kusini Unguja katika kuchunguza athari za Kimakunduchi katika Kiswahili Sanifu. Pia, walimu wa somo la Kiswahili walishirikishwa kikamilifu. Kwa upande wa wanafunzi, waliotafitiwa ni watoto wenye umri kati ya miaka 10-14 ambao ni wanafunzi wa msingi; na miaka 15 – 20 wanaosoma sekondari. Mbinu kadhaa zilitumika ikiwemo mbinu ya usaili, mbinu ya kutumia hojaji, mbinu ya maktaba, mbinu ya uchunguzi wa maskanini na mbinu ya majaribio. Kila mbinu ilimsaidia mtafiti kwa namna moja au nyingine wakati wa ukusanyaji wa data; na pia wakati wa uchambuzi. Utafiti huu una sura tano. Sura ya kwanza imefafanua usuli wa mada, tatizo la utafiti, malengo na maswali ya utafiti, umuhimu, upeo wake na pia imebainisha kiunzi cha nadharia kilichotumiwa na utafiti huu. Sura ya pili imeelezea mapitio ya maandiko ambapo mna mjadala wa namna fulani kuhusiana maandiko hayo na namna yalivyomsaidia mtafiti katika kazi yake. Sura ya tatu imezungumzia mbinu alizotumia mwandishi katika ukusanyaji wa data yake. Sura ya nne imewasilisha uchambuzi wa data. Katika uwasilishaji huo, sura imeanza kwa kubainisha sifa za kiisimu za lahaja ya Kimakunduchi kwa ujumla, pia imebainisha matumizi ya Kimakunduchi madarasani pamoja na kuonesha athari za lahaja hiyo kwa Kiswahili Sanifu. Sura ya tano imeonesha matokeo ya utafiti ambapo imebainika kwamba yamekidhi haja ya maswali ya utafiti yaliyotumika kama dira ya ukusanyaji wa data. Mwisho, sura ya sita imemalizia kwa kuonesha muhtasari na mapendekezo ya utafiti.

Salem, Badredden Mohamed (2013) *Usawiri wa Jinsia Katika Lugha ya Mashairi: Mifano kutoka Mashairi ya Shaaban Robert*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu Usawiri wa Jinsia Katika Lugha ya Mashairi: mifano kutoka katika mashairi ya Shaaban Robert. Lengo kuu la utafiti huu ni kuchunguza usawiri wa jinsia katika lugha ya mashairi ya Shaaban Robert katika kazi zake za fasihi za Pambo la Lugha na Maisha Yangu na Baada ya Miaka Hamsini ili kuonyesha jinsi lugha inavyotumika kujadili suala la ujinsia. Utafiti huu ulitumia mbinu nne za ukusanyaji data ambazo ni; maktaba, usaili, dodoso na majadiliano ya vikundi. Sampuli ya utafiti huu iliteuliwa kwa kutumia mbinu ya; madhumuni maalum, kimfumo na uteuzi wa nasibu takabishi. Utafiti huu umegundua kuwa, tamathali za semi zilizotumika katika mashairi ya Shaaban Robert ni: Sitiari, takriri, tashihisi, tasifida na tashibiha. Aidha utafiti huu uligundua kuwa tamathali za semi husawiri swala la ujinsia kwa kuonyesha mahusiano tofauti baina ya mwanamke na mwaname. Kwa kutumika tamathali za semi mwanamke husawiriwa kama kiumbe dhaifu, tegemezi na asiye na maamuzi binafsi ukilinganisha mwaname ambaye huonekana kuwa ni jasiri, hodari, shupavu na mwenye maamuzi binafsi. Vile vile, utafiti huu uligundua kuwa, matumizi ya tamathali za semi husawiri nafasi ya mwanamke katika jamii. Kwa kutumika tamathali za semi nafasi ya mwanamke inajibainisha katika: mwanamke katika asasi ya ndoa, mwanamke katika kufanya maamuzi, mwanamke katika elimu, mwanamke katika uzazi na malezi, mwanamke katika mapenzi, mwanamke katika utamaduni, mwanamke katika dini na mwanamke kama kiumbe muhimu katika jamii.

Mnemele, Constantine Yohane (2013) *Capacity Building on Quality and Quantity of Honey and Beeswax Production, Tupendane Nyuki Group*. Masters dissertation, The Open University of Tanzania.

Abstract

Beekeeping in Tanzania is one of the informal sector that is sharply gaining momentum letting in a large number of entrepreneurship as participants in activities that are largely home based or individual enterprise with few or no employees. The Community Needs Assessment through PRA found that the key problem facing the organization is inadequate education on beekeeping and how to make modern beehives, inadequate of equipment, inadequate of market network and low conscious on how to keep bees in a modern way despite of number of opportunities and low knowledge on beekeeping .There is a need to conduct training on beekeeping and aspect of quality control of honey and beeswax for market assurance. The host

organization has 10 members. The group member identified a number of problem during the Community Need Assessment (CNA). The CNA was conducted through rural participatory approach where members of the group were involved using focused group discussion, interviews, observation and questionnaires. The community needs assessment findings indicate that the respondents were of different age, level of education, economic status, family size which has impact on production, that as the population growing the production decreases which has an impact on food in the family. The goal of the project was to improve quality of honey and beeswax production in the community and the specific objectives of the project is to improve local beehives by replacing modern in order to increase productivity, increase of income in household level and create employment opportunity in the community and reduce environment degradation through afforestation. The researcher is highly recommended that there is a need for the government to mobilize the people to involve in bee keeping as means of income generation. The collective efforts should always be encouraged because it easier and economical assist group than individual in credit facilities, training and extension services. The government should help the beekeepers to find market for their bees' products.

Rutashoborwa, Paschal Mtarabirwa H. (2013) *Impact of International Trade on Coffee Industry: The Case of Kagera Region in North-West Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The impact of international trade causes challenges on the coffee industry. These challenges include: the increase in the running production costs in coffee industry and low level of application of inputs. The collected data were verified, coded and analysed by using statistics analysis, the least square method and time series analysis in the form of linear equation to reveal that there is increased import dependency that makes the price of the foreign currency to be highly demanded, hence increasing the running production costs in the coffee industry. This linear equation gives the economic relationship between the exchange rate for foreign currency and domestic currency, and that the running production costs in coffee industry increases as the required inputs in coffee industry are imported at a very high price, and therefore to cause the decline in production of coffee. In order to revive coffee industry, import dependency must be reduced by utilizing fully the available resources. The strategy that would reduce the adverse impact of international trade and improve the price of coffee, availability of agricultural inputs, replacement of aged coffee tree, proper management of coffee farm activities, economic infrastructures, as well as, the provision of credit to alleviate the financial constraints to import the capital goods in coffee industry at the fair exchange rate. The strategies would then include economic diversification and the adoption of the indigenous technology and innovation by applying the natural pesticides and organic fertilizer like dung manures to reduce the

adverse impact of international trade. Also, the government should exploit gas-utilization at capacity to enable the coffee processing industries to reduce the importation of oil, the approach that would reduce import dependency in coffee industry.

Ruturagara, Nelson John (2013) *Government Spending And Economic Growth In Tanzania 1970-2010*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this paper is to analyze the impact of government spending on economic growth in Tanzania for the period 1970-2010. We find that government expenditure is positively correlated with economic growth. Moreover, we find that only public expenditure of the current period and lagged in two period, growth of GDP lagged in one period and growth of education expenditure of the current period are significant in explaining economic growth of Tanzania. Lastly we find that error correction term is negative and significant at 5% indicating that the model converge to the equilibrium steady state in the long-run.

Ogondiek, Rosemary (2013) *Social factors affecting enrollment of children with disabilities in primary Schools: A Case of Peri-Urban Primary Schools In Ilala District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study set out to investigate the social factors affecting enrollment of children with disabilities in Primary Schools. The research location was within Ilala Municipal in Dar Es Salaam Region. Data were gathered from a sample of 51 respondents involving the categories of parents of children with disabilities, teachers from disability centres, social welfare officers and children out of school. These had been sampled through purposive, simple random and convenience sampling techniques. Qualitative and quantitative approaches through case study design were employed to facilitate the study. Moreover, qualitative data were analyzed through thematic analysis while quantitative data were analyzed with the help of Statistical Package for Social Sciences (SPSS) version 16. The study revealed that there is inadequate social support for parents of children with disabilities from community and government. The study also revealed that certain cultural conceptions negatively affect parents' intention to the enrolment of children with disabilities. Regarding parents' economic status, the study revealed that parents with high education and high income levels (government employees) are the ones who overprotect their children, confine them in homes and from public interactions thus not ready to enroll them in schools, while parents with low education and low income level are ready to send their children to school but facing financial constraints. It also revealed that

there is no correlation between family type, level of education and type of economic activity in the enrolment of children with disabilities. The study recommended that social support services and financial assistance should be provided to parents / guardians of children with disabilities.

Rukondo, Pius Daudi (2013) *Improving School Performance through Provision of Break Fast at Lolangulu Secondary School, Ilolangulu Ward, in Uyui District, Tabora Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The Community Needs Assessment was conducted in Lolangulu ward to identify their problems and needs and then to find out a proper intervention to address the most felt need. During Community Needs Assessment several problems and needs were identified particularly in education sector. The most pressing need identified during needs assessment exercise was provision of break fast provision at Lolangulu secondary school which aim at improving academic performance of students. In the course of the implementation of the project two millions shillings and four sacks of maize were mobilized for the initial start up of the project. Break fast was provided to three hundred students in excess of the target of two hundred fifty students to increased attendance. The range attendance for remedial class was one eight students, the less attendance was due to the later hours of running the remedial class and the long distance of stay for some students.

Masime, Franced C.A. (2013) *The Breakdown of Societal Norms, Practices, and the Transformation of Adolescent Sexual Behaviour: A case study of Lang'ata Ward; Nairobi County, Kenya*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the study was to examine the breakdown of societal norms & practices, vis-à-vis the transformation of adolescent sexual behaviour in Lang'ata ward; Kenya. This was mainly a qualitative study with the major methods of data collections being in-depth interviews, focus group discussions and documentary evidence. Quantitative data, collected through questionnaire method was used to supplement the qualitative data. Study findings revealed the breakdown of societal norms and practises and the initiation ceremonies that were used to prepare and educate the youth on issues of their sexuality have lost their value and in some instances do not exist completely. Thus youth in the Ward are not properly guided on their sexuality and many do not discuss the subject as they believe that it would be interpreted as evidence of sexual involvement. Findings also indicate that

religious institutions hamper the dispensation of sex education and their unwillingness to accept changes, new ideas and the global sex culture is very devastating for their members. Thirdly, study findings indicate that the sexual socialisation process is conducted tutors and counsellors in schools unlike in the traditional years where elders took full charge of the process. Hence, the study concluded that, owing to the breakdown of societal norms, practices in Lang'ata Ward, adolescent sexual behaviour has greatly transformed and youth engage in risky behaviours such as homosexuality, lesbianism, transactional sex, live sex shows with multiple partners. The study recommends the formulation of appropriate intervention strategies, the availing of reproductive health information and guidance & counselling for the youth; so that they can make informed choices vis-à-vis their sexuality. Forums where parents can learn about parental-child/children communication and attitude change in relation to youth sexuality would be extremely beneficial.

Maridadi, Prisila Festus (2013) *Improving Livelihood to Farmers through Sunflower Seeds Processing: A case of Mshani Village - Sumbawanga District*. Masters dissertation, The Open University of Tanzania.

Abstract

In many societies poverty is a challenge although the government makes effort in formulating agricultural policies in creation of conducive environment for agricultural growth. Specifically in relation to development of markets and marketing systems for inputs and outputs but poor planning, knowledge and management of agricultural outputs leads the farmers to fall into the jungle of poverty. The need for poverty alleviation is important issues for any community in its economic development. The researcher used primary and secondary methods in data correction. Primary data collected through interview, questionnaire and observation and secondary data used to correct documentation data. Community needs assessment finding basically designed to present what was gather during the study. The finding presented based on the research questions which hold base the situation concerning community needs of Mshani village – in Sumbawanga. The data were obtained from Mshani village farmers, village leaders, ward leaders and district leaders and processed by Statistical Package Software Skills (SPSS). The government should make sure that the policy which made consider the oilseeds production, processing as well of market to improve it to the producers.

Mahenge, Sinene Burton (2013) *Promotion of apples production by Installing Apples Processing Machine at Iniho Village in Makete*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on Promotion of apples production by installing Apples processing machine at Iniho Village in Makete is a result of the Community Needs Assessments (CNA) conducted at Iniho village in Makete district. Prior to project intervention, the CNA exercise was conducted which came up with the community needs and problems. The main problem unveiled with CNA exercise which faces majority community members in Iniho Village was the prevalence of income poverty. Among other activities Iniho community members do engage in fruits production as their food and cash crop which contribute to their household income for income poverty reduction. However, apples/fruits producers have been facing the problem of their fruits to be rotten and unreliable market. Under this study there were four objectives which set to facilitate solving the problem, these are: Sensitize 250 Iniho community members on apples processing project by 2013, Equip 40 apples producers with knowledge and skills on how to managed and run the fruits/apples processing project by March 2013, Facilitate accessibility of Fruits processing equipment from DED Makete and other stakeholders by 2013 and to ensure 60% of apples producers access reliable market by April 2013. Three objectives have been achieved except one objective which was to ensure reliable market which will be met under the full operation of the project. The installation of the processing machine has been successful implemented. Other activities have not been executed due to different factors including; delay access fruits processing machine and extensive rain took place between December and April which lead to destruction of many fruits. However, the project will be inaugurated between November and December 2013 when the new season for fruits starts.

Matiro, Josephine R. (2013) *Reducing HIVS/AIDS Risk to Youth Through Income Generating Activity: A case study of Tandala Ward, Makete District -Njombe*. Masters dissertation, The Open University of Tanzania.

Abstract

Because of unemployment, majority of the youth in Tandala Ward are at risk of contracting HIV as they involve themselves in risk behaviors. Creating employment opportunities and providing education on HIV/AIDS, there is possibility to have HIV free community if people are well informed and empowered. A project on Reducing HIV-AIDS Risk to Youth people through Income Generation Activity: A case study of Tandala Ward, Makete District, Tanzania was implemented. The

project goal was to empower the youth in fighting against HIV/AIDS and creating employments opportunity through income generating activities. The project was the results of a community need assessments which was undertaken at Tandala ward, Makete district. A purposive and random sampling technique was applied in selection of the samples for interview. Participatory approach was employed on data collection. Statistical Package for Social Science and Macro soft excel was used to analyse the data on community, economic, health and environmental assessments. The priority problem observed by Participatory Assessment was HIV/AIDS and Youth Unemployment in Tandala ward. The research revealed that, there is a correlation between unemployment and spread of HIV pandemic. For example, in a focus group discussion between community members and a researcher, 65% of the respondents stated that, HIV/AIDS is increasing and 90% of respondents think that, there is a high prevalence of HIV/AIDS in young people than in other age groups. It was concluded that by creating income generating project (such as potatoes cultivation) as an employments opportunity will enable youth group to support themselves economically, improve their standard of living and reduced spread of HIV infections.

Makame, Ahmed Ali (2013) *Kuchunguza jinsi methali za Kiswahili zinavyosawiri suala la Mapenzi na Ndoa Visiwani Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Methali ni moja kati ya vipengele vya semi ambavyo hutumika sana katika masuala yanayohusu mapenzi na ndoa. Mara nyingi mtu huweza kuwasikia wanawake wakipigana mafumbo wanapokwenda visimani, maharusini na hata wanapokwenda matangani. Mara nyenginmafumbo hayo hayajidhihirishi wazi wazi bali vifaa kama vile kanga, makawa, mikoba na mfano wa hayo, hutumika katika kufikisha ujumbe Fulani kuhusiana na msuala hayo ya mapenzi na ndoa. Mbali na upande wa mapenzi na ndoa, methali hutumiwa pia katika kutoa utangulizi na uhitimishi wa maongezi Fulani hasa yale yanayohusu kuwakanya vijana. Kutokana na matumizi hayo makubwa ya methali, mtafiti aliingia hamu ya kutaka kuelewa kwa namna gani methali za Kiswahili zinasawiri masuala ya mapenzi na ndoa za Wazanzibari. Utafiti huu ulifanyika katika wilaya ya mjini, Shehia ya Kiembe Samaki katika Mtaa wa Mombasa visiwani Zanzibar. Watu kadhaa walipata kuhojiwa kuhusiana na masuala ya methali, waswahili na ndoa zao. Miongoni mwa watu hao, ni pamoja na makungwi na masomo. Pamoja na kuchukua hadhari kubwa katika kutoa majibu ya maswali waliyoulizwa na mtafiti katika hatua za awali za mahojiano, kazi ya mahojiano ilipoendelea, watafitiwa hao waliweza kutoa maelezoyaliyomsaidia sana mtafiti katika kuyakamilisha madhumuni yake. Mbinu mbali mbali zimetumika katika utafiti huu ikiwa ni pamoja na ile ya kuzitumia hojaji, mbinu ya usaili pamoja na mbinu ya kuzitumia maktaba. Katika kufafanua matokeo ya utafiti, majedwali

mbali mbali yametumika. Utafiti huu, mbali ya kusaidia katika suala la marejeleo ya kazi za kifasihi bali pia utawasaidia wanandoa kuzifanya ndoa zao kuwa imara zaidi.

Joseph, Anna M. (2013) *Assessment of Intervention Strategies in Addressing the Problem of Street Children in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the effectiveness of Intervention Strategies in Addressing the Problem of Street Children in Dar es Salaam. It establishes that in most developing countries NGOs have assumed the role of state and have taken action to combat the street children problem. They have fashioned family reunification, Rehabilitation Centres, introduction of different programmes such as Vocational Training, Advocacy and Reintegration to address this social phenomenon. The study argues that the Intervention measures applied by different NGOs in Dar es Salaam and Tanzania in particular are inadequate to address the complex causes of street children. Lack of cooperation between the NGOs, lack of enough support from the Government, Dependency to Donors, lack of enough trained personnel and poor working environment are problems which have been found to limit those NGOs efforts to accomplish their mission. From the findings of the study, through empowerment model of alternative development as articulated by planning and development theorists, is far more likely to prevent the migration of children into the streets, improve the well being of children currently living on the streets and re-address to some extent imbalances in social, economic and political power that lead children to the streets. This paper proposed that street children just like other children are potentially principal agent of social change though at the same time they are vulnerable to the problems that accompany the social change. It is essential therefore to examine what can be done to protect children from those social ills and harness their abundant energies for constructive work in their communities.

Lyanga, Rebecca Mgalu (2013) *Training on care givers of Malaika Kids center on Most Vulnerable Children's Rights: A Case of Mwinijuma Area*. Masters dissertation, The Open University of Tanzania.

Abstract

A dissertation on awareness of legal rights to Most Vulnerable Children is a result of the Community Needs Assessments (CNA) conducted in Mwinijuma ward at Kinondoni Municipal. The CNA revealed that street children are core problem to majority in the community. Four objectives were set in this project such as conduct training to Malaika Kids Center staffs members on children rights, to establish

therapy sessions with Malaika kids children, to monitor the center ensuring children rights are enforced in the community and to ensure children at Malaika kids center are protected by the law that their rights are not wasted. The expected outcome of the project objectives were ; Increase skills and knowledge on child law among community members, increased skills and knowledge on children problems among the community members, started therapy sessions to Malaika Kids children, to create a close relationship with the children, understood the behaviors of the children to the extent they have been affected by the background and new policies to be formed. The project implemented has provided the increase knowledge and skills on child law, increased skills and knowledge on children problems, started therapy sessions, create a close relationship with the children and new policies were formed.

Kagaruki, Philipina Boniphace (2013) *Assessment of National Ageing a Policy on the Provision of Free Health Services to Older People in Tanzania The case of Bagamoyo District in Coast Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing National Ageing Policy 2003 on free health services provision to older people. It specifically identified the health services which are freely provided to older people and those which are not freely provided. The study adopted an evaluation research design with a sample size of 60 respondents whereas 30 of them were obtained through purposive sampling technique and 30 were obtained through simple random sampling technique. Interview, questionnaire and observation were used to collect primary data. Documentary review was also used in searching various facts. Indeed both qualitative and quantitative were used. The general objective of the study was to assess the National Ageing Policy 2003 on provision of free health services to older people in Tanzania. On the other hand specific objectives were: to examine the extent at which free health services are provided to older people, to explore the understanding of implementers on National Ageing Policy 2003, to examine economic factors that hinder accessibility to free health services provision among the older people and to assess the bureaucratic processes that affect effective provision of free health services to older people. The study revealed that the objective of providing free health services to older people aged 60 years and above as it was stated in the National ageing policy 2003 is not yet met. Findings show that the common health services which are provided freely are consultation, laboratory test and very rarely required medicine. In this aspect, there are recommendations such as policy dissemination, sufficient fund allocation for policy implementation and training to health services providers concerning health services provision to older people.

Kanyela, Michael E (2013) *The impact of Microfinance Loans Institutions in alleviation of poverty in Tanzania Rural Areas: A Case Study of Rungwe District, Mbeya Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed to investigate the impact of microfinance institutions' loans in alleviation of poverty in Tanzania rural areas by taking PRIDE Tanzania LTD in Rungwe district as the case of the study. The study specifically assessed how clients of PRIDE in Rungwe district have improved their livelihood through loans. In determining the degree improvements, the researcher investigated the extent of business growth and ability to meet personal basic needs. In the analysis both primary and secondary data were used. Quantitative methods were also employed in the performance assessment. Primary data was collected using self-administered open and closed ended questionnaires. The study also investigated the challenges encountered by most of the borrowers during and after receiving their loans and suggests possible solutions. However the findings from the study shows that individuals who got loans and invest in SMEs, have improved their life style significantly by being able to build or renovate houses, buying land, buying modern households, afford to pay school fees for their children, medical expenses, and winning social recognition. It is therefore recommended that the Micro-finance institutions and SME sector have to be given much emphasis by the government as it plays a major role in improving the life of the people as well as contributing much to the Gross Domestic Product (GDP) of the country. The challenges facing the sector especially difficult condition put by financial institutions as requirements for accessing loans have to be re-assessed to attract even the lower income earners.

Mbangwa, Zabibu Khamis (2013) *Assessment of Psychosocial Well-being of Orphans in Tanzania: A Case of Three Orphanage Centres in Moshi Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The situation of orphans in sub-Saharan Africa is terrible as compared to Europe. This situation causes million of deaths in sub-Saharan Africa. In sub-Saharan Africa, orphans have been face by many challenges in their life. The challenges in most cases results to poor standard of living of orphans and alternately leads of orphans' death. This is due to failure to identify orphans' needs and failure address the challenges facing orphans and orphanage centers. This study presents psychosocial needs of orphans aged between 12 and 15 years old, challenges facing orphanage centers and alternative strategies that may be used to overcome the challenges in serving orphans in Moshi Municipality. The specific objectives of

study were centered at identifying the psychosocial needs of orphans aged 12-15 years- old, examining challenges in the provision of psychosocial support of orphans aged 12- 15 years-old and finding out alternative strategies to address the challenges of psychosocial well- being of orphans aged 12-15 years-old in Moshi municipality. The study adopted cross sectional design both qualitative and quantitative with the sample size of 61. In selected respondents, a purposive sampling technique and a simple random sampling was used. The major findings of the study are that; the psychological needs for orphans aged between 12 and 15 years old are counselling services, health services, education and food. In regard to challenges, lack of skilled workers to work with orphans, lack of staff, and lack of fund to run the centers were identified. Based alternative strategy to overcome the challenges the study identified soliciting fund from donors, train staff in difference skill levels to enable the staff to take care the orphans. This study recommended that, orphanage should employ competent and skills workers.

Karoli, Leonce (2013) *Sustainable Charcoal Project to Reduce Youth Unemployment Problem*". A case of Chanzuru Ward in Kilosa District. Masters dissertation, The Open University of Tanzania.

Abstract

The study on Sustainable Charcoal Project to Reduce Youth Unemployment Problem, aimed at creating public awareness on the ways of addressing youth unemployment problem within the local environment. The study was started with Community Needs Assessment conducted in Chanzuru Ward so as to identify a project for interventions as a response to the challenges facing youth. Participatory methods were used for data collection during the study. The needs assessments findings revealed challenges facing youth and some of these include lack of employment for youth which rank as the first priority low level of education and ignorance (mainly entrepreneurship education) and low level of participation in various decisions that affect youth. The main project activities that were implemented include public meetings for awareness creation on youth problems, stakeholders meeting for local fundraising, provision of charcoal briquetting facilities and to conduct monitoring and evaluation. Project monitoring and evaluation was also conducted to see whether the activities implemented were supporting the project to attain its objectives. The study recommended the need for the community, governments, NGOs and other stakeholders to play their roles of supporting young people to access their rights in an equal ground with non youths.

Khalifa, Ambarak Ibrahim Salehe (2013) *Usawiri wa masuala ya Kijinsia katika Lugha ya mashairi: Mifano kutoka Mashairi ya Bongo Fleva*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchunguza masuala ya Kijinsia katika Lugha ya Mashairi: Mifano kutoka Mashairi ya Bongo fleva. Lengo hili limeweza kufanikiwa kutokana na kukamilika kwa madhumuni mahususi yaliyohusu, kubainisha tamathali za semi katika mashairi ya bongo fleva, kuonesha jinsi tamathali hizo zinavyosawiri mahusiano ya kijinsia, kubainisha nafasi ya mwanamke na mwanaume kama inavyosawiriwa na tamathali za usemi za mashairi ya bongo fleva na kuainisha tofauti baina ya wasanii wa kike na kiume katika kusawiri masuala ya kijinsia. Mapitio ya kazi tangulizi mbalimbali yanayohusiana na mada ya utafiti yamepitiwa kwa kina kwa kuongozwa na nadharia za Simiotiki, Ufeministi na Umarx. Kwa upande wa uchambuzaji, uchakataji na usanifishaji wa data, utafiti umetumia mbinu za ushiriki, usaili, hojaji na upitiaji wa nyaraka katika kukusanya data. Mbinu ya uchambuzi wa kimaelezo ndiyo iliyotumika katika uchambuzi wa data za utafiti huu. Matokeo ya utafiti yanaonesha kwamba, lugha ya mashairi ya bongo fleva inasawiri vilivyo masuala kijinsia ambapo wote mwanaume na mwanamke pamoja na sifa zao zinaelezwa katika mashairi hayo. Matokeo ya utafiti yanaendelea kuonesha kwamba, mwanamke anasawiriwa kama mama, mlezi, jasiri na shujaa, mshauri na mchapakazi katika jamii. Vile vile, anasawiriwa kama Malaya, mvivu wa kufikiri na kiumbe rahisi kudanganyika. Mwanaume kwa upande wake anasawiriwa kama kiongozi wa nyumba, kiumbe mwenye uwezo mkubwa wa kufikiri, baba jasiri na shujaa. Vile vile, anasawiriwa kama mlevi, Malaya, mtelekeza watoto, kiumbe mwenye tama na asiyeridhika. Mwisho ni hitimishi, muhtasari na mapendekezo ya utafiti wa baadaye.

Kidole, Valerian Vitalis (2013) *Sweet Potatoes Production and Poverty Reduction in Singida District: Empirical Evidence from Ihanja Division*. Masters dissertation, The Open University of Tanzania.

Abstract

The main aim of the study was to assess the extent to which sweet potatoes production has reduced poverty in Ihanja division, Singida district,. Both qualitative and quantitative data were collected using structured questionnaire, focus group discussion and on site observations. The study revealed that majority of households (78.7 %) acknowledged to have ability to finance food through potatoes earning (89 %) education and (94 %) health services with no difficulties. Moreover 82% of the respondents reported that, sweet potatoes production had helped them to construct

houses, only that many of the houses were not modern one. Majority (64 %) of the households did not acknowledge having adequate clothing material. Regarding beddings and kitchenware, 93.3 % did not acknowledge adequacies in beds, chairs, tables and kitchenware. The major problems facing sweet potatoes production were weevil infestation especially during the dry season, lack of financial assistance, low prices of the crop due lack of organised marketing strategies and inadequacy of land. Absence of extension services which resulted in poor agricultural practices, and pests and diseases were also mentioned as constraints to sweet potatoes production. Based on the findings of the present study, some issues aimed at improving sweet potatoes production need to be addressed. These includes improvement of access to rural credit by strengthening of the existing SACCOS and cooperative societies, provision of agricultural extension services, distribution of high-yielding varieties, and improved access to land and secure property rights.

Kisanji, Joachim Aloyce Ndamba (2013) *Kufuwawa kwa Miiko na Kupotoka kwa Maadili Uchunguzi Kifani wa Jamii ya Wabungu*. Masters dissertation, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchunguza na kutafuta miiko ya jamii ya Wabungu. Mada ya utafiti ilikuwa ni kufuwawa kwa miiko na kupotoka kwa maadili uchunguzi kifani kwa jamii ya Wabungu. Mtafiti alitumiya njia ya uchunguzi kifani ili kumwezesha kupata data alizozikusudiya. Njia hii ilimwezesha mtafiti kuwasaili watafitiwa wakati huo huo akifanya uchunguzi. Ukweli ni kwamba katika utafiti huu, mtafiti aliongozwa na nadharia za Elimu ina Kwao na Fasihi ina Kwao pamoja na nadharia ya Kila Jamii ina Ujumi Wake. Kwa hali hiyo utafiti ulikuwa umesanifiwa vizuri na kumwezesha kupata data za awali na za msingi kwa wakati. Jumla ya watafitiwa 23 walisailiwa. Kati ya hawa wanaume walikuwa 15 na wanawake 8 tu. Katika utafiti huu mtafiti aliweza kukusanya miiko takribani 114 kati ya miiko hiyo yote ni miiko 20 tu ndiyo iliyojadiliwa kwa kiwango cha maadili na mingine ilijadiliwa kifalsafa na miiko mingine iliorodheshwa tu. Baada ya uchambuzi wa data zote za maelezo mtafiti alibaini kuwa ni kweli kuwa maadili ya jamii ya Wabungu yamepotoka. Watafitiwa walimweleza mtafiti usasa ni chimbuko kuu la kupotoka kwa maadili. Usasa huo ni pamoja na elimu isiyokuwa na misingi ya maadili mema na ujumi wa jamii inayowazunguka. Aidha taalimu ina kwao na fasihi ina kwao ilishadidia kupotoka kwa maadili katika jamii ya Wabungu. Mwisho mtafiti alitowa mapendekezo kwa Wizara husika kama Elimu na Utamaduni kuliangalia suala hilo kwa mtazamo wa kufuwawa kwa miiko na maadili. Pia tafiti nyingi iwezekanavyo zifanywe ili jamii za Kitanzania ziweze kuuhisha miiko ambayo ni nyanja adhimu katika sanaajadii.

Kisuguru, Abdulkarim Twahir (2013) *Determinants of Dividend Payout Policy for the Manufacturing Companies Listed at DSE in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at examining the determinants of dividend payout policy for the manufacturing companies listed at DSE in Tanzania. Quantitative research design employed to carry out the study. The secondary data were used which extracted from the Annual Report of Sampled firms. This data have been sourced from website, database of African listed firms and DSE publications covering the period of 2007 to 2011. The five sampled manufacturing companies listed at DSE presenting purposive sampling have been used in the study. Six variables were used, where by dividend payout represented as dependent and profitability, liquidity, growth, firm size and leverage regarded as independent variable. Furthermore, Five hypotheses formulated, measured and tested by panel data (time series) regression analysis with descriptive and correlation analysis through SPSS. The Findings reveal that profitability is the most significant factor that influencing dividend payout for the manufacturing companies listed at DSE. However firm size is insignificant factor for decision of dividend payout. In addition, contrary to the described literature, this study doesn't support liquidity to be important factor for dividend payout to manufacturing companies while leverage and growth reveal the inversely insignificant relationship to dividend payout for manufacturing companies in DSE context. Finally, individual investor who prefers current high dividend should invest on profitable manufacturing company listed at DSE and management should announce the dividend after considering their profit.

Kitenana, Jose Stanslaus (2013) *Access to Tourism Market Pro-ject for Sustainable Economic Development of Community around Protected Areas in Natta Mbiso village - Serengeti District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing factors limiting economic benefits from protected areas to local people in Serengeti district. Three villages adjacent Serengeti National Park (SENAPA) namely Bonchugu, Ikoma Robanda and Nata Mbiso were involved. Survey data were collected using household questionnaire survey, Focus Group Discussion (FGD), Semi-structured Interviews, and by observation. The study found that about 9% of the local communities could see benefits. The benefits included both direct and indirect. The direct benefits included funds to Income Generating Activities (IGAs) and employment, whereas the indirect one included social projects on construction of classroom, dispensary, dam, dormitory and provision of furniture for school and dispensary. The study revealed major limiting factors to benefits access include institutional interest, limited employment opportunities and market

for local produces, lack of participation, and low qualification of the locals. The study concludes that, despite of indirect benefits seem to be high than direct benefits, the benefits accessed by the local communities are insignificant both social and economic wise. After the community priority ranking has been agreed and proposed to carry out the project named access to tourism market project (ATOMP) for sustainable economic development of community around protected areas in Natta Mbiso village - Serengeti district to make the local communities to enjoy conservation benefits when all effective mechanisms to benefit the local community was applied. This project create market for local produces in PAs, en-abling the local community to access employment opportunities and income, significant improve social amenities, having good relationship between local community and PAs, and collaboration among the key stakeholders to enhance locals to access conservation benefits.

Mkate, Hussein Ally (2013) *Saving and Credit Scheme for Women Entrepreneurs as means for improving personal income at Mwandiga ward, Kigoma District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the community needs assessment in Mwandiga Ward in Kigoma district was to identify the magnitude of problems as well as identify needs priorities so that to get the entry point, in collaboration with the researcher host organization, to intervene and bring changes needed in the selected target community. The most pressing need of Mwandiga community was to improve of personal income therefore the project is trying to addresses this problem. The project intended to establish saving and credit society as means of improving personal income. A total of 29 women were sensitized on the importance of saving and credit schemes. Guiding constitutions was also developed as a management tool. The startup income mobilized amounted to 1.8 million. The establishment of a saving and credit scheme was still in process. Generally the saving and credit scheme will act as a tool for financially empowering women to start up their business.

Kiunga, Japhet Murori (2013) *Establishing Children Community Library and Resource Center at Kahawa Estate, Kiambu County*. Masters dissertation, The Open University of Tanzania.

Abstract

Early Child Development (ECD) learning is a basic foundation that prepares children for primary school, globally embraced as part of Universal Education for every child. Kenya recognizes education for every child within educational and sustainable development policies such as Vision 2030. Although country is currently

implementing a free primary education which was established in 2003, preschool, the foundation of ECD learning is not funded by the government leaving parents and non profit organizations as the sponsors (MOEST, 2005). The reading habits of preschool remain sketchily understood. This research aims to assess the challenges and needs of preschool children in a peri-urban urban set-up. The research is guided by the following research questions: What are the attitude of children on school and learning? What factors influence children attitude on school and learning? What factors and resources enhance early child development learning? The review of related literature focused theoretical, empirical, policy and other pertinent content analysis. Field research formed the primary data for the study while resources from booksellers, libraries, internet and Ministry of Education formed the main secondary data. The primary data is summarized using SPSS; then merged with secondary data and interpreted to draw the main trends about children reading habits.

Kutamika, Silau Gervas (2013) *Kutathmini nyimbo katika kukuza na kuimarisha malezi,mfano wa kabila la Wakaguru*. Masters dissertation, The Open University of Tanzania.

Abstract

Makusudi ya kufanya utafiti huu, ni kutathmini dhima ya nyimbo katika kukuza nakuimarisha Malezi,mfano wa kabila la Wakaguru,Utafiti huu umefanyika Wilayani Kilosa,kata za mbili za Rubeho na Chagongwe zilizopo wilaya mpya ya Gairo,Aidha kata zote mbili zimeshirikishwa kikamilivu, zikiwa maskani ya utafiti huu,Nyimbo za ngoma tatu zimetumika katika mchakato wa utafiti hadi kufukia Matokeo halisi ya utafiti.Ngoma zilzozumuishwa kwenye utafiti huu ni pamoja na Ngoma ya Digubi,Ngoma ya Jando na Ngoma ya Mtunya Zilichunguzwa dhima zao na umuhimu wao kwa jamii ya Wakaguru wenyewe na Taifa kwa ujumla wake.Njia zilizotumika katika kufikia ukamilifu wa kazi hii, zilikuwa ni utafiti wa Maktaba na ule wa ana kwa ana. Matokeo ya utafiti huu yamebaini yaufuatayo:Washiriki waloteuliwa ni 340 walifikiwa na kufanikisha utafiti. 1.Vijana wenye umri wa miaka kuanzia 11-18 hawashiriki kabisa katika shughuli nyimbo za jadi wamezamia katika kuufukuza utandawazi. 2.Asilimia 75 ya Walioteuliwa kwenye utafiti huu na wenye umri wa miaka 19-25 walishiriki katika shughuli za nyimbo za ngoma. Zipo nadharia kadhaa zililyotumika katika Tasnifu hii, kuhusu uwasilishaji na uchanganuzi wa takwimu,Nadharia hizo ni Nadharia ya fasihi ina kwao, Nadharia ya uhalisia na Nadharia ya Mtu na fasihi na Nadharia ya Dini ni Bangi, Tasnifu hii imeundwa na sura sita, ya kwanza inahusu utangulizi kwa ujumla, usuli wa tatizo umewekwa bayana .Dhana ya mwingiliano wa nyimbo za ngoma imejadiliwa kwa kuhusishwa na mwingiliano uliopo kati ya nyimbo za ngoma na utamaduni wa magharibi, unaovinjari Mithili ya kasi mawimbi ya vumbi,linalonyemelea kuumeza x utamaduni wa mwafrika, hususan katika eneo la kata za Rubeho na Chagongwe, ambako utafiti huu ndiko unakofanyika, ukiwakilisha maeneo yote yanayokumbwa

na tamaduni za magharibi, ambazo tayari zimeleta athari kubwa ya kuporomoka kwa maadili ya jamii, kwani nyimbo za ngoma katika jamii zetu hasa Digubi, kwa ajili ya kuwafundisha na kuwataarisha watoto wa kike, katika kuyakabiri maisha yao ya ujana kwenda utu uzima na Jando lililotumika pia kuwaandaa vijana wakiuume kwa maisha mema na kupata mwongozo im arawa maisha yao ya jamii,na jamii zinazowazunguka. Pamoja na usuli wa tatizo sura hii imeonesha waziwazi malengo ya utafiti huu. sura ya pili inahusu nadharia na mbinu zilizotumika katika utafiti huu, katika sura hii.Dhana ya nadharia imeelezwa ,Aina za nadharia zimeelezwa, na nadharia zilizotumika kwenye utafiti huu, zimebainishwa, aidha eneo la utafiti, wahusika lengwa, namna ya ukusanyaji wa takwimu, muundo wa ukusanyaji wa takwimu, mpango wa uchanganuzi wa takwimu, katika utafiti; vyote hivyo vimefafanuliwa wazi kuhusu zana zilizotumika, utafiti huu umetumia uchunguzi wa maktaba, masaili na maswali ya dodoso. Sura ya tatu imeshughulikia mapitio mbalimbali ya maandishi yanayohusu Fasihi ya ngoma ,Jando, digubi, Fasihi ya ngoma hii imetoa maana na dhanna nzima ya ngoma, jando, digubi, Fasihi ya ngoma na nyimbo za ngoma zimeelezwa na kufafanuliwa kwa kina. Dhanna za maadili, malezi navyo vimejadiliwa. Sura ya nne imehusika na mambo makuu mawili ;Mbinu na njia za kukusanya data, uwasilishaji na uchanganuzi wa data. Wahojiwa waliotarajiwa walikuwa 1,720,000 lakini waliofanikiwa kufikiwa walikuwa 340 na ndio walioleta matokeo xi halisi ya utafiti, kwa hiyo uwasilishaji na uchanganuzi wa takwimu hizo umetumia takribani robo idadi kuu watu katika kata hizo. Orodha ya wahojiwa imeambatanishwa nyuma ya taarifa hii, kama kiambatanishi A na E kinabainisha. sura hii imebainisha wazi uhusiano uliokuwapo hapo zamani, kati ya tabia njema kwa vijana na mafunzo yaliyotokana na nyimbo za ngoma za digubi na jando. Sura ya tano imejadili nadharia ya fasihi inakwao, Nadharia ya uhalisiya na Nadharia ya udhanaishi, Nadharia ya Ufeministi, Nadharia ya dini ni bangi, Nadharia ya ujumi na Nadharia ya ndani nje katika kuhakiki vipengele vya fani na maudhui ya kazi yote, hizi zimefafanuliwa kwa kina na kwa kuzingatia nadharia saidizi tatu za nadharia ya fasihi inakwao, Nadharia ya uhalisiya na Nadharia ya udhanaishi, Na hatimaye muhtasari wa utafiti, hitimishi yake na mapendekezo kadhaa, kwa ajili ya tafiti zaidi vimetolewa katika sura hii, imejadili nadharia ya fasihi inakwao, Nadharia ya uhalisiya na Nadharia ya udhanaishi.

Kyando, Moses Klaut (2013) *Role of Local Television Programs in Promoting Domestic Wildlife Tourism in Tanzania: The Case of Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The main aim of the study was to examine the role of local television in promoting domestic wildlife tourism. Data was obtained through a questionnaire with 98 members of the general public in Dar es Salaam and interviewing six experts from stakeholder organizations and was analyzed by generating descriptive statistics and

subjecting interviews and documentary transcripts to content analysis. Findings revealed that the local TV programs influence different demographic groups differently, but they play a critical role in emancipating and sensitizing the public to participate in domestic wildlife tourism. It is also revealed that there are TV programs, which are more effective such as Kambi Popote of Clouds TV and those which are still far from being effective. In their attempt to effectively promote domestic wildlife tourism, TV stations face challenges including mainly insufficient support from the government, paucity of resources, and social-political cultures on the side of citizens and political leaders that discourage development of compassion in tourism and its related activities. Among other issues, it recommends for more awareness campaigns, educational interventions, and reviewing promotional programs by TV stations. It recommends that the National Tourism Policy and legal frameworks should be reviewed to undo overlaps between institutions that manage and promote domestic tourism. Last, it recommends for a baseline survey to establish how behaviors of supporting and participating in domestic tourism are distributed across demographic groups for designing intervention initiatives.

Ali, Abdolha Mansour (2013) *Kuchunguza Vipengele vya fani katika Mashairi ya Kiswahili: Ulinganishi na ulinganuzi wa Mashairi ya Euphrase Kezilahabi na Haji Gora Haji*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulikuwa na lengo kuu ambalo lilikuwa ni kuchunguza vipengele vya fani katika mashairi ya Kiswahili kwa kufanya ulinganishi na ulinganuzi wa mashairi ya Euphrase Kezilahabi na Haji Gora Haji. Lengo hili limejumuishwa katika utafiti huu ili kuweza kuona kama kuna kufanana na kutofautiana kwa vipengele vya kifani katika mashairi ya kisasa na yale ya kimapokeo. Vilevile, tukaona ni busara japo kwa ufupi kueleza ama kudokeza dhamira mbalimbali zinazowasilishwa katika aina hizi mbili za ushairi yaani ushairi wa kisasa na ule wa Kimapokeo. Ili kufanikisha malengo ya utafiti huu tumekusanya data kwa kutumia mbinu za maktabani na kufanya uwasilishaji na uchambuzi wa data kwa kuongozwa na mkabala wa kimaalezo kama inavyoonekana katika sura ya nne ya tasnifu hii. Matokeo ya utafiti yanaonesha kwamba, mashairi ya Euphrase Kezilahabi na yale ya Haji Gora Haji yanaonesha kutofautiana kwa vipengele vya kimuundo katika matumizi ya vina na mizani, kibwagizo, muundo wa tarbia katika beti za shairi zinatokeza sana katika ushairi wa Haji Gora Haji kuliko mashairi ya Euphrase Kezilahabi. Mashairi ya Euphrase Kezilahabi hayatumii kabisa vipengele hivi. Kwa upande wa kufanana kwao, tumeona kwamba, wote wawili wanatumia lugha ya mkato, taswira, wahusika pamoja na ucheshi. Vilevile, tumbaini kwamba Kezilahabi na Haji Gora Haji wanazungumza juu ya dhamira ambazo zinasawiri hali halisi ya maisha ya jamii ya Kitanzania na hata kwingineko duniani.

Cheru, Siwema M. (2013) *Capacitating Women Living with HIV/AIDS in Tumbi Ward through training on income generating activities and financing*. Masters dissertation, The Open University of Tanzania.

Abstract

This report present project carried out to assess the needs of Women Living with HIV/AIDS (WLHA) in Tumbi ward – Kibaha Town Council. The objective was to assess the WLHA community and identify their strengths and resources available to meet their needs. To achieve this, objective the project employed participatory assessment methodology. This enabled identification and prioritization and ranking of 7 needs of the WLHA. Need for capital was ranked first followed by business premises and entrepreneurship skills. A project was then developed with a goal of improving life standard of WLHA in the ward through social economic empowerment. Implementation of the project was planned to train 40 members of the WLHA network in Kibaha known as MAWAKI on entrepreneurship, project management, and nutrition. Despite of the limited resources, all 40 members were trained and 20 were given 400,000/= each as seed money to start Income generating Activity (IGA). This has helped them to copy the skills into real life. Kibaha Town Council supported the project by providing 2,000,000.00 Tshs as a capital to the MAWAKI members. All of the MAWAKI members had managed to undertake economically feasible IGA such as investing in agriculture and started poultry projects on individual basis. Evaluation of the project has shown appreciable achievements including the increase in IGA that were conducted by. Further to this, nutritional status and altitudes of MAWAKI towards livelihood had increased and all were enthusiastic in having IGAs.

Elinaza, Abduel (2013) *Impact of Foreign Exchange Intervention on Shilling fluctuation in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Abstract

This study investigates the impact of foreign exchange market intervention and shilling in Tanzania. The study aspires to develop a deeper understanding of foreign exchange intervention in the country. Literatures suggest that central banks intervene in the foreign exchange market for several reasons, including calming disorderly markets, correct misalignments, and accumulating reserves. But literatures a one thing and market disorder another thing all together. The recently Bank of Tanzania intervention and shilling fluctuations has led to renewed interest in how central banks should intervene to maximize it efficacy. This paper sheds light on a number of operational aspects of intervention. For this purpose, economic technique OLS, cointegration test, and Error Correction Mechanism was applied to time series. To

gauge impact of intervention, Error Correction Term was applied. The study selected weekly Interbank Foreign Exchange Market and foreign exchange inflows data from 2006q1 to 2012q1. It also presents evidence on intervention practices based on the outcome of the results. The results shows that BoT intervention play little role to correct exchange rates levels and at short term are increasing fluctuation while no proof was registered that commercial banks sales have either positive nor negative impact on the market. The empirical results of this study raise a number of policy issues, because Tanzania is a net import-economy, therefore, the central bank has to strike a balance between the exchange rates that will not discouraging exports but at the same time controlling prices up spiral, which are the results of imports because of shilling depreciations. Since, higher inflation has spiral effects, be it economically or politically.

Gimbi, Norman (2013) Enhancing Sustainability of women economic groups through business management skills training. Masters dissertation, The Open University of Tanzania.



Abstract

A Community Economic Development (CED) related project was developed based on identified problems through Community Needs Assessment and survey which incorporated focal person questionnaires, focus group discussions, observation and documentary review. Low income identified among the four problems as a first priority problem through pair wise ranking tool. However, the exercise was extended to HTK Mama Kwanza women group which was the host organization to this project; “Enhancing sustainability of HTK mama kwanza through business management skills training”. Seven project activities implemented on income generating activities, entrepreneurial skills, business management and Gender issues through meetings and trainings. The main objective of the project was to increase sustainable economic and social status of women with their families through enhanced income generating capacity, awareness on gender and HIV/AIDS related issues by 2013. The survey findings revealed that, low level of education and ignorance; lack of working capital and access to credit; inadequate entrepreneurship and application of modern technologies, contribute to low participation of women in economic activities. Project achievements are including notable respect from their husbands due to contributions of women brings at home, the group keeps records of IGA properly, running food and fruit processing machines profitably, three new IGA groups formulated in the ward and acquisition of a plot for construction of their own small food processing house. Sustainability of income generating activities (IGAs) is not an individual process but collective one, involving many actors in addition to the

group members themselves. In overcoming women problems, there is no single, smooth and simple solution. The CED project has done partly so in sustaining the situation all actors should play their parts participatory.

Waziri, Twaha. I. (2013) *Problems and challenges facing the government in addressing the problem of street children in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing problems and challenges facing the government in addressing the problem of street children in Tanzania. The specific objectives were to identify underlying factors leading to the persistence of the problem of street children, to find out problems and challenges facing the government in addressing it and to come out with alternative strategies to curb the problem. A descriptive cross-sectional research design (both quantitative and qualitative) methods was adopted to collect and analyze both primary and secondary data from respondents. Data from Street Children, Ward Executive Officers and Community Development Officers was collected through structured guided questionnaire while semi-structured interview was used to collect data from key informants. Secondary data was collected through review of documents. The Statistical Package for Social Sciences (SPSS) version 16.0 was used for quantitative data while thematic analysis was used for qualitative data analysis. The majority (78%) of respondents confirmed that poor government planning, ineffective policies and child legislations and weak laws as underlying factors to the problem while most of the respondents (76%) verified that, lack of political will, weak policies and legislations as challenges facing the government to address the problem. Furthermore, 80% of respondents suggested that review of child policy and legislations. Therefore, it can be concluded that, the government proved failure in identifying the root cause of the problem. Accordingly, the existing strategies are ineffective as merely addresses symptoms of the problem. Therefore, review of policies, laws, effective planning and enforcement of laws are fundamental to get rid of this problem. Conclusively, Social Workers should actively engage in advocacy and lobbying, policy analysis, public sensitization and further research to come out with sustainable solutions to the problem.

Willbrord, Manyama (2013) *Micro Credit for Economic Empowerment of Vulnerable Women: A Case of Kimara Matangini Stree*. Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of the project is to establish micro-credit schemes for women for income generating activities at Kimara Matangini Street (Mtaa) in Saranga ward,

Kinondoni municipality, Dar es Salaam region. The project has been conceived basing on Community Needs Assessment (CNA) conducted in the area in April 2012. Primary data collecting methods included Structured Questionnaire, Focus Group Discussions and Observations. Documentary analysis was used to gather secondary data. At least 270 women will benefit from through access to capital for income generating activities by the end of the project in March 2015. Five objectives have been implemented during the period from April 2012 to June 2013. They include: 1) To strengthen the performance of the host organization; 2) To increase the awareness of at least 10 local leaders on microcredit and VSLA methodology; 3) To mobilize vulnerable women to form village and savings and loans associate groups; 4) To strengthen supervision and monitoring system of the project; 5) To mobilize community members for broadening implementation resources. The remaining two objectives will be implemented as from July 2013 to March 2015. Several recommendations have been drawn including to: recover costs through charging Village Savings and Loans Associate (VSLAs) methodology trainings; strengthen management through having full time paid employees, publicize the project through producing leaflet materials describing the project and enhance community trust and ownership through encouraging community participation in the project. To ensure continuity of the project, a sustainability plan has been developed.

Suwed, Ahmad Abdalla (2013) *Usawiri wa Ujinsia Katika Filamu: Uchunguzi wa Matumzi ya Lugha Katika Filamu za Steven Kanumba*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu usawiri wa ujinsia katika filamu uchunguzi wa matumizi ya lugha katika filamu za Steven Kanumba. Lengo kuu la utafiti huu ni kuchunguza usawiri wa kijinsia katika lugha ya filamu za Steven Kanumba ili kuona ni jinsi gani lugha inatumika kusawiri masuala ya kijinsia katika jamii. Utafiti huu ulitumia mbinu nne za ukusanyaji data ambazo ni; maktaba, usaili, dodoso na majadiliano ya vikundi. Sampuli ya utafiti huu iliteuliwa kwa kutumia mbinu ya; madhumuni maalum na utuezi nasibu wa sampuli. Utafiti huu umegundua kuwa, filamu za Kanumba zimetumia lugha kwa namna ambayo inasawiri mahusiano ya kijinsia katika jamii mbalimbali hususani jamii ya Watanzania na Afrika. Matokeo ya utafiti huu yamebainisha kuwa Kanumba katika filamu zake ametumia zaidi kejeli na dhihaka kuliko vipengele vingine vya lugha. Matumizi ya kejeli na dhihaka yanaonyesha ndiyo mbinu ya kifani inayotawala kazi za Kanumba. Utafiti huu umedhihirisha kuwepo kwa usawiri wa mwanamke kwa namna mbalimbali. Katika kazi za fasihi za Kanumba imedhihirika kwamba mwanamke anasawiriwa kama mama, chombo cha starehe, kiumbe dhaifu na tegemezi, kiumbe kisichokuwa na maamuzi binafsi, chanzo cha matatizo, msaliti, na ni kiumbe mvumilivu na mnyenyekevu. Utafiti huu pia umebaini kuwa, matumizi ya lugha katika filamu za

Steven Kanumba yanadhihirisha tofauti baina ya mwanamke na mwanaume katika jamii. Imegundulika kuwa kuna mahusiano tofauti baina ya mwanamke na mwanaume. Tofauti ya mahusiano haya imejengeka katika misingi ya kijamii ambapo tangu awali jamii inawaona wanaume ni tofauti na wanawake.

Salum, Asha (2013) *Factors associated with risk of sexually transmitted infections among primary school adolescent (girls) in Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Kinondoni district in Dar es Salaam. It focused on primary school girls, parents and teachers. Its purposes were to examine the socio-economic circumstances under which condition does primary school involves towards higher risk infections. The study included 50 respondents, which were categorized into three (3) groups, including 30 student, 10 parents and 10 teachers. Questionnaire, observations were used to collect primary data. The objectives of this study were to examine the socio-economic and psychological context of sexuality among primary school girls, Second to explore young girl's sexual perception, attitude and practice and lastly, to find out strategies to be used to protect school girls from unsafe sex practice. The findings show that, there are several factors which contribute to primary school girls who involved into sexual practice. Among others this includes economic hardship of the family or poverty, Temptation, new technology, peers groups, social environment and their attitudes towards sex and relationship. Majority of respondents were of the view that the impacts of early involvement into sexual activities among primary school girls was unwanted pregnancy, sexual transmitted disease, drop out from school and loss of life and death. Parents and teachers played a minor role in providing about sex, health reproduction education to primary school girls adolescent.

Nzalayaimisi, Puyo Elenor (2013) *Rights and Equal Access of Women in Employment in Public Sectors. Case of Fire Brigade Unit of the Ministry of Home Affairs in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study attempted to investigate right and equal access of women in employment in public sectors. Thirty members of the Fire Brigade Headquarter in Dar es Salaam were identified for the study using simple random sampling. Multiple methods were used for data collection, namely structured questionnaires where by questions were given to the respondents to respond in writing. Observation method and documentary analysis where by relevant materials related to the topic were analysed. In the process of answering the basic questions, a questionnaire that include

demographic profiles, the causes for low rate of employment, the challenges and the impacts of women's equity in promotion in Fire Brigade Unit in Tanzania were used. After the collection of data they were analysed using software Statistical Package for the Social Sciences (SPSS). The findings were analysed in percentage indicated that the leading proposed cause for low rate of employment of women in Fire brigade 73.9% respondents strongly with higher ranks are men while 26.1% are women with high rank hence discouragement and lack of self-confidence in vacancy announcement 89.1% of the respondents disagreed that advertisement for employment opportunity in the Ministry of Home Affairs encourage women to apply for the vacancy advertised and 10.9% . However in an overall Out of forty six respondents 56.5% were males and 43.5% were females. The study concluded that women equity and access to employment should be taken into consideration and emphasizes in order to reduce gender imbalances in various institutions. There is a need for the government through the Ministry of Home Affairs to encourage women to apply for the employment vacancies by increasing the number of women applicants and since the nature of the work was masculine. By increasing the number of women applicants the participation of women in decision makes and main responsibility will be greater than the current situation. Women to be given some priority in their starting salary scales and allowances to encourage them to full involvement in the masculine jobs. Furthermore, the study recommends that Government of Tanzania should not only impose laws to favour women but it should make sure that the laws are enforced by every institutions in Tanzania, and if found that an institution violate the laws serious actions should be taken to the required institution.

Losioki, Bertha Erasto (2015) *Assessment of HIV and AIDS Psychosocial Competences on Youth Sexual Behaviour in Mbulu and Mufindi Districts, Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

Youth are among the vulnerable population for contracting HIV and AIDS. Their sexual behaviour risks increase when they have inadequate psychosocial competences. Using a cross sectional study design, psychosocial competences for HIV and AIDS prevention and sexual behaviour were assessed among both in and out of school youth respondents aged 15 - 35 years in Mbulu and Mufindi districts. Data was collected through Questionnaire, focus group discussions with the youth, in depth interviews with parents, social workers and government officials at Ward levels. Non participant observation was also used. The study evaluated the types of sexual behaviour risks for HIV and AIDS infection, assessed the psychosocial competences for HIV and AIDS prevention among youth and determined the impact of psychosocial competences on youth sexual behaviour. Data was analysed using SPSS software. Significant differences were found among the youth in engagement

into risk sexual behaviour and in decision making ability. Female had low decision making ability compared to male youth in the study areas. Self awareness was high among male and female youth however social support for HIV prevention was inadequate in the study areas. Multiple regression analysis indicated that age was a common predictor for sexual behaviour in the study areas. Attitudes and beliefs had significant positive impact on youth sexual behaviour in Mufindi while religion had positive significant impact on youth sexual behaviour in Mbulu. Based on the findings youth involved into risk sexual behaviour and they had inadequate psychosocial competences for HIV and AIDS prevention. Action should be taken to formulate and finance youth programmes that aim to train and impart psychosocial competences for HIV and AIDS prevention.

Mbwete, Rose Irene (2015) *The Implications of Socio-Economic Transformation for Social Protection among the old people in Tanzania: A case study of Kawe Ward in Kinondoni District*. Doctoral thesis, The Open University of Tanzania.

Abstract

This thesis investigated the implications of socio-economic transformation for social protection among the old people in Tanzania. It argues that old people had been neglected in terms of social and income security despite the National Ageing Policy (2003) as well as the National Social Security Policy (2003) stipulating that every citizen has the right to be protected against social and economic distress. Methodological triangulation was used to collect information, in particular the study used the survey interviews, focus group discussions, in-depth interviews and documentary reviews. The results show that respondents offered different explanations on the existing values and norms that guide the provision of social protection among old people within the study area. It was further evident that, the changes in the value system had affected social protection provision among old people within the study area. Among the effects are insecure, disrespected, isolated and poor living conditions. The study has established that the existing policies that related to catering and providing for old people remained largely unknown to the majority of the respondents interviewed neither were they aware of their entitlements and rights stipulated by these policies. This study further, contextualizes the influence of economic transformation on the social protection of the old people, whose effects include loss of income, working even in old age, increased vulnerability, poverty among old people and a sense of abandonment. Thus, the study concludes that comprehensive social policy for the old people is of crucial importance to engender the sustainability of their livelihood in contemporary society.

Omar, Haji Maulid (2013) *Nafasi ya hadithi Simulizi katika kufunza Maadili mema shule za sekondari, Visiwani Zanzibar*. Doctoral thesis, The Open University of Tanzania.

Abstract

Hadithi Simulizi zimeanza zamani kutumika katika jamii. Hadithi zilikuwa na zinaendelea kutumika katika jamii ya watu wa Visiwa vya Zanzibar katika fani mbalimbali za kimaisha. Wazee majumbani na walimu katika Shule za Sekondari hutumia hadithi simulizi katika kufunza maadili mema. Mtafiti amefanya utafiti katika maeneo mbalimbali na kuona nafasi ya hadithi simulizi katika kufunza maadili mema Shule za Sekondari, Visiwani Zanzibar. Utafiti umefanyika katika maeneo mbalimbali ya Unguja na Pemba. Data zimekusanywa maktabani, katika Shule za Sekondari na Mitaani, kwa wazee, walimu, na wanafunzi. Data kuu alizokusanya mtafiti ni hadithi za ngano, viganu na soga. Sura ya kwanza, inazungumzia usuli wa mada na kugusia nafasi ya hadithi simulizi katika kufunza maadili mema Shule za Sekondari Visiwani Zanzibar, lengo la utafiti, madhumuni mahsusi, maswali ya utafiti, umuhimu wa utafiti, eneo na mipaka ya utafiti. Sura ya pili, imebainisha maelezo mafupi ya kazi tangulizi na jinsi zilivyomsadia. Sura ya tatu, utafiti umekusanya nadharia mbalimbali kama vile ndani-nnje, mkabala wa kiislamu, ya fasihi na jamii, ya muundo na ya hisia zinazohusu fasihi simulizi na maadili. Sura ya nne, imefafanua mbinu na njia za utafiti ambazo zimeelezwa ndani ya tasnifu, kuonesha pahala pa utafiti, uteuzi, ukusanyaji wa data, vifaa vya utafiti na uchambuzi wa data. Sura ya tano, imeshughulikia uchambuzi wa data na matokeo ya utafiti. Kwa ujumla mtafiti ametumia nadharia ya Ndani-Nnje, Dhima na kazi ya fasihi, ya Kiislamu, ya muundo, na ya hisia. Sura ya sita ni uhitimisho na mapendekezo, mtafiti ametoa hitimisho na muhtasari wa mapendekezo ya kazi yake ya utafiti.

Pembe, Scholastica (2013) *Investigation of the Construct of Parenting from Children Perspectives in Primary Schools in Moshi Municipality of Kilimanjaro, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to conduct an investigation on the construct of parenting from children's perspectives a case study of Moshi municipality. Within Moshi municipality five government and five private schools were selected. The target populations were primary school pupils, parents and Teachers. The main methods employed in conducting the study were desk review, structured interviews, and focus group discussions. Findings for current study indicate that 90% of the children involved in the study perceive conditional care where by the socioeconomic status in the family determines the receipt for their provisions. 80% of the children are also

needed to conduct themselves in various manners (responsible and accept morals) to be cared for by their parents. They would like to be involved in the dynamics and changes that are happening in the family and felt that still there is a big gap on the sides of parents on the recognition and respect for children's ideas. Children themselves are aware about their position in the family and know their boundaries. Authoritarian parenting style is what is most frequently reported in these findings with the children advocating for authoritative parenting instead. Also the findings indicate the ideas of parents and teachers that its complications on the provisional of children care as every parent did as sees the best for his children as parents declare the important of including children and discover their position in the family. Also teachers explain on such to their environment that parents are not much aware to their children as only few of them follow up for children development especially in school. The researcher recommend that parents, teachers, community members and local leaders need to be informed of the issue of children participation, their potential contribution and their perception of the parental care offered.

Peter, Adeodata Augustine (2013) *Establishment of education and revolving fund programmes for people living with HIV/AIDS at Kayanga ward Karagwe district*. Masters dissertation, The Open University of Tanzania.

Abstract

This paper presents a summary of social and economic problems that people living with HIV/AIDS face as a result of poverty and unemployment within the group. The project area is Kayanga ward, Karagwe district in Kagera region. The study aims at exploring more on the significance of income generating activities and sustainable development projects to people living with HIV/AIDS. The overall objective of this project is to improve the level of UWAVIUKA participation in economic projects which would lead to harmony, improved economic status, care and support to the group through entrepreneurship education and revolving fund project. In outlook of various literatures related economic empowerment of people living with HIV/AIDS and evidence of the group participation in economic projects is not only recognized as a solution to poverty, but also to cultural and social problems. This study concludes that economic empowerment of PLWH should be viewed as one aspect of the strategy towards poverty reduction and social-cultural problems among UWAVIUKA. At the same time this study recommending that the projects that arises from community needs should be transparency and allow authentic participation of all beneficiaries at the maximum level.

Rashid, Hadija Utukulu (2013) *Mafunzo ya Nyimbo za jando na unyago kwa Jamii ya Wahiyao wa Masasi, Tarafa ya Lulindi*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu unahusu mafunzo ya nyimbo za jando na unyago kwa jamii ya wahiyao wa Lulindi Wilaya ya Masasi. Utafiti umechunguza ubora na udhaifu wa mafunzo hayo kwa vijana wa jamii hiyo. Utafiti umelenga kukusanya na kuchanganua data, kuhakiki na kuelezea mafunzo ya nyimbo za jando na unyago kwa jamii ya Wahiyao wa Lulindi wilayani Masasi. Utafiti umeweka msisitizo zaidi juu ya mafunzo ya yapatikanayo kwenye nyimbo za jando na unyago kama tanzu ya fasihi simulizi. Nyimbo za jando na unyago zimekuwa na mjadala mkubwa kwa jamii ya wahiyao. Hii imetokana na mwelekeo hasi wa vijana wa kihiyao. Hali hiyo imechochea kufanyika kwa utafiti huu ili kupata ukweli wa yale yanayosemwa na wasemaje wa tatizo hilo.

Njau, Ester (2013) *Capacity Building in Income Generating Activities among Old Aged Social Groups in Ngarenaro Ward, Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

This project was initiated as a result of participatory community assessment conducted in the areas of Community, Economic, Environmental and Health Spheres. Through ranking exercise community members identified Income Generating Activities for the elderly as priority number one to be solved. The overall goal of the project was to empower the aged people in the location of this study, engage in economic activities to enable them reduce their escalating poverty bias as well as improving on their standards of living. The methodologies used in data collection were surveys and observation and the research instruments included, Focus Group Discussion, Interviews, Semi-structured interviews, and Transect observations. The Needs Assessment Survey conducted in this community revealed that, many aged people are jobless and normally punctuate themselves in corners famously known as “vijiwe” and “camps” majority of them engage in irresponsible drinking of local brews and other social ills. The implementation of this project managed to strengthen MWANGA group members through community sensitization, training of group members in various intensive vocational skills and expanded market for selling traditional handmade items. The efforts shown by MWANGA group members need to be strengthened and sustained by the community leaders, Ngarenaro Ward Executive Officer, Arusha District and other Elderly development partners for the project to attain financial, institutional and political sustainability.

Mwitwa, Joseph Sayo (2013) *Improving Access to Community Water Supply A Case of Mumiramira Village – Ngara District*. Masters dissertation, The Open University of Tanzania.

Abstract

Mumiramira village community is located at, Ngara district in Kagera region with population of more than 3,629 residents. In a way of solving the problem of inadequate water supply, communities decided to organize themselves to use the available water sources with support from other stakeholders. The major project objective was to improve access to water supply. The major activity planned under this project was to provide water management awareness and construct water supply schemes. With the support from the CED student, and GAD consult as well as the village government, the community and the management of Kabanga Nickel Company managed through community participatory methods to provide proper water management awareness to the community and provide water supply schemes. A non experimental research design was adopted where cross sectional survey methods were used to examine the relationship between variables. The data collection methodology used a mixture of open participatory tools. The Sampling process used both probability sampling and non-probability sampling. The design of the project was community based. Evaluation of the project has been done in order to assess achievements of the project and its sustainability. The CED student has managed to meet his objectives of facilitating the process at this point where the main project activities have been done. Participation of the community towards the project was very good but the community should further be educated on fully participation.

Musa, Samson Muganyizi (2013) *Training on leafy vegetables processing by solar drying. A case study of Nzasa Women Food Processors group of Charambe Ward Temeke Municipality Dar es salaam Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

One of the major problems in horticultural sector is value addition of raw products by processing as horticultural crops are perishables. On average less than one percent of vegetables produced are processed as most of the processing takes place by the traditional method and for the traditional use as results vegetables are processed at the very small scale. The goal of the project is to improve livelihood opportunities through vegetable processing. The objectives of the project was value addition in fresh leafy vegetables by processing through solar drying method; upgrade the technical knowledge and skills of improved vegetables processing techniques, and increasing food security in the community. The researcher used

multiple research methods and techniques including Participatory Rural Appraisal (PRA) methodology with various research tools such as conducting interviews with key informants, organizing Focused Group Discussion (FGD), observation, questionnaires and interviews in data collection, secondary data in form of published and unpublished documents for each of four assessments i.e. Community, Socioeconomic, Environmental and Health. The findings include the fact that leafy vegetables losses is very high as majority of community members lack knowledge and technical skills in food processing, lack of market for processed vegetables and inadequate capital for investment. However, the income generating activity identified to improve livelihoods was leafy vegetables processing by solar dryer method. Vegetable processors group implemented the project which was designed based on the specified objectives. Participatory monitoring and evaluation realized project output at 86.4% for the enhancing knowledge of vegetables processing techniques. Then project report recommended the importance of using participatory approach in building the sense of ownership of the project paralleled by the use of Logical Framework Approach as an essential for project planning tool.

Mushi, Batilda A. (2013) *Assessment of the Extent of Corporate Governance Adoption in Cooperative Societies: A Survey of Dar Es Salaam SACCOS*. Masters dissertation, The Open University of Tanzania.

Abstract

Four years of implementing the CRMP, little is known about the extent of adoption of the measures to improve governance in cooperatives in general and SACCOS in particular. Therefore this study generally intended to assess the extent of good governance practices adoption in cooperative societies. A sample of 25 SACCOS(15 work –based and 10 community based) were systematically drawn from a population of SACCOS in Dar es salaam. A questionnaire designed in a likert scale format to assess the extent of adoption of code of conduct for board and management, measures to ensure members participation and extent of compliance was administered to each SACCOS. Comparative bar charts were used to sort the attitudinal items that described the extent of adoption. Independent two sample t-test was used to compare the means of the mean scores across scale items in each of the three categories between work-based and community-based SACCOS. The study reveals that Savings and credit Cooperative societies in Dar es salaam have adopted measures to enhance good governance principles. However there is significant differences in the extent of adoption of such measures between work-based and community-based SACCOS .Significant differences were found in the areas of electing leaders as per code of conduct, disclosure of property by leaders, training as well as induction for board members, executive, members and staff performance assessment. It is recommended that measures to empower SACCOS in the areas be instituted by relevant regulatory authorities.

Mwacha, Eurementyney Aloyce (2013) *The Concept of man in the framework of the Bantu Ontology: The Chagga case*. Masters dissertation, The Open University of Tanzania.

Abstract

This thesis investigated the problem of the concept of man in the frame-work of the Bantu Ontology. The case study for this thesis was the Chagga who are the Bantu group situated in north eastern Tanzania surrounding Mount Kilimanjaro. Drawing the sample of the study from three Wards of Okaoni, Kibosho Mashariki and Kibosho Magharibi of Moshi District Council the study employs ethno-philosophical approach focussed on the gathering qualitative data some of which are presented in tables and charts, while most of the stuff derived from both group and personal interviews are presented thematically and in a discourse form. The major instruments of data collection were the interview schedules. In addition to the empirical findings, the secondary data collected in the style of literature review are presented in Chapter 3 and 4. The findings of this thesis reveal that philosophy of the Bantu is the custody of the society rather than individual's intellectual property. Man is conceived as an eternal rational being validated by the right relationships to the ontological network of the Supreme Being (SB), Lively Living (LL), the Living Dead (LD), non-living existents and the nature. For the first time the Bantu Moral Pendulum, Bantu Panorama of the Soul (BOPS) and Bantu Flow of Life Energy (BOFE) emerge within the Bantu Philosophy. At last the researcher recommends the areas of the further research with aims to extend this study.

Mtesigwa, Grace Kidyagilla (2013) *Kuchunguza Matumizi ya Methali katika Jamii ya Wanyiramba*. Masters dissertation, The Open University of Tanzania.

Abstract

Tasnifu hii inahusu matumizi ya methali katika jamii ya Wanyiramba. Kutokana na utafiti uliofanywa ulilenga kuchunguza methali za Kinyiramba huundwaje na zina muundo gani. Pili, utafiti huo ulichunguza matumizi ya methali na nafasi yake katika kujenga na kuimarisha maadili katika jamii. Kutokana na utafiti uliofanywa kwa kutumia njia ya hojaji na ushiriki nafsi imebainika kwamba ingawa methali ziko katika jamii ya Wanyiramba na zinasemwa na kusikika na wanajamii lakini kuna tofauti za aina mbili katika matumizi yake. Tofauti ya kwanza ni kwamba zaidi ya nusu ya idadi ya watu waliofanyiwa utafiti walishindwa kueleza maana ya methali hizo hata kama waliweza kuzitafsiri kwa lugha ya Kiswahili. Tofati ya pili iliyojitokeza ni kwamba zaidi ya nusu ya idadi ya watafitiwa walishindwa kueleza ni katika mazingira yapi methali hutumiwa ili iwasilishe ujumbe uliofichika katika maana yake. Utafiti huu ulibaini pia kuwa ugumu wa kutambua maana na matumizi

ya methali unatokana na ukweli kwamba mambo haya mawili hutegemea msemaji wa methali ana dhamira gani na yuko katika mazingira yapi ya matumizi. Laiti kama mazingira yangezingatiwa matumizi ya methali yangeongezeka na maadili ya jamii yangeimarika zaidi. Hivyo utafiti huu unapendekeza kwamba methali zikusanywe ili idadi yake ijulikane, maana zake za msingi zijulikane na zipewe nafasi zaidi ya kutumiwa katika mikusanyiko ya hadhara na kampeni mbalimbali katika jamii ili ziweze kusambaa.

Mtandika, Nancy (2013) *The Role of Entertainment Television in Shaping Social Behaviour of Children. A case of Kinondoni Municipality in Dar Es Salaam Region.* Masters dissertation, The Open University of Tanzania.

Abstract

Television as an electronic medium of communication has evolved into a potent force to be reckoned with in the transmission of social values and norms in a civilised society. It has not only become a part of everyday life, but serves as a veritable source of information, education and entertainment by the reason of its dramatic and demonstrative powers. It was observed that teenagers fall into the category of media audience that spends a lot of time watching TV. Therefore, it plays an important role in structuring their lives in some shape and form also leading to the likelihood of forming false ideals. The study sought to find out the frequency of teenagers' exposure to entertainment TV; the kinds of entertainment programmes they watch; what they pay attention to in the programmes they watch; and how the entertainment programmes shape their world view concerning social behaviour in their environment. The results of the study showed that children frequently watched entertainment TV as represented by 92.5% of them who indicated so. It was also evident that there was a significant relationship between children's frequency of exposure to entertainment television and programmes, and its role in shaping their social behaviour. It was also noted that the influence of the programmes on the children could be negative or positive depending on the individual child and the kind of programme he or she is exposed to. The study recommends that television entertainment programme developers and broadcasters should develop, produce and broadcast entertainment programmes with high positive values, while the negative social values should be de-emphasized.

Momba, Moris Mhidini (2013) *The Impact of Microfinance on Small and Medium Enterprises (SMEs) growth in Morogoro.* Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the impact of the Microfinance on growth of the Small and Medium Entrepreneurs (SMEs) in Morogoro Municipality. The specific objectives

of this study were as follows; to determine at what extent accessibility of microfinance lead to increase the volume of gross sales of participants and to understand other factors that enhancing SME's growth. The study used cross-sectional research design in which 150 SMEs were used as a sample size: 75 clients from BRAC and 75 clients from FINCA. Data were collected using questionnaires, direct observations and documentary reviews. Descriptive statistical procedures including descriptive and frequency distributions from the database template was used and then, running Linear Regression Model. The result findings revealed that most of the respondents who were engaged in micro enterprises were female. Indeed, they were also in the age of briskest and economical active individuals of mean age 31.2 years, and the majority of them had primary level of education. However, the statistical findings also revealed that the following null hypothesis are statistically significant under t-test at 0.05 level of significance; There is statistical significant on microfinance access on SMEs growth. While null hypothesis stated that there is statistical significant relationship between SMEs growth and start-up capital and the other which stated that there is no statistical significant that experience on SME activities improves SME's growth which reveals that it is not statistically significant at t-statistic 0.05 level of significance.

Mmassy, Mary M. (2013) *Assessment of Effectiveness of reproductive health education to secondary school youth in Tanzania: A Case Study of Temeke Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was basically looking on the assessment of the effectiveness of reproductive health education to secondary school youth in Tanzania. Study was conducted in Dar es Salaam region Temeke District, whereas 100 participants were involved within whom 50 participants were secondary school youth and 50 were employees from different sectors but with knowledge on reproductive health education. The data collection methods deployed by the researcher were interviews and self administered questionnaire for both secondary school youth and other actors. However, this research was divided into five chapters whereby chapter one involved introduction, background of the problem, objective of study, research questions, significant of the study and limitations of the study. While chapter two encountered the literature review, theoretical frame work and conceptual frame work. Chapter three has covered thematic areas about research design and methods in which sampling procedure, data collection methods, study population and sample distribution have been indicated. In chapter four the analysis and presentation of data have clearly been shown. The last chapter in this study was chapter five in which recommendations, conclusion and summary of findings have captured. The findings signified that people are not knowledgeable about reproductive health as the responses obtained during this study showed that 68% of the respondents are not

aware of reproductive health knowledge. Likewise, more than 80% of youth have not benefited with the existing reproductive health education programmes in Tanzania except 36% of them who commented that the reproductive health education helped them understand about their health hence contributed to their behavior competence. However, the responsibility of assuring the care and guidance of youth is of all community actors. School system, family, community, non-governmental organizations and the government itself were told by the findings to work jointly for the betterment of youth in Tanzania.

Mmbaga, Niwael (2013) *The Budget Deficits and Inflation in Tanzania: A causal relationship*. Masters dissertation, The Open University of Tanzania.

Abstract

The existing high levels of inflation along with budget deficits in Tanzania have created great concern among analysts and policy makers. The study attempts to investigate the nature and direction of causality between inflation and budget deficits in Tanzania for the period between 1975 and 2010. The analysis was based on secondary annual time series data. Stationarity test using Augmented Dickey-Fuller (ADF) was carried out to examine the stationarity of the variables used in the study. It is proved that the variables were stationary, though not in levels but in first differences. The study employs a cointegration and error correction model (ECM) technique in examining the existence of long-run relationship among the variables. All variables involved are integrated of order one while the error correction model estimates indicate the existence of a long-run relationship between inflation and budget deficits. Granger causality pair-wise test was conducted in determining the causal relationship among the variables. The results showed that there was no causal relationship running from inflation to budget deficit, while the causal relationship from budget deficit to inflation was significant. This implies that a uni-directional causality from budget deficit to inflation existed in Tanzania, during the period under study. On the policy area, the government has to take purposeful measures to alleviate the problem through pursuing consistent monetary and fiscal policies.

Mhangwa, Vincent Manoni (2013) *Establishing Indigenous Organic Poultry as an Integrated Alternative Sustainable Livelihood to Pastoralists at Mela Village in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation was mainly meant to assess the influence of integrated alternative sustainable livelihoods on pastoral communities' economic development in Mvomero District, Morogoro in eastern Tanzania. The development objective of this initiative was to contribute to increased community alternative socioeconomic

opportunities especially to pastoralist young women and young men through establishment of indigenous organic poultry farm. As a result, the establishment of a poultry farm has increased social and economic opportunities for pastoralists especially young women and young men. Findings from community needs assessment show that, pastoralists can adapt to other different occupations as integrated alternative sustainable livelihoods (IASL) despite their heavily dependence on livestock keeping as their main source of livelihood. Moreover, findings have revealed that pastoralist girls and women are more marginalized than boys and men. As such, this study concludes that integrated alternative sustainable livelihoods approach is the best way for pastoralist communities' efforts to combat poverty and vulnerability.

Meitaya, Dismas Partalala (2013) *Establishment of Community Knowledge Centre to Indigenous Hunter - Gatherer Communities Mbulu District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research project was all about establishing a Community Knowledge Centre (CKC) to Indigenous hunter gatherer of Mongo wa Mono and Domanga. Establishment of the CKC was a result of the Community Needs Assessment (CNA) which found that communities of indigenous hunter gatherer had inadequate knowledge and that they cannot socially and economically progress without having it. The CNA results revealed that majority have little knowledge on primary health care, governance, improved agriculture methods, environmental conservation, land use planning and management. Implementation of the project involved various stakeholders. UCRT is mainly involved in construction of the CKC building through soliciting funds from donors, communities gave up their land, Mbulu council is involved in provision of extension staff who will be tutors. Actual implemented activities include; six mobilization and sensitization meetings, training on sustainable livelihood land use planning, primary health care and entrepreneurship. To date 90 community members have trained. A project site has been identified and beacons placed on it. Monitoring of the project activities has been mainly done through reflection meetings. First major evaluation of the project is expected to be done after three years since inception. Evaluation will be done in every three years after the first has been done. Sustainability of the project was carefully checked from various perspectives such as financial, technical and political. Conclusively, establishment of the CKC will to a greater extent change the traditional way of living of communities in the project area and thus provide alternative livelihood to them. However, to attain this sensitization and mobilization strategies needs to be maintained. All stakeholders should also fulfill what their obligated to.

Mboya, Pauline Paza (2013) *Entrepreneurship Skills Training to Kiluvya Sub-Ward residents in Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

Needs assessment is a systematic process for determining and addressing needs, or "gaps" between current conditions and desired conditions or "wants". The discrepancy between the current condition and wanted condition must be measured to appropriately identify the need. This paper has come out with the community needs assessment (CNA) report concerning society living in Kiluvya Sub-ward (Gogoni, Madukani and Kwakomba), from Kinondoni district. The overall objective is to provide enough information about the economic, political and social factors that are negatively hindering the development of the residents of Kiluvya villages. In realizing this objective, the research used questionnaires to collect key data from different sections within Kiluvya. Then Data analysis was done using SPSS version 17.0. Study findings indicated that Kiluvya life standards are very low due to various social and economic problem hence need special treatment and improvement through training. The study recommends Kiluvya society should be assisted to tackle the problem with an inadequate entrepreneurship skill by conducting training sessions with group leaders and their members. Through training the society groups will perform better in their small business that they are performing and thereafter ineffective use of their resources. This can be achieved through increased good financial support, improved management skills and provide good training support on entrepreneurship. Sustainability of the project is important and the researcher will make sure that the project continues with better performance.

Matowo, Aisia Sombiro (2013) *Factors associated with drug abuse among the children in Kinondoni District, in Dar es Salaam Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study involved the investigation of the causes, effects and remedi of drug abuse among children with reference to Hananasif Ward ir District, Dar es Salaam, Tanzania. A case research strategy wa because the investigation involved a real life problem which canno distanced from the main agents and therefore it was important to identify which could fulfill the research objectives or answer the researci exhaustively. Methods of data collection were observation, in-depth int distribution of questionnaire. The data obtained were presented by u histograms, and frequency polygons. Data were analyzed and interpret based on the patterns reflected by the statistics. The statistical pa debated and challenges to the current practices and the

following ‘ every family is vulnerable to drug abuse by children regardless of m lack of adequate time for socialization amongst family members contril abuse among children, drug abuse among children can start as early a years of age. It was concluded that drug abuse can be eradicat collaboration between families, community, government and hospitals that it has been recommended that children should go to school roaming around, be involved in sports to avoid idling, be selective in inte peers and be inspired with parents’ ideals and ethics. Among others,

Mbehoma, Peternus M. (2013) Analysis of Factors Affecting The Technical Efficiency of Smallholder Dairy Farmers In Njombe District. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in nine dairy cattle keeping villages of Njombe District Council (NDC) with the overall objective of estimating Technical Efficiency (TE) and analyzing factors influencing Technical Inefficiency (TI) of smallholder dairy farmers. Cobb-Douglas stochastic frontier production function in which the parameters for the production frontier and for the inefficiency model were estimated jointly using the maximum likelihood technique on cross section data of 81 smallholder dairy farmers. The estimated TE ranged from 13% to 99% with a mean of 45.46% and SD of 24.113%. Analysis of TE results revealed that majority of respondents (61.7%) had TE below 50%. The implication of these findings is that majority of the respondents were technically inefficient and that the value of dairy production could be increased by 54.54% through better allocation and use of available resources. In addition, it was found that TI of smallholder dairy farmers is positively related to farmer’s age, gender, education level, experience, selling to processor, membership in dairy production and marketing group, off farm income and dairy herd size and negatively related to farmer’s marital status, use of hired labour, dairy training, extension contact and selling on credit. It is suggested that any policies that would attract young and married people to enter or remain into dairy production business would lead to improved TE in smallholder dairy production. TE could improve more if such policies are directed at attracting and encouraging more women to participate in business, implemented in areas where off farm employment opportunities are limited, more farm labour are available and selling is done on credit to reliable buyer allowing timely lump sum payments.

Mbellenge, Constantine Richard (2013) *The Causal Relationship between Financial Development and Economic Growth in Tanzania 1980-2010*. Masters dissertation, The Open University of Tanzania.

Abstract

The study determines the causal relationship between financial development and economic growth in Tanzania. In order to test for existence of long run relationship between the variables, the study employs a cointegration and vector error correction model (VECM) technique. Granger causality test was applied to the variables to test for the direction of causation between variables. The study uses annually data for the period of 1980 to 2010. Economic growth is proxied by gross domestic product (GDP), and financial development is proxied by ratio broadly money supply (M2) to nominal GDP; and credit to domestic private sectors to nominal GDP. The result shows that there is a stable long-run relationship between financial development and economic growth. The Granger causality test indicates that the causality runs from financial development to economic growth. The study suggest that the government need to develop more strategies that will further enhance the functioning of the financial system such as improvement of macroeconomics environment, remove of the remained element of financial repression, improvement of regulation and supervision of the local banks. Also the government should play a role of creating an enabling environment for development of financial private sectors to grow fast in order to promote a further economic growth.

Mayabu, Michael Gervas (2013) *Promoting Urban Agriculture Through Improved Agricultural Inputs: A Case of KiseweVegetable Growers: Chamazi Ward Temeke Municipality, Dar es Salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This report defines Participatory Assessment Research that was conducted in Chamazi Ward Temeke Municipality. The research conducted provide information that led to establishment of project on promoting Urban Agriculture through use of Agricultural Inputs, a case of Kisewe Vegetables growing group. The objective of the assessment was to identify the real needs of the community and ways on how to solve them. To execute objective, the assessment used participatory urban appraisal whereby community members were involved from data generation to the project implementation stage. Findings from assessment showed that the community has many problems, but the main one that needs urgent intervention is Low vegetables harvested yields. The project Intervention to help kisewe vegetable growing group to produce more yields per plot. Through using agricultural inputs enable youth who was engaged in agriculture to develop economically, hence created an employment.

The general objective of the project was to promote higher productivity of Vegetables through improved Agricultural Inputs. The specific objective are to produce different types of vegetables, to introduce a new technology of producing vegetables using agricultural inputs such as Improved seeds, Organic and inorganic fertilizers and the uses of pesticides to control insectpest by February 2013; and to enhance the involvement of Community members in saving and credit by 2013.

Masoda, Mao Godlisten (2013) *Organizing Magugu Weaving Women Activity to increase their household income. A Case of Weaving Women of Magugu Village Babati- Manyara*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation was entirely purposed to Organize Women Weavers Activity of Magugu Village in Babati District – Manyara Region to increase household income. Its essence was pin pointed by the CNA that revealed that: the Weaving Women of Magugu Village are earning very minimal to subsidize their living. Though some remarkable steps was taken by host CBO which is Magugu PAG Student Center to train these Weaving Women in some areas of their activity but still some very crucial areas are missed out. The Participatory Needs Assessment conducted to 25 weaving women out of 50 women formerly trained by the CBO came out with the evident needs for Organization for women weaver’s activity. Among which lack of capital to run the handcraft activity, absence of reliable market and marketing skills and identification of other income generating activities lead the discussion with women weavers. The assessment therefore shown that very little was earned to support the living of women and their entire families. Only 4% of interviewed which is 1 woman said she earns above 5000 shillings daily. The rest 96% are getting less than 5000 shillings in a day. This situation therefore finally called for organizing an intervention.

Makishe, Ndekusara Benson (2013) *Social factors associated with adherence/non adherence to Antiretroviral therapy among People Living with HIV/AIDS. The case study of three CTCs, Mwananyamala, Amana and Temeke in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Since the introduction of free antiretroviral therapy in 2004, Tanzania has witnessed a significant decrease in HIV/AIDS morbidity for most of the patients who otherwise regarded themselves as on death sentence. However, antiretroviral therapy adherence poses great challenges not only to patients but also to the whole health care system. The study was conducted to assess the social factors associated with adherence or non adherence to antiretroviral therapy among people living with

HIV/AIDS. The study was carried out between October 2011 and February 2012. It involved a sample of 26 PLHA, who were receiving antiretroviral therapy, and 18 health care providers in selected three care treatment centers (CTCs) that were Mwananyamala, Amana and Temeke. The interview questions designed in form of open ended questions. The purposes of using such tools were to give the respondents a wide room of expressing their feelings, ideas and opinions about the issue. The study revealed that, the adherence rate was 73% although 27% of the respondents were not adhered. Demographic, economic, psychosocial, culture and beliefs were found to be associated to adherence to ART both positively and negatively in one way or another. Socio-economic factors were found to have concerns whereby most of the study respondents complained bitterly that they fail to attend at CTCs properly, take ARVs drugs in proper time and fail to follow doses as required due to poverty. Furthermore, the study revealed that despite of the government's efforts on raising awareness about stigmatization, it is still high.. The study recommends to improve ART services by raising awareness concerning adherence, voluntary counseling and testing, home based care for those using the ARVs at their homes.

Majura, Neema (2013) *Improvement of the Hygienic situation of Nyakato Slaughter House through Toilet Construction*. Masters dissertation, The Open University of Tanzania.

Abstract

The CNA was conducted to identify the problems and needs of the community of Nyakato Machinjioni. Several problems and needs were identified, but the most pressing need was availability of toilets which was the base the formulation of the project. Thus the overall aim of the project was to improve the hygienic situation of Nyakato Machinjioni through toilet construction. Thirty nine people were trained on the importance of toilets in maintaining hygienic condition and two toilets were constructed and are in use. The surrounding environments, that is, 3 hectors were cleaned and the cleanliness is regularly done. Two janitors were also employed to take care of the toilets cleanliness. The overall impact of the project is improved working environment, reduced risks of contracting communicable disease and thus ensuring availability of manpower.

Loiruck, Daniel (2013) *Capacity building to farmers for maximizing agricultural output; a case study of Elakunoto Group at Mlangarini Ward in Arumeru District*. Masters dissertation, The Open University of Tanzania.

Abstract

The community needs assessment (CNA) was conducted at Mlangarini Ward in Arumeru District, Arusha. The goal of needs assessment was to enhance capacity

building initiatives to farmers in order to maximize agricultural output. Quantitative and qualitative methods of data collection were used. A questionnaire was administered to 50 respondents, and Participatory Rural Appraisal methods were used to identify felt needs and rank the constraints and recommendations from the community. The CNA revealed that, the biggest problem within the ability of farmers was lack of knowledge on the agricultural output production, followed by unavailability of seed foundation farms and credit facilities. The training and capacity building for the farmers is expected to be achieved by 100%. This sparked an accepted response of farmers' interest in agricultural production. This acceptance response of farmers' interest in the agricultural production indicates the need to extend this project to the rest of rural areas in Arumeru District and to the whole country at large. It is recommended that the government and the development partners should continue supporting farmers in enhancement of agricultural production in terms of skills, technical and financial support. Also, farmers should learn more skills to update their knowledge on quality agricultural production.

Luoga, Stella Emilian (2013) *Loan delinquency and repayment performance for Mchikichini and TADA SACCOS found at Ilala municipal Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study is to assess loan Delinquency and the factors that influence non performing the repayment of SACCOS loan. The study assesses the factors causing non repayment of loan to SACCOS members; examine the level of loan repayment performance of their members. Also to assess whether the aspect used by SACCOS to force borrowers repaying the loan on time is suitable. A total of 120 questionnaires were administered to members of Mchikichini and TADA traders SACCOS at Ilala SACCOS. A total of 66 respondents were successfully interviewed or return the questionnaires. Analysis of data revealed that there is a problem in loan repayment performance to SACCOS members. Factors identified for the poor loan repayment was as follows: The diversion of loan funds by borrowers, non supervision of loan, on effective loan utilization and the time for repayment period was not enough. It was also found that traders SACCOS annual interest rate were moderate. Nevertheless the mechanism used to assist in loan utilization and repayment is not effective enough. The study recommended that traders SACCOS leaders should make sure that members use loan for intended purpose through having monthly routine of visiting their businesses. SACCOS leaders should educate their members on selecting profitable business which will provide them a lot of profit. Higher profit will enable them to overcome other need of money. Leaders should advise their members to avoid credit sales Also loan repayment time should be reasonable and in accordance to the amount of loan received and Management staff should be professional and competent to their duties.

Magabe, Rebecca William (2013) *Assessment of Community Involvement In Prevention of Drug Abuse Among Youth In Tanzania: A Case of Kinondoni Municipality Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to assess community's involvement in prevention of drug abuse among youth in the Tanzania the case of Kinondoni Municipality in Dar es Salaam region. The primary objective was to examine and to find out how the local communities are involved in drug abuse prevention, their community strategies or initiatives in drug abuse control and to find out why drug abuse persists despite the measures taken by the government to control drug abuse in the country. The study findings revealed that, the local have not yet involved in the prevention of drug abuse among youth in the country from the local community level to national legislation and institutions. Most of drug abuse prevention effort has been done by the government and non government organization. The existing policies and legislations also do not recognize the role of local communities in fighting drug abuse among the community and the nation at large. The local communities lack or have inadequate resources and not well informed about the drug abuse and its impact on the community. The main factor that leads youth to engage in drug abuse has been the lack of employment and peer group pressure. Apart from that, the study shows that people believe that participations and involvement of communities in the prevention effort will help reduce the problem and its impact among the youth. Many respondents shown concern that, the government is not doing enough effort to prevent drug abuse in the country since there many loopholes for drug traffickers and dealers to conduct this business in the country. Based on the research findings a number of recommendations have been made in order to address the problem of drug abuse by involving the local communities.

Maganga , Victoria Clement (2013) *Promoting business interventions for growth of household income in the TWaweza group*. Masters dissertation, The Open University of Tanzania.

Abstract

A participatory assessment that was done in Bunju A ward in Kinondoni Municipal had shown that one of the major needs of the community was being able to undertake viable Micro and Small Enterprise (MSE) as Income Generating Activities (IGA) because of inadequate entrepreneurship skill, loan management and capital accrue. A project was thus design to capacitate the community in skills and knowledge of doing economic business, loan management and capital accumulation. An existing CBO called TWaweza was picked up as a role model for the community. The objective being to develop the capacity of this CBO

members to be able to undertake and manage their SME profitably and become trainers of members from other groups in Bunju A. Thirty members of the TWaweza group was trained by Community Based Trainers from Human Advancement and Creativity House (HACH) which is a capacity building organization on entrepreneurship skills in the Municipal. Following the training monitoring and evaluation was carried out to evaluate the practicing of the skills and training of other group members. Emphasis was on record keeping, loan management and market strategies being used and if at all these has contributed in increased income. With the HACH initiatives to fund raising, TWaweza group managed to collect 625,000.00 Tsh. (HACH 400,000/= and Municipal and other donors 425,000/=). Evaluation has also shown that TOT from TWaweza had organized and trained 12 people from other groups within the ward. It was recommended that TWaweza to continue to train community members under the HACH supervision even outside the ward

Kilagula, Paskali (2013) *Improving Land Administration in Malolo Ward, Tabora Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Land is a very important resource for people's development, we depend on land to produce food, more than 80% of Tanzanians are employed on agricultural sector mainly depending on land in order to achieve their productivity. According to Mwalimu Nyerere, Land is among the paramount requirement for people to develop. Despite of the fact that every individual has an interest to land either direct or indirect, many people residing in Malolo ward does not know the legal aspects under which they own or they can own land, that has been a challenge for the community in using land for economic development especially in rural areas. The author of this work conducted this project in Malolo ward within Tabora Municipality after conducting a participatory Community Needs Assessments in Malolo ward. The main purpose of this project is to provide answers and sustainable solutions to people of Malolo when their land rights are in questions. It is in the researchers believe that, once people of Malolo will fully understand the systems of land administration, they will be able to fully utilize the land for sustainable development. People shall be able to register their land and use it as collateral to acquire capital for development investments. This work enabled the community in various groups of walks to determine their land rights and manners to enforce or claim the rights when violated by individuals as well as the Government. Bodies vested with powers to administer land matters shall also clearly understand their obligations through which the community will be able to mainstream lands in their own development as provided by the laws of Tanzania (Land Act No.4 &5). In order to sustain this efforts and plans, the researcher worked hand in hand with a local based

organization (JSDV) with its headquarters in Tabora which has adequate resources and technical capacity.

Kolimba, Dadi Horace (2013) *Improving Community livelihood through improved Cassava production*. Masters dissertation, The Open University of Tanzania.

Abstract

This project Report is an outcome of the research study conducted and the project being implemented on Improving Community livelihood through improved cassava production in Ngeta village, Kikongo Ward, Ruvu Division, Kibaha District - Coast Region. The Project Goal is enhancement of living standard of Ngeta village community at household level by raising income, employment opportunities, and food security through improved cassava production. While project objective are; To sensitize and train 190 head of households on improved cassava production techniques, entrepreneurial and business management skills by December 2012, Raise cultivated area from 0.5 ha per household of the year 2011 to 2 ha per household by the year 2013, Impart cassava best practice to Heads of households and reliable to the Market by the year 2013. The Community Needs Assessment was carried by using participatory methodologies such as Focused Group Discussions, Interview and Observations. Research tools used are Questions, Discussion Guide, and Interview guide, came out with five major community needs which needed to be urgently addressed. However the project anticipates achieving the following specific objectives on successful completion of improved Cassava production project. 190 head of households sensitized and imparted with improved cassava production techniques, entrepreneurial and business management skills. Cultivated areas have been raised from 0.5 ha per household of the year 2011 to 2 ha per household the year 2013. Heads of households practiced cassava production techniques of which 380 ha planted cassava, moreover after cassava harvesting and sold to Kibaha Mango Empire Company Ltd income will be increased as the result standard of living improved as they will afford to access basic needs.

Kilindo, Raymond J. (2013) *Awareness on the use of areas reserved for business operation and their economic benefits to businessmen and women of Nguzonane market in Shinyanga Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried at Nguzonane area within Kamarage ward in Shinyanga Municipality. The first chapter is about participatory needs assessment whereby needs of the businessmen and women of Nguzonane area were assessed and identified, findings revealed that they are aware of their obstacles to making

profitable business and have come up with a strategy of resolving the situation. Implementation of the project through awareness creation on proper use of areas reserved for business operation was done cooperatively with the Vijana Green Group. Through sensitization meetings held, involvement of stakeholders right from the beginning of the project was active and participatory. Project sustainability is ensured by project being originated from beneficiaries themselves and the use of existing formal structures whose goals are to improve lives of Shinyanga Municipal Council residents. Also, political environment is made conducive through involving all the influential political leaders; the councilors. Recommendations are made that through using similar approach, similar projects should be done in some other areas of the country so that business reserved areas are used as required. Policy markers and law enforcers to adhere to the laws and by-laws available so that things such as doing business in prohibited areas should not be done.

Kinyau, Nicholaus Abel (2013) *Diversification of Community Income Through Community Based Beekeeping : The case study of Mihima Village in Lindi District, Lindi Region.*, Masters dissertation, The Open University of Tanzania.

Abstract

The Participatory Assessment conducted in Mihima Village on community Economic, Environment and health identified the stresses in the community as being low household income, poor road networks, lack of safe, clean and adequate water, inadequate medical facilities, and lack of financial services to offer loans as well as low entrepreneurial skills to the business people in the village. The priority problems identified was low household income. Community Based Beekeeping project was designed with the objective of diversifying community income from the agriculture which was found to be the main economic activity. JIENDELEZE group was formed to pioneer Community Based Beekeeping initiative in the village and the village government agreed for beekeeping to be practiced in the village land forest reserve. The project implementation resulted into formation of the JIENDELEZE group which is pioneering the project with expectation that more villagers will join. Group members were trained in modern beekeeping and group management. Twenty bee hives were mobilized and strategically set in the village land forest reserve. However, beekeeping working gears such as bee veil, gloves, boots etc were not secured and group members were encouraged to continue raising funds to procure such items as they are important particularly starts small grant has been requested from WWF to support the development of the beekeeping activities in the villages. It is expected that WWF will support it as it has a great interest with the conservation of the coastal forests in Tanzania and already WWF is collaborating with villages in conservation of the forest. It is recommended that JIENDELEZE group should continue implementing the project in a self reliance manner and use the funds accrued from the project to expand the project to sustainable levels. The district

council should continue providing guidance to the group and ensure that the group project remains sustainable so that other villagers can learn from the group.

Kazimoto, Richard (2013) *The Contribution of the Poultry Farming Project to the Improvement of Food Security and Income Generating in Kunduchi Mtongani Community-Kinondoni Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

The community needs assessment survey was designed to collect three specific sets of data or information from respondents, to identify and rank the unique needs of KunduchWard. The Overall Objective of the project is to build a foundation of knowledge to prioritize the community needs. With the limited time available the questionnaire was limited to 50 respondents selected randomly from sub-Subward/Mtaa inclusive of both gender and age groups. The tools used to gather information included household questionnaires, focus group discussions, interviewing Officials at District and Sub-ward/Mtaa levels. The survey findings revealed that, by using pair wise ranking CED Student and JiweGumu and Community come up with the decision of poultry farming project. This project sets out to review the contribution of poultry to smallholder livelihoods economically, as well as socially and culturally – and to smallholder household food security. The theoretical review details various ideas on the poverty concepts while the empirical brings out the documented practical experience. The implementation of the project was based on community needs assessment which was carried out during the participatory assessment process. This involved understanding of their income generating activities of the community members. Monitoring and evaluation are linked together since monitoring sets benchmarks for evaluation. This summarises on what have been done by the JiweGumu women group on the implementation of the poultry farming project in kunduchiMtongani communities.

Katabwa, Edson (2013) *Child Labour Reduction and Prevention at Ukwamani and Mzimuni-Kawe Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this project was to reduce child labour in Ukwamani and Mzimuni streets at Kawe Ward in Kinondoni Municipality. Major objective of this project was to release children from all forms of child labour and reintegrate them with their communities. Other objectives were to change the attitudes and awareness of child rights among local stakeholders, to change in the quality of life and future prospects of the target children and their families and to prevent other children from engaging

in child labour. Research methods used during problem identification comprised both qualitative and quantitative techniques of data collection. This was because using both methods was for enabling production of very significant report. Therefore data was collected from people of different classes in education, professionals and backgrounds. The questionnaires formed the basis for gathering quantitative and qualitative data which were presented in a descriptive and statistical manner using percentages ratio, charts and graphs. Secondary data were obtained from different sources including Ward offices and school reports. Different tools for data collection were used to allow the multiplicity of methods in data collection. Primary data were collected through information gathered directly from the respondents with the use of questionnaires, interviews and observation while secondary data were obtained from Kawe Ward offices and schools. 32 children were oriented, 12 children employers, 5 local stakeholders and 17 parents of working children received income generation activities training. In monitoring and evaluation, focus group discussion, meetings, observation, documentary review and semi-structured interviews were used. Sustainability of this project was highly ensured due to its nature in involving key stakeholders as mentioned above. The project was insured politically, financially and institutionally. Conclusively the community as a whole, especially the affected community at the household level, has to come together and work collectively with their local authorities such as Municipal development officials and Ward officials.

Kabeja, Fortunata Moses (2013) *Dhima ya Ufutuhi Katika Riwaya za Shaabani Robert*. Masters dissertation, The Open University of Tanzania.

Abstract

Tasnifu hii imejaribu kuchangia mawazo na fikra za jinsi ya kutumia fasihi ya lugha katika kufikisha ujumbe uliokusudiwa kupitiya fani ya ufutuhi. Dhima ya ufutuhi katika Riwaya za Shaaban Robert imeathiri wasomaji, watunzi na wapenzi wa lugha ya Kiswahili kwa kiwango cha juu sana. Sura ya kwanza inatoa utangulizi wa ujumla historia ya marehemu Shaaban Robert, maisha yake, familia yake, kazi na ajira zake, mbari zake kwa ujumla na kazi zake za fasihi alizofanya. Sura ya pili inaelezea mawanda yakinadharia, mkabala wakinadharia ambao umetoa mchango katika kazi hii yaani nadharia tete na nadharia kiongozi. Sura ya tatu ni tahakiki za kazi mbalimbali zilizotangulia ikielezea kazi mbalimbali kuhusu ufutuhi na Dhima ya ufutuhi pamoja na maudhui yake katika Riwaya zilizo lengwa. Sura ya nne inafafanua mbinu za utafiti ambazo zimetumika ikiwa ni pamoja na umakinifu, usaili na hojaji. Sura ya tano imewasilisha matokeo ya utafiti. Yanaonesha kuwa uhai wa fasihi ya Lugha unategemea ufundi na umakini wa mpangilio wa maneno. Kiini ikiwa ni dhima ya ufutuhi ili kufikisha ujumbe uliokusudiwa. Kutokana na kukua kwa lugha ya Kiswahili na uwanda wake mpana wa fasihi imeonesha wazi kuwa, Dhima ya ufutuhi ni muhimu sana katika fasihi ili kuamsha ari na kuleta mvuto wa Lugha ya Kiswahili hususani katika kizazi hiki kilichopo. Hatimaye ni hitimishi na

mapendekezo yaliyotolewa kama vile kuhimiza misingi bora ya ufundishaji wa Lugha ya Kiswahili, mbinu shirikishi za dhima ya ufutuhi kulingana na wakati uliopo na kuhamasisha jamii na Taifa letu kuipenda na kuithamini lugha ya Kiswahili kama Lugha ya Taifa. Kusoma vitabu vyake Shaaban Robert, kuzuru maeneo ya asili yake na kuviingiza vitabu vyake katika mtalaa wa Elimu na somo la Kiswahili kwa ngazi zinazohusika.

Johnson, Wilson (2013) *Establishment of Entrepreneurship Skills Development Centre for Youth's Economic Empowerment: A case of Mwisenge Ward-Musoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Youth unemployment has become the biggest development challenge in all parts of the world Tanzania inclusive. Although the role of youth in contributing to the growth and development of countries' economies was not recognized and acknowledged by many states. Theoretical background and economic opportunities and evidence for youth participation in economic projects is not only recognized as a solution to unemployment problem but also to cultural and social problems. This project provides youth with needed entrepreneurial skills and information through training counseling, awareness and business advice to start and sustain microenterprises. This study concludes that youth development projects should be viewed as one aspect of the strategy towards youth unemployment and social-cultural problems. However, findings from this study shows that establishment of a youth entrepreneurial skills development centers does not cure for the youth unemployment problem but it is one of the measures to reduce the problem.

Israel, Lusajo (2013) *Increasing self-employment awareness to youth by providing entrepreneurship training", A case study of Kinyerezi Mbuyuni Camp in Kinyerezi ward Ilala-district*. Masters dissertation, The Open University of Tanzania

Abstract

The objective of the project was to ensure that youth are capable of employing themselves and aware of gender, expecting that by the end of the project youth become gender sensitive as well as competent and establish activities to improve their lives. The project came as a result of Community Needs Assessment (CNA) done in Kinyerezi ward to explore the strength, assets as well as challenges they face so as to come up with the project as a solution to the prioritised need. The assessment was participatory and employed participatory observation, focus group discussions, in-depth interview and questionnaires to collect data, where by both

qualitative and quantitative data were collected and analysed using Statistical Package for Social Scientist for quantitative data and content analysis for qualitative data. The findings revealed that there are various challenges such as lack of; market, enough education, volunteerism, and enough government support, and unemployment, access to loans, saving culture, entrepreneurship training, reliable transport and communication, enough security as well as health services. The study used pair wise ranking and the community chose unemployment as the prioritised need. That led to the formulation of the project titled, “Increasing self-employment awareness to youth by providing entrepreneurship training “case study of Kinyerezi Mbuyuni Camp in Kinnyezi ward Ilala-District. As a matter of facts it is crucial to provide education and trainings which prepare a certain individual to employ him or herself and get out of poverty and in turn reduce the problem of poverty from the community to the national leve.

El-Jetlawiy, Hamza Mansour Khalifa (2013) *Kufanana na Kutofautiana kwa Maudhui na Fani kati ya Methali za Kitanzania na za Kilibya: Utafiti Linganishi*. Masters dissertation, The Open University of Tanzania.

Abstract

Utafiti huu ulihusu Kufanana na kutofautiana kwa maudhui na fani kati ya methali za Kitanzania na Kilibya: Utafiti linganishi. Kwa msingi huo basi, lengo kuu la utafiti huu lilikuwa ni kuchunguza kufafana na kutofautiana kwa maudhui na kwa uchache fani kati ya methali za Kiswahili na zile za Kilibya. Ili kutimiza lengo hili madhumuni mahususi yalikamilishwa. Madhumuni hayo ni Kukusanya methali za Kiswahili na Kilibya na kuzianisha katika makundi, kuchunguza kufanana na kutofautiana kidhamira na kifani kati ya methali za Kilibya na Kiswahili na kuzichambua methali zote hizi ili kupata suluhu ya tatizo la utafiti. Katika kutimiza malengo haya mbinu za ukusanyaji wa data za maktabani na maskanini zilitumika. Matokeo ya utafiti yanaonesha kwamba, methali za Kiswahili na za Kilibya zinafanana katika dhamira za elimu, malezi, maonyo, ushauri, kujali chako na udugu. Tofauti inaonekana pale ambapo methali za Kiswahili zinasisitiza zaidi juu ya umoja na udugu huku zile za Kilibya zikisisitiza zaidi juu ya kujali chako. Kwa upande wa fani tumebaini kwamba, methali za jamii hizi zinafanana katika kutoa msisitizo bayana, takriri dufu na vina. Kwa upande wa tofauti za kifani methali hizi zinatofautiana katika mtindo wa kishairi. Vile vile, matokeo ya utafiti yanaonesha kwamba sababu za kufanana kidhamira ni misafara ya biashara na nchi zote zipo katika bara la Afrika. Pia, sababu za kutofautiana ni tofauti za kilugha pamoja na mazingira baina ya jamii hizi mbili. Mwishoni mwa utafiti huu kumetolewa mapendekezo kwa ajili ya tafiti zijazo.

Elinaza, Abduel (2013) *Impact of Foreign Exchange Intervention on Shilling fluctuation in Tanzania*. Masters dissertation, The Open University of Tanzania

Abstract

This study investigates the impact of foreign exchange market intervention and shilling in Tanzania. The study aspires to develop a deeper understanding of foreign exchange intervention in the country. Literatures suggest that central banks intervene in the foreign exchange market for several reasons, including calming disorderly markets, correct misalignments, and accumulating reserves. But literatures a one thing and market disorder another thing all together. The recently Bank of Tanzania intervention and shilling fluctuations has led to renewed interest in how central banks should intervene to maximize it efficacy. This paper sheds light on a number of operational aspects of intervention. For this purpose, economic technique OLS, cointegration test, and Error Correction Mechanism was applied to time series. To gauge impact of intervention, Error Correction Term was applied. The study selected weekly Interbank Foreign Exchange Market and foreign exchange inflows data from 2006q1 to 2012q1. It also presents evidence on intervention practices based on the outcome of the results. The results shows that BoT intervention play little role to correct exchange rates levels and at short term are increasing fluctuation while no proof was registered that commercial banks sales have either positive nor negative impact on the market. The empirical results of this study raise a number of policy issues, because Tanzania is a net import-economy, therefore, the central bank has to strike a balance between the exchange rates that will not discouraging exports but at the same time controlling prices up spiral, which are the results of imports because of shilling depreciations. Since, higher inflation has spiral effects, be it economically or politically.

Hamza, Hemedi (2013) *Impact of reserving forest on local communities: a case of Pugu and Kazimzumbwi forest Reserves*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted by a social worker to investigate the impacts of reserving Pugu and Kazimzumbwi forests on local people living adjacent these reserved forests. The study was conducted using case study research design. Data were collected using interview, focus group discussion and questionnaire techniques. The collected data was analyzed by using thematic analysis for the case of focus group and interview with key informants. Data from questionnaire was analyzed using Statistic Package of Social Science (SPSS). This study find out that establishment of Pugu and kazimzumbwi forests have impact on the general access of forest products by 90 percent. The costs of reserving forests can range from displacement of local

communities to restricted access to resources and changes in land tenure. Cultural activities have being affected by 77.5 percent and access to social services by 95 percent. Livelihoods of local people have deteriorating by 90 percent. Benefits can include direct revenue from environmental protection, and the maintenance of ecosystem services such as watershed protection. Therefore this study concludes that establishment of Pugu and Kazimzumbwi forest reserves impact local communities surrounding the forests socially, economically and culturally.

Haule, Dunstan Jordan Baltazar (2013) *Assessment of the impact of ARVs on physical development of the orphaned and vulnerable children living with HIV/AIDS' A case study of PASADA*, Masters dissertation, The Open University of Tanzania.

Abstract

Despite diverse problems experienced by Orphans and vulnerable children, HIV/AIDS remains the most dangerous suffrage that terrifies the children lives. Care and treatment for OVC living with HIV/AIDS has been the concern of the government of Tanzania with other actors like NGOs, FBOs, and CBOs. With all fundamental efforts to support OVC, there have been unresolved challenges associated with ARVs consumption for children. However, the purpose of this study was to assess the impact of antiretroviral treatment on the physical development of the orphaned and vulnerable children living with HIV/AIDS. Data collection methodologies deployed in the study based on primary and secondary sources in which interview was applied during focus group discussion with OVC and questionnaire were administered for the staff. Sampling techniques used by the researcher were purposive sampling techniques whereas doctors, nurses, social workers, counsellors and clinicians were purposively selected while convenience sampling technique was used to select OVC who attended clinical treatment regularly and thus they were conveniently selected to represent the larger OVC population. Theories used in this study include personality theory, trait theory, humanistic theory, psychodynamic theory and self theory all explaining the state of orphaned and vulnerable children in relation to ARVs consumption. Data analysis and presentation was in chapter four whereby tables, pie charts and graphs were used to analyse data and thus making both qualitative and quantitative data collection methods to be employed in this study. The analysis part showed that 42% of the respondents said ARVs cause body swelling and deterioration to some OVC, 33% of them indicated that the impact of ARVs is that help the decrease of opportunistic infections, while 17% indicated that ARVs help the relaxation of the body while 8% said ARVs cause pain and discomfort hence resulting into poor drug adherence to OVC who are on ART. vii Chapter five of this study comprised of summary of findings, conclusion and recommendations whereas the government, families, civil society organizations and drug suppliers have recommended to assures quality care

and services for the orphaned and vulnerable children. Conclusively, the study has out with suggestions that need to be taken to improve the lives of the orphaned and vulnerable children.

Enos, Eliakim (2013) *Empowering Community Livelihoods Through Modern Beekeeping: The Case of Ukombozi Group in Kisongwe Village, Kilosa District, Morogoro Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is an outcome of the research study conducted and the project implemented in Kisongwe village, Lumbiji ward, Kilosa District, Morogoro Region. The Community Needs Assessment conducted in the village using participatory methods and tools like Questionnaire, Focus Group Discussions, and Documentary Reviews, came out with six major community needs which needed to be addressed. Empowering community livelihoods through modern beekeeping was established at the end of October 2011 as a priority project immediately after awareness raising and training of Group members at the start of October 2011. The objectives of the project were mainly four; (i) To impart awareness and modern beekeeping husbandry skills for productivity improvement. (ii) Sensitization and training in entrepreneurship and business development skills for empowerment of marketing beekeeping products. (iii) Provision of 25 modern beehives and other beekeeping equipments and materials. (iv) To enhance cooperation among group members and strengthen institution. Most of the major planned project activities were implemented and some are on routine or continuous basis like harvesting and processing of honey and beeswax also management of an apiary. Some products and outputs for the objectives have so far been realized and reported during project monitoring and midterm evaluation. Project implementation is going on well while monitoring and midterm evaluation have also been done and indicators for sustainability plan have been established.

Donald, Sophia (2013) *Establishment of revolving fund scheme for the youth at Muriti village Ukerewe district*. Masters dissertation, The Open University of Tanzania.

Abstract

The overall objectives of the community needs assessment in Muriti village in Ukerewe district was to identify the magnitude of problems facing youth as well as identify needs priorities of youth so that to get the entry point, in collaboration with the researcher, host NGO and district council, to intervene and bring changes needed

in the selected target community. After problems identification, participatory approach was used to identify the key problem. The first phase was to plan how to implement the study in collaboration with the intended stakeholders. The plan was set to start with collection of necessary data starting with secondary data that were available in the NGO's office, DED office and other institutes. The two phase was used to implement the needs assessment exercise starting with Community participatory assessment so that to reveal the actual youth needs and get their priorities and see what project would be done basing on the community raised priorities. The results of the third phase was to obtain the Problem statement in which the Target community profile was analyzed, Project Stakeholders were identified, Project goals were set together with project Objectives. Finally it was decided after agreeing that there was a need to established revolving fund scheme which will starting to serve youth in Muriti village. The project that has been agreed and proposed with reference to the needs assessment was to carry out the project named "establishing of revolving fund scheme" in order to intervene in the situation that was observed and prioritized during Community need assessment.

Nihuka, Kassimu A. and Ambrosi, Blesila (2012) *Learner-Centred Approaches For Curriculum Implementation In Secondary Schools: Teachers' perceptions and challenges*. Masters dissertation, The Open University of Tanzania.

Abstract

The study reported in this paper investigated perceptions of secondary school teachers about LCA and challenges that constrain them from using Learner-Centred Approaches (LCA) to implement curriculum in schools. Through holistic case study research design, the study used questionnaires, interviews and classroom observations to collect qualitative and quantitative data from 40 teachers (i.e. 10 from each school) from four schools in Ilala District in Dar es Salaam Region. Findings showed that generally teachers have positive perceptions about using LCA in curriculum implementation. Challenges such as large class size, overloaded syllabi, lack of relevant teaching and learning materials such as books in the school library, limited access to computers and internet and lack of regular in-service training for teachers in schools were identified as constrains for teachers to use LCA in classrooms. As a result, classroom observations established that chalk and talk is the most preferred approach by majority of teachers in schools. It is recommended that efforts should be made by relevant stakeholders to address these challenges to allow teachers to use LCA in curriculum implementation in secondary schools

Aber, Paska (2013) *Rebuilding Livelihoods: An Assessment on the Impact of Limited Access to Agricultural Inputs in Pageya 'B' Village Awach Sub County Gulu District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study “assess the impact of limited access to agricultural inputs was conducted in Pageya B village Awach Sub-County in Gulu District,” had conducted four research objectives; to examine demographic characteristics, identify the factors /problems affecting rebuilding of livelihoods, establish causes and determine possible solution. Through a CNA Qualitative and quantitative data were collected using structured interview, Focus group discussion, KII and observation administered in a participatory manner using PRA approach. Findings revealed that in the village recovering from over two decades of war(1986-2006), their livelihood means crop production (66.7 %) was affected low crop production (40%) causes by limited access to agricultural inputs (60%).Therefore provision of Agricultural input (hand hoes)was required appropriate (50%) through enhancing opportunities for accessing agricultural input-hand hoes (76.7%). The Uganda NDP document though view hoes as old traditional technology but good start in recovery situation. A midterm evaluation on the project to enhance access to agricultural input (hand hoes) found out that; the project was relevant to needs 100% and increased opportunities to access hoes 62.5%, beneficiaries adopted and practiced durable solutions to access hand hoes66.7%, and sustainability prospects100%.Therefore increased opportunity, capacity built and hand hoes provided, livelihoods could be livelihood rebuilt in Pageya B village.

Ambasa, Dorice Molly (2013) *The Influence of Inheritance Systems on Poverty among HIV/AIDS Infected Widows, The Case of Shinyanga Town*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation examines the influence of inheritance systems on poverty among HIV/AIDS infected widows in Shinyanga town. The researcher's main objective was to explore the constraints that affect HIV/AIDS infected widows in accessing, possessing and owning property by examining the inheritance systems practiced in Shinyanga, Tanzania. To do this the researcher sought to identify the existing inheritance systems practiced in Shinyanga town,establish key constraints that affect HIV/AIDS infected widows in accessing and having the right to posses and own property and therefore suggest practical policy adjustments that can enhance HIV/AIDS widows' right to access, hold and own property. Social Systems theory accredited to Ludwing Von Bertalanffy was used in this study to analyse the

influence of inheritance systems on poverty among HIV/AIDS infected widows in Shinyanga town. Purposive sampling was used to generate rich information on the subject through in-depth interviews and focus group discussions. The major finding of this research is that the existing and most dominant patriarchal inheritance system has failed to conform to the targets required within the larger social environment due to biased norms, values and cultural practices. The study concludes that although Tanzania's constitution on property and inheritance recognizes women's right to land and other properties, women still face serious problems in claiming and securing their rights due to harmful customary norms and practices.

Barago, Daniel Kadeswa (2013) *Factors Affecting Household Food Security: A Case Study of Mtwara Rural District-Mtwara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the factors that affect household food security in Mtwara rural district. The specific objectives were (a) to establish the level of knowledge about food security (b) to establish the level of food production at household level (c) to assess the impact of food insecurity at household level on family members. A case study research design was used in this study. Structured questionnaires, Focus Group Discussions and In-depth Interview from Key Informants were the main instrument for data collection. Both qualitative and quantitative data were processed using Epi Info Version 3.2.2 (2004) soft ware for analysis. The study revealed that, despite 59.9% having excellent knowledge on food security food insecurity still exist. Food production was on subsistence level despite 32.2% having farming experience of more than 10 years. About 90.8% used hand hoe in farming. Further, about 95.5% did not apply agricultural inputs. It was revealed that, 56.8% of all food was sold immediately after harvest. The study revealed that, 75% of storage structures were kitchen ceiling and 24.2% polythene bags. About 79.1% did not treat food before storage. About 33.5% of all food stored food was destroyed during storage, 61.5% lost between 1-200 kg, 27.2% lost between 201-400 kg, 5.2% lost between 401-600 kg while 6.1% lost more than 601 kg. Overall, 46.8% was food insecure. It was concluded that, poor farming technology, excessive selling and poor storage contributed to food insecurity in the study area. It was recommended that, farming technologies and storage structures and techniques should be improved.

Mosha, Hortencia Dominic (2014) *Effects of Water Pipe Burst on water quality and non revenue water in Arusha city: a case study of AUWSA*. Masters dissertation, The Open University of Tanzania.

Abstract

Chronic water losses have been the hallmark of Tanzania especially AUWSA water management over the decades. The rapid growth of Tanzanian cities including Arusha City, coupled with increased volumes of water for irrigated agriculture and industry, has meant that there is much less water to go around in the urban centers. The estimated annual volume of NRW in AUWSA water utilities is in the order of 5,764,621.08 m³ which is around 41.0% while the Government is struggling to reach 20% or below. The aim of this research was to assess effects of water pipe leaks on water quality and on non revenue water. (NRW) in Arusha Urban Water supply and Sewerage Authority (AUWSA). There are several ways identified as major contributor to high NRW these includes unauthorized connections (illegal and by pass) account to 24% of that about 30% of respondents pointed out that the main causes of NRW in AUWSA was caused by leakages from water system (transmission mains, Distribution mains, Utility's reservoirs, service connections); 16% mentioned that the causes of water losses caused by stopped/malfunctions water meters (Bulk and customer water meters), whilst 14% respondents enumerated that Non revenue water was caused by other reasons like corruption and bribery among meter readers. It is recommended that successful utilities actively address NRW by controlling physical losses, ensuring customer meters are accurate and making all efforts to keep the number of illegal connections to minimal. Taking these measures can boost revenue by increasing the amount of water that can be billed while reducing wastage of the product. This increases profitability and improves the return on investment.

Parmena, Akyoo Elimeleck (2013) *Improving Paddy Production Through Strengthening Capacities of Smallholder Farmers on System of Rice Intensification and Saving and Credit: A Case of Igurusi Ward, Mbarali District in Mbeya Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The "Improving Paddy Production through Strengthening Capacities of Smallholder Producers on System of Rice Intensification and saving and Credit" is a research project that was implemented from October 2012 in Igurusi ward, with the aim to improve the livelihood for smallholder farmers involved in paddy production. However, producer's farmers in Igurusi ward are facing challenges of lacking access to reliable saving and Credit for their products, rice being one of them. Currently, few farmers' use Muungano SACCOs to meet their credit demands. Due to lack of

reliable saving and credit, producers are not able to cater for the need of labour and they are forced to use seed from previous harvest. The researcher used participatory methods appropriate to enable him collect data without biasness. Primary data was collected by using participatory methods such as field visits, observation, interviews and Focused Group Discussions while taking into consideration gender aspects. The community need assessment enabled the researcher to clearly identify the real community challenges, factors influencing the challenges and community assets available by encouraging full participation of the community in the process. As result from the research process, the lack of access to reliable saving and credit for agro produce and inadequate knowledge and skills for farmers to undertake remunerative were identified as core problems hindering social economic development and livelihood improvement of smallholder farmers in Igurusi Ward. Fortunately, the currently agricultural production and saving and credit for agro - produce is among key national priorities that have gained strong institutional and policy support to reduce income poverty in Tanzania. Rice on other side is among high value crops being promoted for marketing in many parts of Tanzania as a cash crop.

Peter, Editha (2013) *Ensuring Gender Equality Education through Awareness Creation among Community Members.*” A case of Igwamanoni Village, Kahama District. Masters dissertation, The Open University of Tanzania.

Abstract

The Present Project was done in Igwamanoni Village following the Community Assessment Needs (CAN) in which the problems and needs were identified and prioritized. The CNA revealed the following 4 problems; lack of infrastructures, lack of water, Ignorance, Gender segregation and lack of health centers. The identified needs included need for the improvement of the infrastructures, improved access to health services, improvement of water supply and ensuring gender equality in education which was also identified as the most pressing need. The overall objective in this study was to improve girls’ education accessibility through gender equality awareness creation among community members. Igwamanoni community was capacitated and know ledged on gender equality issues, includes human right to be able create equality in accessing opportunities for both sexes. Outcomes of the project includes improved the capacity of targeted men and boys to act as change agents for gender equality, enhanced knowledge of targeted men and boys on becoming equal partners and sensitizing men and boys regarding their roles and responsibilities in promotion of gender equality. In assessing project implementation outcomes, 61% of women and girls witnessed their male counter parts to receive the knowledge on gender equality 49% witnessing their counterpart to show changes example stopped beating their wives.

Loishiye, Philemon Simon (2014) *Small Scale Honey Processing Tools for Pastoralists Economic Development in Naberera Ward in Simanjiro District, Manyara Region Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

In rural areas of Tanzania honey sub sector is among of the potential enterprises that accommodate most of farmers/pastoralist and small scale producers it is one of the potential and reasonably subsectors which can generate income for the poor household. That potential notwithstanding, the sub sector is facing several production constraints that have limited its potentials for contributing to poverty reduction. The constraints include poor tools of honey processing, poor packaging of honey products, poor marketing system and lack of appropriate knowledge on honey processing skills. As a result most of honey producers in rural and small town in Tanzania feel disappointed by large and big honey industries which apply its resources and catch both internal and external honey market. Poor tools are the major constraint and in particular honey processing equipments which causes low production of honey products, poor processing. Despite the mentioned constraints honey sub-sector is found in almost all pastoralist households in the rural areas and sub-urban which confirm that its potentials is yet to be utilized. That situation is an indication that honey sector is an economic opportunity of which pastoralist can learn easily the entrepreneurial skills required for making honey sub sector a reliable source for income generation and household food security. Thus, through capacity building and supply of improved honey processing equipments producers can develop the necessary attitude, knowledge and skills for developing the sector (honey sub sector) as an economic enterprise.

Omchamba, Deusdedith I. (2015) *Tathmini ya nafasi ya Lugha za Kijamii katika Fasihi ya Kiswahili: Mifano kutoka Riwaya ya Bwana Myombekere na Bibi Bugonoka Ntulinalwo na Bunalihwali*. Masters dissertation, The Open University Of Tanzania.

Abstract

Utafiti huu unahusu Tathmini ya Nafasi ya Lugha za Kijamii katika Fasihi ya Kiswahili: Mifano kutoka Riwaya ya Bwana Myombekere na Bibi Bugonoka Ntulinalwo na Bunalihwali. Lengo lilikuwa ni kutathimini nafasi ya lugha za Kiafrika katika fasihi ya Kiswahili ili kubaini jinsi vipengele vya utamaduni vilivyotumika katika kuibua dhamira ya kazi za fasihi ya Kiswahili. Katika kufikia lengo hilo, utafiti huu ni wa maktabani ambao umetumia mbinu ya mapitio ya machapisho katika kukusanya data. Aidha, mbinu ya uchambuzi dhamira ilitumika katika kuchambua data za utafiti huu. Matokeo ya utafiti huu yanadhihirisha kuwa,

mwandishi ametumia vipengele vya lugha kama vile; tamathali za semi, mdokezo, uchanganyaji wa lugha, misemo, methali na lugha ya picha. Utafiti huu umebaini kuwa, riwaya hii ni ya kiutamaduni ambayo inatumia lugha kisanii kuwasilisha dhamira ya jamii ya Wakerewe. Aidha, utafiti huu unaiona riwaya hii kama moja ya riwaya za jamii za Kiafrika ambazo zinatumia lugha ya Kiswahili katika kusawiri maisha ya jamii za Kiafrika, mila, desturi, kaida na imani zake. Kwa kutumia utamaduni wa Kikerewe msanii ameweza kuibua dhamira ya uzazi na jinsi jamii inavyotazama mahusiano ya uzazi na kuzaa katika jamii. Aidha, msanii anatumia lugha kisanii kubainisha namna majina ya jamii hiyo yanavyotolewa kulingana na maana zinazokubalika katika jamii. Kwa hiyo, utafiti huu umebaini kuwa, riwaya hii inadhihirisha nafasi ya lugha za Kiafrika katika fasihi ya Kiswahili ambapo inaonesha kuwa inafunza, kuonya, kuelimisha na kutunza amali za jamii hususani mila na desturi za jamii iliyoandikiwa raiwaya hiyo.

Rajabu, Amina Ally (2015) *Strengthening Peer Educators Competencies in Educating Youth on HIV Prevention in Vingunguti Ward in Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This project's aimed at strengthening peer educators competencies in educating youths on HIV prevention and behaviour change through training. Community assessments identified HIV prevention among youths as the major pressing need that had to be addressed and MYE as the local NGO to host the project to address the need. Training package for peer educators was developed and peer educators were trained on HIV prevention and condom use, BCC and communication skills. Following the training, peer educators were also monitored, supportively supervised and mentored with the aim of improving their performance to effectively deliver correct information to youths. Project's valuation was also conducted to measure project impact to the targeted beneficiaries. The project sustainability was ensured throughout the community need assessment, project implementation, monitoring and evaluation. LGA and community members were fully involved in identifying the most pressing community needs through interviews and meetings. MYE management were also fully involved in assessing peer educators and youths' capacity on HIV and AIDS, designing of project, development of training package and relevant project's tools. MYE management was also involved in monitoring, SSM visits and evaluation of the project. With this then, MYE' program team will continue conducting SSM and monitoring so as to keep helping the peer educators to perform better and provide correct information to youths.

Mcha, Shaame Simai (2015) *Capacity Building and Empowerment to Youth Groups: A Case Study of Beach Boys Cooperative Pwani Mchangani*. Masters dissertation, The Open University of Tanzania.

Abstract

The CNA was conducted with overall objective of collecting information about tourism activities especially that deals with beach boys' tourism activities in Pwani Mchangani Unguja Zanzibar, this area assisted to identify the different problems that faces in that community but the Project ranking the problem and emerged with a single one to form the CAN project . The community of Pwani Mchangani have got opportunity of tourism sectors that available within the area. The problem of the society was lack of knowledge on how to use the resources for their benefits and government in general. For that, the project provides knowledge of Entrepreneurship, financial and cooperative to the special group so as to make the resources available to be useful to their development. This knowledge helps them to control well how to operate the resources and project. The project provides different trains on how to operate the business such as entrepreneurial knowledge and cooperation skills which are more usefully to their daily activities and also advertize the project so as the society to be aware of the project internal and external. The project provide unity and solidarity to the members so as to be as single body and working together in order to obtain good team work in the cooperation. Empower youth so as to reduce dependence ratios of the government as well as from their family so as to increase the income to the government. To provide formality in the cooperation on operation in order to obtain many opportunities and to reduce obstacles from to be informality. Also more impacts will be appeared due to the project implementation. Providing skills and knowledge to the youth. Improving standards of living to the youth. Giving employment to the youth Promoting safe and qualities services to the tourists Reducing crime from the youth.

Mwombeki, Charles (2014) *Capacity Building in Entrepreneurship for Women Living with HIV in Nyamagana Municipality: A Case Study of Sauti ya Kuinua Wanawake (SUKWA)*. Masters dissertation, The Open University of Tanzania.

Abstract

The community which was the subject of the current dissertation consists of women living with HIV in Nyamagana Municipality in Mwanza City who are also involved in Home Based Care. They finance their families as well as their activities in the Health Care Sector through a variety of small scale enterprises. The CNA was conducted between 22.02.2013 to 20.05.2013 in Nyamagana Municipality. The sample was obtained through purposive sampling, dimensional sampling and simple random sampling. Semi structured questionnaires were used together with FGDs and

in depth interviews with relevant stakeholders. The researcher also used observation as a data gathering method. The CNA established the fact that women were in need of training in business skills, marketing skills and they also needed to expand their capital. Despite having attended various trainings both individually and in groups the women failed to make their businesses profitable. Referring to the principles of Paulo Freire and Julius Nyerere the researcher developed a training concept based on self-reliance and the respect for the knowledge of the participants. The project participants were trained in accordance with this new concept. The training was based on the experiences of the women in their own businesses and theoretical training was alternated with practical implementation periods whereby the women implemented what they had learned under the supervision of their trainer and their peers. All women managed to improve their business records, expand their markets and increase their capital during the project in a sustainable manner. The project has shown that a new way of training is needed that takes the daily experiences of the participants into account and allows for a direct implementation of the acquired skills in the existing business environment of the respective participants.

Laizer, Daniel Memiriki (2013) *Training of communities on informal savings and collective marketing a case of Misungwi and Kwimba Districts*. Masters dissertation, The Open University of Tanzania.

Abstract

Research findings have revealed a high level of poverty which is caused by a number of external and internal factors such as drought, unreliable market for cash (cotton and chickpeas) and food (maize, green gram and paddy) crops. Therefore, there is a big problem of low income which causes food insecurity and hunger. Due to the fact that 75% of Misungwi and Kwimba community is excluded from savings of any kind, the researcher sees the importance of introducing a household income savings and credit association (SILC) which is globally translated as Village Savings and Loan Associations (VSLAs), agricultural collective marketing at village and ward level which will lead into development of forward contracts with big buyers. These programs will cater for the following: SILC methodology has a high positive impact in poor communities compared to other informal saving schemes. Use of this scheme will assist farmers' access or increase number of meals per day. However, capacity building on business skills and savings need to be undertaken. The methodology should not be rigid in nature, it should just be a vehicle towards accomplishing other community development intervention. The researched project has started in Kwimba at a village called Kikubiji where SILC groups have been formed. The groups are increasing at an increasing rate because of spill-over in the villages. These groups will eventually reduce hunger in the areas of Kwimba and finally will reduce poverty.

Doctoral Theses

Samzugui, Athumani S. (2012) *Accessibility of Grey Literature Originating from Public Universities in Tanzania*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to investigate access to grey literature originating from public universities in Tanzania. To accommodate the research problem and fulfil the objectives of this study, both secondary and primary sources of data were used. The primary data was obtained from both self-administered questionnaires, structured interview protocol, Focused Group Discussions (FGDs), observations and biometric analysis. The questionnaire was administered to a sample of 100 library staff, 248 postgraduate students, 500 research and teaching staff. In-depth interviews were conducted with the directors of libraries, directors of research and postgraduate studies of SUA, Mzumbe, UDSM, OUT and SUZA Universities. In all, 16 librarians and two moderators participated in the FGDs conducted at the libraries of Sokoine University of Agriculture (SUA) and the University of Dar es Salaam. Non-participant observation was carried out at the UDSM and SUA libraries, specifically in the East Africana Section. On the other hand, secondary data were obtained through the review of literature from various sources connected with grey literature generation. The initiatives made by various countries in the world to make grey literature accessible to users were reviewed. The data collected was related to the types and manner in which grey literature is generated and managed, as well as the barriers to accessing such grey literature, the mechanism used to disseminate such literature, the acquisition and the potential offered by ICT as a tool to accessing grey literature. Bibliometric analysis was deployed in the analysis of citation references appearing in doctoral theses defended and submitted to the University of Dar es Salaam (UDSM) and The Open University of Tanzania (OUT) libraries as well as the refereed journals available in those two libraries. The analysis of the citation pattern of grey literature in the references confirmed that the coverage of grey literature remains insignificant despite its value, hence reaffirming the importance of making such literature easily accessible to the users. The study established that public universities in Tanzania generate a substantial amount of grey literature through research, teaching and consultancy activities. Such information includes theses and dissertations, research reports, unpublished conference proceedings, faculty discussions and working papers. These documents contain very valuable information crucial to the development of this country and in solving societal problems. However, the study found that the publications are neither accessible nor known to potential users outside that particular university and a large segment of the public. Furthermore, the study developed a model suitable for

enhancing access to grey literature generated by public universities in Tanzania where the Tanzania Commission for Universities (TCU) is supposed to maintain a website that shows all researches done and those in progress for all the universities in the country. On the basis of the study's findings, it can be concluded that, the grey literature in their varied forms and types continue to be one of the most important means of transferring, especially, research-based information in addition to serving as a vital source of such recorded data. Therefore, public universities in Tanzania should make sure that such information is collected, processed, properly managed to facilitate and broaden access to such pertinent information. In this regard, the study proposes the formation of databases and institutional repositories within libraries of the respective universities to properly deal with their grey literature generated internally. Through these databases and institutional repositories public universities will handle and afford wider access to the internally-generated grey literature. The study recommends the use of Information and Communication Technology (ICT) as a viable means towards enhancing access to such valuable sources of information. It is recommended that further studies be conducted in the trend of grey literature use in private universities and national research managing bodies such as COSTECH and on accessibility and use patterns of grey literature produced by institutions dealing with poverty alleviation in Tanzania. Key Words: Grey Literature, Public Universities, Tanzania

Mbwete, Rose Irene (2015) *The Implications of Socio-Economic Transformation for Social Protection among the old people in Tanzania: A case study of Kawe Ward in Kinondoni District*. Doctoral dissertation, The Open University of Tanzania

Abstract

This thesis investigated the implications of socio-economic transformation for social protection among the old people in Tanzania. It argues that old people had been neglected in terms of social and income security despite the National Ageing Policy (2003) as well as the National Social Security Policy (2003) stipulating that every citizen has the right to be protected against social and economic distress. Methodological triangulation was used to collect information, in particular the study used the survey interviews, focus group discussions, in-depth interviews and documentary reviews. The results show that respondents offered different explanations on the existing values and norms that guide the provision of social protection among old people within the study area. It was further evident that, the changes in the value system had affected social protection provision among old people within the study area. Among the effects are insecure, disrespected, isolated and poor living conditions. The study has established that the existing policies that related to catering and providing for old people remained largely unknown to the majority of the respondents interviewed neither were they aware of their entitlements and rights stipulated by these policies. This study further, contextualizes

the influence of economic transformation on the social protection of the old people, whose effects include loss of income, working even in old age, increased vulnerability, poverty among old people and a sense of abandonment. Thus, the study concludes that comprehensive social policy for the old people is of crucial importance to engender the sustainability of their livelihood in contemporary society.

Ligembe, Nestory Nyamwala (2014) *Factors Affecting the Acquisition of Reading Skills in Kiswahili in Primary Schools: The Case of Musoma Municipal and Misungwi District Councils*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The focus of this study was to investigate the relationship between the teaching of reading, availability and accessibility of text books, supplementary books and the acquisition of reading skills in primary schools at standard I to IV. The study was undertaken in Misungwi district and Musoma municipality, in Mwanza and Mara regions respectively. It examined factors affected the acquiring of reading skills in Kiswahili. The study collected data from Kiswahili teachers, Kiswahili tutors, district and municipal education officers, and primary school head teachers through a questionnaire, observation, interviews, focus group discussions, and documentary reviews. The data were analyzed and interpreted descriptively as well as statistically. The study found that the majority of the Standard I to IV Kiswahili teachers in the public primary schools had an inadequate mastery and application of methods, strategies, and steps in teaching reading skills. Lastly, the study found an acute shortage of textbooks, and other reading materials in the public primary schools as well as shortage of supplementary books in both public and private primary schools. Public primary schools were found responsible for poor reading skills among the standard I to IV pupils. The study concluded that the main factors affecting public primary school pupils' acquisition of reading skills include: Inadequate teaching caused by the failure of a majority of teachers in public primary schools to use the recommended: methods, Strategies, and steps of teaching reading skills, high shortage of textbooks and other reading materials, pupils attending standard I without pre primary school education. The study recommended: Ministry of Education and Vocational Training (MoEVT) should train pre primary school and standard I and II primary school Kiswahili teachers in teaching reading, pre primary school education should be compulsory, reading lessons should be elevated to an independent subject and examined by NECTA at the end of pre primary and primary school education, finally, textbooks and other reading materials should be bought and distributed to schools by a centralized organization and the local authority in collaboration.

Nyamsenda, Jane Chacha (2015) *Ushujaa wa Shujaa wa Motifu za Safari na Msako Katika Ngano za Waikizu, Wabondei na Wazanzibari*. Doctoral dissertation, The Open University Of Tanzania.

Abstract

Lengo kuu la utafiti huu, lilikuwa ni kubainisha nduni bainifu za Ushujaa wa Shujaa wa Motifu za Safari na Msako katika ngano za Waikizu. Utafiti huu umefanywa Ikizu. Njia zilizotumika katika utafiti huu zilikuwa ni utafiti wa Maktabani na uwandani. Nadharia zilizotumika katika utafiti huu ni; Umuundo, Saikochanganuzi, Sosholojia na nadharia ya Vikale. Matokeo ya Utafiti huu yamebaini mambo yafuatayo: Kwanza, Ushujaa wa masafa marefu. Ambapo shujaa hupambana na hali na mazingira halisi ana kwa ana. Pili, Safari ya shujaa ambapo shujaa huondoka peke yake nyumbani na hurudi peke yake nyumbani. Na kama shujaa atarudi nyumbani na watu, huwa ni wale aliokwenda kuwapigania. Tatu, shujaa ni lazima arudi nyumbani, kama shujaa hatarajii kurudi nyumbani basi huyo siyo shujaa. Nne, ngano za motifu za safari na msako hutumika kuelezea na kusisitiza utamaduni, falsafa, mazingira, imani, jiografia, historia na maisha ya Waikizu. Tano, nimegundua tofauti za kitamaduni, kijamii, kihistoria, kijiografia, kimazingira kifalsafa na tofauti za kaida mbalimbali za kijamii. Nimebaini kwamba tofauti hizi, ndizo sababu ya tofauti za ushujaa wa Waikizu, Wabondei na Wazanzibari. Sita, motifu ya safari na motifu ya msako zinahusiano, maana zinajengana, zinaathiriana na kukamilishana, kama ilivyo sarafu moja yenye pande mbili tofauti. Saba, kuna uhusiano wa moja kwa moja baina ya mashujaa wa tendi na mashujaa wa ngano. Nane, katika utafiti huu imebainika kuwa, katika ngano za Waikizu kuna mashujaa wa kike na mashujaa wa kiume. Tisa, Utafiti huu umebaini nguvu ya mwanamke katika kuathiri nguvu za shujaa. Hivyo mapendekezo yangu kwa watunga sera ni kwamba, wachukue hatua za kuimarisha utafiti na mafunzo katika nyanja ya fasihi simulizi ya Kiafrika ili kupanuwawo wa maarifa katika ngazi zote za elimu.

Sosthenes, Steven Ngopa (2013) *Factors Influencing Internal Audit Operations in Electoral Bodies: An Empirical Analysis of Tanzania Electoral Commission*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The main concern of this study was to analyse factors that influence internal audit operations in electoral bodies. Specifically, the study aimed at identifying the extent to which internal audit standards are adhered to at NEC; find out challenges facing effectiveness in internal audit at NEC, as well as find out how best the challenges can be addressed. The study was carried out in Dar es Salaam, at the NEC headquarters. The findings revealed inadequacies in adherence to internal audit standards, as indicated by a number of factors, such as failure to carry out internal

audit regularly, lack of professional qualifications among internal auditors, as well as lack of objectivity in the internal auditing exercise. From these findings, it can be revealed that these inadequacies are a threat to the whole issue of accountability and good governance. The findings also revealed various challenges hindering effectiveness of internal auditing, such as lack of independence from employer, inadequate skills among internal auditors, inadequate facilities at the internal audit department, inadequate funds to carry out internal audit, inadequate cooperation among staff, limited transparency and openness, as well as lack of commitment from management staff to be the major challenges. In particular, lack of independence and autonomy from the employer are notable bottlenecks. The respondents gave a number of recommendations on strategies to adopt in order to enhance effectiveness in International Audit at NEC.

Mwembezi, Gaspar Peter Mwananchipeta (2014) *Assessment of Environmental Interventions' by Local Government Authorities on Quality of Environment Conservation in Three Selected Council of Dodoma Region, Tanzania*. Doctoral dissertation, The Open University of Tanzania.

Abstract

More specifically, the focus of the study was an assessment of environmental interventions by local government authorities on the quality of environment conservation in three selected councils of Dodoma Region. The study highlights some of conservation challenges, quality strategies and interventions that could be enhanced for sustainable eco-development. The study area has one of the most degraded environments in Tanzania. The statement of the problem is that, while progress has been made to a certain level on environmental conservations programme, this change in terms of quality has not been investigated and assessed. A case study design was adopted in which a population of 629 respondents was involved. In this Study the population was used as sample hence Census technique, not sampling. Distribution of respondents for data collection was in four groups and divided into two categories which included intervention designers 215 and intervention implementers 414. Data analysis by using SPSS and descriptive statistics were used to meet the case. Major findings include; poor use of natural resources, lack of adequate knowledge and knowledge dissemination, financial constraints and conflict of interest among stakeholders. Therefore, it is recommended that, ongoing interventions to environmental conservation should be refined and strengthened for quality and sustainable way.

Mlulla, Allan Syril (2015) *Competition Enforcement and Efficiency in Relevant Markets: A Case of Tea Agro Markets in Tanzania*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The study investigated the linkage between sectoral and competition laws in providing for plausible competition enforcement models in the tea sector using the CAF. Field survey was conducted on green tea leaves farmers and buyers in Rungwe, Mufindi and Muheza. Specific objectives were to (i) assess the adequacy of provisions of the legal and regulatory framework in providing for pro competition markets(ii) determine gross margins and examine their variations (iii) assess and compare the performance (GM) (iv) identify the factors affecting pro competition functioning of the identified relevant markets. Data analysis using SPSS entailed frequencies, means and cross tabulations, indexing, HHI, ANOVA, Chi square and ttest were also used to test robustness of the statistics. A GLS multiple regression model was used to identify factors influencing farmers' GM. Results reveal that there is need for economic regulation and that the current legal provisions are inadequate to provide for pro competition markets. The identified relevant markets are the buying and selling of green tea leaves in (i) Rungwe (ii) Mufindi and (iii) Muheza. Results show existence of abuse of dominance and unnotified mergers in Rungwe, anti-competitive agreements in Muheza and Mufindi, barriers to entry and vested interests in all the three. Results also showed that several factors do affect pro competition functioning of the three markets. It was recommended that there should developed comprehensive legal and regulatory framework to provide for economic regulation in the three markets. The identified anti-competitive issues should be pursued by the FCC by way of enforcement whereas non-enforcement issues should be pursued as matters of competition advocacy.

Isowe, Lilian Dickson (2016) *Utilization of Information and Communication Technologies by Distance Learners at the Open University of Tanzania Library in Accessing Academic Information*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The Open University of Tanzania (OUT) has integrated information Communication Technologies (ICTs) in all its functions in order to improve delivery of its services. Significant investment has been made by OUT management and donors in providing electronic library services to ensure distance learners have access to academic information and other related services. However, past studies show the library resources and services are underutilized. The aim of this study was to investigate the utilization of ICTs by distance learners in accessing academic information and

suggest a model to improve access and use of ICTs by distance learners. The objectives of the study were to: examine how distance learners in Tanzania use ICTs when seeking information resources for their academic endeavours; determine the perceptions of distance learners towards ICTs; establish the ICT knowledge and skills of distance learners; explore the ICTs utilized by distance learners at OUT library; determine factors which hinder better utilization of ICTs; and suggest measures for improving access and use of ICTs by distance learners at the OUT library, and propose a framework for improved ICTs use at OUT library. The study was informed by Unified Theory of Acceptance and Use of Technology (UTAUT) developed by Venkatesh et al. (2003). Qualitative research methods were employed with some quantitative techniques, using a case study research approach. A combination of purposive and stratified random sampling techniques were employed to obtain 60 postgraduate students, 100 undergraduate students and five key informants. Data was collected through semi-structured interview schedules complimented by self-administered questionnaires and observation. Qualitative data was analysed thematically based on the objectives and research questions while quantitative data was analysed using descriptive statistics and presented using frequency distribution tables and bar charts. The findings revealed that distance learners; used internet-search engines more than the library webpage when searching online information, had positive perception towards the use and value of e-resources, had low level of awareness about availability OUT e-library, had limited access to computers and internet, had limited ICT skills and relied on study/course materials. The study concludes that despite the availability of e-resources at OUT library, a number of challenges have inhibited them to be utilized by students in an optimal manner. The following recommendations were made; an improvement of ICT infrastructure and facilities, increased marketing strategies, continuous training in ICT and information skills, and continuous collaboration between librarians and instructors in encouraging distance learners to utilize e-library resources.

Saleh, Ali Ahmed (2015) *An Examination of Economic Diplomacy in Promoting Investments: The Case of Tanzania, Oman and United Arab Emirates*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine why there has been low level of economic cooperation between in Trade and Investment between Tanzania and GCC member states. Specifically the study wanted to study wanted to find out the readiness of the private sector and how favorable were the structural trade mechanism and legal framework in promoting the trade and investment between Tanzanian and Oman and United Arab Emirate. A total of 69 respondents were engaged by the study (i.e. 40.4% female and 59.6% males). These included officials from the government ministries, chambers of commerce, investment promotion agencies, parliamentary

committee, business community members among others. The main finding reveals that, there was low level of preparedness of the private sector to promote investment in Tanzania as compared with the strong and buoyant private sector in Oman and United Arab Emirates. It was further revealed that the existing trade structural mechanisms in Tanzania were different with the structural trade mechanism in GCC countries. The GCC countries had relatively better terms and conditions when comparing with that of Tanzania likewise the legal frame work existing in Tanzania and GCC played a different role to promote trade and investment. This was facilitated by different level of development as well as different of interests among different countries. The study recommends that, there is a need to promote an expanding role of the private sector in its broader context and revisit legal and structural trade mechanism in an effort to promote close economic links between Tanzania and the Gulf Cooperation Council countries.

Kikoyo, Oscar Ishengoma (2014) *The Impact of Legal Framework on Regulatory Authorities in Tanzania: A Case Study of The Surface and Marine Transport Regulatory Authority (SUMATRA)*. Doctoral dissertation, The Open University of Tanzania.

Abstract

It should be noted that shortly after independence in 1961, Tanzania chose Ujamaa (African Socialism) which was christened as “Arusha Declaration” as its social-economic policy. The chosen policy did not, though, deliver to the expectations of the country. The 1980s for instance, experienced economic decline and macroeconomic imbalances which had an adverse effect on real GDP. Due to that economic decline, the Government took bold decisions to reverse some of the tenets of socialist policies spelt out in the Arusha Declaration. The government withdrew from offering some social services letting the private sector fill in the gap. The role of Government, as the tenets of the market economy require, was to set policies on production and distribution of goods and services. Regulatory authorities were consequently established to spearhead the market economy by promoting competition, nurturing the private sector and safeguarding consumers by setting regulations, standards and tariffs of the regulated goods and services. The absence of a legal framework for the established regulatory authorities, though, was a setback to achieve the intended goal. This study, therefore, analysed the impact of the legal framework put in place to enable regulatory authorities to spearhead the market economy in Tanzania. SUMATRA was used as the case study whereby data were collected and analysed using the Software Package of Social Sciences (SPSS). The findings indicated that regulatory authorities were neither independent, transparent nor predictable due to unwarranted political interference in their operations. The study therefore recommended that the current legal framework should be overhauled because it creates room for political intervention in regulatory operations.

Adam, Omar Abdalla (2014) *Kuchunguza Dhamira za Kijamii na Kiutamaduni katika Riwaya ya Kiswahili: Mifano Kutoka Kuli na Vuta N’kuvute*. Doctoral dissertation, The Open University of Tanzania.

Abstract

Riwaya za Kuli na Vuta N’kuvute zimepata umaarufu na kuwa riwaya nzuri na imara za mtunzi Shafi Adam Shafi. Utafiti huu ulifanywa kwa nia kuu ya kuchunguza dhamira za kijamii na kiutamaduni zinazojitokeza katika riwaya hizo mbili (Kuli na Vuta N’kuvute). Katika kutimiza nia hii, tulikusanya data kwa kutumia mbinu za maktabani, mahojiano ya ana kwa ana kufanya na uchambuzi wa kimaudhui. Data zilizokusanywa zilichambuliwa kwa kutumia mbinu za mkabala wa kimaelezo na ule wa kidhamira. Nadharia za Simiotiki, Saikolojia Changanuzi na dhima na kazi, ndizo zilizotumika katika kuhakiki riwaya hizo mbili. Matokeo ya utafiti yanaonesha kwamba, dhamira zinazojitokeza zaidi katika riwaya hizo mbili ni matabaka katika jamii, ndoa za kulazimishwa, mapenzi na ukarimu katika riwaya ya Vuta N’kuvute. Katika Kuli, dhamira zinazojitokeza zaidi ni busara na hekima, umuhimu wa elimu, umasikini, utamaduni na mabadiliko yake, ukombozi katika jamii na masuala ya uzazi. Dhamira hizo zimesheheni uhalisia katika maisha ya sasa ya jamii ya leo. Pia matokeo ya utafiti yanaonesha kwamba, mbinu za kisanaa zinazotumiwa na mtunzi katika uwasilishaji wake wa dhamira ni upambaji wa wahusika, usimulizi, kuingiliana kwa tanzu, tashibiha, misemo, takriri, taswira, motifu na matumizi ya barua.

Alawi, Mikidadi Hamisi (2014) *An Assessment on the effects of Environmental Conservation Policies in Colonial and Post Colonial Tanzania, 1922- 2000. The Case of Morogoro and Shinyanga Regions*. Doctoral thesis, The Open University of Tanzania.

Abstract

This thesis examines the effects of environmental conservation policies in colonial and post colonial Tanzania from 1922 to 2000 in Morogoro and Shinyanga regions. Little is known and has been written about environmental conservation policies in different historical epochs. The stated objectives have been accomplished by analyzing the following themes: firstly the pre-colonial environmental conservation in Morogoro and Shinyanga regions; secondly, the strengths and weaknesses of environmental conservation policies among the Luguru and Sukuma of Tanzania during the colonial period; thirdly, the impact of environmental conservation policies on cultural aspect on both regions and lastly, the post-colonial environmental conservation policies. The thesis has mainly centred on environmental conservation strategies and practices. Economic and political changes have been

broadly treated as complex processes of transformation and adjustment of environmental conservation strategies and policies. To explain this transformation, the Political Ecology, Ecological Revolution, and Historical Ecology theories have been used. The thesis used qualitative method. Data analysis was guided by the stated research questions. Each question was expanded to form a major chapter. The researcher presented the findings by using primary and secondary information. It was concluded in the thesis that the European capital penetration alone did not automatically simplify the imposition of colonial environmental conservation policies there were other internal factors that acted upon. It is recommended that there is a need to review and research the narratives and organizational models for promoting more significant local involvement in environmental management.

Mwijage, Amos Ndamwesiga (2015) *Roles of grasslands in sustainable improvement of land productivity in Bukoba District, Tanzania*. Doctoral thesis, The Open University Of Tanzania.

Abstract

This study was conducted in Bukoba District where land shortage and poor soil fertility are predominant thus limiting the productivity of the land. In this farming system, grasslands form an integral part in land productivity. However, changes in land tenure systems particularly for grasslands in recent years have undermined the functionality of the agro-ecological system. This study was designed to explore the roles of grasslands in sustainable improvements of land productivity through intensification of three predominant land use types namely Kibanja, Kikamba, and Rweya. Research methods involved interviews, group discussions, and retrieval of archival information on changing tenure systems; field experimentation and model development. Data were analysed for descriptive statistics, principal component analysis, ANOVA and modelling by SPSS, Conoco, GENSTAT and GAMS, respectively. Results established that customary tenure and land use practices have been destabilized by changes aimed at privatization of grasslands. Characterisation of farming households revealed three virtual farm types (FT) distinguished by: soil fertility management strategies, food security, and farm and off-farm income being important indicators of variability. All FT were found to be net food buyers annually. Grassland productivity revealed annual biomass production of 7.4 t ha⁻¹ and 7.1 t ha⁻¹ at high and low rainfall zones, respectively. The nutritive qualities of grasses were generally low throughout measurement period, although was better during first six months after burning implying the best grazing phase. Sustainability options for the three virtual FT showed that Kibanja productivity can be maintained in the absence of cattle provided that sufficient area of Kikamba to grow herbaceous legumes for supplying adequate N and K for optimum Kibanja productivity. Farm labour were found amounting to only 35%, 25%, and 39% of the available family labour for FT1, FT2, and FT3, respectively, implying presence of excess labour that

could be allocated to off-farm activities. These findings imply that the productivity of Kibanja could be sustained even in absence of cattle provided there is sufficient land area for Rweya and Kikamba accessible to farming households.

Mushi, Christopher Awinia (2013) *Examining Urban Poverty, Inequalities and Human Capability Development In The Context of Adjustment: The Case of Vingunguti and Buguruni Settlements, Dar-es-Salaam*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study on “Examining Urban Poverty, Inequalities and Human Capability Development in the Context of Adjustment: The Case of Vingunguti and Buguruni Settlements, Dar-es-salaam” has investigated the association between three interrelated variables, namely human capability development levels in relation to urban housing and health conditions. It demonstrates how the three variables are associated in determining urban poverty levels. The study used the human capability approach to describe/explain how access to key capabilities enable individuals to function in ways that could improve their quality of life. This includes improving housing and health conditions. A background to the problem of the study led to isolation of social inequalities in housing and health conditions among households as key variables associated with urban poverty in the context of Tanzania and other Least Developed Countries. Empirical findings of the study showed there was positive correlation between low human capability development levels and poverty in housing and health conditions among households. Levels of education attained, access to participation in the urban informal sector, access to credit, assets and vocational skills and levels of income were main factors found to influence effectiveness of households to improve their housing and health conditions. The study recommends the need for urban policy planning and poverty reduction strategies, most notably MKUKUTA II and successor strategies to factor-in social inequalities and human capabilities analysis. It further recommends effective adoption of key measures to develop, repair and sustain human capabilities. The measures recommended include access to participation in the urban informal sector, credit services to the urban poor, upgrading skills through vocational training.

Mallya, Hawa Hatibu Saidi (2013) *Dimensions for Positioning Tourists’ Destinations: The Case of Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

The main objective of the study was to explore the concept of dimensionality in positioning tourists’ destinations and determine a model using the perspective of

attribute dimension. The study is based on positioning theory. Both Exploratory and Confirmatory Factor Analysis (EFA and CFA) were used in analysing the data. Structural Equation Model (SEM) using AMOS (Analysis of Moment Structures) was applied to test the significance of the relationship between the various constructs in the study. Eleven hypotheses were generated from the Structural Equation Model and tested through a survey of 750 inbound tourists at Zanzibar Airport Authority. The findings for EFA and CFA yielded eleven and ten dimensions respectively, but SEM results revealed only four dimensions that were significant. The ten dimensions include wildlife adventures, other adventures, hospitality, scenery, safety and security, efficiency at entry and exit point, conservation and protection of wildlife, heritage endowments, beach attractions and pollution. Significant relationship was observed between experience based perceptions and four constructs, namely, wild life adventures, hospitality, scenery and conservation and protection of wildlife. The study demonstrates the relevance of positioning theory in marketing tourists' destinations. It recommends a four dimensional model that can be applied for positioning tourist destinations not only in Tanzania but also in other countries with similar factor endowments, in particular the Sub Saharan African countries. The recommendation was based on the four dimensions where significant results were observed.

Massoud, Salem Mahmoud Abdulhadi (2013) *Maudhui na Fani Katika Tamthilia za Kiswahili: Utafiti Linganishi wa Tamthilia za Mashetani na Kivuli Kinaishi*. Doctoral thesis, The Open University of Tanzania.

Abstract

Utafiti huu unahusu maudhui na fani katika tamthilia za kiswahili ambao umetumia mifano ya tamthilia ya Mashetani na Kivuli Kinaishi. Utafiti huu ni utafiti linganishi ambao ulilenga kuchunguza mtindo wa kimaudhui na kifani katika tamthilia ya Mashetani na Kivuli Kinaishi ili kuona ni jinsi gani msanii anaweza kutofautiana ama kufanana na msanii mwingine katika uteuzi na utumizi wa vipengele vya kimtindo. Utafiti huu ulitumia mbinu nne za ukusanyaji data ambazo ni; maktaba, usaili, dodoso na majadiliano ya vikundi. Sampuli ya utafiti huu ilitolewa kwa kutumia mbinu ya madhumuni maalum, bahatishi na uteuzi rahisi. Aidha data za utafiti huu zilichambuliwa kwa kutumia mbinu ya uchambuzi maudhui na uchambuzi linganishi. Utafiti huu uliongozwa na Nadhariatete ya Elimumitindo katika Uchambuzi wa Matini za Kifasihi. Utafiti umegundua kuwa, msanii wa Mashetani na msanii wa Kivuli Kinaishi wanatofautiana na kufanana katika mbinu za kimtindo ambazo wametumia kujenga kazi zao za sanaa. Matokeo haya yanaendana na nadharia ya mtindo na mazingira kuwa wasanii hutofautiana katika uteuzi wa mbinu za kimtindo kutokana na tofauti za kimazingira, kihistoria, kijiografia na kimuktadha. Utafiti huu umegundua kuwa, wasanii wote wanafanana katika maudhui ambayo wameyaibua katika kazi zao. Utafiti unajadili kuwa pamoja

na kuwa wametofautiana katika mazingira ya kijiografia, lakini wanatoka katika jamii zinazofanana kihistoria, kiitikadi, kiuchumi, kijamii, kisiasa, na kukaribiana sana kiutamaduni. Hivyo basi, ni dhahiri kuwa jamii zote hizi zina matatizo, mahitaji na matarajio yaliyo sawa ambayo watunzi wanayashughulikia.

Kopwe, William Andrew (2013) *Sharī'a Implementation in The Context of Tanzania Mainland: An Analysis of Its Debate, Practice and Influence in Christian-Muslim Relations*. Doctoral thesis, The Open University of Tanzania.

Abstract

This research is about sharī'a (Islamic law) implementation in the context of Tanzania mainland. It has been compelled by Muslims' demand for expansion of sharī'a application in the public sphere and its philosophy of practice which is opposed by non-Muslims and some Muslims. This endangers Christian-Muslim and state-religion relations. The research analyzes Sharī'a debate in the Country, its practice in Tanzania mainland context, challenges, prospects, and the influence of its debate in inter-religious, intra-religious and state-religion relations. It employed Qualitative research philosophy in which in-depth expert and non-expert interviews, participant observation and documentary review methods were used to gather information. The research reveals that, though in a circumscribed form, Muslims implement sharī'a according to Tanzania's context. Because of social-cultural contextual issues, it is pragmatically impossible to totally implement sharī'a as enjoined in the Islam grand sources of authority and as practiced in the traditional Muslim states. The demand for expansion of sharī'a application in the public sphere is mostly elites' movement and a result of external influence, fueled by religious resurgence through globalization and its ramifications. The ordinary Muslims are satisfied with the current sharī'a status in the country. Also, it was found that the demand is just part of numerous Muslim grievances in the country. The research suggests that: Tanzanians should learn to tolerate religious differences and be careful in interpreting international religious-political events to the local context. Furthermore, State secularity should be perpetuated and religions should not be a driving force in political decisions. Lastly, The Government should find proper mechanism to address State-religion relations and citizens' grievances.

Adam, Omar Abdalla (2014) *Kuchunguza Dhamira za Kijamii na Kiutamaduni Katika Riwaya ya Kiswahili: Mifano Kutoka Kuli na Vuta N'kuvute*. Doctoral thesis, The Open University of Tanzania.

Abstract

Riwaya za Kuli na Vuta N'kuvute zimepata umaarufu na kuwa riwaya nzuri na imara za mtunzi Shafi Adam Shafi. Utafiti huu ulifanywa kwa nia kuu ya

kuchunguza dhamira za kijamii na kiutamaduni zinazojitokeza katika riwaya hizo mbili (Kuli na Vuta N’kuvute). Katika kutimiza nia hii, tulikusanya data kwa kutumia mbinu za maktabani, mahojiano ya ana kwa ana kufanya na uchambuzi wa kimaudhui. Data zilizokusanywa zilichambuliwa kwa kutumia mbinu za mkabala wa kimaelezo na ule wa kidhamira. Nadharia za Simiotiki, Saikolojia Changanuzi na dhima na kazi, ndizo zilizotumika katika kuhakiki riwaya hizo mbili. Matokeo ya utafiti yanaonesha kwamba, dhamira zinazojitokeza zaidi katika riwaya hizo mbili ni matabaka katika jamii, ndoa za kulazimishwa, mapenzi na ukarimu katika riwaya ya Vuta N’kuvute. Katika Kuli, dhamira zinazojitokeza zaidi ni busara na hekima, umuhimu wa elimu, umasikini, utamaduni na mabadiliko yake, ukombozi katika jamii na masuala ya uzazi. Dhamira hizo zimesheheni uhalisia katika maisha ya sasa ya jamii ya leo. Pia matokeo ya utafiti yanaonesha kwamba, mbinu za kisanaa zinazotumiwa na mtunzi katika uwasilishaji wake wa dhamira ni upambaji wa wahusika, usimulizi, kuingiliana kwa tanzu, tashibiha, misemo, takriri, taswira, motifu na matumizi ya barua.

Awinia-Mushi, Christopher (2013) *Examining Urban Poverty, Inequalities and Human Capability Development In The Context of Adjustment: The Case of Vingunguti and Buguruni Settlements, Dar-es-Salaam*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study on “Examining Urban Poverty, Inequalities and Human Capability Development in the Context of Adjustment: The Case of Vingunguti and Buguruni Settlements, Dar-es-salaam” has investigated the association between three interrelated variables, namely human capability development levels in relation to urban housing and health conditions. It demonstrates how the three variables are associated in determining urban poverty levels. The study used the human capability approach to describe/explain how access to key capabilities enable individuals to function in ways that could improve their quality of life. This includes improving housing and health conditions. A background to the problem of the study led to isolation of social inequalities in housing and health conditions among households as key variables associated with urban poverty in the context of Tanzania and other Least Developed Countries. Empirical findings of the study showed there was positive correlation between low human capability development levels and poverty in housing and health conditions among households. Levels of education attained, access to participation in the urban informal sector, access to credit, assets and vocational skills and levels of income were main factors found to influence effectiveness of households to improve their housing and health conditions. The study recommends the need for urban policy planning and poverty reduction strategies, most notably MKUKUTA II and successor strategies to factor-in social inequalities and human capabilities analysis. It further recommends effective

adoption of key measures to develop, repair and sustain human capabilities. The measures recommended include access to participation in the urban informal sector, credit services to the urban poor, upgrading skills through vocational training.

Ababaker, Emad Ahmed (2013) *Maendeleo ya lugha ya Kiswahili na Athari zake kwa Jamii ya Kiarabu: Mtazamo wa Kilughawiya Jamii*. Doctoral thesis, The Open University of Tanzania.

Abstract

Lengo kuu la utafiti huu lilikuwa ni kuchunguza chimbuko na maendeleo ya Kiswahili na athari zake kwa jamii ya Kiarabu kupitia mtazamo wa Kilughawiya jamii. Lengo hili limeweza kufanikiwa kutokana na kukamilika kwa malengo mahususi yaliyohusu; kuchunguza chimbuko la lugha ya Kiswahili na sababu za madai kwamba Kiswahili kimeathiriwa sana na Kiarabu, kubainisha namna Kiswahili kilivyoiathiri jamii ya Kiarabu katika maisha yake ya kila siku na kufafanua maendeleo ya lugha ya Kiswahili katika karne ya ishirini na moja na changamoto zake. Mapitio ya kazi tangulizi mbalimbali yanayohusiana na mada ya utafiti yamepitiwa kwa kina kwa kuongozwa na nadharia ya Lugha kama Muundo Jamii, Kiswahili ni Kiarabu na Kiswahili ni lugha ya Vizalia yameshadidia kukomaa kwa kazi husika. kwa upande wa uchambuzaji, uchakataji na usanifishaji wa data, utafiti umetumia mbinu za ushiriki, usaili, hojaji na upitiaji wa nyaraka katika kukusanya data. Mbinu za uchambuzi wa kimaelezo ndiyo iliyotumika katika uchambuzi wa data za utafiti huu. Matokeo ya utafiti yanaonyesha kuwa chimbuko la Kiswahili ni katika mwambao wa Afrika ya Mashariki. Hata hivyo zipo sababu mbalimbali zinazotumiwa na wale wanaodai kwamba Kiswahili kimeathiriwa sana na Kiarabu na hivyo kutoa hitimishi kwamba Kiswahili asili yake ni Kiarabu. Sababu hizo ni pamoja Kiswahili kujengwa na msamiati mwingi wa lugha ya Kiarabu, Kiswahili kuwa na msamiati wenye lafudhi ya Kiarabu na ushairi wa Kiswahili asili yake ni dini ya Kiislamu na fasihi ya Kiarabu. Hata hivyo, matokeo ya utafiti yanaonesha kwamba sababu hizo hazina mashiko ya kitaalimu katika kushadidia kile zinachoeleza. Hii inatokana na ukweli kwamba, wanataalimu waliotafiti na kutoa madai hayo walikuwa ni wageni ambao hawakuwa na ujuzi wa kutosha kuhusiana lugha ya Kiswahili na utamaduni wake. Kwa matokeo haya Kiswahili kimeendelea kuonekana kuwa ni lugha yenye asili yake katika mwambao wa Pwani ya Afrika ya Mashariki na si Kiarabu wala lugha ya Vizalia. Kutokana na ukweli huo Kiswahili kimeendelea kuwa lugha ya matumizi mapana na kuiathiri jamii ya Kiarabu inayoishi mwambaoni mwa Pwani ya Afrika ya Mashariki katika maisha yake ya kila siku. Athari hizo zinaonekana katika masuala ya kidini, kiutamaduni, kisiasa na kiuchumi. Kutokana na Kiswahili kuwa ndiyo lugha ya matumizi mapana katika nchi mbalimbali za Afrika ya Mashariki kimeweza kuvuka mipaka na kutumika pia kimataifa. Kiswahili kimekuwa ni lugha inayotumika katika ngazi mbalimbali za kielimu, lugha ya kupashana habari kitaifa na kimataifa na

lugha ya kuwasilishia fasihi ya kitaifa na kimataifa. Haya ndiyo maendeleo yaliyofikiwa na lugha ya Kiswahili katika karne hii ya ishirini na moja. Mwisho, tumetoa hitimisho kuu la utafiti ambalo kwalo tumeainisha maeneo mbalimbali ya kiutafiti yanayoweza kuibuliwa kuhusiana na lugha ya Kiswahili na masuala ya kinadharia kwa ujumla.

Bakari, J. A. (2013) *Performing Arts and Promotion of Tourism in Tanzania: A Study of The Bagamoyo and the Makuya Arts Festivals*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study examines the link between the performing arts and tourism in Tanzania and assesses the extent to which the performing arts do promote the tourism industry in Tanzania. Current practice in the tourism industry in Tanzania emphasises on nature tourism with less emphasis on cultural tourism, especially the performing arts. This has led to a seeming academic gap between tourism and the performing arts. No comprehensive study has been done to compare theory and practice and find out why performing arts and tourism are not closely linked and the extent to which the performing arts promote the tourism industry. The study examined The Bagamoyo Festival of Arts and Culture and The Mtwara's MaKuYa Festival. It adopted a primary data collection approach using questionnaire and interview instruments targeted at different stakeholders including tourists, tour operators and performing artists. From the results of the study, it was observed that performing arts could be used to promote tourism in their own right as well as promoting nature tourism attractions. However, challenges include inadequate skills on how to produce and market performing arts for touristic audiences and an absence of a collaboration model between performing arts and tourism sectors. From the empirical findings of this research there is a need for a multi-faced approach of tourism product development and to reposition the performing arts as a tourist product and branding it as a complete experience that combines the experience of culture with the experience of visiting nature tourist attractions of Tanzania

Fumbo, Clement Donard (2013) *The Moravian Church Response to Domestic Abuses among Couples in Tanzania: A case study of Mbeya Municipality, with special reference to (Wa) Ndali and (Wa) Nyakyusa traditions (Comparison and Contrast)*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study investigated the Moravian Church's response to domestic abuses among couples in Mbeya Municipality. The aim was to find out the nature, causes and reasons of domestic abuses and the measures taken. The study utilized ecological

systems, systematic theology and anthropological theories. The methodology employed included: field work research in collecting and analysing data through quantitative and qualitative methods; SPSS was partially used as a processing, classifying and one of the presentation techniques; sample size was around 600 respondents randomly selected from the eligible adults men and women; those married, divorced, widowed or about to get married including church ministers. The study has revealed that since the Moravian theological teachings, theoretically, do not condone domestic abuses and Moravian members worldwide share the 'same' background of Moravian traditions and teachings that encourage respect and dignity for every individual person. Then the Moravian Church in local settings and Mbeya Municipality has not significantly been able to contextualise from the original teachings of the Church and is in need of adjustments. Hence, diversity of cultures and traditions has a direct influence on the Moravian Church traditions and teachings in the local settings; as such condoning domestic abuses systematically. Essentially, the Ndali and Nyakyusa traditions and other ethnic groups have a direct impact on how the Church operates in the study area, basically, on the principle that the husband is the head of the family. Literary, the Church is a more likely to be a patriarchal institution as long as males are more privileged than women in domestic abuses are.

Ngowi, Honest Prosper (2013) *The 2008 Global Economic Crisis: Mechanisms of Impacts and Responses in Banks in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

The thesis explored the mechanisms through which banks in Tanzania were affected by the 2008 global economic crisis and the way they responded to the same. The Bank of Tanzania (BoT), Barclays Bank Tanzania Ltd and Tanzania Investment Bank (TIB) were taken as case studies. Secondary and primary data were used to inform the study. It was found that there are over twenty two (22) mechanisms through which banks can be affected by the crisis. The general mechanism through which the banks can be affected is through the impacts of the crisis on their customers. Mechanisms of impacts include defaults, debt re-scheduling, reduced lending and profits, stagnation in assets, more credit risk and reduced liquidity. Generally, BoT responded to the crisis in banking sector through various measures to ensure stability in the sector in the short and long term. Responses by individual banks included but are not limited to more carefull risk assessments, stress-testing, more adherence to regulations, provision of emergency liquidity, discussion with affected customers, capital injection in selected businesses and taking more long term and developmental view of customers. Conclusively, the 2008 economic crisis affected the Tanzanian banking sector through second-round effects of the crisis. It is recommended that authorities and banks should be virgiant in times of economic

crisis. They should respond accordingly so as to avoid the danger of such crises leading into collapse of individual banks and eventually the banking and financial system as a whole.

Babybonela, Tilotwa Wilson (2013) *Local Resources Mobilization Towards Sustainable Solid Waste Management in Tanzania: A Case of Kinondoni Municipality, Dar es Salaam City*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study dealt with Local Resources Mobilization towards Sustainable Solid Waste Management in Tanzania: A Case of Kinondoni Municipality, Dar es Salaam City. It was motivated by the fact that, regardless of various programmes which have been initiated in order to address the challenges of urban solid waste management, scanty literature exists on the relevance of bottom-up approach in local resource mobilization towards sustainable solid waste management. In order to fill this gap a new study was conducted in Kinondoni Municipality Council. In effect, the study revealed that top-down approach alone is not capable of mobilizing enough resources for facilitating sustainable solid waste management. Hence, the need for integrating both top-down and bottom-up approaches to solid waste management, where local community participation as a key dimension, was confirmed and recommended by the study. To this end, the study provides policy recommendations on five key issues, namely: institutionalising the policy framework for local resources mobilization, networking and mobilisation of local actors, supplementing conventional approach in municipal service provision, effective solid waste management cost recovery, and compliance with the waste hierarchy principle in contracts design. It is expected that, the study findings can inform decision-makers, practitioners, academicians, local community workers, the private sector, industries, development partners and other beneficiaries on the relevance of local resources mobilisation towards sustainable solid waste management.

Bakari, Juma Adamu (2013) *Performing Arts and Promotion of Tourism in Tanzania: A Study of the Bagamoyo and the MaKuYa Arts Festivals*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study examines the link between the performing arts and tourism in Tanzania and assesses the extent to which the performing arts do promote the tourism industry in Tanzania. Current practice in the tourism industry in Tanzania emphasises on nature tourism with less emphasis on cultural tourism, especially the performing arts. This has led to a seeming academic gap between tourism and the performing

arts. No comprehensive study has been done to compare theory and practice and find out why performing arts and tourism are not closely linked and the extent to which the performing arts promote the tourism industry. The study examined The Bagamoyo Festival of Arts and Culture and The Mtwara's MaKuYa Festival. It adopted a primary data collection approach using questionnaire and interview instruments targeted at different stakeholders including tourists, tour operators and performing artists. From the results of the study, it was observed that performing arts could be used to promote tourism in their own right as well as promoting nature tourism attractions. However, challenges include inadequate skills on how to produce and market performing arts for touristic audiences and an absence of a collaboration model between performing arts and tourism sectors. From the empirical findings of this research there is a need for a multi-faced approach of tourism product development and to reposition the performing arts as a tourist product and branding it as a complete experience that combines the experience of culture with the experience of visiting nature tourist attractions of Tanzania.

Fumbo, Clement Donard (2013) *The Moravian Church Response to Domestic Abuses among Couples in Tanzania: A case study of Mbeya Municipality, with special reference to (Wa) Ndali and (Wa) Nyakyusa traditions (Comparison and Contrast)*. Doctoral thesis, The Open University of Tanzania.

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This study investigated the Moravian Church's response to domestic abuses among couples in Mbeya Municipality. The aim was to find out the nature, causes and reasons of domestic abuses and the measures taken. The study utilized ecological systems, systematic theology and anthropological theories. The methodology employed included: field work research in collecting and analysing data through quantitative and qualitative methods; SPSS was partially used as a processing, classifying and one of the presentation techniques; sample size was around 600 respondents randomly selected from the eligible adults men and women; those married, divorced, widowed or about to get married including church ministers. The study has revealed that since the Moravian theological teachings, theoretically, do not condone domestic abuses and Moravian members worldwide share the 'same' background of Moravian traditions and teachings that encourage respect and dignity for every individual person. Then the Moravian Church in local settings and Mbeya Municipality has not significantly been able to contextualise from the original teachings of the Church and is in need of adjustments. Hence, diversity of cultures and traditions has a direct influence on the Moravian Church traditions and teachings in the local settings; as such condoning domestic abuses systematically. Essentially, the Ndali and Nyakyusa traditions and other ethnic groups have a direct impact on how the Church operates in the study area, basically, on the principle that the husband is the head of the family. Literary, the Church is a more likely to be a

patriarchal institution as long as males are more privileged than women in domestic abuses are. Therefore, the study suggests that through redefining, redesigning and reformulating its teaching and practice by discussion with African cultural values the church will elucidate their views on domestic abuses and identify unhealthy cultural values that condone ill-treatment to women and discourage them. Through the above initiatives, it is likely that the good African values will be taken on board for a better Church and a better world to live. The study further recommends that more women practitioners and researchers should be involved to examine cultural influences on domestic abuses in African families and Tanzania in order to acquire a balanced picture. Finally, it is high time for both men and women to work together to make a difference in the Moravian Church by involving more women in decision-making and authority organs.

Omar, Haji Maulid (2013) *Nafasi ya hadithi Simulizi katika kufunza Maadili mema shule za sekondari, Visiwani Zanzibar*. Doctoral thesis, The Open University of Tanzania.

Abstract

Hadithi Simulizi zimeanza zamani kutumika katika jamii. Hadithi zilikuwa na zinaendelea kutumika katika jamii ya watu wa Visiwa vya Zanzibar katika fani mbalimbali za kimaisha. Wazee majumbani na walimu katika Shule za Sekondari hutumia hadithi simulizi katika kufunza maadili mema. Mtafiti amefanya utafiti katika maeneo mbalimbali na kuona nafasi ya hadithi simulizi katika kufunza maadili mema Shule za Sekondari, Visiwani Zanzibar. Utafiti umefanyika katika maeneo mbalimbali ya Unguja na Pemba. Data zimekusanywa maktabani, katika Shule za Sekondari na Mitaani, kwa wazee, walimu, na wanafunzi. Data kuu alizokusanya mtafiti ni hadithi za ngano, vigano na soga. Sura ya kwanza, inazungumzia usuli wa mada na kugusia nafasi ya hadithi simulizi katika kufunza maadili mema Shule za Sekondari Visiwani Zanzibar, lengo la utafiti, madhumuni mahsusi, maswali ya utafiti, umuhimu wa utafiti, eneo na mipaka ya utafiti. Sura ya pili, imebainisha maelezo mafupi ya kazi tangulizi na jinsi zilivyomsadia. Sura ya tatu, utafiti umekusanya nadharia mbalimbali kama vile ndani-nnje, mkabala wa kiislamu, ya fasihi na jamii, ya muundo na ya hisia zinazohusu fasihi simulizi na maadili. Sura ya nne, imefafanua mbinu na njia za utafiti ambazo zimeelezwa ndani ya tasnifu, kuonesha pahala pa utafiti, uteuzi, ukusanyaji wa data, vifaa vya utafiti na uchambuzi wa data. Sura ya tano, imeshughulikia uchambuzi wa data na matokeo ya utafiti. Kwa ujumla mtafiti ametumia nadharia ya Ndani-Nnje, Dhima na kazi ya fasihi, ya Kiislamu, ya muundo, na ya hisia. Sura ya sita ni uhitimisho na mapendekezo, mtafiti ametoa hitimisho na muhtasari wa mapendekezo ya kazi yake ya utafiti.

Faculty of Science Technology and Environmental Studies

Masters Dissertations

Katunzi, Wilson R. (2013) *The Impacts of Climate Change on Food Security and Community Base Adaptation options: The Case of Magu District in Mwanza, Tanzania*. Masters thesis, The Open University of Tanzania.

Abstract

This study assessed the impacts of climate change/variability on food security and documents community based adaptations. Three villages were selected representing three agro-ecological zones highlands, middle and lower lands. In each village, sample size of 5 percent of households was systematically selected. Both secondary and primary data were used. Rainfall anomalies were used to characterize wet and dry seasons, whilst mean annual maximum and mean minimum temperatures were used to establish the fluctuations in temperature. Findings indicated that both data from TMA and local people perceived changes in rainfall and temperature. The changes have affected crops and livestock in a number of ways resulting in reduced productivity. Empirical analysis of rainfall suggest decreasing rainfall trend between 1960 and 2009 whereas mean maximum and minimum temperature increased by 1.1 and 0.2°C respectively. Findings revealed that 82% of respondent's perceived rainfall pattern is decreasing in the past 30 years; 86% voted temperature pattern is increasing in the same period 90% appealed the occurrence of mosquitoes as human disease vector and armyworm to increase during extreme wet weather. There are different wealth groups namely the Better off, the middle as well as resource weak and these are vulnerable and adapted differently to climate change. Awareness on various adaptation options should be conducted to enhance community resilience and sustainable development. Further research should focus on water harvesting technologies, regulation of rivers flows and use of the underground water for irrigation works so as to achieve sustainable food production and livelihood security.

Addo, Michael Ndimbo (2016) *To Assess the Level of Heavy Metal Pollution in Groundwater in Ilala Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at evaluating the level of heavy metal pollution in the groundwater in Ilala Dar es Salaam. The potential sources of heavy metals in Dar es Salaam city include: auto-repair shops, informal sector activity premises, small to large scale industries, on-site sanitation systems, poor solid wastes management and fuel filling

stations all of which have potential for groundwater pollution. A total of 54 water samples were collected from bore holes in Ilala district, Dar es Salaam region. The samples were collected in two seasons: the dry and wet seasons of September to October 2014 and March to May respectively. The samples were collected in clean and sterile glass bottles soaked overnight in 0.5% (v/v) analytical grade nitric acid. Physical parameters such as pH and EC were measured in-situ while heavy metals were analyzed in the laboratory by using atomic absorption spectrophotometer (AAS). Results show that pH of groundwater ranged between 7.3 ± 0.04 to 5.2 ± 2 , EC ranged between 2470 ± 28 to 256.5 ± 43 ($\mu\text{S}/\text{cm}$). Chromium concentration in water samples from different locations in the study area ranged from below the detection limits to 1.1 ± 0.01 mg/L for samples collected near petrol stations. These concentrations are above TZS and WHO standard (0.05mg/l). Lead (Pb) ranged from 0.34 ± 0.2 to 0.15 ± 0.1 (mg/l) which were above the TZS standard (0.01mg/l). On the other hands Cu and Zn were below the TZS and WHO standards. Dumpsite and the fuel filling stations have shown to have a major contribution of the heavy metal pollution to the groundwater. The heavy metal concentration varies with season whereby the concentration was low during the rainy season as a result of dilution by rain water. Users of this polluted groundwater are at risk of contracting various health problems including cancers.

Shabani, Richard Augustino (2015) *Factors Affecting Community Participation in Solid Waste Management in Lindi Municipal Council Tanzania*. Masters dissertation, The Open University Of Tanzania.

Abstract

The study focused on factors affecting community participation in solid waste management in Lindi Municipal Council Tanzania. The aim was to identify the determinants and motives for the household's willingness to pay for the improvement of solid waste management services. A stratified random sampling technique was used to select the respondents to participate in this study. Data were collected using interviews, administered questionnaires, observations and documentary reviews. A total of 135 household members participated in the study from the three Wards. In first objective the results revealed that majority which is 92% of the household members were willing to pay for the solid waste management services. In assessing satisfaction on solid waste management services provided, it was revealed that about 24% of respondents only were satisfied with the services. About 70% of the respondent reported to be aware on the knowledge of public health problems associated with poor solid waste management. Further the results indicated that female were more willing to pay for 94% as compared to the males. The perception that Municipal Council has the sole responsibility for solid waste management services is still persisting with about 28% of the respondents. The second objective of the study indicated that about 59% of the respondents were not

satisfied with the solid waste services provided. Furthermore, it is revealed that about 41% of respondents said there is weak enforcement of laws and regulations for solid waste management. About 88% of the respondents claimed that penalty imposed to those who breach the solid waste regulation were light. It is recommended that the Local Government Authorities (LGAs) should strengthen the enforcement of the existing laws and the regulations and increase budget allocated for solid waste management but also should educate the the community on solid waste management. Further study with similar nature should be conducted widely to make comparison for the best way of managing solid waste and a model as how solid waste management should be coordinated, developed and implemented.

Mazengo, Chonge (2016) Assessment of Community Participation in Solid Waste Management in Bagamoyo Town, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

Solid waste management is a primary cause for concern in most municipalities in Tanzania as most municipalities cannot collect and dispose-off all of the solid waste generated, the remaining are left causing health hazards, smell nuisance, increased pests and environmental problems. This study assessed local community participation in solid waste management in Bagamoyo town, Tanzania. A cross sectional study was used in the study and data were collected using both structured and non-structured interviews. Field observations and secondary data supplemented the data collected using questionnaires. Collected data were analysed using SPSS version 20 software. Results indicated respondents were mainly involved in cleaning of their surroundings, collection, storage, transportation and final disposal of solid waste but are not involved in treatment and recycling. Results indicated that only 28% of the households involved in this study use burning, 25% use refuse pits, 28% use communal centres/ collection points and 19% use open dumping as mechanisms for managing solid wastes produced in the households. Results also indicated that, lack of collection and storage facilities at household and community levels is a major problem and solid waste management (SWM) is largely perceived to be a responsibility of local government authorities thus their attitude towards participating in SWM is quite unfavourable. There is a need to put more efforts towards educating and sensitizing community members about their role in SWM activities and use of modern alternatives of SWM like composting. There is a need also to have strong environmental committees for purposes of enhancing community participation at community members.

Shonde, Winfrida Jackson (2016) Application of Ecological Sanitation Approach in Excreta Waste Management Among the Local Community: A Case Study of Hananasif Ward, Kinondoni Municipal. Masters dissertation, The Open University of Tanzania.

Abstract

Conventional sanitation technologies based on pit lavatories and flush toilets cannot solve the problem of waste water managements in urban setting which mostly comprises with poor water systems infrastructures. Therefore this study aimed to assess the extent of application and acceptability for Eco-San toilets technologies among the urban community in solving the existing and emerging sanitation problems in Dar es Salaam urban. A cross-sectional study design using both qualitative and quantitative method involves 163 randomly selected head of households in Hananasifu ward was adopted. Statistical Package for Social Science (SPSS) version 20 used to process and analyze Quantitative data. Descriptive statistics such as frequencies, percentages as well as inferential statistics such as Pearson Chi-Square analysis were used to analyses the association among the variables. A 95% confidence interval was estimated and association drawn with significance level ($p < 0.05$) for all tests statistics. The qualitative data were analyzed using content analysis. Findings shows that, among households involved in this study none applied ecological sanitation, 90.2% uses pit latrines and 9.8% uses flush toilets which both have impact in ground water pollution as far as slums settlements and poor sanitation systems is concerned in this area. About 98.8% of the head of household residing in Hananasifu ward were not aware with Eco-san technologies, although after being introduced with some of the Eco-san systems majority finds out to accept Humanure and Urine diversion (UD) models of Ecosan. From the Findings and field observations, the study recommends the importance of promoting Eco-santechnology in area with high population and poor sanitation infrastructure like Hananasifu ward.

Magambo, Neema (2015) *The Influence of Livestock grazing on Plant Species Diversity and Distribution at Kiranjeranje Ward-Kilwa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The relationship between environmental variables and plant species Diversity and distribution in Kiranjeranje ward was studied using multivariate gradient analysis. Vegetation data were collected in 30 established plots using the stratified random sampling method. For each plot established environmental data on edaphic factors and anthropogenic disturbances were also collected. The plant species were classified using a computer program TWINSpan and detrended correspondence

analysis (DCA) in which three major plant communities were identified. Canonical correspondence analysis (CCA) revealed that Grazing intensity($r = -0.9439$), silt($r = -0.7282$), sand($r = 0.7886$) and clay($r = -0.7607$) are Environmental variables with much influence on species distribution in the study area. The Shannon - Weaver species diversity index was used to find the α - species diversity of the plant species. The ungrazed community had the highest α - species diversity (2.36577), followed by the moderately grazed community (2.35142) and the heavily grazed community had the lowest value (1.84805), this is due to the fact that overgrazing results into removal of plant species and severe depletion of vegetation resources. The study recommends development of sustainable grazing system that combine traditional pastoral knowledge, scientific management principle and pastoral local institution. Also a long-term conservation plan is necessary to ensure grazing does not threaten existing vegetation and biodiversity.

Kayombo, Jarome Ansgary (2016) *Assessment of Waste Battery Management in Peri-Urban Settlement, Case Study of Kigamboni/ Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the Waste Batteries Management in Peri-Urban Settlement, Case study Kigamboni/Temeke District. Specifically the study was done at Kisalawe II ward, Tumaini and Kichangani Mtaa jurisdiction area. A total of 57 respondents from Tumaini and Kichangani Mtaa as well as officials from Government authorities were involved. Data were collected using direct observation, interview and questionnaires among household producing waste batteries and focus group discussion to government officials. Both descriptive and inferential statistics were used for data analysis. Findings indicate that there is Dry cell waste batteries (455 Pc/HH/3yrs), Cell Phone waste batteries (2.1Pc/HH/3yrs) and Lead acid waste Batteries (2.2Pc/HH/3Yrs). Also there is no treatment facility for Dry cell waste batteries and cell Phone waste batteries and only two recycling industry for Lead acid waste batteries country wide. Furthermore, the study revealed that Dry cell and Cell phone waste batteries are mixed up with other domestic waste while the Lead acid batteries are collected to lead acid recycling facility. The use of rechargeable batteries minimizes the waste batteries generation, also increased investment on Waste Battery Recycling Industries reduces the pollutant burden to environment. Lastly, awareness raising among the users on the hazardousness and safe handling of waste batteries should be emphasised to control environmental pollution.

Mauna, Juvenalis Babilas (2015) *Factors Contributing to High Prevalence of Teenage Pregnancy in Lindi Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out at Lindi Municipality, Lindi Region, Tanzania. Teenage pregnancy continues to be a social, economic and cultural problem due to its continuing rise that has an adverse impact to both teenage and the community as a whole. Teenage mothers are likely to suffer from several complications during delivery that result in higher morbidity and mortality for both mother and child. The study was aiming to determine environmental factors contributing to high prevalence of teenage pregnancy. The research methodology involved a descriptive crosssection study, where a simple random sampling was used to select a study population and sample size. The method used for data collection was interviews, administered questionnaires and focus group discussion (FGD). A total of 207 teenage interviewed, 101(49%) were males and 106 (51%) were females. The study has come out with the findings that majority 108 (52%) respondents have poor knowledge on methods of contraceptives. On other hand the study noted that early attending to initiation rites ceremony have an impact on early sexual practice were majority 95 (86%) of respondents attended initiation rites practiced sexual intercourse early compared to 16 (14%) of respondents who had not attend. This difference is statistically significant ($\chi^2 = 4.38154$; $P < 0.05$; $df = 1$; $CI = 95\%$).It has noticed that the situation of sexual intercourse at the first contact was a coerced act. It is recommended that there is a need to strengthen reproductive health education programs in school and out of school that promote communication skills among males and females. Establishment of approach which is more holistic; equipping teenage with appropriate knowledge on sexuality, access to contraceptives rather than traditional coaching approaches that focus upon improving sexual ability.

Shabani, Richard Augustino (2015) *Factors Affecting Community Participation in Solid Waste Management in Lindi Municipal Council Tanzania*. Masters dissertation, The Open University of Tanzania.

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The study focused on factors affecting community participation in solid waste management in Lindi Municipal Council Tanzania. The aim was to identify the determinants and motives for the household's willingness to pay for the improvement of solid waste management services. A stratified random sampling technique was used to select the respondents to participate in this study. Data were collected using interviews, administered questionnaires, observations and documentary reviews. A total of 135 household members participated in the study

from the three Wards. In first objective the results revealed that majority which is 92% of the household members were willing to pay for the solid waste management services. In assessing satisfaction on solid waste management services provided, it was revealed that about 24% of respondents only were satisfied with the services. About 70% of the respondent reported to be aware on the knowledge of public health problems associated with poor solid waste management. Further the results indicated that female were more willing to pay for 94% as compared to the males. The perception that Municipal Council has the sole responsibility for solid waste management services is still persisting with about 28% of the respondents. The second objective of the study indicated that about 59% of the respondents were not satisfied with the solid waste services provided. Furthermore, it is revealed that about 41% of respondents said there is weak enforcement of laws and regulations for solid waste management. About 88% of the respondents claimed that penalty imposed to those who breach the solid waste regulation were light. It is recommended that the Local Government Authorities (LGAs) should strengthen the enforcement of the existing laws and the regulations and increase budget allocated for solid waste management but also should educate the the community on solid waste management. Further study with similar nature should be conducted widely to make comparison for the best way of managing solid waste and a model as how solid waste management should be coordinated, developed and implemented.

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Waste Battery Recycling Industries reduces the pollutant burden to environment. Lastly, awareness raising among the users on the hazardousness and safe handling of waste batteries should be emphasised to control environmental pollution.

Miraji, Mwanahamisi (2016) *Respiratory Symptoms and Safety Practice Among Carpenters: The Case of Dodoma Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

Study aimed to assess respiratory symptoms and safety practice among carpenters in Dodoma municipal. This study intends to establish the prevalence of respiratory symptoms among carpenters, to assess the use of protective equipment among carpenters in the study area and finally to assess awareness of respiratory symptoms among carpenters in the study area. This study adopted a case study research design where wood workers from Dodoma Municipal were selected. Data were collected through questionnaires, face to face interview, and documentation. A total of 150 respondents with age 18+ were selected and data collected were analyzed by using qualitative and quantitative method with the help of the computer software program known as statistical package for social sciences (SPSS). The outcome of this study revealed that wood dust causes respiratory symptoms among carpenters. In this research it was observed that duration of respondent being in carpentry industry, the level of exposure to wood dust, work responsibility of respondents and the use of Personal protective equipment (PPE) increases the risk of getting respiratory symptoms. Eventually the study recommends the authorities to strongly enforce occupational health regulation in order to protect health of carpenters. Ministry of health, Community development, Gender, Elderly and Children in its District Information System and collection tool should provide another category of collecting occupational history of their clients as it will help to know the source of the problem if it is associated with occupation of the client.

Rugemalila, Gaspal Audax (2015) *Investigations on Environmental Risk Factors Responsible For High Prevalence of Food Borne Diseases : The case of Temeke Municipal, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Food borne diseases encompass a wide spectrum of illnesses and are a growing public health problem worldwide. They are the result of ingestion of foodstuffs contaminated with microorganisms or chemicals. The contamination of food may occur at any stage in the process from food production to consumption ("farm to fork") and can result from environmental contamination, including pollution of water, soil or air. This study will be conducted to investigate the prevalence of food

borne diseases from local environmental risk factors in the vending sites of food services in the study area. The research study will provide a foundation for food safety policy and illness prevention in the Temeke Municipality. Temeke Municipality is the sites of the study where the researcher will have to conduct his investigation on environmental risk factors related to prevalence of food borne diseases. The study area was chosen because of its location and absence of many epidemiological studies done in the area. A case study approach will be adopted with purposive random sampling by using fishers formula as shown below $N = \frac{z^2pq}{d^2}$ to obtain 240 respondents from in the vending sites, one primary school and one secondary school. Two public markets, street vendors, food services and three health centers and one public hospital. Structured and unstructured questionnaire will be used to select 240 respondents' opinions. Data will be analyzed with the table and percentages and on a computer using EP-INFO Version. This will generate descriptive statistics which will further summarized into graphs, table. The prevalence of food borne diseases will be shown by percentages in relation to available environmental risk factors in the study area. Focus group observation will be done to observe other factors which may be contributing to the prevalence of food borne diseases in the area.

Nsemwa, Job (2015) *Community Perception on Climate change and its adaptation Strategies at Nachingwea District – Lindi Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed farmer's perception on impact of climate change and its adaptation strategies at Nachingwea District in five divisions Namambo, Ruponda, Lionja, Naipanga and Mbondo. Data were collected by using structured interview schedule administered on 260 Households randomly selected from five divisions in the study area. Description and analysis of data were carried out using frequency counts, percentages means and tables, while multiple regression was used to test the hypothesis. Majority of farmers are much aware of climate change, about 91.5% were aware of the climate change and their impacts, only 8.5% do not; though they emphasize on the bad events of flood that happen in some years back that 54.2% of respondents have long years of experiencing climate change. Farmers indicate problems associated to effect of climate change whereby about 39.3% reported to have low yield of crops, 17.2% stunted growth, 15.2% drying of seedling after germination, 13.1% ease spread of pest and diseases attack on crops and 15.2% ineffectiveness of agricultural chemicals used due to delay in rainfall. Extension services were reported as inadequate and under capacitated to provide education on better agricultural practices, climate change, and environmental conservation. Educational programme tailored to meet the climatic information needs of farmers to enable them cope with the emerging challenges to enhance their production. Support

on micro financing was found critical to with the establishment of credit facilities non-restrictive agricultural loans from banks. It is therefore, recommended that government and stakeholders should put up educational programme tailored to meet the climatic information needs of farmers to enable them cope with the emerging challenges to enhance their production. .

Mazengo, Chonge (2016) *Assessment of Community Participation in Solid Waste Management in Bagamoyo Town, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Solid waste management is a primary cause for concern in most municipals in Tanzania as most municipals cannot collect and dispose-off all of the solid waste generated, the remaining are left causing health hazards, smell nuisance, increased pests and environmental problems. This study assessed local community participation in solid waste management in Bagamoyo town, Tanzania. A cross sectional study was used in the study and data were collected using both structured and non-structured interviews. Field observations and secondary data supplemented the data collected using questionnaires. Collected data were analysed using SPSS version 20 software. Results indicated respondents were mainly involved in cleaning of their surroundings, collection, storage, transportation and final disposal of solid waste but are not involved in treatment and recycling. Results indicated that only 28% of the households involved in this study use burning, 25% use refuse pits, 28% use communal centres/ collection points and 19% use open dumping as mechanisms for managing solid wastes produced in the households. Results also indicated that, lack of collection and storage facilities at household and community levels is a major problem and solid waste management (SWM) is largely perceived to be a responsibility of local government authorities thus their attitude towards participating in SWM is quite unfavourable. There is a need to put more efforts towards educating and sensitizing community members about their role in SWM activities and use of modern alternatives of SWM like composting. There is a need also to have strong environmental committees for purposes of enhancing community participation at community members.

Shonde, Winfrida Jackson (2016) *Application of Ecological Sanitation Approach in Excreta Waste Management Among the Local Community: A Case Study of Hananasif Ward, Kinondoni Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

Conventional sanitation technologies based on pit lavatories and flush toilets cannot solve the problem of waste water managements in urban setting which mostly

comprises with poor water systems infrastructures. Therefore this study aimed to assess the extent of application and acceptability for Eco-San toilets technologies among the urban community in solving the existing and emerging sanitation problems in Dar es Salaam urban. A cross-sectional study design using both qualitative and quantitative method involves 163 randomly selected head of households in Hananasifu ward was adopted. Statistical Package for Social Science (SPSS) version 20 used to process and analyze Quantitative data. Descriptive statistics such as frequencies, percentages as well as inferential statistics such as Pearson Chi-Square analysis were used to analyses the association among the variables. A 95% confidence interval was estimated and association drawn with significance level ($p < 0.05$) for all tests statistics. The qualitative data were analyzed using content analysis. Findings shows that, among households involved in this study none applied ecological sanitation, 90.2% uses pit latrines and 9.8% uses flush toilets which both have impact in ground water pollution as far as slums settlements and poor sanitation systems is concerned in this area. About 98.8% of the head of household residing in Hananasifu ward were not aware with Eco-san technologies, although after being introduced with some of the Eco-san systems majority finds out to accept Humanure and Urine diversion (UD) models of Ecosan. From the Findings and field observations, the study recommends the importance of promoting Eco-santechnology in area with high population and poor sanitation infrastructure like Hananasifu ward.

Addo, Michael Ndimbo (2016) *To Assess the Level of Heavy Metal Pollution in Groundwater in Ilala Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at evaluating the level of heavy metal pollution in the groundwater in Ilala Dar es Salaam. The potential sources of heavy metals in Dar es Salaam city include: auto-repair shops, informal sector activity premises, small to large scale industries, on-site sanitation systems, poor solid wastes management and fuel filling stations all of which have potential for groundwater pollution. A total of 54 water samples were collected from bore holes in Ilala district, Dar es Salaam region. The samples were collected in two seasons: the dry and wet seasons of September to October 2014 and March to May respectively. The samples were collected in clean and sterile glass bottles soaked overnight in 0.5% (v/v) analytical grade nitric acid. Physical parameters such as pH and EC were measured in-situ while heavy metals were analyzed in the laboratory by using atomic absorption spectrophotometer (AAS). Results show that pH of groundwater ranged between 7.3 ± 0.04 to 5.2 ± 2 , EC ranged between 2470 ± 28 to 256.5 ± 43 ($\mu\text{S}/\text{cm}$). Chromium concentration in water samples from different locations in the study area ranged from below the detection limits to 1.1 ± 0.01 mg/L for samples collected near petrol stations. These

concentrations are above TZS and WHO standard (0.05mg/l). Lead (Pb) ranged from 0.34 ± 0.2 to 0.15 ± 0.1 (mg/l) which were above the TZS standard (0.01mg/l). On the other hands Cu and Zn were below the TZS and WHO standards. Dumpsite and the fuel filling stations have shown to have a major contribution of the heavy metal pollution to the groundwater. The heavy metal concentration varies with season whereby the concentration was low during the rainy season as a result of dilution by rain water. Users of this polluted groundwater are at risk of contracting various health problems including cancers.

Nsemwa, Job (2015) *Community Perception on Climate change and its adaptation Strategies at Nachingwea District – Lindi Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed farmer's perception on impact of climate change and its adaptation strategies at Nachingwea District in five divisions Namambo, Ruponda, Lionja, Naipanga and Mbondo. Data were collected by using structured interview schedule administered on 260 Households randomly selected from five divisions in the study area. Description and analysis of data were carried out using frequency counts, percentages means and tables, while multiple regression was used to test the hypothesis. Majority of farmers are much aware of climate change, about 91.5% were aware of the climate change and their impacts, only 8.5% do not; though they emphasize on the bad events of flood that happen in some years back that 54.2% of respondents have long years of experiencing climate change. Farmers indicate problems associated to effect of climate change whereby about 39.3% reported to have low yield of crops, 17.2% stunted growth, 15.2% drying of seedling after germination, 13.1% ease spread of pest and diseases attack on crops and 15.2% ineffectiveness of agricultural chemicals used due to delay in rainfall. Extension services were reported as inadequate and under capacitated to provide education on better agricultural practices, climate change, and environmental conservation. Educational programme tailored to meet the climatic information needs of farmers to enable them cope with the emerging challenges to enhance their production. Support on micro financing was found critical to with the establishment of credit facilities non-restrictive agricultural loans from banks. It is therefore, recommended that government and stakeholders should put up educational programme tailored to meet the climatic information needs of farmers to enable them cope with the emerging challenges to enhance their production. .

Michael , Qwarse (2015) *Assessment of Bioactivity of Se-lected Plants against Pests and Microbes from Agro-pastoral Communities in Mbulu District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study intended to have an ethnobotanical inventory of medicinal and pesticidal plant species and their bioactivities and toxicity against selected bacteria, fungi and storage pests. Bioactivities (antimicrobial and antioxidant activities) against disease causing organisms, toxicity against brine shrimps, first filial generation (F1) progeny, feeding deterrence and repellence against selected storage pests and quality grains evaluation as well as phytochemicals profiles were determined using standard procedures. A total of 66 dentifies plant species mainly from Mimosoidaceae, Solanaceae, and Euphobiaceae families were used for pesticidal and medicinal purposes with oral route as the main route of administration and leaves as commonly used plant parts. Antibacterial activities of selected plants were between 25% and 75% of the activity of gentamycin sactivity. Antifungal activities of selected plant species varied from 0% to 55 % of the fluconazole activity. Antioxidant activity of *Phytolacca dodecan-dra* roots measured by percent absorbance was 90% as compared to 98% of the Bu-tylated Hydroxy Toluene (BHT) activity. Brine shrimp cytotoxicities ranges of *P. dodecandra*, (LC50 = 4.6 – 34.7 µg/mL), *Cynoglossum geometrium* (LC50 = 71.09 µg/mL) and *Ocimum filamentosum* (LC50 = 28.08 µg/mL) are indicate potential cyto-toxicity of plants. *P. dodecandra* leaf extracts killed 98% of *Sitophilus zeamais* and 99% of *Tribollium castaneum* at concentration of 150 mg/mL on day 3. Similarly, *P. dodecandra* leaf extracts reduced grain damage to 0% and had moderate repellence of 57% and 66% to *Sitophilus zeamais* and *Tribollium castaneum*, respectively. Little effects of leaf extracts on the grain quality (seed damage, colour and odour) was ob-served. Seed viability decreased to about 30% after 90 days. Isolation and structure elucidation of bioactive ingredients in selected plant species is recommended.

Mohamed, Abdalla Said (2016) *Assessment of Two Techniques for Diagnosis Pulmonary Tuberculosis in HIV Patient at Mnazi Mmoja Hospital Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

HIV associated TB is not easy to make diagnosis and is linked with extreme disease and death. The spread of MDR-TB, together with increasing harmful of HIV infection and inadequate availability of quick examination instrument have lead to cause disappointment of global TB control. The intention of the study was to evaluate Gene Xpert MTB/RIF technique and smear auramine LED FM technique for detection of pulmonary tuberculosis (PTB) in people living with HIV at Mnazi

Mmoja Hospital Zanzibar. The study was experimental type of design that involved laboratory analysis of sputum specimens for determination of *Mycobacterium tuberculosis* as well as rifampicin resistance for HIV patients. The specimens were processed in Gene Xpert MTB/RIF and smear auramine LED FM. The sum of 246 patients sputum specimens were analyzed for the existence of *Mycobacterium tuberculosis* by means of Gene Xpert MTB/RIF and LED FM techniques. The results showed that 169 (68.7%) spot samples (sample I) and 169 (68.7%) morning samples (sample II) were positive for Gene Xpert MTB/RIF technique. Then 112 (45.5%) spot samples (sample I) and 118 (48.0%) morning samples (sample II) were smear positive (LED FM). The sensitivity of LED FM in spot samples and morning samples were 66.3% and 69.8% respectively. Among 169 positive TB cases 2 patients were found with rifampicin resistance. The outcome of this study indicated that the performance of Gene Xpert MTB/RIF machine is more accuracy than LED FM in diagnosis of PTB in HIV patients suspected with TB. Gene Xpert MTB/RIF may be significant as a single quick method for PTB case finding in HIV patients suspected with active TB.

Ndunguru, Enock Peter (2015) *Evaluation of Soil Fertility and Performance of Maize (Zea Mays L.) in Small Holders Maize Farms in Namtumbo District, Ruvuma Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Maize yield in Namtumbo district is low and ranges from 1-2 t/ha in most small holders farms as compared to 7-10 t/ha reported in other parts of Tanzania. The yield is below the crop potential productivity due to low use or not using fertilizers completely. The objectives of the study were to evaluate the fertility status of soils and to determine the response of maize to nutrients. Composite soil samples were collected from 20 farms in 20 villages and used for assessment of soil fertility status. Field experiments were conducted during 2012/2013 season at Namabengo and Lusewa villages in Namtumbo District, to study the effects of six treatments, namely (i) control (ii) N80 P0 K0 Zn0, (iii) N80 P40 K0 Zn0 (iv) N80 P40 K80 Zn0, (v) N80 P40 K80 +Zn10 and (vi) N120 P40K80 Zn10. Split plot design was used where the main plots factor was maize varieties and sub plots factor was nutrient combinations. Major findings of this experiment were that the major soil fertility constrains for maize production were N, P, K and Zn. The fertilizer combination of N120 P40K80 Zn10 was the best combination for all varieties in both sites which increased grain yield from 0.5 t ha⁻¹ in the control treatment to 8.91t ha⁻¹ at Namabengo site and from 3.07 t ha⁻¹ in control - 7.53 t ha⁻¹ at Lusewa site with the use of improved variety (DKC 8053). However, for farmers to obtain high grain production they must use good agronomic practices which include the use of improved seed, the recommended fertilizer rates (N120 P40K80 Zn10), planting at right time and weeding twice.

Gwimile, Erasto Michael (2015) *Levels of Heavy metals in Soil, Water, and Plants and Variation of water Quality Parameters at Vikuge in Kibaha District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The levels of toxic heavy metals (cadmium, lead, copper, zinc, chromium and iron) were checked in soil, water, plant leaves, fruits and roots obtained at Vikuge in Kibaha, Tanzania. The samples of water from the three wells were taken in triplicate, similar to the samples of plants, fruits and roots. The samples were analyzed using standard methods. Majority of samples had higher levels of heavy metals than the acceptable by WHO and Tanzanian limits. High levels were detected in vegetables compared to fruits and water samples. In sweet potato leaves lead levels ranged from 0.85 mg/kg to 0.98 mg/kg which is over 1500 times greater than the WHO acceptable limits (0.02 mg/kg). Highest alarming levels for Pb in all samples ranged from 0.790 mg/kg to 1.450 mg/kg are much associated with the contamination of water around used to irrigate the plants. Water samples had high levels of Pb ranging from 1.146 mg/kg – 1.190 mg/kg which were about 12 times higher than WHO acceptable limits and 40 times higher than the Tanzania acceptable limits (0.100 mg/kg). The highest levels of iron in all samples determined are not surprising as this may be from the contamination of soil and water due to natural and anthropogenic sources. The average of metal concentrations in vegetables i.e cassava leaves, which is commonly used in Tanzania and Vikuge were Pb 1.101 mg/kg, Cu 0.306 mg/kg, Zn 5.640 mg/kg, Cr 0.262 mg/kg and Fe 2.568 mg/kg, then if consumed as recommended the contribution of heavy metal intake for an average human being from the vegetable diet is approximately 440.4 mg Pb, 122.4 mg Cu, 2.256 mg Zn, 104.8 mg Cr and 1,027.2 mg Fe. The mean daily intake recommended value of these elements are 2.4 mg Cu, 8.4 mg Zn and 18.0 mg Fe. Regarding the Water Quality Parameters, the results indicated all items have their values below WHO/FAO limits thus brings no health hazards.

Mauna, Juvenalis Babilas (2015) *Factors Contributing to High Prevalence of Teenage Pregnancy in Lindi Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out at Lindi Municipality, Lindi Region, Tanzania. Teenage pregnancy continues to be a social, economic and cultural problem due to its continuing rise that has an adverse impact to both teenage and the community as a whole. Teenage mothers are likely to suffer from several complications during delivery that result in higher morbidity and mortality for both mother and child. The

study was aiming to determine environmental factors contributing to high prevalence of teenage pregnancy. The research methodology involved a descriptive crosssection study, where a simple random sampling was used to select a study population and sample size. The method used for data collection was interviews, administered questionnaires and focus group discussion (FGD). A total of 207 teenage interviewed, 101(49%) were males and 106 (51%) were females. The study has come out with the findings that majority 108 (52%) respondents have poor knowledge on methods of contraceptives. On other hand the study noted that early attending to initiation rites ceremony have an impact on early sexual practice were majority 95 (86%) of respondents attended initiation rites practiced sexual intercourse early compared to 16 (14%) of respondents who had not attend. This difference is statistically significant ($\chi^2 = 4.38154$; $P < 0.05$; $df = 1$; $CI = 95\%$).It has noticed that the situation of sexual intercourse at the first contact was a coerced act. It is recommended that there is a need to strengthen reproductive health education programs in school and out of school that promote communication skills among males and females. Establishment of approach which is more holistic; equipping teenage with appropriate knowledge on sexuality, access to contraceptives rather than traditional coaching approaches that focus upon improving sexual ability.

Kapakala, Lilian John (2015) *Assessment of the Implementation of Environmental Management Act of 2004 on the Environmental Impact Assessment Process: The Case of Accommodation Facilities in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the implementation of Environmental Management Act of 2004 on the Environmental Impact Assessment (EIA) process using a case study of accommodation facilities in Dar es Salaam city. This study employed structured interviews and close-ended questionnaires as means of data collection. This study showed a number of important issues alongside the implementation of EMA of 2004 on EIA process to the accommodation facilities that are based in Dar es Salaam. The study revealed that 74% owners are not aware of the EMA of 2004. Also, only 40% accommodation facilities based in Dar es Salaam did EIA and comply with environmental management. This is because they are not aware of the importance of conducting EIA and its process. Furthermore, the study found out that there are several benefits of conducting EIA and these include management of solid and liquid waste (63%), utilities and sewage system facilitates safety and security of the customers and retain customer satisfaction. However, there are several challenges when conducting EIA. Among others, these are expensiveness, time consuming through its process and lack of experts specialized on the specific field. The government of Tanzania should clearly promulgate EIA policies, guidelines and procedures to stakeholders including owners of

accommodation facilities so as to increase the level of awareness of EIA requirements. Also educational campaigns such as seminars, workshops and conferences should be increased by NEMC so as to spread awareness among stakeholders. It is hoped that the results of this study shall be of practical use to all stakeholders including owners of accommodation facilities and other governmental and non-governmental organizations that are based in Tanzania.

Mnyanyi, Nelson Boniface (2014) *Assessment of Solid Waste Management in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to assess the Solid waste Management in Kinondoni Municipality in the year 2014. The sample comprised a total number of 50 households in which two wards of Sinza and Ubungu were purposively chosen to represent the rest of wards in Kinondono Municipality. Data on solid waste management were collected using direct observation, interview and questionnaires. Both descriptive and inferential statistics were used for data analysis. Data were analysed using Statistical Package for Social Sciences (SPSS) Version 16.0. Findings indicates that high solid waste are generated from the following sources households 80% (1618.8 t/day), informal sector waste 16% (322.2 t/day), market waste 2% (40.5 t/day) and commercial waste 1% (30.4 t/day). Furthermore, 76% of the respondents had no access to door to door solid waste collection services delivered by the municipality due to poor collection system (85%), poor road access (76%) and lack of community participation. Only 15% of the respondent had an access to the service that collect and transfer their waste to disposal site. It can be concluded that, the overall solid waste management service is poor. Waste generated is in high quantity compared to the amount collected and transferred to disposal site. Insufficient methods of solid waste collection and transportation in kinondoni municipal are not improved and there is little access to municipal vehicle for solid waste transfer and transportation to the final disposal. It is recommended from this study that, for efficiency and effective solid waste management a cooperative effort involving all stakeholders, including citizens, businesses, community based organizations, nongovernmental organizations, government agencies, universities, and other research organizations is un avoidable.

Omar, Muhiddin H. (2015) *Prevalence of Enteric Bacteria Associated with Diarrhea in Children less than Five Years of Age; and their Sensitivity to Antibiotics in Unguja Island- Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed to determine the prevalence of enteric pathogenic bacteria associated with diarrhoea in children less than five years of age and their sensitivity

to antibiotics in Unguja Island- Zanzibar. The prevalence of pathogenic enteric bacteria were isolated and indentified by convectional method and Antimicrobial resistance by Kirbeur method while Questionnaire were used to identify the associated factors for bacteria diarrhoea and antibiotic resistance. The common pathogenic enteric bacteria were Shigella compare to Salmonella, Pathogenic E.coli and Vibrio parahaemolyticus. Prevalence by spatial of enteric bacteria was high in urban than rural areas and rainy seasons reported high prevalence of enteric bacteria compare to dry seasons. The children at the age between 7months to 2 years old were at high risk to be infected with enteric pathogenic bacteria than any other age groups. The pathogenic enteric bacteria were more resistance to sulfamethoxazole/ Trimethoprim, Erythromycin, tetracycline and Ciproflaxin compare to Gentamycine, and Chloromphenicol and Ampicilline. Poor hygienic and sanitary practices by mothers and poor immunity of children were among of the associated factors for diarrhoea in children and lack of awareness to antibiotics resistance to community was among of the factors associated with microbial antibiotic resistance in Zanzibar. The Shigella was predominant enteric pathogenic bacteria caused diarrhoea to less than five years children. Isolated enteric pathogenic bacteria were more resistant to common used antibiotics for treatment of diarrhoea to less than five years children in Zanzibar. Improvements of hygienic and sanitary practices to community particularly in rainy seasons could reduce the diarrhoea incidence. Zanzibar standard treatment guideline should be reviewed.

Mghase, Janeth Libent (2014) *Investigation on Risk Factors Influencing Cholera Outbreaks: A Case of Buguruni Ward in Ilala Municipality Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The Buguruni ward, within Ilala Municipality has been experiencing highest rate and frequency of Cholera outbreaks than any other ward within the Ilala Municipality. The objective of this study was; to evaluate knowledge, attitude and practices associated with cholera outbreak in the ward. A case study approach was adopted, with purposive random sampling used to select 120 respondents from all administrative streets. Structured questionnaire was used to obtain community's opinion; this was also supplemented by focus group discussion and participants' observation. Statistical Package for Social Sciences soft ware version 16 was used to generate descriptive statistics which were further summarized into pie charts and tables. Results indicate that the study population (52%) had little awareness on means or causes of the disease and the way the disease can be communicated between individuals and across communities. It was also found out that community practiced several risk behaviors including; not preferring treated water (72%), consumption of locally made fruit juices (34.5%) sold by street vendors across the ward. Other risk behaviors were related to presence of rudimentary waste disposal

system thus rendering most of the wastes on open spaces and at home. The study concludes that residents in Buguruni ward remain under high risk of Cholera outbreak, thus worth to recommend institutional and community hygiene measures to be taken sustainably so as to prevent re-occurrence of Cholera in the ward.

Ndunguru, Enock Peter (2015) *Evaluation of Soil Fertility and Performance of Maize (Zea Mays L.) in Small Holders Maize Farms in Namtumbo District, Ruvuma Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Maize yield in Namtumbo district is low and ranges from 1-2 t/ha in most small holders farms as compared to 7-10 t/ha reported in other parts of Tanzania. The yield is below the crop potential productivity due to low use or not using fertilizers completely. The objectives of the study were to evaluate the fertility status of soils and to determine the response of maize to nutrients. Composite soil samples were collected from 20 farms in 20 villages and used for assessment of soil fertility status. Field experiments were conducted during 2012/2013 season at Namabengo and Lusewa villages in Namtumbo District, to study the effects of six treatments, namely (i) control (ii) N80 P0 K0 Zn0, (iii) N80 P40 K0 Zn0 (iv) N80 P40 K80 Zn0, (v) N80 P40 K80 +Zn10 and (vi) N120 P40K80 Zn10. Split plot design was used where the main plots factor was maize varieties and sub plots factor was nutrient combinations. Major findings of this experiment were that the major soil fertility constrains for maize production were N, P, K and Zn. The fertilizer combination of N120 P40K80 Zn10 was the best combination for all varieties in both sites which increased grain yield from 0.5 t ha⁻¹ in the control treatment to 8.91t ha⁻¹ at Namabengo site and from 3.07 t ha⁻¹ in control - 7.53 t ha⁻¹ at Lusewa site with the use of improved variety (DKC 8053). However, for farmers to obtain high grain production they must use good agronomic practices which include the use of improved seed, the recommended fertilizer rates (N120 P40K80 Zn10), planting at right time and weeding twice.

Balegu, Frank (2014) *Consumption Levels of Fruits And Vegetables and their Relationship to Health and Wellbeing of Elderly People of Different Socio-Economic Background in Ilala District, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to determine the consumption levels of fruits and vegetables (fruits and vegetables) and their relationship to health and wellbeing of elderly people of different socio economic background in Ilala district, Dar es

Salaam. The study was a cross-sectional descriptive research design with a convenient sample in purposively selected urban and semi-urban Ilala district, Dar es Salaam. Data collection included medical observation and physical examination for health status and questionnaires for assessment of well-being, levels of fruits and vegetables intake per day and wealth status. A total of 165 people aged 60 to 95 elderly individuals participated in this study. The findings of this study reveal that fruits and vegetables intake among elderly individuals in Ilala District, Dar es Salaam was lower (2.61 1.19) than the recommended minimum of five daily servings varied greatly with economic status ($p < 0.001$). In conclusion, the health and well being of Ilala, Dar es Salaam elderly is poor. They take insufficient levels of fruits and vegetables servings per day, less than WHO recommended servings of at least 400 g, or at least 5 servings of fruits and vegetables per day. Higher price and poverty is a major constrain of fruits and vegetables intake. Therefore raising awareness, improving perception benefits concerning fruits and vegetables consumption and developing public policies to make fruits and vegetables more affordable for low-income families should be encouraged.

Magambo, Neema (2015) *The Influence of Livestock grazing on Plant Species Diversity and Distribution at Kiranjeranje Ward-Kilwa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The relationship between environmental variables and plant species Diversity and distribution in Kiranjeranje ward was studied using multivariate gradient analysis. Vegetation data were collected in 30 established plots using the stratified random sampling method. For each plot established environmental data on edaphic factors and anthropogenic disturbances were also collected. The plant species were classified using a computer program TWINSpan and detrended correspondence analysis (DCA) in which three major plant communities were identified. Canonical correspondence analysis (CCA) revealed that Grazing intensity ($r = -0.9439$), silt ($r = -0.7282$), sand ($r = 0.7886$) and clay ($r = -0.7607$) are Environmental variables with much influence on species distribution in the study area The Shannon - Weaver species diversity index was used to find the α - species diversity of the plant species .The ungrazed community had the highest α - species diversity (2.36577), followed by the moderately grazed community (2.35142) and the heavily grazed community had the lowest value (1.84805), this is due to the fact that overgrazing results into removal of plant species and severe depletion of vegetation resources The study recommends development of sustainable grazing system that combine traditional pastoral knowledge, scientific management principle and pastoral local institution, Also a long-term conservation plant in necessary to ensure grazing dos not threaten existing vegetation and biodiversity.

Ntomola, Sophia Swalehe (2014) *Determination of Hygienic Practice and Status of Food Handlers in Catering Premises: A Case Study of Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the adherence to food handlers hygienic practice in relation to Microbial prevalence in catering premises at Ilala Municipal Council. The magnitude of the problem in the study area is estimated to be significantly high due to nature of the city. Two hundred and six individuals participated in the study. 200 (97.1%) were food handlers and 6 (2.9%) of the respondents were Health officials. The sex distribution of the respondents was almost the same, female were 102 (49.5%) and male were 104 (50.5%). The Microorganisms of interest which are mostly causatives of diarrhoea diseases isolated during this study among food handles were *Staphylococcus aureus* 26 (13.0%); *Escherichia. coli* 7 (3.5%); and *Staphylococcus spp.* 120 (60.0%); However are other species isolated that are *Proteus spp.* 8 (4.0%); *Klebsiella spp.* 32 (16.0%); *Pseudomonas aeruginosa spp.* 6 (3.0%); *Streptococcus pneumonia* 1 (0.5%). These findings were somehow similar with study findings by Omemu et al., (2014) in Nigeria; Andargie et al., (2008) in Ethiopia and Mensah et al., (2002) in Accra. Majority of respondents 185 (92.5%) who had hand washing facilities in their working premises were found contaminated with microbes as compared to 15 (7.5) respondents with no hand washing facilities. The study findings revealed that there is an existence of poor food hygiene practice among food handlers. The study recommends development of training/orientation programs for food handlers, develop training manuals on food hygiene and safety practices including strengthening of supervision and regular monitoring of food premises. Findings of this study may help in planning health intervention programs for food handlers.

Ntukula, Albert Clement (2014) *Co-Existence of Urinary Tract Infection and Malaria Among children Under Five Years: A Case of Muhimbili National Hospital Dar es Salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Across tropical Africa, febrile children are treated for malaria either with or without confirmation thus resulting in failure to diagnose and treat other co-morbidities like urinary tract infections (UTI) and upper respiratory tract infection (URTI) that may coexist with malaria. This cross-sectional study examined coexisting malaria with UTI and further assessed the antimicrobial susceptibility pattern of the isolated organisms among children aged less than 5 years presenting with fever and malaria. Thick and thin blood films were used for the diagnosis of malaria and urine samples were collected in sterile, widescrewed-mouth, leak proof containers for culture and

sensitivity. Organisms isolated were identified and tested for their antimicrobial sensitivity patterns using the Kirby-Bauer disc diffusion method. Prevalence of malaria with coexisting UTI was 3.3% with majority (58.0%) of the participants being female. Age was associated with malaria and UTI co infection prevalence of co-infection being 24-36 age group. Escherichia coli (50%) Staphylococcus aureus (25%), Klebsiella species (16.70%) and Proteus species (8.3%) were isolated. Coinfection of malaria and UTI was present in febrile children under five years in Muhimbili National Hospital. Non detection implies that such hidden morbidity would be untreated. Health care personnel should rule out UTI when managing febrile children less than five years with malaria.

Anicetus, Honest E. (2014) *Determination of Heavy Metal Concentration in Bottom Ash in the Medical Waste Incinerators: The Case Study of Dar es Salaam City*. Masters dissertation, The Open University of Tanzania.

Abstract

The use of medical waste incinerators appears to be rapidly expanding in developing countries including Tanzania. Nuisance arising from medical waste has received much attention but relatively less consideration has been given to bottom ash. This study focused on determination of heavy metal concentration in bottom ash in medical waste incinerators found in different medical hospitals in Temeke, Ilala and Kinondoni Municipalities, Dar es Salaam. Samples of bottom ash were collected and analyzed at the Government Chemist Laboratory Agency. Statistical analysis of the data was done in the SAS software. The results show that, three types of incinerators namely high tech pyloric, low cost pyloric and single chamber are used in the study areas. Meanwhile, the findings show that the mean concentration value for Hg, Cd and As was below detectable limits while highest mean concentration of Fe was (9484.806 mg kg⁻¹), Pb was (67.413 mg kg⁻¹), Cu was (28.873 mg kg⁻¹), Cr was (743.750 mg kg⁻¹), and that of Ni was (596.906 mg kg⁻¹). The amount of Cr, Zn, and Ni were above MPL (above 1,100, 150 and 100 mg/Kg respectively) for some hospitals. However, the levels of Cu and Pb obtained in all tested bottom ash were within maximum permissible levels (MPL) to be discharged to the environment. The excess Cd, Cr, Zn and Ni when leaching may contaminate the environment and results into public health risks. The study recommends designing of engineered treatment methods for safe disposal of medical waste incinerator bottom ash to reduce contamination of surface and ground water, and soil in general.

Mwasalujonja, Noah L. (2014) *Effectiveness of Neighbourhood Based Organizations in Solid Waste Management: The Case Study of Ilala Municipality, Dar es Salaam Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to assess the effectiveness of neighborhood based organizations (NBOs) in solid waste management. The study was conducted in Ilala Municipality - Dar-es- Salaam, Tanzania. Data were collected using open and closed questionnaires, documentary review then after that data were analyzed using descriptive and inferential statistics; all analyses were performed in statistical package for social sciences (SPSS), version 17. Primary data were collected using questionnaires following stratified random sampling; secondary data were obtained from statistical records. The findings of the study in regard to the characterization of solid waste showed that most waste came from food remains and vegetable peels ($p=0.282$), broken glass ($p<0.001$), textiles ($p<0.001$), kitchen waste ($p=0.001$), and paper wrappers ($p=0.512$). Frequent collection of wastes is required because they were generated in the large quantity and most of them are biodegradable. Furthermore, the study revealed that majority of the residents ($p=0.019$), used the hessian sacks and plastic bags ($p=0.020$), as storage facilities of solid waste. In collection of solid waste from generation point to the final disposal point, polythene bags ($p<0.001$), were the most used waste collection containers. In case of waste disposal methods majority of the respondents ($p=0.016$), reported the lack of dumping places near their houses. Furthermore it was observed that Neighborhood based organizations were non- conventional methods which experienced many problems including lack of modern equipments for waste collection and transportation, low wage for Neighborhood based organization workers, poor community participation and lack of reliable market for the recycled waste. Regardless of the challenges that neighborhood based organizations faced, majority of respondents (89.9%), reported that the approach was effective in solid waste management. It is recommended that the Ilala Municipality has to increase the awareness on use of Neighborhood based organizations in dealing with solid waste management.

Mwenyembegu , Franklin R. (2014) *The Role of Agro-tourism in Diversification of Rural Economy: A Case of Rural People Living Near Mufindi Tea and Timber Plantations Mufindi District – Iringa*. Masters dissertation, The Open University of Tanzania.

Abstract

This research took place in Mufindi District at Iringa region. The main objective of the study was to explore the role of agro-tourism in rural economy in Mufindi

District were three villages namely Kibao mlimani, Lugoda and Igowole were choosen. The study employed both quantitative and qualitative research approaches. Purposive sampling was used to select the villages as the representatives of the study. The study sample involved 100 respondents from local communities, local farmers, tourist, and key informants. Findings show that an agro-tourism sector is very important in diversifying economy of rural people in Mufindi. Majority of respondents in Mufindi rural areas benefit from agro-tourism directly or indirectly. The study revealed that about 68.7% of the respondents are participants of agro-tourism and mainly involves farms workers, guides, entrepreneurs and hotel workers whereas about 33.1% are non-participants of agro-tourism and this includes local communities who are doing business. The study depicts that agro-tourism is a driving force in the diversification of rural economy. The study revealed that agro-tourism in Mufindi District face some limitation such as language barrier, accommodation facilities for tourist, infrastructure, tourism experts, and policies. The study therefore recommends the following measures to the Ministry of Natural Resources and Tourism and Mufindi District Council to provide training on agro-tourism entrepreneurship skills to local community, to amend tourism policy to recognize agro-tourism, initiate agro-tourism projects as well as marketing and promotion agro-tourism as tool for diversifying economy.

Mtae, Harrieth Godwin (2015) *Assessment of the Determinants of Couples Decisions on Fertility Preference in Kishapu and Mvomero Districts, Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study examined the determinants of couple's decisions on fertility preference in Tanzania, particularly in Kishapu and Mvomero districts. It is based in the assumption that factors like social network, communications, educations, employment, decision-making, ownership of property, attitudes towards wife beating, patriarchy, religion and ethnicity may affect couples decisions on the number of children they should have. The study used cross section study design and it involved 586 respondents (293 couples) from Kishapu and Mvomero districts selected using multistage sampling. Data were collected using interviews and focus group discussions and were analyzed using IBM SPSS Version 17. Social network was found to have significant effect on family planning (FP) for both couples and on family size (FS) for men, though the effect was found to depend on the nature of relationship, discussion, encouragement and method used social network member. Communication was observed to have significant impact on contraceptive use and FS based on the type of discussion however frequency and timing of communication matters a lot. Social economic status revealed that, even some formal education have effect on contraceptive use but for impact to be felt on family size the secondary education was found to be important. Ownership of property especially house was

found to have significant effect on FS for women and ownership of land for men. Culture was found to influence contraceptive use and family size in different ways. A great association was found between ones religious affiliation and contraceptive use and FS, moreover, high levels of religiosity was associated with large family size. Ethnicity also appeared to have significant association with contraceptive use and FS especially among Sukuma respondents. This study recommends the need for involvement of men and women of reproductive age in all levels of policy development, programme plans and implementations.

Mansab, Mansab Ramadhan (2014) *Sharp Waste Management at Kidongo Chekundu National Mental Hospital Zanzibar Tanzania*". Masters dissertation, The Open University of Tanzania

Abstract

Sharps waste is part of infectious medical waste; its management seems as a significant problem in Mental Hospital Zanzibar. This study aimed to describe the current sharps waste management at Mental hospital Zanzibar. The study was carried out at Kidongo Chekundu National Mental Hospital on sharp waste management. Twenty five (25) staffs of Kidongo Chekundu National Mental hospital and 25 people living nearby the hospital participated in the study. Non probability purposive sampling method was used to recruit study participants. A questionnaire, observation and focus group discussion was done in order to know the real practice of sharp waste at the hospital. It was found out that there is a great diseases transmission risk posed by poorly disposed sharp waste at the hospital. Also there is environmental pollution caused by sharp waste following poor planning and monitoring of health care waste; inadequate financial resources and equipment, lack of motivation and negligence of health care workers. Hospital management should plan and implement on the best ways. Sharps waste can be managed to avoid unnecessarily disease transmission and environmental pollution.

Ulumbi, Kilimba Nasania (2014) *Factors Contributing to Inadequate Exclusive Breast Feeding Practices in Children Aged 0-6 Months in Tanzania: A Case of Muhimbili National Hospital*. Masters dissertation, The Open University of Tanzania.

Abstract

Adequate nutrition at early childhood is essential to ensure healthy growth and development of children, Breast feeding offer health benefits to mother and child when exclusively breast fed. Children aged less than 5 years are dying due to inadequate exclusive breast feeding practices. The objective of this study is to assess factors contributing to inadequate exclusive breast feeding to infant aged 0-6 months

in Tanzania. Quantitative descriptive cross-section study design used, 284 nursing mothers admitted at MNH with their children aged 6- 60 months. Structured self administered were analyzed by SPSS version 20. Descriptive statistics were generated; Pearson Chi square and regression tests were employed to analyze the associations among the variables. Majority of the respondents, mean age was 29.8 (\pm SD 6.1) years. Over half (57.7%) of mothers did not practice exclusive breastfeeding. Pearson Chi-square suggested (education level of the mother ($p=0.021$), meals per day during breastfeeding ($p=0.004$) and influence from parents on mother's breastfeeding practices) were significant associated with mothers practicing exclusive breastfeeding ($p=0.000$). Multivariate regressions indicated, number of meals per day was more powerful for predicting mothers practicing exclusive breast feeding. Inadequate exclusive breast feeding practices could be attributed to Social- demographic factors (Inadequate meal intakes, family member influence and education level are attribute to inadequate exclusive breast feeding practices. It is recommended to empower skills and knowledge to health care providers who are at peripheral health care services dealing direct with nursing mothers who are on breast feeding practices.

Sayalel, Kuya L. (2013) *Enhancing Disease Surveillance at The Site of Outbreak Using Mobile Phone Technology: The Case of Ngorongoro District Arusha, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

A study was carried out to assess the status and performance of human and animal health disease surveillance systems in Tanzania using Ngorongoro district in Arusha region, Tanzania as a case example. The acceptability and reliability of the use of Android mobile phones in the "one health" community- based surveillance system was assessed. The evaluation of the performance of the surveillance systems through visiting and retrieval of disease surveillance forms submitted from the village health facilities to the district medical office (DMO) and district veterinary office (DVO) in Ngorongoro was carried out. A total number of 14 wards of Ngorongoro district were visited and all livestock field officers (LFO) were interviewed. The study also collected data from 13 health facilities, representing approximately 62% of all health facilities in Ngorongoro district. It was further observed that there is poor surveillance in both human and animal health sectors as evidenced by less than 50% submission of reports to DMO/DVO. Major symptoms identified by the Community Health Reporters (CHRs) included Diarrhoea (66.7%), coughing (50%), sores in the mouth (44.4%) and headache (39%). In livestock, the major signs were coughing (61%), lameness and sores in the mouth (33%), and swollen of lymphnodes (31%). The acceptability of android phones was 57%, 77.8% and 75% for the communities, human health officials and LFOs, respectively. Infrastructure problems, lack of reliable transport and remoteness of livestock and human health facilities were

mentioned as the major challenges in disease surveillance in the study area. It can be concluded that android mobile phones have the potential to improve surveillance systems under 'one health' approach.

Hongoa, Pius Simon (2014) *The Impact of Population increase around Lake Babati*. Masters dissertation, The Open University of Tanzania.

Abstract

Lakes are amongst the most productive ecosystems of the Earth. Despite its potential in supporting people's livelihood in Babati, Lake Babati is being converted into other land uses due to ever increasing population in town. This work evaluates the impacts of population increase around Lake Babati in Babati Town Council. Primary data were gathered by administering the questionnaire to a sample of 100 households. Participatory rural appraisal techniques, participant observation and checklist were employed in data collection. The land use types and land use changes was examined through analysis of satellite imageries. This was attained by making use of ArcGIS10. The results from the present study showed that there was a strong relationship ($p \leq 0.05$) between education level, occupation and awareness status of respondent on environmental issues. Also there was a strong association between the anthropogenic activities in particular agriculture/brick making and lake degradation. Lack of awareness under the role of environmental sustainability on lake resources was found to hinder the involvement of local people to Lake Babati conservation. Thus, this study recommends that, natural resources management (including lakes) should be incorporated in the program of study of all education levels to foster awareness raising campaign on role of lake benefits to local people's livelihoods. Also proper land use practices should be promoted so as to reduce the impacts that has been caused on the lake Babati due to poor land use practices in the study area.

Omar, Nassor Ali (2016) *Assessment of Natural Resources Management in Zanzibar: A Case of Forest Resource in North Pemba*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focus was to investigate the factors contributing to the mismanagement of forest resources in North Pemba as relating to Zanzibar Environmental Policy. This study was conducted in Micheweni, Kiuyu Maziwang'ombe, Konde and Mapofu wards in Micheweni district and Mchangamdogo, Mtambwe, Kojani and Shenge juu wards from Wete district in North Pemba Region. With the use of multi stage sampling procedure, researcher adopted a purposive sampling technique to select the government officers who are responsible in forest management. Simple random

sampling was opted to select the community members while stratified sampling were used to choose elders from the selected villages. The study applies both qualitative and quantitative approaches of data collection and analysis. The study findings illustrate that, mismanagement of forest resources increases gradually due to the weaknesses of Zanzibar Environmental Policy. The major factors for these were said to be the absence of forest policy statement in Zanzibar Environmental Policy, considering forest as a common property resource, incomplete and unmanageable forest projects, forest resource management being a cross cutting issue, lack of Environmental Impact Assessment, improper coordination between law enforcing bodies and Ministry of Agriculture, natural resources policies and budgetary support were also mentioned to be another factor for the failure of managing forest resources. It was then recommended that, Government have to adopt a specific forest statements in Zanzibar Environmental Policy, providing restrictions for endangered plant species, reviewing investment policy and re-amend agreements for companies operating in Zanzibar, delegating powers to Shehias with the establishment of village leaders and to form frequent assessment of forest resources by the government.

Mrema, Dawood David (2013) *Assessment of Solid Waste Management in Small Towns: A Case of Himo Township, Moshi District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study presents the Assessment of Solid Waste Management, case of Himo township in Moshi district. The aim of the study was to address the problem of poor SWM that resulted in littering of the town, carried out between July, 2010 and December, 2012. Four specific objectives namely; characterization of the solid waste, examination of existing status of collection and transportation and identification of solid waste disposal methods in the study area were observed. Likewise, determination of the level of pollution in dumpsites and landfills for moisture, nitrogen, phosphorus, potassium and organic matter content were performed. Literature review, internet and journals, brochures, books and review of methodology for characterization and quantification of SW were sought, along with secondary data pertaining the study. Field investigation involved quantification and physical and chemical characteristics which enabled current SWM assessment. Results from analysis of data, using the Statistical Programme for the Social Sciences (SPSS) revealed that, SW was dominated by plastic and polythene bags by 24.4% and paper by 17.26%, and 65% of collection were household based. Phosphorus in all dumps and landfills were low, while Nitrogen level were elevated. This research concludes that factors affecting SW management in Himo were typical of many tropical urban environments. Since 71.6% were not satisfied with SWM services, 73.3% were not aware of by-laws pertaining SWM. There was poor waste

management regime. It is recommended that the frequency of solid waste collection be enhanced, along with construction of engineered landfills in the town. The review of SWM aspects should be strengthened and harmonized through by-laws on solid waste management.

Kiangi, Abeid Gladson (2014) *Assessment of the Quality of Domestic water in Kinondoni District, Dar es salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the quality of domestic water obtained from the boreholes and water trucks used in Kimara, Mbezi and Mwananyamala wards in Kinondoni District, Dar es Salaam. Objectives were: (i) to determine levels of fecal and total coliform bacteria in domestic water supplied from private wells (boreholes) and water trucks, and compare these with the Tanzania Drinking Water Standards of 2008; (ii) to assess the physical quality of domestic water using pH, turbidity, electrical conductivity (EC) and total dissolved solids (TDS) and compare these to the Tanzania Drinking Water Standards of 2008; (iii) to analyze the chemical quality of the domestic water using total hardness and Chloride and compare these to the Tanzania Drinking Water Standards of 2008. Water samples were taken from deep boreholes (60-116m) and water trucks following procedures described in WHO (1985) Guidelines for Drinking Water Quality. Samples were taken to the laboratory and analyzed. Studied parameters were fecal coliform, total coliform, electrical conductivity, total dissolved solids, pH, turbidity, chloride and total hardness. The first two were determined by the methods described in APHA (1985) and the rest by methods described in Thermo Scientific (2008). Results indicated that most of the water samples from boreholes and water trucks were contaminated with bacteria. The mean fecal coliform was 44.58 counts per 100 ml in boreholes and 138.88 in water trucks. These values are higher than the value zero of TBS specifications for Tanzania Drinking Water Standard of 2008. The total dissolved solids in water from the boreholes were lower (128 mg/l) than the 2000 mg/l set by Tanzania Drinking Water Standard of 2008. Seven out of 12 samples of water from boreholes were hard (640-1200 mg/l) compared to less than 600 mg of Tanzania Drinking Water Standard. Total dissolved solids, chloride and total hardness of water from trucks met the standards of Tanzania. Based on obtained results it is recommended that the water from boreholes and water truck vendors should be boiled first or treated by users in order to kill fecal bacteria before drinking.

Ahmad, Amisa Mwemezi (2015) *Effects of Wastewater Discharge on Fresh Water Quality in Dar es Salaam: A Case of Msimbazi River*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of the study was to determine the effect of waste water discharge on the fresh water quality for Msimbazi river in Dar es Salaam Tanzania. This river has heavily polluted due to effluents from domestic usage, industries and other human activities. The problems associated with discharging waste water into the river include eutrophication, disease eruption due to increase of various pathogens, environmental pollution and death of animals due to chemicals found in the river. Samples were collected between the periods of October to November 2014 to determine the different parameters. Laboratory analyses were performed in Ubungo Maji. Statistical analysis show that several parameters are significantly higher ($p < 0.01$) that is permissible levels: colour (478.25, $p = 0.0004$), DO ($p = 0.004$), turbidity (79.25NTU, $p = 0.007$), EC (13975ms/cm, $p = 0.0009$), nitrate (23mg/l, $p = 0.017$), BOD (103.17mg/l, $p = 0.015$), TDS (7895.13,mg/l, $p = 0.0012$) COD (203.34mg/l, $p = 0.0114$) and Sulphate (583.68mg/l $p = 0.042$). However pH (98.8, $p = 0.898$), temperature (24.430C, $p = 0.84$), phosphate (0.627mg/l, $p = 0.505$) were within the required discharge limit. Salender Bridge showed higher value of waste water pollution than Vingunguti. Higher value of pollution could be attributed with effluents discharge from domestic and industrial activities. From this study it can be concluded that waste water treatment mismanagement of industrial wastes and lack of environmental education are the main factors contribute to the effluent pollution in the study area. Further research is recommended on the determination of other parameters which were not covered in the study in different parts of Msimbazi river particularly heavy metals and environmental interaction.

Doctoral Theses

Wawa, Anna Ibrahimu (2012) *The Challenges of Promoting and Adopting Biogas Technology as Alternative Energy Source in Semi-Arid Areas of Tanzania: The Case of Kongwa and Bahi Districts of Dodoma Region*. Doctoral thesis, The Open University of Tanzania.

Abstract

Biogas technology was introduced in central Tanzania as an alternative renewable source of energy following domestic energy crisis. Despite the biogas project being operational in Dodoma region since 1994, the technology adoption level has remained low and on the decreasing rate. The aim of this study was to explore the

root causes for low adoption level of biogas technology. The study was conducted in Kongwa and Bahi Districts in Dodoma Region. It employed a multi-stage sampling procedure involving purposive selection of the study villages which have been reached by the biogas project with the purpose of capturing the experiences of biogas users and other potential adopters. The study adopted both qualitative and quantitative approaches of data collection and analysis. A conceptual framework based on adoption theories guided the analysis of factors influencing biogas adoption. The study findings have shown that, the adoption of biogas technology in Dodoma ranged from 0.06 to 0.5% across the region. Adoption increased gradually from year 1994 to 2005 after which it abruptly dropped. The decline is associated with reduction of subsidies for biogas plants constructions. Based on the marginal effect concept, the major factors influencing the adoption of biogas in the study area, arranged from the most influential factor were: Awareness (0.2342), Technical service availability (0.1482) and Age of respondents (0.1128). Other significant factors include; knowledge of the technology, water availability and access to credit, income and education level of household head. The study has further established that government institutions have not fully engaged themselves in promoting biogas technology instead responsibility for development of biogas projects has been left to non-governmental organizations without effectual intervention of government agents. This situation has had implication on other factors including; information dissemination, access to credits, motivation and coordination of sectors and stakeholders dealing with biogas dissemination. Based on the findings, this study recommends the following; first, the ministry responsible for energy should improve policy environment by specifying appropriate implementation strategies, financial support and coordination of biogas programmes. Secondly, programme implementers should use effective promotional approaches. Lastly ongoing initiatives such as the Tanzania Domestic Biogas Programme should seriously consider the short-comings addressed by this study and experiences of the existing biogas projects to improve the technology and ensure its sustainability.

Mihale, Matobola Joel (2013) *Biochemistry of micro-pollutants in sediments of Mtoni estuary, Tanzania*. Doctoral thesis, Vrije Universiteit Brussel.

Abstract

In order to describe and evaluate the past and current status, and predict the future status of mangrove ecosystem in relation to changing human activities in the coastal areas and its environment in Tanzania, mangrove sediments from the Mtoni estuary were analysed for elemental (C, N) and isotopic ($\delta^{13}\text{C}$, $\delta^{15}\text{N}$) signatures to establish the role of anthropogenic influence on the contribution of organic carbon and nitrogen in the tropical mangrove sediments. Moreover, metals, PCDD/Fs and

dioxin-like PCBs were analysed to describe their current sources and fates in response to anthropogenic and natural changes. Lastly, the study intended to determine and compare the variability in the distribution of potential micro-pollutants in the mangrove sediments of Tanzanian coast. Sandy particles dominated the mangrove sediments, with less than 6% of organic matter (OM) in the estuary and less than 9% in the tributaries. Similarities in the levels of total organic carbon (TOC) and total nitrogen (TN) with depth were observed at all stations, indicating a homogenous, well-mixed top 9- cm sediment layer. A clear gradient of TOC and total nitrogen (TN) levels from the riverine (Kizinga and Mzinga) stations to the estuarine mouth was observed with highest content in most upstream stations and decreasing towards the mouth of the estuary. No clear seasonal trend of C/N ratio was observed except in the confluence region where the ratios were higher in wet than dry season. Wet season $\delta^{15}\text{N}$ values were lower while $\delta^{13}\text{C}$ values were higher compared to dry season values for all the stations. Mzinga $\delta^{15}\text{N}$ values were higher than Kizinga values in both seasons while the opposite was observed for $\delta^{13}\text{C}$, but all were lower than the confluence values. Correlations of the geochemical parameters for both wet and dry seasons suggest that OM in Mtoni sediments originated mainly from sources that are ^{15}N enriched and ^{13}C depleted and are linked to OM degradation processes. Combined elemental and isotopic signatures indicated that wet season values were dominated by sewage material while dry season values were dominated by mangrove material. Quantitative estimation of the contribution of the identified sources indicated that sewage material contributed between 60% and 90% of the sedimentary OM in the wet season and mangrove litter between 44% and 98% in the dry season. Metal levels in the Mtoni sediment layers (0-3, 3-6, and 6-9 cm) showed neither distinct depth gradient nor variation between wet and dry seasons. A clear gradient from the upstream of the Kizinga River to the estuarine mouth was observed for all metals, except As. This was also observed from upstream of the Mzinga River to the estuarine mouth. Pearson correlation matrix and Principal component analysis (PCA) indicated that the selected compounds could be separated in 3 groups: (1) Cu, Ni, Cr, Mn, Zn, Al, Fe, As, Pb; (2) Cd and TOC, which were strongly anti-correlated and (3) Sr. Enrichment factors (EF) indicated that Sr was most probably derived from natural origin, while other metals in the Mtoni estuary originated from anthropogenic activities. The levels of anthropogenic metals are indicative of human induced environmental change and have repercussions on the future status of the estuary and of the coastal area of Tanzania as a whole. PCDD/Fs values as analysed by chemically activated luciferase gene expression (CALUX) method and expressed as bioanalytical equivalency (BEQ) values ranged from 5.7 ± 1.4 to 39.9 ± 5.8 pg BEQ/g sediment in wet season and from 14.1 ± 2.0 to 32.8 ± 4.7 pg BEQ/g sediment in the dry season. High levels were observed in Kizinga River and stations close to the mouth of that river. Dioxin-like PCB (dlPCB) levels ranged from 0.21 ± 0.03 to 0.53 ± 0.03 pg BEQ/g sediment in wet season and from 0.22 ± 0.03 to 0.59 ± 0.04 pg BEQ/g sediment in the dry

season. Higher PCDD/F and dl-PCB levels in sediments are probably related to open burning of plastic scraps, household burning of wood or charcoal and traffic related emissions, which all occur in the Dar es Salaam region. The denser population and the more intense industrial activities in the Kizinga River Basin may explain the enhanced PCDD/F and dl-PCB levels observed in the sediments of that River compared to those in the Mzinga River Basin. Enhanced levels in the Kizinga River (up to 400 pg-BEQ/g) observed in the third sampling campaign showed a clear decreasing concentration gradient in the downstream direction. The presence of these pollutants in the sediments poses a threat to the biological community living in the Mtoni estuary.

Mjata, Peter John (2015) *The Impact of Climate Change on Rural Livelihoods in the North Nguu Mountains in Kilindi District, Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study was set to investigate the impact of climate change on rural livelihoods in the North Nguu Mountains in Kilindi District, Tanzania. Objectives of the study were to assess people's perceptions on the relationship between climate change and livelihoods; to analyze the influence of climate change on people's daily living and to examine potential of the forest for adapting to climate change. The conceptual model for this study was modified from the comprehensive conceptual model for disaster management by Kelly, (1998) with ideas on climate change, the forest and livelihoods from Burges, (2000); Groot et al., (2002) and Heal et al., (2004). Data was collected through interview, focus group discussions, observations and documentary review. A simple descriptive statistical approach using content analysis were applied for data analysis. The impact of climate change on livelihoods in The North Nguu Mountains was revealed to include pressure on the forest (47.8%); unsustainable production and productivity of the forest (29.8%); unsustainable livelihood systems and options for adaptation (14.6%) and income poverty (7.8%). The rich mountain-top natural forests base was a potential livelihood asset (93.2%). Food insecurity and income poverty contributes to unsustainable livelihoods (94.7%). The study recommends diversification of livelihoods parallel to sustaining the economic, ecological and social structures for rural livelihoods. The conceptual framework for this study succeeded in generating information on intensification of the detrimental effects of climate change resulting to deterioration of the forest (as the main livelihood asset) hence poor resilience and mitigation portfolios leading to unsustainable livelihoods as set out in the main focus of the study.

Mjata, Peter John (2015) *The Impact of Climate Change on Rural Livelihoods in the North Nguu Mountains in Kilindi District, Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study was set to investigate the impact of climate change on rural livelihoods in the North Nguu Mountains in Kilindi District, Tanzania. Objectives of the study were to assess people's perceptions on the relationship between climate change and livelihoods; to analyze the influence of climate change on people's daily living and to examine potential of the forest for adapting to climate change. The conceptual model for this study was modified from the comprehensive conceptual model for disaster management by Kelly, (1998) with ideas on climate change, the forest and livelihoods from Burges, (2000); Groot et al., (2002) and Heal et al., (2004). Data was collected through interview, focus group discussions, observations and documentary review. A simple descriptive statistical approach using content analysis were applied for data analysis. The impact of climate change on livelihoods in The North Nguu Mountains was revealed to include pressure on the forest (47.8%); unsustainable production and productivity of the forest (29.8%); unsustainable livelihood systems and options for adaptation (14.6%) and income poverty (7.8%). The rich mountain-top natural forests base was a potential livelihood asset (93.2%). Food insecurity and income poverty contributes to unsustainable livelihoods (94.7%). The study recommends diversification of livelihoods parallel to sustaining the economic, ecological and social structures for rural livelihoods. The conceptual framework for this study succeeded in generating information on intensification of the detrimental effects of climate change resulting to deterioration of the forest (as the main livelihood asset) hence poor resilience and mitigation portfolios leading to unsustainable livelihoods as set out in the main focus of the study.

Faculty of Business Management Masters Dissertations

Biyan, Katuma (2012) *The Role of Stock Exchange to the Economic Growth in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was designed to identify the role of Stock Exchange market to economic growth in Tanzania. It also determined the factors which hinder the swift growth of Dar es Salaam Stock Exchange Market and the suggested measures to be taken by DSE to promote economic development in Tanzania. The study used the case study based on triangulation and descriptive design to obtain necessary and required

qualitative and quantitative data. The intended population of this study was groups of stakeholders of DSE from four categories namely representative of regulatory bodies, representative of corporate organization, stock brokers and analyst and shareholders and investors. The target sample size was 100 stakeholders from four categories of DSE. The data for the study were obtained through both primary and secondary data collection method in the former interview, observation and questionnaire were used while various published and non-published materials were used in the later. Data collection was analyzed with assistant of the statistical packaged for social science (SPSS): The findings have revealed that both market capitalization and value of share traded contribute a small amount in growth of the economy of Tanzania. Furthermore, the findings have revealed the challenges which hinder the growth of DSE, as lack of liquidity, low market capitalization, poor macro-economic high transaction costs, lack of adequate track – openness, lack of skillfully human resources, and lack of public awareness of DSE. Based on the major findings, recommendation to improve the role of DSE, in order to promote economic growth in Tanzania, were to improve automated system, promote institutional investors, strengthen education, public awareness and access information of DSE and suggesting the government to stabilize macro-econom

Abstract

Being a developing country, Rwanda is struggling with the culture of saving and credits by poor but economically active population. Given that this portion of the population generally does not access the classic banking system, it becomes client of the microfinance institutions to grow up their culture of banking. The microfinance institutions mobilize savings from its clients and use the savings to finance the economic activities of their clients in form of loans. In 2006, some MFIs failed to reach their performance due to many factors most of which have not yet been researched. The study was led by one question which states thus: Is there a link between corporate governance is linked to the performance of MFIs. Whilst there have been many studies carried out to determine whether there is a link between corporate governance and corporate performance, the evidence appears to be fairly mixed. To show evidence of good performance, MFIs have to reach out to all places in the country and impact on the lives of their clients and to ensure their own sustainability. Given the fact that corporate governance is a new and wide concept, the researcher considered some of its components such as board size, board composition, non-CEO duality and the supervision of MFIs to assess the performance of MFIs in Rwanda. The researcher used survey methods using a questionnaire, an interview and focus group to gather data to be used for finding out the correlation between the corporate governance and the performance of MFIs in Rwanda. The questionnaire designed by the researcher was found to be valid and reliable through the review of peers in universities in Kigali and the Cronbach's Alpha yielded a reliability coefficient of .949. The probabilistic and non-

probabilistic sampling techniques were used to collect data. Simple random sampling technique was selected as probabilistic technique while judgemental and quota sampling techniques were selected as non-probabilistic techniques. Using descriptive statistics like frequency and correlation calculations thanks to the cross tabulation, the relationship between corporate governance and performance of MFIs in Rwanda was found. The researcher concluded that some components of corporate governance have a correlation with the performance of MFIs in Rwanda and others have no correlation with the performance of MFIs in Rwanda. For the board size and corporate governance and the performance of MFIs, the results were mixed. The findings on the correlation between board composition and performance of MFIs were also mixed. The same thing applies for the supervision of MFIs and their performance. The researcher found that there is correlation between the non-CEO duality and the performance of MFIs in Rwanda. Future researchers may tackle the link between other aspects of corporate governance and the performance of MFIs.

Mwandobo, Lwitiko Joel (2013) *The Role of Procurement Processes on the effectiveness of Public Procurement System in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was triggered by the fact that the government has made number of efforts in addressing weaknesses in the public procurement process. However there still complaints that public procurement processes are characterized by delays, poor quality and non cost effective delivery. This study sought to analyze procurement processes in achieving effectiveness of the public procurement system. The study focused on procuring entities based in Dar es Salaam due to budget constraints and existence of major procuring entities in terms of procurement volume. Explanatory research design was used to analyse the procurement processes. The study used structured questionnaires and interviews as primary tools for data collection. A total of 119 respondents out of the expected 155 respondents returned the survey instruments. The study revealed that procuring entities do not conduct market survey for establishing cost estimates, inadequate users cooperation with PMU staff and poor solicitation documents due to inadequate technical specifications, schedule of requirements, and drawings and poor terms and conditions of contract. The weak evaluation criteria and inadequate tender evaluations, and delays in contract awards are hampering efficient procurement process which results to ineffective procurement system. Furthermore weak controls in procurement contracts for payments to delivery of substandard goods or services and delays of due payments to suppliers or contractors and generally poor contract management were noted. The study recommends that procuring entities should conduct market survey for cost estimates of major procurements and enhance cooperation between User Department and PMU staff.

Mruma, Jamila M. (2013) *Effect of Motivation Factors on Teachers' Performance in Tanzanian Education Institution: A Case of Public Secondary School in Nyamagana District, Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

Motivation represents an employee's desire and commitment, which is manifested as job performance. That is, job in high motivation (intrinsic) and hygiene (extrinsic) factors leads to high performance and few complaints among employees. The purpose of this study was to examine the Effect of Motivation factors on Teachers' Performance in Tanzania Education institutions; A Case of Public Secondary Schools in Nyamagana district Mwanza..A descriptive research design which incorporated quantitative and qualitative approaches was adopted to investigate motivation factors that influence teacher's performance. A survey was carried out with 148 respondents including ordinary teachers, department teachers and head teachers in public secondary schools in Nyamagana district, Mwanza. In addition, in depth interviews were carried out with head teachers. Data was analyzed by using descriptive statistics of SPSS package. The study revealed that the motivation for persons to join the teaching profession was job security and absence of job alternatives but salary was a low consideration. The study further revealed that the majority of teachers were motivated by intrinsic factors, while a small percentage by extrinsic factors despite the fact that salary was inadequate. Furthermore, although not all extrinsic motivation factors (such as free meals, regular salary payment, leave of absence, free accommodation and weekly allowances) were available to teachers, the majority of teachers were concerned more about the inadequacy of current salary levels to meet their basic needs. The study recommends immediate increase the salary of secondary school teachers to match increases in the cost of living, provision of accommodation to teachers and strengthening of supervision. The study also suggests areas for research and these included but not limiting to investigation of innovative teachers' motivation strategies, students' satisfaction with relation to teachers' performance and extension of the same study of other regions in Tanzania before generalization of results.

Msafiri, Andrew (2013) *Impacts of Labour Turnover on Organizational Performance, A Case of Mtwara Regional Administrative Office - Mtwara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

In the recent years impact of labour turnover has received considerable attention by senior management, human resource professionals, and industrial psychologists. It has been proven to be one of the most seemingly intractable human resource challenges confronting organizations. Labour plays a significant role for the

performance of any business firm. The efficiency, productivity and effectiveness of the Organization are highly influenced by a competent and well-experienced workforce. This research was carried out to examine the impacts of labour turnover on Organization performance in Mtwara Regional Administrative Office. The main purpose of the study was to determine the impact of employee turnover on the performance of an organization. The research study supports the argument of Derek (2006) that the employees' turnover positively associated with the organization inefficiency. In the sample study comprised one hundred and thirty (130) respondents, both qualitative and quantitative data have been used and the questionnaires were individually administered. It is clearly evidenced that there is negatively relationship between organizational performance and the employees' turnover. The general objective of this study was to assess the impacts of labour turnover on Organizational performance at Mtwara Regional Administrative Office. The study recommended that the Management continue employing people who are well trained and who perceive their jobs as a calling. Organizations should not only employ to fill a job but also consider a fit between the person and the organisation. It is highly recommended that management should give attention to those factors that they can easily manage. Management has to understand that people are different and appreciates those differences.

Msangi, Pendo R. (2013) *Exploring The Impacts Of Job Stress On Organizational Performance: A Case Study Of Alliance One Tobacco Tanzania Limited; Morogoro Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study on exploring the impacts of job stress on organizational performance was carried out in Morogoro region basing on Alliance One Tobacco Tanzania Limited. The attention has been paid much to this study due to the importance of human resources in the welfare of the organization; in this case; in the welfare of the private sector, AOTTTL in particular. The literature review was carried out which covered the conceptual definitions, theoretical analysis, empirical analysis and analytical framework of the study. The study was descriptive applying a case study strategy. The study adopted a cross-sectional research design which allowed collection of data using more than one technique. The collected data were analyzed using SPSS version 16.0. The analysis was mainly descriptive, involving the computation of frequencies, percentages and means and the results are presented in the form of tables and graphs. From the literature review and research findings it was noted that stress have impact to the performance of the organization due to its influence on the performance of the employees in the organization. It has been noted that AOTTTL in not well committed to eradicate stress to the employees in the organization. Finally the study proposes the AOTTTL to analyze the level of stress and have intentionally programs which will eradicate employees stress at the work place. The study also

proposes another study to be done on the measurements that can be used to determine the level of stress in the organization especially business oriented organizations.

Mtasiwa, Anitha (2013) *The Hindering Factors to Achieve Full Potentiality on Tax Revenue Collection in Tanzania, A Case of Tanzania Revenue Authority In Temeke Region*, Masters dissertation, The Open University of Tanzania.

Abstract

This study provides a theoretical analysis of the factors on failure to achieve full potentiality on tax revenue collection in Tanzania -A case study of the Tanzania Revenue Authority located in Temeke Region. The study intended to Identify the main resources of revenue available in Tanzania, Investigate the major problems/obstacles hinders performance of revenue collection process and Suggest the alternative means and strategies of the increasing the revenue base and revenue yield at TRA. The study used both primary and secondary data. The primary data involved use of questionnaire, and interviews. Secondary data used publication and TRA records. This study consist a total sample size of 200 respondents including 100 TRA workers and 100 tax payers. The study reveals that TRA is facing complaints and hindrances in collecting taxes due to tax evasion, tax avoidance, and tax complexities another challenge facing TRA today is misuse of tax exemptions extended to business communities and excessively used by tax officials On the other hand tax officials faces difficulties such as administering all tax laws by failure to accessing, collecting and accounting of the tax revenues, monitor ,oversee and coordinate all tax activities, promote voluntary compliance, take effective steps to counteract frauds and tax evasions. This study has highlighted the TRA tax administration and its effect on the performance tax collections. The study had determined persistent factors that hinder the TRA failure to raise adequate tax revenues for economic and social developments. We recommend that further research is required in TRA to know factors that affect the accuracy, fairness and timely tax collections. The findings of this study provide initial directions in determining the factors that leads to ineffective tax collections by TRA. The management should understand that proper tax collections are necessary in order to raise adequate revenues for social and economic development of the country. TRA management needs to determine what actions to do to ensure that it collects sufficient revenues.

Mikidadi, Mikidadi M. (2013) *The Effectiveness of Training of Government Primary School Teachers on Job Performance: The Case of Bukoba District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at finding out the extent of training effectiveness to systematic approach. Specifically, the procedures used to conduct training, challenges facing training and determining corrective procedures to enhance teachers training effectiveness. The study was carried out at Bukoba District Council (BDC). The study used interviews, questionnaires and available documents in collecting data and study sample comprised of administrative employees and on-the-field teachers of BDC. The qualitative data were analyzed using Excel, Categorical variables, simple frequency analysis and cross tabulations were used, also tables, and figures and text to simplify interpretation and general judgments of the phenomena. It revealed the level of teachers training effectiveness were generally low. Used procedures were training needs assessment, program design and development and budgeting, training implementation and evaluation. Number of challenges facing teachers training effectiveness, such as: Inappropriate training needs assessment, trainees' selection based on favouritism, instructors or tutors low ability, as well as inconvenient training environment, and irrelevance training program on training needs. Suggestion were; public institutions should conduct appropriate TNA, training officers should be trained, selection of appropriate trainee, all teachers should have an access to obtain training, training program should be relevant to teachers job function, training evaluation should be conducted properly and there should be provision of realistic training funds.

Millas, Abdulrahman (2013) *The Link between Services Quality and Customer Satisfaction in the Retail Banking in Tanzania*, case study of CRDB Bank. Masters dissertation, The Open University of Tanzania

Abstract

The main objective of this study was to find out the interrelationships between service quality attributes, customer satisfaction and customer loyalty in the retail banking sector in Tanzania, the case study being CRDB Bank. The study sought to identify the most important attributes in bank settings, which may be used to review characteristics of the banks as experienced by customers. In Tanzania, few studies have investigated the above mentioned interrelationship. The purpose of this study is to fill this gap. A review of literature was conducted to find out the relationship among service quality, customer satisfaction and customer loyalty. The literature review confirmed the existence of this relationship. A survey was conducted to collect data. 20 bank staff and 20 retail banking customers were interviewed giving a

total of 40 respondents. The study employed both quantitative and qualitative methods. Quantitative data was analyzed by going through the patterns and/or sub headings of the questionnaires while comparing with the objective. The findings of the study reveal that all the service quality attributes of Tangibility, Responsiveness, Reliability, Empathy and Assurance were positively related to customer satisfaction in the retail banking settings in Tanzania. The findings indicate that overall respondents evaluate the bank positively, but still there are rooms for improvements. The results can be of much value to bank managers using these data to retain customer satisfaction and maintain their competitive advantage. From the findings of the study, a number of recommendations have been provided so that banks provide quality services and improve bank services hence attract and retain customers.

Mwacha, Michael Josephat (2013) *The Impacts of Mobile Phones on the Growth of Informal Sector of economy in Tanzania; A case study of mobile phone users in Lindi region*. Masters dissertation, The Open University Of Tanzania.

Abstract

This study was set to examine The Impacts of Mobile Phones on the Growth of the Informal Sector of Economy, with the specific reference to Lindi region mobile phone users. Specifically the study was set out to find out the extent to which mobile phones have helped its users to perform their economic activities, and to establish the improvements in the lives of mobile phone users brought by using services offered by mobile phones. The study employed descriptive approach. Data was collected using questionnaire, interview and observation. Both primary sources and secondary sources of data were used. Primary data was obtained through structured and unstructured interviews. Structured self administered questionnaires with both closed and open ended questions were used. Numerical data was analyzed by computing percentages for quantification purposes. The findings from the questionnaires, interviews and documentation were analyzed qualitatively. The data was processed by excel software using tables, words, numbers and percentages. The qualitative analysis focused on two major thematic issues and case analysis summary was presented. In the analysis summary the researcher came up with observed variables that explain key issues in each sub theme. A sample size of 64 respondents was used comprising mobile phones users. Findings from the study showed significant increase in income of individual users of mobile phones, growth of the informal sector of economy and improvement in standards of living of the mobile phone users. It was recommended that the government should lessen mobile phone tariffs, so that many users afford buying and running costs.

Mwaduga, Abdallah Jumaa (2013) *Impact of Customer Relationship Management (CRM) on Non-Consumer Customers' buying behaviour – a case study of Tanzania Cigarette Company*. Masters the dissertation sis, The Open University of Tanzania.

Abstract

The research assessed the impact of Customer Relationship Management (CRM) in influencing the buying behaviour of non-consumer customers through the case study of Tanzania Cigarette Company. The main objective of this paper was to probe the impact of CRM on the buying behaviour of non-consumer customers. Background information including the research questions, the problem statement and the significance of the study has been provided. Through literature review various theories, empirical studies, conceptual frameworks, and theoretical framework were addressed. Data collection was done through both questionnaires and interviews whereby qualitative and quantitative data were collected. Data was analysed thematically through Fishbein's behavioural modal and graphs to come out with research outcomes. The findings confirm that CRM has significant impact on non-consumer customers buying behaviour. The researcher also provided recommendations for improvement of TCC's CRM system. These include extending CRM to retailers, investing in retailers' education, reducing the time taken to create a customer in SAP and maximize the use of CRM technology. Additionally, the direction for further researches has been recommended. For instance, further researches could probe why TCC's share of the market has been dropping in spite of TCC being the market leader in manufacturing and sale of cigarett

Mwaisaka, Neema (2013) *Assessment of Workers' Health and Safety at Work Place: A Case Study Wentworth Resources Ltd and OLAM in Mtwara Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed to assess the perceptions of workers' towards occupational safety and health administration (OSHA) measures that are employed at the workplace in Mtwara Municipality, Tanzania. The study intended to: examine workers level of understanding of the OSHA measures at OLAM and Wentworth Resource Limited, identify common health problems at OLAM and Wentworth Resources Limited, assess the workers' level of vigilance in securing their personal safety and health in the workplace and assess the OLAM and Wentworth Resources Limited compliance with the OSHA stipulations. The study involved 60 respondents from two companies namely OLAM and Wentworth Resources in Mtwara Municipality who provided their opinions on the study theme. Both qualitative and quantitative methods were employed in data collection analysis and presentation. These methods ensured

methodological triangulation and maximize the quality of data collected. The study found out that the workers at the study organization have a high level of understanding of the OSHA measures. Despite that, the study revealed that workers have experienced diseases such as sore throat, cough, and others have suffered from shortness of breath, including accidents, backache, muscle tear (soft tissue trauma), and twisted ankle. Moreover, the study noticed that a high percentage of the respondents displayed a high capacity for vigilance of securing their safety and health at workplaces. Thus, the study recommends that both employers and employees should provide education about personal hygiene. Lastly, the employer should adopt teaching programs among all levels of management to raise awareness about health and safety.

Mbungu, Faraja (2013) *Influence of Contraceptive Advertising into Consumer's Purchasing Decision: The Case Study of Population Services International Organization- Tanzania, in Dar es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Influence of contraceptives advertising on consumer's purchasing decision was a study conducted in Dar es Salaam Tanzania, involving PSI Tanzania customers and employees. The study was conducted in order to examine the extent to which advertising contraceptives has been influencing consumer's purchasing. This study focused in finding the rationale of all efforts which have been directed by social marketers into advertising and mass media campaigns despite the fact that various studies had indicated that the outcomes of the effort is not as great. This study employed questionnaires as a method and tool of data collection. The tools were well constructed in order to attain all important details for an effective and informative study. This study find out that there advertising of contraception method influences a large part of the study sample (67%) into making their purchasing decision of the particular method or brand. The study shows that most well-known, most preferred hence most purchased contraceptive methods among respondents such as pills and male condoms were also the most advertised, comparing to less known, hence less purchased methods such as Spermicides and Vasectomy. Although 33% of population study reported that they always make purchasing decision of a particular method or brand through the influence of information obtained from health clinic workers and friends. This study recommended that, contraceptive methods marketing companies' needs to refocus their advertising strategies and work on designing contraceptive messages adverts and campaigns that will aim into reaching the audience through media as well as through health workers and peereducators as they both show a lot of influence in delivering the contraception message to the targeted consumer's in Tanzania.

King'aru, James Muchwe (2014) *Investigation of the factors that contribute to poor performance in science among students in secondary schools in Tanzania: A case of secondary schools in Kawe Division, Kinondoni municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Available evidence indicates that despite previous efforts, performance in science subjects is still very poor among secondary school students. This study sought to investigate factors that contribute to poor performance in science subjects among students in secondary schools in Tanzania. The study employed a cross-sectional research design whereby a total of 98 students from five schools in Kawe division were involved. Data collection was achieved through the use of questionnaires and structured interviews. Microsoft office excel and SPSS were the tools used to analyse the data collected. The main findings of this study showed that among many other reasons the common reasons that contribute to poor performance are poor methodology in science education, negative attitude towards science subjects among students and lack of resources such as text books and well equipped laboratories. Teachers should regularly attend the in-service training in order to equip themselves with new and modern methodology of teaching science subjects. It is recommended that the government and private school owners must ensure that the schools are well equipped with necessary materials, teachers should use modern methods of teaching science subjects in order to motivate and sustain students interests in science subjects.

Meku, Severin J. (2013) *A study of the Relationship between Managers' Leadership Style and Employees' Job Satisfaction: The Case of Prime Minister's Office in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to establish whether there is a relationship between leadership style and employees job satisfaction in a typical public sector organisation particularly the Prime Minister's Office. A questionnaire was administered to a sample of 150 employees selected by a combination of stratified sampling and systematic random sampling techniques. A total of 125 questionnaires were returned (response rate of 83%). The binary logistic regression technique was used to examine the likelihood of an employee to be satisfied with his/her job against his/her perception about the management style in place. Other variables such as age, sex, work experience, marital status, and job position were used as control variables. Findings from the study showed that majority of the staff at the PMO (51%) feel satisfied with their job. This means on the other hand that about 49% of employees were not satisfied with their job. The interviewed employees felt that

their efforts are seldom recognized, they are paid fairly and that there are higher prospects for promotion and career development, thus adding some satisfaction in their job. The perceived most utilized styles of leadership were participative than directive leadership styles. Majority of staff under participative leadership styles were dissatisfied with their job. The results of a fitted binary logistic regression model shows that job position and gender were the strong predictors of job satisfaction whereas other variables namely level of education of an employee, marital status, work experience, predominant leadership style used by employees immediate boss and age were not strong predictors of job satisfaction. Being male and being senior officer was associated with a higher likelihood of being satisfied with job ($p < 0.05$). It was recommended, basing on the findings, that the management and leadership at PMO should tackle the sources of job dissatisfaction by providing on-going leadership trainings to leaders and conduct regular staff retreat meeting. This training should go hand in hand with awareness creation about staff regulations and operationalisation of open system of staff performance appraisal. The involvement of statutory bodies such as Workers Council and Trade Unions in these endeavours is crucial.

Messayi, Richard Michael (2013) *Promotion of Household Income through Sunflower Market Access and Value Chain Development in Kinapanda Division, Iramba District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to promote household income and rural livelihood through sunflower market access and value chain development in Kinapanda ward. This project was development from the Community need assessment findings. During the CNA exercise a numerous numbers of gaps facing small scale sunflower producers in relation to market were raised, all these hindering factors to market contributes to lower their income and affect their livelihood development. Also CNA finding showed that there is an average of 1 people who need all basic needs and the means to survive including viable income, the price for the sunflower produce and products is very minimal and unreliable, the value chain for the sunflower is not well established. Two types of data were collected during the survey: Qualitative and Quantitative data. Due to the nature of the study, Quantitative data dominated the whole process of data collection. A total of 40 farmers were purposively selected. PRA and SWOT analysis were used especially during the ranking and prioritization process. The following were the project outcome and outputs: Formation and strengthening of 10 Sunflower Commercial Producer Groups (CPG's) and more farmers are now interested with collective selling. The report also recommended the followings: the issue of proper environmental management should be given a priority, concentrating on getting good results with fewer groups rather than having a big number of groups, every actor from the producers to the market should take a

precaution on the issue of trust, and lastly the report recommend that no short cut can be done during Community Need assessment.

Kyejo, Lugano E. (2014) *Micro Finance and Urban Women Micro Entrepreneurs - The case of Hananasif Community Development Fund –Kinondoni-Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The research aimed at investigating the impact of micro finance Institutions on urban women micro entrepreneurs, the case of Hananasif micro-credit institution in Kinondoni district, Dar es Salaam, Tanzania. Women in their efforts to engage in income generating activities faced certain obstacles such as a lack of finance. Micro credit institutions have therefore taken upon themselves as a challenge in advancing credit to these women to enable them meet their practical and strategic gender needs. The study attempted to find out women micro entrepreneurs and the micro enterprises they are engaged in, the credit sources and their accessibility. It further investigated whether the training, loan given, interest rate and repayment time are favorable for enterprise development. The study also investigated the product marketing techniques, profit made, the household income and expenditure. In pursuing answers to research objectives, the researcher came across various literature materials related to the study on micro financial institutions, women micro enterprise development and women empowerment. This study employed a survey research design, and it involved a total of 45 respondents from Hananasif micro credit institution. Data collection methods and instruments ranged from questionnaire, documentary review, interview and observation. Data analysis procedures were generated and analyzed using both qualitative and quantitative methods such as tables to enable the presentation of data and hence give out the study results more comprehensively. Despite the enhanced and visible roles assumed by these women due to the credit scheme, there were serious operational lapses: the loan given to these women was inadequate for most of them to run a viable micro enterprise, lack of time, lack of improved technology and ready market for products persisted. The study found out that despite the challenges women's micro enterprise activities have enhanced their contribution to household welfare financially. This has empowered and given them a voice in decision-making. The study concluded that micro credit schemes help reduce urban poverty and empower women.

Luambano, Elias (2014) *Assessing the Effectiveness of Traffic Police in Preventing Road Accidents in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the study was to assess the effectiveness of Traffic Police in preventing road accidents in Tanzania. The study was based on various theories

including system, accident causation, risk homeostasis and goals freedom alertness theories. The study aimed at outlining the roles of Traffic Police in preventing road accidents in Tanzania; assessing the adequacy of Traffic Police equipment; and identifying the challenges facing them in executing their duties. This study used questionnaire as the main method of data collection and the sample size was 226 Traffic Police based in Dar es Salaam. The data was analysed descriptively using Statistical Package for Social Science (SPSS). The study found that Traffic Police were ineffective in preventing road accidents as they failed to create public awareness on road safety issues as well as conducting daily roadside inspections which made road users to relax and possibly cause road accidents. Furthermore, the study found that there was a shortage of road safety traffic equipment like cameras, road direction facilities as well as Traffic patrol vehicles that could assist Traffic Police in preventing road accidents. Moreover, the study found that Traffic Police had a lot of challenges including poor working conditions and inadequate salary package. The study recommends that in order for Traffic Police to be effective in preventing road accidents in Tanzania more efforts should be devoted to creating public awareness on road safety issues; proper training for Traffic Police and adequate road traffic facilities should be put in place. In addition the government should restructure Traffic Police salaries, and improve their working condition. More refresher programmes and long term training should be organized for Traffic Police.

Medard, John (2013) *Assessment of Inventory Management in Parastatal Organisations in Tanzania: A case of VETA Kigoma*. Masters dissertation, The Open University of Tanzania.

Abstract

The primary purpose of this study was to Assess the Inventory Management in Parastatal Organisations in Tanzania, VETA Kigoma being taken as a case of focus. The study was guided by three research objectives namely, to examine the adherence to professionalism with respect to materials management, to examine the level of technology adopted to ensure inventory control and to examine the method used in evaluating inventory. 120 respondents were involved in the study, data were analysed using Statistical Package for Social Sciences (SPSS 16.0 for windows). Purposive sampling was used together information from the targeted respondents as the study wanted to obtain relevant data from the field in order to have viable findings. The study revealed that the centre had qualified personnel in materials management, the study realized that the centre had been using Materials Requirements Planning (MRP) technique to ensure inventory control, inventories were controlled electronically using inventory system called Microsoft dynamics – Navision. The study revealed that the centre used First In First Out (FIFO) system in evaluating or pricing stocks to ensure efficiency in stores operations. The study

concluded that there was a notable improvement in materials management in parastatals unlike previous years where stores functions were done by unqualified people which resulted to unnecessary losses to the government.

Kyando, Gerald Vilembella Osia (2013) *Investigation of Job Satisfaction Among Academics for Higher Learning Institutions in Tanzania: The Case of Mbeya Institute of Science and Technology*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate on state of job satisfaction among academic members of staff for higher learning institutions in Tanzania: The case of Mbeya Institute of Science and Technology. Factors contributing to job satisfaction and dissatisfaction among academic members of staff were examined under the research questions: What factors contribute to job satisfaction and job dissatisfaction for academic staff at the institute? What factors contribute to academic staff leave the job? and what strategies are required to solve academic staff job dissatisfaction problems? The study employed both qualitative and quantitative research approaches. Purposive sampling technique was employed to obtain respondents. About 120 survey questionnaires were distributed to respondents by the researcher and 80 statistically usable questionnaires were returned.. The methods used for data collection involved interviews, questionnaires, observations, focus group discussions and documentary review. The findings revealed factors contributing to academic staff job satisfaction and dissatisfaction and those contributing them to leave their job. Finally, the study recommended necessary measures to be taken by education administrators and the government to solve academics problems and minimize turnover rates at the institute and other higher learning institutions in the country.

Malakwen,, Stephen Kibet (2013) *Succession Management Practices And Their Implications On Employee Retention In Public Sector Organizations In Kenya*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at empirically establishing whether succession management practices exist in public sector organizations in Kenya and the extent to which such practices had been implemented. In addition, it aimed to establish the implications such practices have on employee retention in public sector organizations. The design of the study adopted was descriptive research, and data was collected using questionnaires and interview to key informants. Both descriptive and inferential statistics were used to analyze the data. The findings show that although a number of

succession management practices existed with high impetus for the same in the public sector organizations studied, there was rather low level of implementation a factor largely attributed to lack of senior management support among others. This was noticeable with the findings that there was a general low employee satisfaction level across all the three organizations and that the public sector organizations were losing their best employees to their competitors. The findings also shows that succession management practices can and do have implications on employee retention in public sector organizations. Among the recommendations is that the public sector organizations should put in place appropriate strategies to ensure that employees in the age brackets of between 26 30 and 36 – 45 years are prepared to take up senior positions that may fall vacant. The organizations should also make deliberate efforts to ensure there was an evenly distributed age structure in their management structure to avert any succession crisis arising from an aging workforce. This should be considered during the recruitment and selection exercise.

Shayo, Agatha Filemon (2013) *The Effects of Performance Appraisal System on Employees' Performance in Tanzanian Community Radios: A Case of Selected Radios in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the effects of performance appraisal systems on employees' performance in the community radios. It specifically explores the employees' awareness on appraisal system, knowledge of the appraisal system and performance appraisal management that leads to effective employees' performance in community radios. This study was descriptive in nature with multiple units of enquiry. Questionnaires, interviews and documentation were the main methods of data collection and 100 respondents from Upendo, WAPO and Tumaini radio stations were studied. Moreover, the data collected were analysed and processed by using computer program (excel) and indicated clearly on tables and figures. The study results revealed that employees performance appraisal at WAPO, Tumaini and Upendo radio stations is not effective and not very well utilised. The majority of employees were not aware and they lack knowledge of the performance appraisal practiced in their organizations. They were not involved in discussion with supervisors and not given enough time to prepare for the meeting as a result, there is no feedback provided to employees after appraisal. The available appraisal system is not used by these radio stations for making important employees' decisions. It was recommended that employees' performance appraisal should be implemented effectively to fit a particular organisation's environment, communication between employees and management decisions like disciplinary actions, promotion and training.

Mazengo, Jeremiah, N. C. (2014) *The Role of Agricultural Market Intermediaries on Poverty Reduction in Njombe*. Masters dissertation, The Open University of Tanzania.

Abstract

Pokhrel and Thapa, (2007) and Nkolimwa, (2010) highlighted that marketing intermediaries in developing countries, including Tanzania, often exploit farmers in rural areas and that farmers frequently receive too low prices for their products. This may contribute to the persistent poverty in rural areas of Tanzania and potentially delay Tanzanian economic growth. Targets to reduce poverty in the rural areas of Tanzania by the year 2015 by 5 to 7% set by the Tanzanian Government may therefore not be feasible (Policy forum, 2010). This study not only demonstrates the exploitation of Irish potato farmers in the Tanzanian Njombe region but also that fair trading in the region is hindered by the lack of the implementation of governmental policies enforcing it. About 155 households purposively sampled from four villages were involved in the current survey; similarly, other market stakeholders were sampled in the chain from Njombe Township and the large markets in Dar-es-Salaam. Collected data were analyzed through Excel spreadsheet as well as SPSS 20.0 program. The results revealed Market intermediaries to have a poverty gap index equals to zero, while farmers in surveyed villages had a positive range in poverty gap with a mean of about 166.05. This result implies that, the higher the range in poverty gap index from zero the higher the range below the poverty line. The implementation of the Agricultural marketing policy (AMP) had remained in an immotile state. The general implication here is that, market intermediaries involved in agricultural marketing as well as the lack of implementation of government AMP have a negative contribution towards poverty alleviation in rural areas.

Mazwile, Mwinga (2014) *The Influence of Electronic Banking on Service Delivery Satisfaction to Customers, the Case of NMB Bank in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Financial liberalization and technology revolution have allowed the developments of new and more efficient delivery and processing channels as well as more innovative products and services in banking industry. The study investigated the influence of electronic banking on service delivery satisfaction to customers. The study employed a case study design using quantitative and qualitative approach. The study found variety of electronic banking services that are available at NMB bank, this includes ATM services, SMS (mobile) banking and debit cards. Also there was a degree of variation NMB subscribers in terms of age, sex, level of education and longevity of staying with the banks. Also the findings show that there was a positive

perception of the respondents influenced by the establishments of electronic banking products at NMB banks in terms of usage, convenience, time saving and transportation cost as well as quickness of service delivery. Lastly the research found that satisfaction of customers on the establishments of electronic banking was not a maximum degree as customers were less dissatisfied with the insufficient of electronic banking products such as online banking system and VISA card, education and training of established system as well as cost charges of electronic banking such as service charges. It's been recommended that management of NMB Bank invest massively in IT in order to further promote efficient and smooth service delivery. There is also the need to broadly develop more E-banking products and to do extensive customer education to enable more customers to utilize the service and reconsideration of service charges and cost for maximum satisfactions.

Shepa, Charles Msuka (2013) *Assessment of the Challenges Behind the Ineffective Customs Clearance of Goods at Sea Port*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was about the Challenges behind Ineffective Customs Clearance of Goods at Sea Port a case study of Medical Stores Dar Es Salaam. Most of the drugs and medical supplies are procured by MSD from oversea suppliers through international tenders as per threshold set by PPA, 2004. All imported goods are subject to customs clearance at the port of entry in every destination country. Delay in customs clearing of goods causes to emerge and increase of demurrage costs and lack of essential drugs. Basing on the fact that the main objective of each organization is cost reduction and profit maximization, the situation at MSD contravened this fact, the researcher ought to assess the existing challenges in clearing process leading to the increasing of costs through such delays. The Research methodology concerned about data collection where the researcher was applying systematic approaches in data collection so as come up with the specific findings. The researcher used both qualitative and quantitative methods to find the challenges behind ineffective customs clearance activities of sea port consignments. The study used 33 respondents using purposive and convenience sampling techniques, and methods of data collection (primary data and secondary data) as tables were drawn by used special program known as SPSS. The findings revealed that, among major challenges come as the results of clearance procedures in Tanzania being too long, surrounded with corruption environment due to multiple documentation requirements, and the procedures are neither transparent enough nor documented. At MSD, it was revealed that there is small number of clearing staffs compared to the tasks and the long payment procedures were some source of the problems. Basing on the findings, it was recommended that, MSD should increase the number of clearing

staffs and should consider using pre-payment procedures by depositing amount of money in advance to ease clearing process.

Massawe, Michael Emanuel Karau (2014) *The effectiveness of route-to-market distribution strategy to fast moving consumer goods industry, carbonated soft drinks category, case of SBC Tanzania Limited - Pepsi*. Masters dissertation, The Open University of Tanzania.

Abstract

Effective distribution has become a big challenge to Fast Moving Consumer Goods especially carbonated soft drinks manufacturers. SBC Tanzania (Pepsi bottler) shifted from direct selling to indirect selling model operating through the appointed distributors; termed as route-to-market model. The objective of this study was to assess the effectiveness of this strategy to FMCG – carbonated soft drinks category as implemented by SBC Tanzania Dar es Salaam Plant specifically investigating the stock availability/stock norm maintained by distributor, examining how effective is just in time stock supply, determining the extent to which customer service has been improved and examining the extent to which market feedback has been improved. Stratified sampling of 50 respondents consisting of SBC Sales team and distributors was selected; using both qualitative and quantitative research approach in data collection. Questionnaires, interview, observation and documentary review were the tools used in collecting data before analysing them by SPSS. Findings showed that route-to-market was somehow effective; market feedback was immediate, customer service was improved, and stock was available but not across the range. There were discrepancies noted on having enough warehouses, price was escalated by distributors' salesmen, territories were not fully served and utilised as a result sales volume was not satisfactory leading into lost market share, decreased profits, and low products visibility in the market. It was recommended that the company should recheck its RTM strategy's checklist from distributors appointment to adhering to the Key Performance Indicators set for mutual goals achievement.

Kelema, Mdasilu Iddi (2013) *Effect of Relationship Marketing Tactics on Customers' Loyalty in Commercial Banks in Geita District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The emergence of new forms of banking, automated teller machines (ATM), phone and SIM banking and also maturing financial market coupled with global competition have forced banks to engage into relationship marketing activities so as to improve customer loyalty. The purpose of this research was to examine the effect of relationship marketing tactics on customer loyalty in commercial banks in Geita

district Tanzania. The following research objectives guided (i) to determine the type of relationship marketing factors being used in commercial banks in Geita district; (ii) to analyze how relationship marketing tactics impact on customer loyalty and (iii) to determine which one of these relationship marketing tactics is most effective in Geita district. The study was carried out using questionnaire whereby a sample size of 108 customers and 31 management staff from three commercial banks (CRDB, NBC and NMB) was chosen. The findings of this research revealed that banks use a variety of relationship marketing tactics/ practices to gain customer loyalty and these include application of service quality dimensions, enhancing their brand name with slick (innovative), promotional campaigns (value offers) and competitive pricing strategies. The study recommended that commercial banks should tailor their relationship marketing tactics to local environment rather than applying urban practices to rural communities. It also recommended immediate training of all services delivery personnel on service quality as it applies to customer loyalty. The study also suggests the need for conducting extensive research in other towns/ regions before generalization as well as longitudinal studies to gauge changes of the effect of relationship marketing tactics on customer loyalty over a period of time.

Swai, Geoffrey Phillip (2013) *An Assessment of the Factors Affecting Electronic Money Transfer in Banking Industry. A case of Bank of Tanzania, Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

Several theories on electronic transaction have been applied in order to determine the challenges that face the application of e money transfer at the BOT Mwanza were consulted supported with a good number of empirical studies on the subject matter. The study examined the challenges facing application of e- money transfer in banking industry. In order to reach the goal the study tested three major objectives. (1) To analyze the influence of e - money transfer dimensions in Banking Industry at the BOT Mwanza. (2) To examine the relationship between e- money transfer service quality and customer satisfaction (3) To examine the challenges facing the application of e money transfer in Banking Industry at Bot Mwanza. Both primary and secondary data were collected for the study. The study population comprised of 98 respondents in which the study managed to meet only 41 respondents to collect the needed primary data. The data collected included personal characteristics of the respondents, factors that Influence the e- money Transfer and the possible solution to the problem. Recommendations given include advancing the technology, standardizing the infrastructure within BOT; providing educational to the BOT workers and customers; and maintaining safety and efficiency of system of transferring e – money with BOT. This study also opened the doors for further researches on the same or similar case to fill the gaps that will be identified.

Switbert, Paul (2013) *Effects of Secondary School Teachers' Training and Development Programmes on the Students' Performance in Tanzania: The Case Study of Selected Schools in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Secondary school teachers, as employees, play a great role in the education system of Tanzania. Their importances made me to conduct a study upon them so as to investigate the important aspect of training and development programmes as they sharpen their understanding hence motivate them and enhance students' performance abilities. The study aimed at investigate the effects of teachers training and development to students' performance in Tanzania Secondary schools, determining the extent the teachers training and development programmes on job improve performance, determine the extent the teachers experience on job improved performance and determining the way teachers commitment on their job improve job performance. The study used Dar es Salaam region as a case study area with 285 secondary schools from which the sample was selected. Respondents used in the study were both teachers and owners of secondary schools. The study had drawn 70 respondents of which 35 were from government and 35 from private schools. Privete and they were obtained using probabilistic sampling procedures. Respondents were given questionnaires and interviewed from which different answers were given. Most of the respondents agreed that the implementation of teachers' training and development programmes affects the performance of learners in Tanzania. The research results found that the teachers training and development policies were not implement or not available at all in most of the sampled schools. The study recommended that the secondary schools' stakeholders and investors should invest on training and developing of teacher employees as they affects the performance of the learners who need to have good and quality education. There should be training and development policies in each school as it was found that training and development policies were almost unavailable.

Lambert, Rutahindurwa (2013) *Assessment of factors affecting performance of women entrepreneurs. The case of food vendors*. Masters dissertation, The Open University of Tanzania.

Abstract

Food vending activities appear to be insignificant and not measurable as they are outside the regulatory framework, but they absorb multitudes of the unemployed. Despite of many challenges, females are struggling to generate income through food

vending to ensure the survival of their families. This study aimed at investigating the factors affecting performance of women entrepreneurs in Tanzania particularly food vendors and to make practical recommendations to accelerate the growth and success of women entrepreneurs in the food industry. Methodology adopted to obtain samples involved incidental sampling and sample representative. Questionnaires were applied to 60 women food vendors and 12 ward executive officers. Data were analyzed using SPSS 16. Findings indicate that there are push and pull factors leading women to food vending business and that there a number of obstacles to the performance of women entrepreneurs. These include low skill, knowledge; and limitations to support services. The findings also revealed that there is no policy or strategy from the government aiming at improving food vendors. The study recommends that there is a need for financial support from MFIs, education and technical support from NGO's. as well as formalization of food vending business.

Kihulla, Everline Mark (2014) *An exploratory assessment of the opportunities and challenges of carbon trading in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed the opportunities and challenges for carbon trading in Tanzania. Specifically, the study analyzed the current situation of carbon trading in Tanzania in terms of awareness and knowledge available, assessed opportunities available for carbon trading, challenges facing carbon trading business and measures to enable Tanzania benefit from carbon trading opportunities. A sample of 60 respondents was selected from the selected carbon dealings institutions. Data were collected enough questionnaires, documentation and interviews. Questionnaires were analyzed using the Software Package for Social Sciences (SPSS). The study findings reveal that many carbon trading personnel have little knowledge on the carbon business and negatively impacted business development and its prosperity. It further suggests that carbon trading protect green house gaseous in Tanzania. Also, the study found the availability of weak training on carbon trading business for imparting knowledge of carbon markets in Tanzania. Moreover, the study reveal that Tanzania lack enough carbon projects which limit its development. Also, poor regulations and technologies were a stumbling block in the growth of carbon investment in Tanzania. Likewise, carbon capture and storage are important elements for the effective carbon trading in Tanzania. The study suggests the following measures in order to improve carbon trading in Tanzania. These include creating a flexible and efficient market for carbon reduction and emphasize on the financial institutions to invest in carbon trading. The findings show policy and practical implications on carbon trading. One of the policy implications is that government should prepare policy which will tackle carbon emissions. This can be done through encouraging carbon trading. Also, carbon vii

trading business should be market driven and the government should let the business be driven by market forces.

Kawamala, Nester (2013) *Investigating e-banking and Customer Satisfaction in Tanzanian Banks, A Case of Azania Bank LTD*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was on the E-banking and customer satisfaction in Tanzanian banks; the case of Azania Bank LTD. The study investigated the factors which enhances the adoption of E-banking in Tanzania, the Customers perception on E-banking in Tanzania, the impact of e-banking functionality on the satisfaction outcomes, risks of using of E-banking in Tanzania, the accessibility of E-banking to bank customers in Tanzania, on whether E-banking is convenient to ordinary bank customers in Tanzania and whether E-banking is secure enough for E-banking customers in Tanzania. The study involved (58.5%) Males and (41.5%) Females. Data collection methods were questionnaires and interview questions. The study revealed different factors causes Azania bank to adopt E-banking system such as Government support, availabilities of the equipments, customers satisfaction on their needs, competition, perceived ease of use and usefulness, trust and security, level of education and income level. It was also revealed that more than (60%) of customers were satisfied with e-banking system in the Azania Bank. The results indicated that (82%) of respondents stated that they actually spend less time using E-banking. Different risks of e-banking revealed such as operational risks: legal risks: reputation risks: security codes control. It was noted that accessibility, convenient and secure of e-banking are essential in e-banking system. It was concluded that customers prefer ATM among the E-banking products because of its effectiveness and user friendliness. It was recommended that Education and marketing of E-banking products should be encouraged in the bank to attract more customers.

Kayega, Fred U. (2013) *Exploring on Effectiveness of Market Communication as a Tool to Improve Public Organization Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

Across the globe most of Public utilities have been underperforming and as a result doesn't meet stakeholder's expectation. In Tanzanian, TANESCO is among public utilities companies monopolized the electricity supply market within the country. The company is responsible for Generation, Transmission and distribution of electricity, under an environment where demand of quality power and quality service is very high. To ensure services are improved TANESCO made a decision of

establishing a Market Department and assigned a responsibility of introducing various tools, including market communication. This study was carried out to establish the effectiveness of marketing communication within TANESCO on improving electricity related service delivery. The performance indicators were selected and linked with the tools to determine the performance. A Sample size was also determined from both within (employees) and outside the company for establishing questionnaires and interviews used to collect data and analyze the obtained information. Within the company, especially those working directly within the marketing department are so optimistic about the positive results of the tools; success has already been realized via increment on monthly collection. On the contrary, outside the company the customers' feel that not much impact has been made and therefore feel that the company must do more. These mixed feelings create demand for the company to evaluate the implementation of the tool and do some adjustments to ensure that the intended goal is met.

Mshauri, Mansour (2012) *Assessment of the factors that influencing deposits mobilization in commercial bank Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the study was to assess the factors that influence deposit mobilization on commercial banks in Tanzania. The study particularly assessed the importance, applicability and to identify the most effective and applied factors that influence deposit mobilization. The study used purposive sampling to select the respondents for the study. This study employed questionnaire to collect data from the field. The questionnaire distributed randomly to the respondents in six banks include CRDB, NMB, NBC, BoA , PBZ and Barclays banks. The findings indicated that internet banking facilities, banks technology, location of the bank, varieties of the service rendered, interest rate, ATM charges, employee's competence, quality of the service rendered, and marketing strategies of the bank are important factors and have been applied into the banks to mobilize deposit. Location of the banks, level of bank charges, and quality of services rendered and market strategies of the banks found to be most important factors influence deposit mobilization, while level of bank charges, location of the bank/branch, and market strategies of the bank found to be most applied factors to the banks so as to influence deposit mobilization. The study further revealed that there are some found to be most applied and show some effectiveness. These factors includes level of the bank charges, location of the banks, quality of the service rendered and market strategies of the respective banks.

Keneth, Bahati (2013) *Organizational cultural change and its impacts on performance in public institution: the case of Tanzania Public Services College*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to examine the impacts of organization's cultural change on overall organization performance with specific reference to Tanzania Public services College. Specifically it aimed to describe the Organizational Culture at Tanzania Public Service College, to examine the employee's performance indicators, to assess the extent to which organizational cultural change is associated with employees' job performance. The study employed a case study design with questionnaires, interviews and documentation as the main data collection methods. Moreover, Qualitative and Quantitative techniques were used in the analysis of the problem, the primary data and secondary data were analyzed processed by using computer program Statistical Package for Social Sciences (SPSS) and indicated clearly on tables and figures. The findings revealed that organization cultural change impacted positively on organizational performance as long as TPSC invest in Technology and Human resource development in the acquired organization to turn around and produce the much desirable consequences. The evidence suggests that the implementation of the Tanzanian Privatization policies which resulted in a between that merge TPSC functions had a positive impact on the performance and competitive behavior of the Company. The structural changes implemented facilitated increase in productivity and efficiencies by outsourcing non-core activities, People development, equipping them with skills enough to manage changes, and operating on a lean management structure that led to lower production costs

Firmina, SR.Tsuut (2015) *The Impact of the Leadership and Management on Academic performance in Secondary Schools in Tanzania. The case of Iringa Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the impact of leadership and management on academic performance of students in Secondary Schools on the basis of National Examinations with specific attention to the perceptions of teachers, students themselves and support staff. Academic performance was measured by NECTA examinations over time (four years) thus making it possible to judge a schools standing on a continuum of low, medium/moderate or high performance. Management and leadership were specialized in terms of various competences behavior and approaches styles exhibited by school managers and leaders in the face of challenges in acquiring and using resources for educational improvement in

general and academic performance in particular. A total of responses from 56 respondents were collected through questionnaires, interviews, checklists, documentary reviews, informal discussions and observation. The findings of this study showed that participatory style management plays an important role in determining the performance of students in examinations. The findings also showed that poor management stemming from lack of participatory management leads to poor school performance. Based on the findings the researcher recommends the following; first democratization of school management should be strengthened through widening the representation of students and staff in school bodies; second, the role of academics and students in the selection of top officials should be increased through empowerment of staff and student associations.

Francis, Leonancy (2015) *The Influence of Project Management Office on Information Technology Project Success Case of National Microfinance Bank Plc.* Masters dissertation, The Open University of Tanzania.

Abstract

As many information technology projects continue to fail, the requirement to establish a Project Management Office (PMO) has gained rapid acceptance in large organizations including Tanzanian banking sector. This paper is an effort to explore the influence of Project Management Office (PMO) on IT projects success in the Tanzanian banking sector using National Microfinance Bank (NMB PLC) as case study. Research approach used was exploratory study and methods for data collection were through semi-structured interviews and questionnaires which were administered to 30 respondents to both IT staffs and project managers from PMO department. Data analysis adapted Seidel Noticing, Collecting and Thinking Model. The study found out that, PMO has greater influence on IT project success, there is a mixture of IT project management practices within the bank depending on the nature of the IT project, and perceived IT project success not only based on meeting the triple constraints (time, cost, scope) but also when stated deliverables in terms of set objectives are achieved such as banking operations improvement. This study recommends that, PMO should provide project management training to IT staffs to improve project management knowledge which may increase IT projects success.

Gambaliko, Danford Phinias (2015) *Contribution of Investors in Stock Exchange Development in Tanzania: A Case of Dar es Salaam Stock Exchange.* Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to assess the contribution of investors to stock market development in Tanzania using DSE as a case study. Specifically, the study aimed to analyze the

growth of the market value of equity share listed in Dar es Salaam Stock Exchange by the investors, to analyse the increase of market value of equity share traded in Dar es salaam stock Exchange, to identify and examine efforts being made by stock exchanges to attract participation in the market place and to analyze the extent to which DSE has been successful in achieving its objectives. The methodology used to conduct this study was case study research method and used both primary and secondary data. The study found that equity share was growing year after year at DSE as market value of shares listed have been growing at the annual average rate of 52.3% for the last eight years (2007-2014). Compared to the Nairobi and Uganda Stock exchanges, DSE was found to have the highest percentage change of market value of share listed followed by Uganda Stock Exchange (USE). In terms of market value to equity share traded, the value at DSE has been increasing at the annual average rate of 12.6% for the last eight years. Likewise, DSE was ahead of Nairobi Stock Exchange (NSE) and Uganda Stock Exchange (USE) in terms of percentage change of market value of equity share traded. The study noted that DSE was effective in attracting investors. According to the calculation made, it was interpreted that DSE has made big efforts in attracting investors. Lastly, it was recommended that DSE should make more efforts to attract more investors since it was found that stock exchange performance depended much on the value of equity share traded.

Juma, Hawa Hussein (2013) *The Challenges that Face Import Tariffs Revenue Collection in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at analysing the challenges that face the trend of import tariff revenue collection in Zanzibar. Import tariff revenue is one among the sources of income of the Revolution Government of Zanzibar. It contributes an average of twenty percent of the total tax collected (20.6%) and the rest from other sources of income. This source of income is obtained from International trade (importation of goods). Where the importer must pay duties for the goods imported. However, some goods are not eligible for import tax (goods exempted duties). The analysis on this study is based on both of the secondary and primary sources of data from the Tax administration institutions (TRA and ZRB), as well as stakeholders views. Questionnaires were the main instrument used for the primary data collection from the Tax administration officials, importers, clearing and forwarding agents. Data collected is divided into qualitative and quantitative. The analysis revealed that the import tariff revenue collection has an effect on the total revenue collection in Zanzibar and it fluctuates each year. Tariff revenue collection faces the main challenge of “tax exemption”. When the importation of goods increased, the revenue on importation increased too, but the tax exemption also increased each year which erodes overall collection. Tax exemption is on an average of 86.47% percent of the

total import tariffs revenue collection. It appears that there is no corrective measure taken to reduce the exemption. Owing to this problem, the study recommended that the Government should review tax exemption laws and exercise monitoring of granted exemption. Use monitoring of exemption will detect the abuse and misuse which help to rectify or amend existing laws and regulations.

Barongo, Edmund Kyaruzi (2013) *The Role of Financial Incentives on Employees' Motivation in Financial Institutions in Tanzania": A Case of Bank of Tanzania"* is the original and individual work of Edmund Kyaruzi Barongo. Masters dissertation, The Open University of Tanzania.

Abstract

The broad objective for this study was to assess the role of financial incentives in employee's motivation in financial institutions using the case of the Bank of Tanzania. Specifically, the study aimed at identifying the most important indicators of motivation, determining the most significant non-salary incentives in motivating employees and determining the most significant financial incentives on motivation. The study was descriptive in nature and it employed quantitative approach in the data analysis. The study had a sample of 100 respondents who were purposively selected. The study through the first objective revealed salary, staff loan and house allowance as the top four most important indicators of motivation at the Bank of Tanzania. Through the second specific objective it was revealed that staff and car loans as the most significant non-salary incentives in motivating supporting, professional and the managerial employees at the Bank of Tanzania. In determining the most significant financial incentives on motivation; medical insurance and salaries of employees were most significant financial incentives at the Bank of Tanzania. It was concluded that managers need to make sure their employees work in pleasant and desirable work environments. If people grew in an environment in which their needs are not met, they will be unlikely to function as healthy individuals or well-adjusted individuals. This study recommended the use of its results as starting point for managers and other interested parties to identify and understand factors motivating employees in their institutions to ensure an environment that encourages, promotes, and fosters such factors.

Nangi, Jackson Andrew (2013) *Risk Management and its Implications in the Central Bank and Commercial Banks in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the impact of risk management with the main focus on the approaches adopted by the Central Bank and Commercial banks on the management of assets and liabilities in the financial institutions. The research was quantitative in nature applying questionnaires as an instrument for data collection. Primary and secondary data sources were used too to serve the purpose. Respondents were purposefully sampled. Of the 30 respondents, 26 were working in commercial banks and 4 in the central Bank of Tanzania. The findings show that there are variations in views regarding the best practices or techniques to be employed and opinion about the impact of the measures taken to manage risks. The variation was also noted in relation to the types of risks the Central bank and Commercial banks are facing and on the measures to improve these risks management approaches or techniques. Although there is a general understanding about risk and its management among the staff at various directorates or departments of risks at the Central bank and Commercial banks, still there is a need for these banks to devise a more sophisticated means of identifying the risk exposures.

Kakolaki, Julieth Jonathan (2013) *Effect of Induction Training in Employee's Performance on Public Service": A Case of Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study presents the examination on the Effects of Induction Training in Employee's Performance on Public Service particularly at Kinondoni Municipal Council. Specifically, the study assesses the benefits of Induction Training programmes to new employees of Kinondoni Municipality; analyze the relationship between Induction Training and the overall organizational performance at Kinondoni Municipality; and find out the perceptions of employees on Induction Training at Kinondoni Municipality. The research methodology employed was descriptive model with both quantitative and qualitative analysis approaches. Sample of 99 respondents were randomly selected. This study concluded that; Induction Training is very crucial in order to remove traditional ways of practices job that make different way in order to sharpen the mind of new employees in all levels found in different department to be up date from any changes which come to Kinondoni Municipal Council need Induction Training after identified gap to the council in order to establish the strategies which can favor them. This study

recommended that; Induction Training should be applied in both short term courses and long term courses through as strategies without considered any biasness to favorable some of department than others; all should be treated equally.

Kamuzora, Mukajungu (2013) *Strategies for Enhancing the Growth of Small and Medium Enterprises in the Agro processing Industry in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to identify factors that influence the growth of Small and Medium Enterprises (SMEs) in the agro-processing industry (food processing) of Tanzania. The target population for the study was SMEs in the agro- food processing sector. Purposeful sampling was used to get the sample for both the survey and the interviews in order to include a desired and representative sample. The sample comprised of 22 SMEs in the agro-processing sector, managers from SIDO and Tanzania Private Sector Foundation. Qualitative and quantitative primary data were collected using in-depth interviews and questionnaires. Quantitative data analysis used descriptive statistical procedures involving cross-tabulation and frequency distribution. Data from in-depth interview were analysed qualitatively. The findings indicate that the major challenges facing the agro-food processing SMEs are scarcity of financing, inconsistency of government projects and programmes to support the development of the agro-processing enterprises; low level of entrepreneurship and management training of the SME owners; lack of technical guidance and counseling; technological gap; uncertain and costly power supply; and poor attention on marketing of products. In view of the observations made during this study, the following strategies are recommended to enhance growth of these agro-processing SMEs: set up special Agro-Processing Development Fund; skills development of the owners and managers in food processing and business management; marketing of products so as to establish reliable and sustainable markets for their products; providing continuous guidance and counseling to these SMEs and dissemination of information about successful enterprises so as to encourage potential entrepreneurs in the food processing sector.

Massudi, Buguza (2013) *Impact of employee motivation on job performance in banking sector. A case study of Tanzania Postal Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

Currently, Human Resource Management is becoming more important because employees and their knowledge are the most important aspect affecting productivity of the organization. Motivation is one of the most important tools of Human

Resource Management. Organizations are designing motivation systems in order to encourage employees to perform as well as to attract and retain potential candidates. The main purpose of this study was to assess the impact of employee motivation on job performance in Tanzania banking sector. A qualitative case study methodology was used to interview key informants as well as questionnaires were distributed to the sample of 100 respondents from Tanzania Postal Bank Metropolitan branch and head office. The findings indicated that salary increment, promotion and recognition were important motivational factors for employees of Tanzania Postal Bank. Majority of respondents sees money as what they worked for. The study observes that TPB does not offer any kind of housing loan scheme to its employees as well as customers since itself is a financial institution. The study recommends that managers and supervisors should avoid being bias when measuring employee's job performance. Management of TPB should invest more on staff trainings. The study further recommends that the bank should provide/offer a housing loan scheme to its employees as one of motivating factor to their job performance. Moreover, the study recommends that in order to motivate and show consideration to its staffs the management should lower bank charges to its staffs transfer services. The bank cans also an updated performances measurement tools like Balance Score cards.

John, Ernest (2013) *Assessment of Corporate Social Responsibility in Tanzania Limited Companies: A case of Tanzania Portland Cement Company in Wazo Area*. Masters dissertation, The Open University of Tanzania.

Abstract

Corporate social responsibility (CSR) refers to strategies corporations or firms conduct their business in a way that is ethical, society friendly and beneficial to Community in terms of development. The study carried out on an assessment of Corporate Social Responsibility in Limited Companies, A case at Tanzania Portland Cement Company Limited in Wazo Area. The study was guided by four objectives. First aim was to determine the existing relationship between the TPCC Company and the society around it, second to examine economic benefits a society gains from Tanzania Portland Cement Company ltd in Wazo Ward area, third to identify company' adherence to government laws governing its operations and fourth to propose possible efforts made by the company to minimize environmental risks to the society around it. The study employed descriptive survey, strategy together with quantitative and qualitative research approaches in gathering and analyzing data. Sampling techniques included simple random and strafed random. The sample for study constituted 50 respondents, fifteen workers of TPCC and thirty five citizens of Wazo Ward. Data collection methods were interviews, questionnaires and documentary review. The results suggested that there were poor relationship between TPCC and The Chasimba community which was due to conflicts which involved land conflicts, and environmental pollutions, further the findings indicated

that there were economic gains Chasimba obtained from the TPCC which involved established development programs but were not satisfactory to the community, It was also found that TPCC adhered to some government policies including Environmental conservation and land survey, but it has failed in relocation of the Chasimba community and relocation of the company. Among the efforts recommended to minimize the environmental risk were to improve dust control mechanism, smoke control and noise control.

Alfred, Kajonga Joe (2013) *Determinants of Employees' Violation of Disciplinary Rules in Public Sectors in Tanzania: A Case of National Insurance Corporation (N.I.C) Tanzania Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The study is designed to assess the determinants that lead to employees' violation of disciplinary rules in public sectors in Tanzania, a case of NIC. The study was conducted in NIC Headquarter in Dar es Salaam. The general objective of the study is critically to appraise and examine the determinants that lead to employees' violation of disciplinary rules in public sectors specifically NIC. Workers they need to be disciplined so that they can develop positive attitudes toward work. Disciplinary problems are common in public sectors. If supervisors are to be effective, they must be able to use discipline effectively. The study is designed to find out what determinants are leading workers in violating of disciplinary rules at NIC. The study has been organized in five chapters. Chapter one (introduction), Chapter two (literature review), Chapter three (research methodology), Chapter four (data analysis and presentation of findings), and Chapter five (findings, recommendations, and conclusions). The study was employed qualitative methods of data collection. Specific methods' which was used in this study includes documentary analysis, questionnaire and interview. The study finds that all workers have a right to be informed what the rules are and why they should be obeyed, the organization's structure of justice should clearly determine the penalties, and all managers have the responsibility to demand the compliance to rules from their subordinates. National Insurance Corporation they have to make the rules open to the employees especially those of lower level.

Ali, Suleiman Seif (2013) *Factors affecting the performance of food stuff retail trade at Urban District in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examines the factors affecting the performance of food stuff retail at urban district in Zanzibar. It was conducted in Zanzibar, Urban district incorporating

80 people all of them dealing with food stuff retail trade. Probability and non probability sampling methods were used. Structured questionnaires, interview and focus group discussion were used to explore information from the participants. Based on the information collected from the study, it is found that the performance of food stuff retail trade is affected by marketing practices, management skills and miscellaneous factors. Marketing practices include kind and quality of products the business is offering, channels involved for the products to reach the potential customers, ways of communicating with the customers on details of the products offered and price set up for the product. In addition to that, it includes the after sales services served by the business. More over the study findings reveal that the business is profitable one as the respective shop worth always increases year to year, although a lump of business outcomes are used by the owner for non business expenditures. The study recommends people to acquire entrepreneurial skills before start trading. Laws and regulations governing the business have to be made fair. Infrastructure should be developed proportionally to the technology growth. Financial institutions have to provide the trader with fair borrowing restrictions together with moderate interest rate

Ali, Rashid Abdalla (2013) *The impact of World Financial Crisis on Hotel Industry in Zanzibar*. Masters thesis, The Open University of Tanzania

Abstract

Hotel industry (HI) is catalyst on Zanzibar economy with mutual support with indigenous. Hotel Industries faced problem of World Financial Crisis (WFC) after failure of several large Western countries based financial firms. Most of Hotel Industries customers come from Western countries which are suffering from World Financial Crisis. Tourism is one among big economic sector in Zanzibar hence World Financial Crisis affect much due tourists trips cancellation. The objective of this research is to examine the impact of World Financial Crisis on Hotel Industries in Zanzibar. Research areas are tourists attraction places and institutions that direct deals with tourism, The study design was descriptive, research approach was qualitative and quantitative, sampling procedure was simple random and purposive sampling, 21 respondents were contacted. Data collection methods used were documentary review, self-administered questionnaires with respective interviews. Findings of this study reveals impact of World Financial Crisis as low employment level on Hotel Industries, that organizations compelled to give their employees leave without pay and postponed hiring new workers. ZRB show revenue collection report in the year 2008/2009 falls, tourist travel cancellation that results less customers in Hotel Industries. Hotel Industries contributed largely to government and private companies to pay attention to infrastructure not only to facilitate easier transport to natives but also improving tourism sector in the country. The study recommended that there must be good policy for sustainability of the tourism the government of

Zanzibar should know that Hotel Industries is solution of some socio-economic development.

Alpha, Ambokile (2013) *impact of organizational culture on employees' withdrawal intentions in public institutions in Tanzania: case of DAWASCO*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted at DAWASCO HQ with the aim of accessing the impact of organizational culture on employees' withdrawal intentions in public institutions in Tanzania. Various indicators such as feeling tired with the job responsibilities, feeling work boredom, feeling unwilling to work every day, departing from work before required time, inability to meet target, passive compliance, absenteeism and arriving at work beyond required time were used to test if employees intend to withdrawal from the job. The specific objectives of the study was to describe the organizational culture at DAWASCO, to examine the employee's perception levels of withdraw intentions and to assess the extent to which selected withdraw intentions are associated with organizational culture. The questionnaire method was used to obtain information from 60 respondents. The findings were presented in tables and bar graphs so that they can easily be understood. The findings revealed that some organization culture such as the use of clock-in-clock-out system, attendance book, and provision of organization loans have significant impact to employees' withdrawal intentions. The study recommends that, DAWASCO and other public institutions in Tanzania should try to overlook the organization behaviours that may forms culture which cause employees to withdrawal from their jobs.

Mpiluka, Anthony Alfonsi (2014) *Assessing Parental Involvement and Its Effect on Pupils' Academic Performance in Primary School in Matamba Ward, Makete District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study surveys a sample of 198 pupils in Matamba Ward in Makete to assess the extent of Parental involvement to test whether that is related to their academic performance, using the Multiple Regression analysis technique. Analyses of Variance (ANOVA) technique was also used to find out whether there are significant differences in the mean score of both parental involvement and academic performance across various sample characteristics. Study finds significant differences in academic performance across the age, education, school type (ownership) and class size categories. Moreover, significant differences were found in parental involvement across the living environment, education, occupation, school type and class size categories. Parental involvement alone significantly explains 13 percent of

the variation in academic performance ($F= 19.65$; $p < 0.001$) but when used together with the other variables, its significance disappears even though the model now explains 37% of the variation ($F=8.362$; $p < 0.001$). School type remains the only significant variable.

Scallion, Genardius, R.K. (2014) *Economic Effects of Global Financial Crisis in Less Developed Countries*”, A Case Study of Dar es Salaam Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This research intended to examine the economic effect of Global Financial and Economic Crisis (GFEC) to Less Developed Countries (LDCs) focusing on Tanzania, the city of Dar es salaam. The researcher concentrated on the economic effects of the global financial crisis to Tanzania. The research was designed in such a way that it enabled the researcher to grasp public perception on the financial crisis. On the basis of different views of authors, a conceptual framework was developed which determined the association between the impact of global financial and economic crisis on individuals, general business community and the country in general was supported by questionnaires. The study adopted both qualitative and quantitative research approaches and it represented an econometric analysis using statistical package for social sciences (SPSS). The determinants and repercussion were scrutinized by employing regression analysis, in which the researcher used a one sample t-test. The research gives a new insight into explaining the impact of global financial crisis on country's economy. Descriptive statistics analysis and one sample t-test empirical study concluded that respondents were aware of the GFC, and its impact on individuals, and the general business community. The respondents were also aware and knowledgeable on the effects of GFC on individuals and the Tanzania's economy. It was reported that the GFC shattered country's economic stability, especially on tax revenues decrease and rising inflation. Further, it was reported that financial sector and industrial sector were seriously affected through international trade.

Sebastian, Caroline Denis (2014) *Key Success Factors for Human Resource Planning in the Public Organisations in Tanzania*” The case of National Board of Accountants and Auditors. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine key success factors for HR to effectiveness of HRP in Tanzanian working organizations, the case being the National Board of Accountants and Auditors. The study was conducted in Dar es Salaam, where the selected organization is located. Questionnaires were

administered to NBAA staff. Management team and non-management employees such as Managers, In-charges, Heads of Units and Subordinates were interviewed to get their opinions in identifying key success factors of HR Planning in Public Service Organizations. Respondents were obtained from their respective departments and units. 36 individuals were interviewed due to the size of the organization, identified by their responsibilities, cadre, gender, age, social status and marital status. The sample was chosen randomly and purposely to avoid biasness. Random sampling based on respondents who were not directly involved in HR activities and purposive sampling was based on management team and HR practitioners. The study found out that challenges from other departments arose when traditional executive did not understand the value of human resource expert thus failed to support HR unit when planning. Because of this, the study revealed that there were challenges when implementing HR strategies. From the findings of the study, it is recommended that employees need to be trained and make them aware of HR concept, organization policies and procedures, HR plans and, HR policy and its functioning. Moreover, it is recommended that employees should give cooperation when HR planning is implemented to support organizations achievements.

Orasa, Gisela John (2014) *Effect of Motivation Factors on Employees' Job Performance in Public Primary Health Facilities: A Case of Public Primary Health Facilities in Ilemela District, Mwanza City*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the effect of motivational factors on workers performance in Tanzania primary Healthcare facilities, a case of public primary health facilities in Ilemela District of Mwanza city. The study aimed at: (i) to assess the level of motivation to perform among healthcare workers in Primary Health Care Facilities in Ilemela District of Mwanza city, (ii) to establish motivational techniques/tools used by heads of Primary healthcare facilities to motivate workers in Ilemela District of Mwanza city, (iii) to determine the healthcare views of workers about intrinsic and extrinsic motivation factors/ tools, (iv) to determine impact of intrinsic and extrinsic motivation factors used heads of healthcare facilities on overall workers' performance and (v) to identify patients' opinions about the performance of healthcare workers. A survey was carried with 52 healthcare workers that included nurses, doctors and health inspectors. In addition, in- depth interviews were carried out with some nurses and doctors. Data are analyzed using statistics package for social sciences (SPSS) version 16.0. The study revealed that the healthcare workers motivation to join the medical service profession was due to job security and absence of job alternative and salary was not a concern. Overall, level of motivation among workers was low due to low or

absence of re-numerations to supplement salary. The study further revealed that the currently used motivational tools were inadequate and undesired. Appropriate remuneration, introduction of challenging work but interesting and definition of career path development programs could improve workers morale to work and have an impact on patients satisfaction.

Pallangyo, Noel Phineas (2014) *The Analysis of the Performance of Medical Stocks Control System. A Case of Dodoma Regional Hospital*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was the analysis of performance of medical stocks control system and was designed to establish factors affecting efficiency of medicals stocks control system at Dodoma Regional Hospital (DRH). The study examined medical stocks control system, factors affecting performance and then propose ways for improvement of the performance of medical stocks control system at Dodoma Regional Hospital. In the study both primary and secondary data were collected through questionnaires, interviews and observations from 68 employees of DRH and 80 patients. Findings were analysed through qualitative techniques in which explanations were drawn, and the summary was drawn in frequency and percentage tables and figures with the use of SPSS and Excel programs. The results show that at DRH there are no fixed pre-established stock levels, order quantities, and ordering time for non-vertical programme items, and stock records are mainly kept in paper files. For non-vertical programme items, order quantities and ordering time are mainly determined basing on the available funds and stock balances while main determinant of ordering time and order quantities for items in vertical programme are stock balances and consumption rate. The results reveal that performance of medical stocks control system has been mostly affected by low information sharing among the individuals involved in the system, limited supply of items at Medical Stores Department (MSD), lack of computerised system and insufficient funds allocation. In order to improve the performance of medical stocks control system, DRH management needs to strengthen its information sharing system, undertake effective budgeting and funds allocation for medical stocks, purchase items missing at MSD from authorised suppliers of medical stocks as well as improve data management, supervisions and management follow-ups in the medical stocks control system.

Amos, Martina (2013) *Employees' Motivation and Its Impact on Corporate Performance in The Banking Industry In Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined employees' motivation and its impacts on corporate performance in the banking industry in Tanzania especially at the CRDB in Dar es Salaam. Specifically it examined the extent to which employees' financial motivation leads to improved corporate performance at the CRDB. It also examined the extent to which employees non-financial motivation leads to improved corporate performance at the CRDB, and also to determine the extent to which fairness in rewarding leads to high corporate performance in the Bank. The primary data were obtained with questionnaire and interview methods while secondary data were obtained through different literatures by other scholars. The data were analyzed using descriptive statistical methods and are presented in tables and figures with percentages. The sample comprised 120 participants. The findings reveal that external and internal incentives employees motivations are very important for a corporate performance when they are rewarded fairly. As such employee motivation will ultimately increase the performance. When employee performance is increased they are willing to stay overtime to finish their jobs, and hence facelift the corporate performance. They are also more loyal to the corporate management and business operations. It is therefore recommended that the ways to improve employee motivation may vary from the nature of the job nature, organization and individual to individual. Thus, CRDB should establish effective employee motivation strategy which will result into more efficiency and greater outputs which is the desire of every corporate.

Bahati, Hacks (2013) *Assessment on the Role of Teamwork to non-Governmental Organization Performance' The Case of World Vision Tanzania, Kagera Cluster Teams*. Masters dissertation, The Open University of Tanzania.

Abstract

More Organizations are shifting their mode of operations from individual based to group based Operations. A team as far as this study is concerned means a group of Organizational staff employed in various functions and positions, working to contribute collectively towards attainment of Organizational goals. Lack of good management to team processes may hinder organizations aspiring to team mode of operations from harnessing fully the benefits which goes with team settings. They may lead to inefficiency leading to poor performance, for Non-Profit Organizations poor performance is interpreted in terms of failure to achieve intended goals, increased costs of operations and increased financial risks, when this happens to any

NGO it is likely that donors for that NGO may cut funds and relocate the same to more efficient and high performing NGOs capable of delivering same goals within acceptable standards. The aim of this study was to assess the Role of teamwork towards Non Profit Organizational performance. The specific objectives of this study were to assess the role of teamwork in Reduction in operating costs, improved monitoring and supervisory support, reduction in workload and Reduction in financial risks. This research takes the form of a case study and the findings were collected through questionnaires and interview method. The research findings revealed that Cluster Teams has led to reduction in financial risks and improved organizational Monitoring and Supervisory Support, but cluster teams has not led to reduction in Operational costs and staff workload. Results from this study imply that Organizations interested in teamwork mode of operations has a lot of potential to benefit in terms of improved organizational performance.

Faki, Addi Juma (2013) *Contribution of SMEs on Poverty Alleviation in Zanzibar: A Case of Small Scale Salt Production in Pemba Eastern Coast*. Masters dissertation, The Open University of Tanzania.

Abstract

Zanzibar Poverty Reduction policy framework vested in SMEs development related strategies, among other sectors. While the sector has shown some promising results in some countries in one hand, on the other hand it doesn't make much difference in other countries. This descriptive case study conducted in Pemba Eastern coast establishes the contribution of SMEs to Poverty Reduction in Zanzibar taking a case of salt industry in Pemba Island. The results are of significant importance to poverty reduction practitioners to be more focus in designing pro-poor policies and programs. While data drawn from individuals with great state in salt production Simple Random Sampling (SRS) was applied in sample selection. The study revealed that; the SMEs sub sector have the potential to utilize idle labour force and generate income to the incumbents including owners, employees and labourers. On the other hand it identified that, SMEs is still in infant stage and is confronting with a number reinforcing problems which hinder their effectiveness in poverty reduction contribution efforts. Although the study find that the majority of SMEs incumbents under study managed to cut across both the Zanzibar food and basic need poverty lines, there is no much to be praised and awarded credit for the matter. Similarly, there is a move towards innovative SMEs, but the use of R&D and application ICT and together its impact HRD is still at minimum. Hence, based on the current status of SMEs in Zanzibar, it can be concluded that, the sector has not yet exploited to the maximum and little convincing in its contribution to poverty reduction. To improve the sector and its contribution to Poverty alleviation, financing, human resources, marketing, R&D and technology and cooperative governance aspects should be properly and effectively addressed.

Abdul, Yahya (2014) *Internal Control and Governance, Case of CCBRT, Dar Es Salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

A proactive preventive approach to the inefficiencies and fraudulent problems requires a critical evaluation of internal control (IC) structure and practices of good governance. This will enable the organization to determine its capacity on ensuring that organization's activities are carried out efficiently, reports are generated timely in accordance with the established goals, compliance with applicable laws and regulations, policies and procedures is met and practice good governance principles. Research objectives were to establish how IC works to enhance the efficiency and effectiveness of operations, evaluate how IC ensures accuracy and timeliness on reporting, establish the relationship between IC and good corporate governance and assess the degree to which the practices of IC enhance compliance with the applicable laws and regulations and internal policies and procedures. Multiple data collection methods were used for getting more insight. Questionnaires were used to collect data in numeric form for analysis using multiple regressions. The research used case study strategy. Sample was selected using non probabilistic technique, based on convenience on access. Results of analysis revealed that the regression models explain the variability of the four different dependent variables and each of the four overall models fit the data well. Findings indicated that ICS of the organization did not take into considerations some of the predictor variables in the control framework. (i.e. some elements of effective ICS are lacking). This renders the current control structures ineffective. Recommendations put forward included the organization has to review the ICS to determine its effectiveness and work on variables that were statistically significant.

Ahmed, Mussa Salim (2015) *Impact of FDI and its determinants on economic development of Tanzania (2000-2014)*. Masters dissertation, The Open University of Tanzania.

Abstract

By bridging the gap between domestic savings and investment and bringing the latest technology and management know-how from developed countries, foreign direct investment (FDI) can play important role in achieving rapid economic growth in the developing countries. The fact is that FDI mostly flows towards the developed countries and only a small portion of FDI flows to a limited number of developing countries. It is found that countries with larger GDP and high GDP growth rate and maintain business friendly environment with abundant modern infrastructural facilities, such as internet can successfully attract FDI and FDI on the other hand, significantly affect economic growth of a country. The finding prove that the FDI,

trade openness, infrastructures, inflation (economic stability) has a positive impact to the economic growth in Tanzania. However, FDI is contributing lower to economic development in Tanzania this is because most of the poor trade facilities and institutional environment. On the other hand, trade had a positive and significant effect on economic development There must be present for the investor's concrete benefits and opportunities in order for the FDI to have an impact on the economy. Without these, any investment made would be unable to yield the results that were desired. Here we must understand that it is the responsibility of the local government to devise policies and strategies in such a manner that would support the efforts and investments being made. The study come up with recommendation that, the authorities should positively concentrate on maximum utilization of resources to increase FDI in order to increase GDP growth rate. It needs effective and encouraging policies from the public sector to restore the confidence of the investors.

Tindwa, Wahabi Musa (2013) *The effects of Financial Rewards on employee's Job Satisfaction of General Duties Police in Manyara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Employees are considered as the human capital of any organization. If employees are motivated and satisfied they will perform their duties diligently and actively. The motives of this study was to find the role financial rewards in employee's job satisfaction and how are they helps an organization to maintain the continuity of the work in a powerful manner and help organizations to achieve its goals. The objectives of the study were to determine the relationship between financial rewards and satisfaction level of employees with respect to their salary and position and to examine the importance of job satisfaction on employees. The data were collected through questionnaire, analyzed by way of descriptive analysis as the questions were distributed and analyzed through percentage. The study establish that financial rewards has a very big role to play in a job satisfactions as well as financial rewards within the force is not good, The research recommends that satisfaction of employees is essential in improving employees' work performance. Ability to perform is not enough for effective performance. Employees have to satisfy their need for them to realise their maximum potential.

Tunga, Moses Okiya (2013) *Investigating the Impact of Employees Involvement in Decision Making on Employee Productivity in the Manufacturing Sector in Kenya: A Case of Tata Chemicals Magadi*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the impact of employee involvement in decision making on employee productivity in the manufacturing sector in Kenya taking Tata Chemicals Magadi as its case study. It looks into demographic influences on the desire for involvement in decision making. The study finally endeavors to understand the form of employee involvement suitable for the manufacturing setup in Kenya and thus recommend appropriately. A quantitative study approach was used in this research. Data on employee involvement was collected by means of questionnaires to a sample of 65 respondents drawn from employees of Tata Chemicals Magadi Limited. Responses from the survey were statistically analyzed using descriptive statistics, product moment correlation and regression analysis and presented graphically. The results of the study indicate a significant relationship between employee involvement in decision making and employee productivity; a significant variation in the desire for involvement based on age, gender, education and rank. The findings also reveal an inclination towards direct forms of employee involvement in decision-making. This study suggest the need for the management of manufacturing firms to demonstrate high level of commitment to employee involvement in decision making.

Walinda, Sunday Raphael (2013) *Development of Electronic Human Resource Management for public institutions in Tanzania: A case of Tanzania Civil Aviation Authority*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the Development of Electronic Human Resource Management for public institutions in Tanzania taking the Tanzania Civil Aviation Authority as the case. The study had three specific objectives which were to: assess the technological environment for e- HRM system development; to measure the extent to which management supports e-HRM system development; and to examine the availability and implementation of regulatory frameworks associated with e-HRM system development. The study involved a total of 97 employees of TCAA from seven stations. Data was collected by the use of questionnaires designed in a five points of the Likert Scale. It also made use of observation and documentary reviews. The findings revealed that government institutions have not put enough efforts in creating conducive technological environment for general ICT development. There is poor management support in terms of setting aside budget for e-HRM system, ICT

facilities and skills training of employees. There are also no clear regulatory framework including laws, regulations, policies and procedures for managing ICTs within the institution. The study concluded that e-HRM system development is very important in the contemporary world for efficient and effective performance of organizations. The study recommends that in order for e-HRM system development to be successful in organizations, the government should allocate reasonable budget for investing in ICTs development in its departments for ICT skills training of experts and employees, facilities and systems that fit the needs of those organizations. In order to accomplish this, a clear regulatory framework involving policies which support effective ICTs development within government institution must be put in place.

Wario, Abdullahi Halakhe (2013) *Assessment of the Adherence and Effectiveness of Anti Money Laundering Regulations Among Banking Institutions in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research study is about an assessment of adherence and effective of the anti money laundering regulations among banking institutions on Tanzania. Both primary and secondary data collection tools were used in the course of conducting this study, for example questionnaires, interviews and documentations. A sample of about 30 employees was chosen for this study by using non-probability sampling technique. Also tables, chart, percentages and numbers were used to analyze the findings of this study. The result of this study have showed that there is need to adhere to anti money regulation in order to curb down money laundering. Several recommendations have been provided in chapter five of this report; they are geared towards adherence and effectiveness of anti money laundering regulations.

Maduhu, Happiness (2014) *Analysis of Social Security Schemes In Tanzania With Response To the ILO Social Security (Minimum Standards) Convention, 1952*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Dar es Salaam comprising of six social security schemes in Tanzania with the main purpose of analyzing to what extent the social security schemes in Tanzania meet the International Labour Organization's (ILO) minimum social security standards provided by the ILO Convention of 1952. The study findings are that although the social security schemes in Tanzania have done their best to offer social security benefits however such schemes fall short of what is stipulated in the ILO Convention 1952. Findings indicate further that the non fulfilment of the minimum standards is contributed by a number of factors such as

poverty and low income of the individuals. With response to the findings, this study recommends, at chapter five, that there needs to carry out legal, policy and institutional reforms plus an over haul the entire legal regime governing pensions so as to widen the benefits being offered to meet the ILO minimum standards. The study recommends also that the ongoing Constitutional reviews should also ensure that the new constitution accommodates the right to social security as a basic human right, which need to be enforced. The constitutional protection of social security and pension rights should be extended to cover all citizen and residents without any discrimination whatsoever. Comprehensive legal and regulatory reforms in the Tanzania's social security system are necessary to enable establishment and provision of social security benefits to the tunes of international minimum standards.

Kayaga, Nathaniel S. (2015) *The role of Monitoring and Evaluation in improving Sustainability of water projects: A case study of Water Projects in Bagamoyo district, Pwani Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is about explaining the role of Monitoring and Evaluation in improving the sustainability in water projects. The study was conducted in Bagamoyo District in Pwani region, whereas five (5) wards and six (6) villages were studied, those wards includes Zinga, Kiromo, Fukayosi, Dunda and Kiwangwa. The study had the following specific objectives, firstly to determine the current M&E practices applied in water projects, to determine challenges faced by water projects in implementing M&E practices and to find out the proposed best approaches to be used in improving M&E practices applied in water projects. A total of 100 respondents were drawn from different levels which included the officials in District water department, who are the project implementers, Village government members including water committees members and local communities who are the water users and the project beneficiaries. Both Quantitative data obtained through prepared questionnaires and Qualitative data from Interviews done with villagers, district officials and village government members were used, together with documentary evidences. Findings of this study showed that, the most applied M&E practices in water projects is Field visit and meeting. Other practices are APR, LFA and PRA, which are not effectively applied. It also revealed that, most of established water projects lacks sustainability, and the major reason among others is ineffective M&E systems. The findings showed that, water projects faces challenges in implementing M&E practices including Low budgetary allocation in M&E activities, Lack of technical M&E staffs, Low central government support, poor project reports and information systems, poor community participation. It also revealed the absence of an independent M&E unit in the District water department and the use of Unqualified and untrained M&E staffs. Lastly, the findings proposed on the use of best approaches to improve M&E systems including Capacity building and Training

programmes, the change of National policies and plans from Infrastructure to service oriented or approach, to establish an Independent M&E unit in Bagamoyo district water department and adopting Participatory approach. Keywords: Monitoring, Evaluation, Sustainability and Water projects.

Magali, Prosper Remmy (2014) *Impact of Access to Financing on the Development of Renewable Energy Enterprises and Technologies: The Case of E+Co in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Like any other small and medium enterprises (SMEs), small renewable energy companies find difficulty to access finance from most of the local financial institutions. E+Co is one of the global financial institutions that have attracted a big number of renewable energy companies in Tanzania into their portfolios. The objective of this study is to assess the success and impact of E+Co's financing intervention on the development of benefiting companies and renewable energy technologies. The study has also designed and proposed a financing business model that is deemed to be suitable for adoption by local financial institutions to serve small Tanzanian entrepreneurs. The study has used a Judgmental or Purposive sampling method and the sampling frame has included E+Co, beneficiaries of E+Co financing, governmental and non-governmental organizations with interest in renewable energy activities in Tanzania and financial institutions operating in Tanzania. Findings of the study reveal that there is a direct relation (positive impact) between the financing provided and the development of renewable energy technologies but more importantly, financed companies have been able to grow, reach and serve more people and attain profitability as a result of the financing intervention. The study has revealed some key issues to be addressed if the financial sector is really to be made to support small renewable energy entrepreneurs. The study has also come up with a number of recommendations for that needs to be addressed if local financial sector is really to be expected to support small renewable energy entrepreneurs.

Michael, Mateja (2014) *Assessing Crime Prevention by Tanzania Police Force: A Case of Chamwino - Dodoma*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at analysing causes that influence the achievement of Tanzania Police Force to Prevent crime, assessing the indicators which show the success in the prevention of crime, to examine the methods used by Tanzania Police Force to

combat crime, and to determine the challenges that Tanzania Police Force face. The methodologies used to collect data were both qualitative and quantitative nature, about 75 respondents were interviewed. In general the findings in the first objective recognized that, community Policing and government assistance, spirit of commitment to some police officers and good administrative system of the Force, were analysed as the causes that influence achievement to prevent crime. Also the findings in objective two picked out the indicators which show the success in the prevention of crime as, public trust and confidence over the Force, reduction of fear of crime, material and moral support from the community and number of crime reported, Likewise the findings in objective three reveal the methods used by Tanzania Police Force to combat crime which are, Community Policing, Police operations, the use of Forensic science, the use of field force unit, the use of ant robbery section, and the use of diplomacy, and education to the community. Furthermore in objective four the findings show the challenges that Tanzania Police Force face which are, insufficient resources, negative perception by the public, poor forensic capacity, discriminatory environment of Tanzania's law, poor accountability of Police Human Resource Department, and corruption. The government, Police and community at large should together participate in the process of crime prevention because crime is the threat to public and individual safety.

Maganga, Jackson Gabinus (2014) *Assessment of the Implementation of the Open Performance Review Appraisal System in the Public Service in Tanzania*: The Case of Public Service Pension Fund (PSPF). Masters dissertation, The Open University of Tanzania.

Abstract

Workers' motivation is a key determinant of the quality of services they are providing in any organization, and poor motivation has been found to be an obstacle to service delivery in many low-income countries. In order to increase efficiency and productivity, the Open Performance Review and Appraisal System (OPRAS) has been implemented to PSPF under supervision of President's Office-Public Service Management. The main objective of this study is basically to make assessment in the implementation of the OPRAS as it was originally planned and to identify any potential roadblocks, if any, that may be in the way of the system's implementation. A qualitative study design has been employed to elicit data on PSPF workers whereby a case study approach was used. Purposive sampling and simple random sampling technique were applied respectively and a sample of 70 was involved. Quantitative data were processed through SPSS for data analysis and presenting the findings of the study. Also, questionnaires (open and closed questionnaires) and interview as data collection methods were used. The study found that OPRAS implementation at PSPF wasn't effective due to improper initiatives to make it's

awareness over the entire organization by The PSPF administration and general reluctance by workers towards OPRAS implementation and operationalization as they didn't see it leading to being a motivational tool and hence financial gains or give feedback on performance appraisal. I recommend that the whole process should be centrally controlled and monitored by the government, all staff be made aware of it, trained and participate fully and monitoring be conducted continuously so as to detect weaknesses and correct it.

Augustine, Neema Calviner (2015) *The Impact of Student Assessment on the Quality of Education: A Case Study of Toangoma Ward Secondary Schools in Temeke District Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was on the investigation of the impact of students' assessment on the quality of education. The case study was Toangoma ward secondary schools in Temeke district Dar es Salaam. The researcher wanted to examine the types of assessment used in secondary schools, student's perception on assessment as well as the effects of assessment on quality of education. Literature review was done on the theories and educational policy in Tanzania. Data collection was done through question and observation as well as documentary review from NECTA records. The findings indicate that majority teachers in secondary schools use three types of assessment which are diagnostic, formative and summative. Also the findings show that students understand why they are assessed. Not only that but also the impact of assessment on education is revealed.

Faraji, Jenifer (2013) *The Role of Motivation on Employees work Performance in Public Organization: A Case of National Development Corporation*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted to assess role of motivation on employee work performance in Public organization based on the National Development Corporation as a case study. The study covered aspects of motivation, and work performance and relationship between motivation and employee performance in NDC. The study was descriptive covering a systematic sample of 30 respondents drawn NDC employees. Data collected through structured questionnaire was analyzed using descriptive and inferential statistical tools. The study found out that the organization uses many different tools to motivate its employees. These include; provision of fringe benefits, paying bonuses to workers who put in extra effort, giving a sense of responsibility, promotion of consistently hardworking employees and treating the workers equally. However, the study also found out that NDC does not use salary as a tool to

motivate its employees as most of them were not satisfied by the management's salary scheme. It was also found out that the organization does not carry out training of its employees. The study found out that motivation is the major factor that affects the level of employee performance. This is because when the respondents were asked about whether motivation is the most important factor in employee performance, 73% of them agreed. Also the findings revealed that motivation makes employees do extra tasks for better performance and that there is a direct strong and positive relationship between employee motivation and the performance of NDC staff.

Mgimba, Batram (2014) *The Effectiveness of Motivation on Job Performance in Tanzania Construction Sector, The case of SUMAJKT*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the study is to explore the effectiveness of motivation on job performance in Tanzanian construction sector. The specific objectives were to identify different methods used to motivate employees, to determine the relationship between motivation and employee performance and to assess factors that hinder effectiveness of motivational strategies. The study employed questionnaire survey and interview methods for data collection. Specifically the study was carried out at SUMA JKT where 100 respondents were involved due to shortage of time and cost. Finally the conclusion of the study is not firm because of the following issues, although the respondents perceive that there has been a considerable success in the use of both the hygiene factors and motivators the reality may depart greatly from this standpoint. In a situation where the findings are correct then we can conclude that the hygiene factors such as working conditions, work relations, physical environment, supervision and job security, as argued by Herzberg should be able to form the baseline that can then stimulate the motivators such as achievement, recognition, responsibility, advancement and training, to motivate the workers to perform well. In that light the motivation in SUMAJKT is seen to be good and therefore the resultant good performance. However in the findings three quarters of the employees consented to having heard complaints in relation to the poor performance. This brings a new dimension of poor performance against good motivation. In addition the problem statement shows a dysfunctional organization and the assumption of the study is not supported by the findings. These contradicting issues raise a lot of doubts in the researcher's mind and it is only through further research that clarity can be put to some of these issues. The researcher for the above reasons is not confident to come up with an absolute position that workers at the SUMAJKT are not so dissatisfied with motivation and that performance is good but the findings support that position. As stated earlier there is need for more research.

Mrosso, Alphonse D. (2014) *Factors Contributing to Job Satisfaction among Public Primary School Teachers at Temeke Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the factors that contributing to job satisfaction among public primary school teachers at Temeke Municipal Council. The study use sample size of 105 (N=105) teachers were surveyed where teachers job satisfaction survey instrument (TJSS) were used to collect data from the respondents. These findings are both consistent and inconsistent with the previous research findings. This study was guided by three objectives which assess the environment factors, job content factors and personal factors for job satisfaction. The factors are accommodation, cooperation, recognition, employers' relationship, salary, rewards, bonuses, promotion, seminars and training, at Temeke Municipal Council in Tanzania. The descriptive statistics techniques revealed that teachers were satisfied with environmental factors like relationship with co workers. Conversely the teachers indicated they were dissatisfied with the job content factors like salary, benefit, rewards, promotion and training. The study of teachers' job satisfaction suggests there is an urgent need for government as the employer to recognize the fact that educational quality is largely related to teacher job satisfaction. This implies that teachers' job satisfaction is vital aspect for the country like Tanzania which is trying to fight ignorance among its citizens both qualitatively and

Faustin, Cassian M. (2013) *Individual factors motivating formation of viable women owned small and medium enterprises versus men owned small and medium enterprises: A case study of Kinondoni municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the study was to identify Individual factors motivating formation of viable women and men owned small and medium enterprises with the aim of analyzing how those factors affects each group. This study investigated Motivations for business ownership, demographic characteristics of women, factors contributing to business success and the challenges that women face in starting up compared to men. Exploratory research approach was followed in this study using the case study design so that an avenue for in depth study can be attained. A survey method using questionnaires was applied, the sample constituted 100 respondents from Kinondoni Municipality. The study used Stratified random sampling method isolating the sample into 2 strata, which consisted of 50 women entrepreneurs and 50

male entrepreneurs. The SPSS software was used to analyze the coded interrogation results. This study has revealed that need for financial independence, level of proficiency, skills and competence, need for self esteem and entrepreneurial personality motivates both women and men in the same way to form viable SMEs however need for job satisfaction and internal locus of control seemed to have highly motivated more men than women. Social responsiveness and business oriented family background were observed to have motivated the lowest number of both women and men interviewed. It is suggested that problems of start up capital, taxation, provision of business legal compliance guides, information on market availability and communication cost be curbed to enhance success of small and medium entrepreneurs for the healthier economy of our people and the nation at large.

Mbuya, Lilian (2014) *Assessment of Service Quality in Tanzanian Museums and Its Effect on Visitor Satisfaction: A case of Iringa Region Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study centered on understanding customers' service satisfaction at Uchumi Commercial Bank in Moshi Municipality. Specifically, the study identified the groups of services provided by the bank, factors influencing customers' satisfaction and measuring customers' satisfaction levels. A case study research design was deployed where data were collected by using interviews and questionnaire to a sample of 55 respondents obtained conveniently. The study revealed that customer satisfaction in Uchumi Commercial Bank is at satisfactory level as affirmed by test results in one sample T-test, independent sample T-test and One Way ANOVA. Factors revealed to influence customer satisfaction levels significantly include; timeliness (ability to deliver service timely), reliability (performance of service facilities, goods, and staff), staff competence (skills, expertise and professionalism with which the service is executed), Staff attitude (politeness and friendliness), look and feel (appearance, comfort of environment, facilities and staff). Likewise, the test results show that there is no significant difference between perception of different groups in terms of customer satisfaction level as determined by one way ANOVA test results and post-hoc analysis. Based on these findings it is recommended that, there is a need to increase coverage area, improving reliability and use of modern technology to improve service delivery and maintain customer satisfaction level.

Semgomba, Gerald A. (2013) *Credit Risk Management in Financial Institution a case study of NMB Public Limited (NMB PLC)*. Masters dissertation, The Open University of Tanzania.

Abstract

The main aim of the study was to assess Credit Risk Management in Financial Institution a case study of NMB Public Limited (NMB PLC). Both qualitative and quantitative data were collected using structured questionnaire, focus group discussion and on site observations. The study revealed that majority of NMB workers (90.4 %) acknowledged to have risk management unit and (79.2%) to have policies and procedure to monitor and control credit risk. Moreover 5.2% of the respondents reported that, have credit section staff. Absence of entrepreneur skill to SMEs this can major constraints to reduced risk credit. Based on the findings of the present study, formulation of credit information bureau will assist on stakeholders to deals with multiple loan problem.

Muze, Rosemary W. (2014) *Assessment of Motivation and its Impact on Employees' Performance in Goal Attainment: A Case of Vodacom Tanzania Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

Generally, the study intends to assess the influence of motivation on employees' performance in goal attainment. The study was carried out in Dar es Salaam. The objectives of the study were: to assess the criteria, which are being used by companies in motivating their employees; to examine the obstacles, which face companies in motivating their employees; and to assess the impact of motivation on employees' performance. A case study design was done using a sample of 63 employees. In collecting the primary data, the study used questionnaire and interview tools. Data was analyzed by using Statistical Package for Social Sciences (SPSS) and tables and figures were used to present data. The study found out that provision of a positive working environment for employees is a major criteria used by the company to motivate its employees. Also, the study also found out that, employee turnover as the main challenge or obstacle in motivating employees at the company. The study concluded that there are various criteria used to motivate the employees. These involve provision of a positive working environment, recognition, reward and reinforcing the right behavior, employee relationship and developing skills and other potential. The study recommends, among other aspects, that Human Resource Department need to implement motivational activities at the workplace.

Masawanga, Hawa Timbula (2015) *The Impact of Outsourcing Human Resources Function on Organization Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored the impact of outsourcing human resource function on organization performance, while focusing on Tanzania Cigarette Company (TCC). TCC was the company that was outsourcing Human Resources (HR) services from Erolink Company Limited. The methodology used was case study design and involved the use of questionnaire, interview and documentary review. The study also used secondary data concerning profitability of the TCC from 2001 to 2013. Data was analyzed by statistical package for social science (SPSS) in which descriptive analysis, chi-square test, t-test and regression analysis was performed. The study claimed that HR outsourcing program at TCC was somehow effective. The study founded that HR outsourcing has both pros and cons on organization performance. Some of the greatest pros were control of operating costs, correcting poor financial performances, improve company focus, improve efficiency and many more. Meanwhile most popular cons of outsourcing were staff dissatisfaction and demoralization, confidentiality leaks and loss of intellectual property rights, reduction of in-house technique and expertise. Furthermore some factors which could support effectiveness of HR outsourcing program at TCC were standardization of the HR functions, automation of the HR functions, availability of resources, sharing of information between Erolink and TCC while factors that could hinder effectiveness were lack of integration of TCC and Erolink management systems, lack of regular meeting between Erolink and TCC managers and lack of co-operation between TCC and Erolink in business process improvement and innovation. The study concluded that HR outsourcing has positive implication on organization performance since the program was associated with growth of the company.

Mwangosi, Issa Lupakisyo (2014) *Analysis of Leather Value Chain in Tanzania: The Case of Mwanza City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out to analyze the value chain of leather in Tanzania taking a case study of Mwanza city. The study intended to achieve the following objectives: to asses' leather value chain, to determine performance of key actors within leather value chain, and to identify challenges facing key actors within leather value chain. Data for the study were collected from a sample of 211 respondents (key actors in leather value chain), using combination of data collection methods. The findings of

this study revealed that there are many chains within the study area, the numbers of middlemen might add the costs of production and reduce the quality of product, factors which damage the quality of hides and skins varies from one actor to another, hides and skins traders and leather tanner are the only two actors who are getting higher profit compared to other actors while livestock keepers is the actor who is getting low profit, and the challenges facing key actors in leather value chain also varies from one actor to another. The study recommends the followings: to strengthen leather value chain which will narrow the information gap between the key actors in leather value chain, to avoid the uses of middlemen for the purpose of quality and price of finished products, to have strictly control of the factors that damage the quality of hides and skins, to encourage in country processing, and to strengthen Leather Association of Tanzania (LAT) so that it can effectively tackle identified challenges.

Mkoka, Illuminatus Jones (2014) *The factors affecting the Adoption e-banking in Tanzania banking industry: The Case of Banks in Dar es salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

In recent years, the adoption of Electronic banking (E-banking) began to occur quite extensively as a channel of distribution for financial services due to rapid advances in the information technology (IT) and Intensive Competitive banking market. Electronic banking offers numerous benefits to both banks and customers. Customers can check account balances, transaction costs, establish greater control over bank accounts and other banks. They can also benefit from lower transaction cost, less paper work and less staff. Despite knowing the benefits of E-banking, Tanzania's banks continue to conduct most of their banking transactions using traditional methods. Understanding the reasons for lack of such technological innovation in developing countries such as Tanzania will develop a fruitful research. This study aimed to investigate the factors that affect the adoption of E-banking in Tanzania Banking Industry (enablers and inhibitors). Other objectives and research questions were developed in order to have proper investigation and analysis on various variables. The study has employed a case study strategy with questionnaires, interviews, consultations, observations and pilot study as main data collection methods. Moreover, qualitative and quantitative techniques have been used in the analysis of the problem. The primary data have been obtained by questionnaires and analyzed and indicated clearly on tables and figures. The secondary data on the other hand have been analyzed and shown on tables as well as reading different literatures from the scholars, while the data from the questionnaires have been processed by using computer programme Statistical Package for Social Sciences (SPSS) to access the enablers and inhibitors of the adoption of e-banking. The study has come up with an integrated model including seven variables

(Organizational Capabilities, Received Benefits, Perceived Received Benefits, Perceived Credibility, (Perceived Regulatory), Institutional Readiness and Institutional Influence) which influence the adoption of e-banking in developing countries. The findings revealed that all these seven variables jointly provide an excellent understanding of the factors affecting the adoption of E-banking in the Tanzania's Banking Industry. Also, the study underscored that apart from the perceived benefits as an enabler, other six variables are inhibitors of adoption of e-banking. Services offered by banks to its customers are not adequate, thus leading to retail or personalized banking (B2C). However, with all inhibitors, e-banking have positive impact on economic development and Mobile banking have helped e-banking to spread to unbanked areas. Mobile banking is cheap, time saving and the service can be provided elsewhere using different platforms and inter operability. The study concluded that regulators, law makers, ICT industries, institutions, and the banking industry itself have the task to alleviate these inhibitors by providing guideline/policies, cyber laws, adoption of fast changes in ICT technologies, develop partnership, have enough capital budget for ICT investment and training, in order to develop trust, security, capability, basic bank supervision and increase in service coverage from personalized to SME and Corporate. The study covered commercial banks namely NBC, CRDB, NMB, and DCB located in Dar es Salaam Region.

Essaba, Wegesa M. (2015) *Assessment on the contribution of team work to the performance of organization: A Case of The Bank of Tanzania (BOT)*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to investigate how teamwork influences the performance of the Bank of Tanzania. Specifically on the determination of BoT employees attitudes towards teamwork and work group, analysis of BoT strategies and policies towards improving teamwork in the organization, to access the constraints BoT is facing in influencing teamwork in the organization, to investigate how teamwork has been influencing the performance of BoT. Simple random and purposive sampling techniques were used to select respondents from the population of BoT employees with a sample size of 92 respondents. Collected data (both primary and secondary) were coded and analyzed by using a special program known as Statistical Package for Social Science (SPSS) Version 16 and Microsoft Excel 2007. The findings revealed that teamwork is an important part of an effective workplace. An efficient team can be trained as a group, help each other maximize their job performance and help to make an inviting and productive atmosphere for new team members. Members of the team bring in their own experiences and level of expertise to a project to help create an effective finished product. To collaborate effectively the team communicate and share ideas, and there also needs to be a feeling of respect in place for each team member's contribution this can be done if employees are well

satisfied with their jobs and cooperative. BoT Management should put in place all the initiatives that aim at promoting human resource practices. This would ultimately enhance workers performance. BoT Management and other stakeholders like should recognize the underlying value of teamwork towards the improvement of performance. Employees should take the initiatives to constantly improve on their teamwork abilities through training so as to facilitate sustainable performance. The organization should build team activities that highlight communication which allow participants to experience the importance of good communication and develop new ways of accomplishing the goal.

El-Busaidy, Naila Abdalla (2014) *Public Perceptions Towards Billboard Advertising in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this research was to examine the current public perceptions towards billboard advertising in Tanzania the case of Dar es salaam region. Specifically, were to analyze perceptual differences across demographic segments towards billboard advertising, to assess whether billboard advertising is informative and persuasive enough to influence consumers' purchase decisions, to determine the effectiveness of billboard advertising in comparison to other modes of creating awareness such as newspapers, radios and television and to assess the effectiveness of government regulations towards billboard advertising. The study employed both quantitative and qualitative survey methods based on a sample of 100 respondents. The study used questionnaires and relevant documentaries as the main data collection methods. Descriptive analysis of data using Statistical Package for Social Sciences (SPSS) and Content analysis techniques were employed. Thus the main findings of the study revealed that the perceptual difference across demographic segments towards billboard advertising was a positive one, in particular to males, younger and those respondents with lower levels of education. It was also found that billboard advertising is entertaining, informative although not credible enough. Nonetheless the public find it helpful in guiding their purchase decisions. In comparison with other media, the public ranked billboards' the second most effective advertising medium after the television. The public perceive billboard advertising regulations ineffective in particular to content and placement regulations, however tax regulations were effective. The study recommends that the government should apply billboards content regulations effectively since it has some dramatic effects to the public.

Mkwizu, Noel Y. (2014) *The role of manager on employee's satisfaction in an organization, a case of Institute of Accountancy Arusha (IAA) and Mount Meru University (MMU)*. Masters dissertation, The Open University of Tanzania.

Abstract

The concentration of this report work was centered on the roles of managers on employee's job satisfaction in an organization as evidenced in Arusha Institute of Accountancy and Mount Meru University in Arusha region. The data collection was done by using questionnaires and interview from the two universities (Mount Meru and Institute of Accountancy Arusha). That data collected was examined and analyzed with the target of exploring what were the roles played by managers to enhance employee's job satisfaction in an organization. The findings from the study show that, managers especially in private higher learning institutions do not play their role to ensure satisfaction to employees. This is quite different from public higher learning institutions where the problem is not much. According to the views from this research, employees are not satisfied with treatment they receive from managers. They are not happy with the present fringe benefit they receive, not happy even with their future fringe benefit and income they are likely to receive. The findings also have discovered that employees are not satisfied with the recognition they get from managers, the issues concerning workshops and training opportunities, employees are not satisfied with the organization and opportunities available for them due to the fact these opportunities are given based on biased. Recommendations have been made to encourage managers to play their role in ensuring employees job satisfaction in higher learning institutions. Future studies of teacher's job satisfaction should be conducted among colleges both public and private ones. The research did not exhaust all the job satisfaction aspects or factors that the previous researchers and theorists identified. Future research should therefore include such aspects as class size, workload, working hours, leadership style, organizational culture and many other factors.

Kimario, Prisca (2014) *Challenges Faced by Local Government Authorities (LGAs) in implementing strategies to enhance revenues: The case of Dar es Salaam Municipal Councils*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to identify the challenges faced by LGA's in implementing strategies adopted to enhance revenue collections after rationalization of Local Government taxes. The study was carried out in Dar es Salaam municipalities, and found out that there is a gap that exists between LGA's budgets and revenue collections which range from 5 to 8 percent. The conclusion was based on the results from the analysis of all respondents from the study. To cover this gap

LGA uses some strategies like outsourcing of revenue collection to private collectors, introduction of revenue managers, integration of Database (KMC,IMC,TMC& TRA) and review of by laws. In implementing these strategies, they also face the following challenges like some of the taxpayer unwillingness to pay tax, political interference, outsourced revenue retained by agents, and Loyalty challenge. Recommendations were made to the central government to take a leading role in monitoring the returns to the public by creating public awareness and education the importance of paying taxes for their own benefit. LGAs have to design and formulate policy standards which will be adopted, applied to effectively implement that will facilitate collection of enough revenue for development. They are also supposed to generate revenue from local sources rather than depending on central government grants. They are supposed to review bylaws, computerization of revenue management, outsource collection of some revenue to private agents, and strengthen revenue collection system, stronger punishment for council staff and agents found guilty of mismanagement of collected revenue. Lastly taxpayers should play their role of willingly paying taxes for their betterment of themselves and the public at large.

Lyatuu, Eliankaya D. (2013) *The Analysis of Factors Causing Job Dissatisfaction in Public Secondary Schools: The Case of Ilala District, in Dar es Salaam Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the factors causing job dissatisfaction in public secondary schools. The research question was: what are the factors causing job dissatisfaction in public secondary schools? This study was conducted in Tanzania Dar es Salaam in Ilala district. The justification for this study was that few studies have been carried out in this geographical area regarding the analysis of factors causing job dissatisfaction in public secondary schools. The motivator – Hygiene and effect theories were used to analyze this study. This study used a descriptive research design. The sampling procedures used for this study were purposive sampling and snowball sampling. The sample comprised 71 respondents: 66 public secondary school teachers and head teachers and 5 DLAEMI. Dissatisfaction is the dependent variable; the study was mainly qualitative although quantitative data was also collected. Methods of data collection used include indepth interviews, questionnaires and documentary reviews. The findings showed that most of the respondents said public secondary school teachers are not satisfied with their career. The finding comments that social and economic factors were the causing factors for the dissatisfaction. In addition, lack of attractive salary was among the leading reasons for the dissatisfaction, while the findings showed that the higher turnover was due to resignation. However, the findings showed that employer would be affected due to

loss of productivity; employee teachers would lose their job, while the government will be affected by the brain drain.

Maembe, Glory (2015) *Assessing the Impact of Exchange Rate Fluctuations on the Revaluation of Foreign Currency in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

There are inadequate studies in Tanzania regarding the impact of exchange rate fluctuation on the revaluation of foreign currencies in Tanzania. This study was conducted for assessing the impact of exchange rate fluctuation on the revaluation of foreign currencies and its associated impact on the purchase of goods and services in United States Dollar (USD), European Union Currency (EUR) and Great Britain Pound (GBP) foreign currencies. In this study, data was collected using interviews, questionnaires and documentary reviews. The sample size for the study involved three (3) respondents from the Bank of Tanzania and was established through judgment as the population for the study was not homogeneous. The collected data were analyzed using descriptive statistics methods through calculation of average exchange rates for each year and revaluations of foreign currency. From the study it was realized that the fluctuation of exchange rates has an impact on the revaluation of USD, EUR and GBP foreign currencies. The impact is indicated by the study findings which showed that all the revaluations obtained were negative which implied that as time goes business people in Tanzania require more local money in order to get the equivalent USD, EUR and GBP currencies to buy the required goods and services. It is hence, recommended that the Government under the guidance of the Bank of Tanzania put in place appropriate policies and guidelines for managing risks resulting from fluctuation of exchange rates.

Laizer, Japhet Elibariki (2015) *Factors causing Procurement Contract Risks in Public Procuring Entities in Tanzania, a case of the Nelson Mandela African Institute of Science and Technology*. Masters dissertation, The Open University of Tanzania.

Abstract

Procurement contracts risks have retarded the achievement of procurement objectives in procuring entities. In order to maintain the achievement of expected procurement objectives the disclosure of factors affecting procurement contracts risks management is important. This study was designed to identify factors causing procurement contracts risk and case study approach was adopted in which Nelson Mandela African Institute of Science and Technology (NM-AIST) was a selected

case. Forty one (41) individuals who were obtained through purposive sampling provided findings for this study through interviews and questionnaires. The obtained findings were qualitative and quantitative in nature and were summarised and manipulated into percentages and frequencies through Microsoft Excel Computer Programme and presented in tables. The study findings indicated the main factors causing procurement contract risks at the NM-AIST such as low amount of funds allocated for procurement contracts risk management, non- involvement of the user departments in procurement proceedings; and delays in payment to suppliers. The challenges identified for managing procurement contract risks includes few personnel in procurement department. Lack of risk management policy; and lack of training forums in risk management. The study recommended that the management of the NM-AIST should take an initiative of constituting and train its risk management team, allocation of fund for procurement risk management as per PPRA recommendation, establishment of the risk management policy, formation of buyer-supplier relationship, and involvement of the users in the procurement process. Key words: Procurement Contract Risks.

Leonard, Remidius Martin (2015) *The Role of Public Institutions in Encouraging Outcome Employee Innovations in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Encouraging outcome employee innovations has not been given much attention by many organizations. Similarly, few studies in sub Sahara countries have been conducted in this area and incorporated customers and employees satisfaction. This study contributes that public organizations have a role to play in encouraging outcome employee innovative ideas to add value to existing knowledge. The overall study objective examined the role of public institutions in encouraging outcome employee innovations and its consequences on customer and employee satisfaction. The researcher's understanding was guided by two crucial theories motivation and leadership in generating techniques and styles used by organizations. A cross sectional quantitative strategy was employed; data were systematically collected from (44) respondents using a structured and self administered questionnaire. Data were analyzed using descriptive statistics technique basing on study objectives and the research questions. Finding revealed that (n= 44, 100%) respondent agreed that motivation encouraged customer satisfaction. On motivation tools used, (n= 32, 72.8%) respondents agreed that technological change was a crucial tool. About leadership techniques used; (n=36, 81.8%) respondents accepted that influence technique was most useful while on outcomes of encouraging innovative ideas (n=40, 90.9%) had a view that employee morale as well as productivity were applicable. The study proved that public institutions encouraged outcome employee

innovations. However, further studies on the same topic are crucial because of the continuing changing global environment and drastic changes in public institutions.

Ndukai, Mzee (2015) *Onion Price Change And Brokers Role: Challenges And Opportunities:Case Study Ruvu Remit Division In Simanjiro District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Brokers are recognized as an important component of a distribution channel with the great role of making smallholder farmers access markets for selling the produce. The study observed both challenges and prospects on pricing of the onions. The focus was on market dynamics and the role of brokers in enhancing or destructing the required level of onion price, demand and supply for the onion produced at Ruvu Remit division. The current researcher set a topic on “Onions Price Change and Brokers Role: Challenges and Opportunities at Ruvu Remit Division in Simanjiro” to understand the concept of Brokerage across the market and its price mechanisms and market operations. The study applied mixed-method designs to collect the data from the field. The methods used include questionnaires, key informant interviews and observation. The study revealed that market information, loan provision, measurement and packing of onion and market price mechanism manipulated by the brokers to benefit from the produce, left the smallholder farmers not satisfied with the payment. The study recommended the following: The farmers from Tanzania should step into the EAC market and enjoy the benefit of low levies and good price offered by the market. The district government and NGOs in the area need to advertise the untapped financial investment opportunities to MFIs. The overfilling of the bags/lumbesa has been instituted by the brokers or buyers and makes themselves the primary beneficiaries of the crops instead of the farmers. The establishment of strong farmers association in connection with onion selling center contributes to the enforcement of using the weigh scales to have a weight that corresponds to the amount to be paid.

Ndunguru, Stella (2015) *The Impact of on the Job Training on Employee’s Performance: The case of Secondary School Teachers in Songea Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was designed to investigate on the impact of on the job training on employee’s performance in secondary schools of the Songea Municipality in the Ruvuma region. It was about on-work training among teachers in Songea’s Secondary Schools. The sample selected for the impact study of training was sixty four (64), of which we had thirty three (33) male teachers and thirty one (31) female

teachers. This study has revealed that trained employees are more willing to continue working in the same organization after being trained than those who are not yet trained. One big result is that having Mastery Specific Skills one needs to successfully perform the tasks related to his/her present job after training and seeing a Career Path in one's Present Job are strongly correlated. Hence, we confirm that on-work training is a key factor to good performance, career path and job security. Once an employee is trained, he gains opportunity to enhance his performance, his current job has direct impact on achieving the organizational objectives, his job performance outcomes are consistent with the goals of the organization and his good performance on his job gives him/her formal appreciation by the higher ups. The implications of the distinctive effect of employee training and other human resource practices on job performance measures and employee's career path were found remarkable. Generally, the findings of this study were found reliable with the studies conducted by other researchers on the contribution of human resource practices related to the job performance and employee's career.

Ngeleja, Pharles E (2015) *Examining Factors Contributing to Road Traffic Accidents in Dar es Salaam City: A Case of Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to examine the factors contributing to road traffic accidents in Dar es Salaam. The study wanted to address the puzzle, why despite of all efforts that have been implemented to prevent road traffic accidents in Tanzania, the incidence of accident are increasing; by employing both qualitative and quantitative methodology the research gap/puzzle was addressed. This was done by raising three key research questions; first, what are the major types of road traffic accidents in Temeke District? Second, what are the major causes of road traffic accidents in Temeke District? And third, what are the impacts of road traffic accidents to various road users? The study found that there are five types of road traffic accidents happening in Temeke District, these are between people versus vehicles, vehicles versus motorcycle, vehicle to vehicle, public vehicle versus individual vehicle and public vehicle versus public vehicle. However, the study noted that the dominant one is the accidents involves vehicles versus motorcycles. The following were noted to be the major causes to those types of accidents. The causes are categorized in several groups such as human, technical, mechanical and political factors. However, human factors was noted to be dominant factors influence's the occurrence of road traffic accidents i.e. alcoholism, carelessness, drugs, and over speed. Furthermore, the study noted the following impacts death, injuries, disabilities and psychological problem as well as poverty and the loss of property. Finally, the study recommends that, road safety measure needs to be taught

as a subject in primary school. This is because large number of people ends with that level of education, strict enforcement of road laws, and road traffic injuries should be considered as a public health issue.

Mabula, Josephat Sayi (2013) *The impact of motivation on commitment for public secondary school teachers in Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the impact of motivation on commitment for public secondary schools in Dar es Salaam using the case of Kinondoni District. The study was essentially qualitative with some aspects of quantitative approach and it involved 54 respondents. Out of the 54, 48 correspondents were teachers, 5 headmistresses and headmasters and one District Education Officer. Empirical data was collected through questionnaires, interviews and documentary reviews. The findings indicated that motivation to teachers in Dar es Salaam has been limited to money which is given to them in form of monthly salaries only. However, the findings showed that teachers were not motivated at all. The findings have also revealed that both financial and non-financial motivations are the main factors influencing commitment of teachers for public secondary schools in Dar es Salaam. The study further revealed that there is a great relationship between low work commitment of teachers in Dar es Salaam and the poor motivation they receive. From the above findings, the study recommends that in order to raise teachers' commitment to work the Government of Tanzania, education stake holders, education policy makers and education officers should improve teachers' salaries and other compensation benefits such as teachers' housing allowances, health care for themselves and their families, and transport for teachers.

Hilal, Hilmi Mohamed (2015) *The impact of sponsorship activities on consumer based behaviors in Tanzania telecommunication industry; The case of Zanzibar Telecom Ltd*. Masters dissertation, The Open University of Tanzania.

Abstract

The increase of competition among products of a similar nature has provided a big challenge in the marketing field. This has led to a growing interest on companies in building strong brands so as to maximize their competitive advantages in the industry. This study focused on investigating the impact of sponsorship activities on consumer based brand equity behaviors at ZANTEL. Regarding sampling techniques used under this study; simple random and Purposive sampling technique were used to select different respondents. Due to the nature of this study which is exploratory

and qualitative research, the researcher presented and analysed the data by using excel as statistical tools, discussions and explanations oriented (i.e. descriptive analysis), simple statistics like frequency and percentage tabulation also were applied for this study under investigation. The three variables/components of consumer based brand equity were tested, and identified to be affected by sponsorship activities and also upon its impact on customer purchase decision. The fact that was discovered here was that all three components of consumer based brand equity were positively affected by sponsorship with help of other components of promotion mix, such as advertisement, public relation and sales promotion. It was also discovered that with an improved components of consumer based brand equity, customer behaviors may be favorably influenced. Finally, the researcher came up with a concluding remark and recommendation that the concept of brand equity is very important in business as well as understanding it in various perspectives of brand equity and their components and how managers can use it to strengthen their brands competitive edge.

Juma, Khamis Makame (2015) *The Role of Performance Appraisal in improving Performance of Zanzibar Public Sector: A Case The Ministry of State President's Office Labour and Public Service*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the role of performance appraisal in improving performance in Zanzibar public sector. The study employed descriptive and analytical research approach. In addition, questionnaires were employed to get data from the employees in the ministry of States, president's office labor and civil servants. Heads of departments/ units were selected purposely to get their views concerning the problem for whom interview schedule was applied. This study indicated that the current performance appraisal in the ministry of state president's office labour and public service is ineffective. Both questionnaire and interview data revealed that the ministry has lack of officials and clear system of evaluating employees and uses only tradition methods of evaluation. Moreover, the study identified lack of performance appraisal policy and feedback provision after evaluation process. It is proposed that a system of performance appraisal in the ministry should be developed to solve the faced challenges This study recommends that the ministry should take the responsibility to prepare performance appraisal policy and strategies to be used in evaluating employees, then the government could complement the whole process; employment of experts who are qualified and able to evaluate employees in the organization; employees should fill the performance appraisal form, and then request feedback of their self assessment; and employees have to establish solidarity and cooperation among themselves which will help them

to establish their own evaluation in their departments, and recommend about their rights in departments their recognition.

Ilumba, Florentina Joseph (2015) *Effectiveness of Development Projects in Local Authorities: A case study of Uruila Irrigation Scheme in Nsimbo District Council-Katavi Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Irrigation has been identified as an important tool to stimulate economic growth and rural development, and is considered as a cornerstone of food security in Tanzania. While a lot of efforts are being exerted towards irrigation development, a little attempt is being made towards the effectiveness of already constructed schemes. This study is an attempt to show whether already constructed scheme is effective or not, in the case of Uruila irrigation scheme in Nsimbo District Council, Katavi Region. The major concern of this study was to assess effectiveness of the irrigation scheme with specific objectives to determine its contribution to food productivity, assessing how extension officers influence farmers to increase productivity and to explore the challenges of the irrigation scheme. To realize these objectives, household questionnaires, focus group discussions, field visits, and field observations were used. For household survey questionnaires a total of 108 sampled households were randomly selected. Quantitative and qualitative data collected from primary and secondary sources were analysed using qualitative methods and descriptive statistics. SPSS software was used for the analysis of quantitative data. The findings of the study reveals that the scheme has low crop productivity which ranges between 30--33% of potential production under irrigation in Tanzania, also there is poor extension services and low morale to use the extension officers in the study area as well as the scheme faces challenges of land ownership and allocation, lack of inputs and farm implements. The study generally concludes that although there are many problems facing farmers in the scheme it is nevertheless profitable engaging in farming in the scheme. It therefore recommends better training of farmers in improved agronomic practices and involvement of other stakeholders in order farming in the scheme is improved.

Irema, Mary Calist (2015) *Factors influencing Employee Retention in Tanzanian's non-Governmental sectors. A case study of Ifakara Health Institute*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the factors influencing employee retention in non-Governmental Organization in Tanzania. The purpose of the study was to assess the factors perceived by the employees as influencing retention in Ifakara Health, examine how individual background influenced staff retention at Ifakara health

Institute (IHI). (IHI), examine how staff retention policies and strategies are tailored to maintain staff retention within Ifakara health institute (IHI) and to evaluate the effect of staff hygiene and motivation on staff retention in Ifakara Health Institute, assessing employers' psychological factors influencing retention in Ifakara Health Institute., The study used closed and open ended questionnaires, and Interview questions to the head of Thematic Groups. Data analysis was done quantitatively and qualitatively using Software Package for Statistical Science (SPSS) version 16.0. The study findings revealed that there is a high rate of turnover in non-Governmental Organization in Tanzania. The study also revealed that, low salaries and benefits were the main reasons for employees leaving the organization. Furthermore, employer psychological factors including organization justice and prestige were mentioned to influence employee retention in Ifakara Health Institute. Increasing salaries were mentioned to be the strategy used by the Institute in retaining her employees. Several suggestions were provided by the researcher that retention strategies should target all staff categories in order to balance the work force by improving the retention policy or scheme in order to maintain the retention of employees at IHI. The study also recommended that Ifakara Health Institute had to improve the employee's salary especially for middle and lower cadre so as to motivate them and make them stay in the institute.

Mwakaje, Debora David (2015) *LUKU Service Quality and Customer Satisfaction in Tanzania: A Case Study of Kinondoni Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to conduct an assessment of Lipia Umeme Kadiri Unavyotumia (LUKU) service quality and customer satisfaction in Tanzania. The general objective of the study was to analyze LUKU service quality and customer satisfaction in Tanzania. Specific objectives included: to identify factors that influence LUKU service customer satisfaction, to identify factors that influence LUKU service customers' satisfaction, to measure satisfaction levels of among LUKU service customers and finally to identify common problems facing LUKU service customers. The main findings of the research revealed that there is a positive relationship between service quality and customer satisfaction and thus high quality services lead to high customer satisfaction. The study also revealed that majority of the customers is not satisfied with the quality of LUKU services. The study recommends that TANESCO should set a mechanism for collection of views and concerns from customers and relevant stakeholders and work to solve them, enhance application of modern technology in its operations, build capacity of its staff on aspects of customer care and services, re-evaluate pricing strategy in line with customer satisfaction goal, enhance operational controls to enhance management of resources.

Makamme, Khatibu Faki (2015) *An assessment of the Impact of the VAT and Revenue Collection on GDP: The Case of Zanzibar Revenue Board*. Masters dissertation, The Open University of Tanzania.

Abstract

his research work studied the assessment of the impact of the VAT and revenue collection on GDP -ZRB. It attempted to examine the contribution of VAT on revenue collection in ZRB, the extent to which VAT has contributed to the steady growth in Gross Domestic Product in Zanzibar and also assessed the challenges of revenue Collection in ZRB. To attain that above, VAT inflows, revenue collection and GDP data from 2002 to 2012 are collected from public publications which are stored both in hard copy and softy copy and 20 questionnaires were distributed and administered effectively. For this study data and information base, was built from both primary which was obtained from interviewing 20 respondents of ZRBs' staff, and secondary sources which was obtained from annually report on economic growth, publication from economic survey published by Government of Zanzibar and National Bureau of Statistics (NBS) data sources were consulted. The study employed the Ordinary least Square method to analyze the contribution of VAT on revenue collection in ZRB and the extent to which VAT has contributed to the steady growth in Zanzibar economy. Also used SPSS to analyze the challenges facing ZRBs' staff on revenue Collection. The result of the study revealed that value added tax is beneficial to the Zanzibar economy. The behavior shows that value added tax is statistically significant to revenue generated by ZRB in Zanzibar. From the findings, for Zanzibar to attain its economic growth and development, she must be able to generate enough revenue meet up with the challenges of her expenditures in term of provision of social facilities and the running costs of the Government. Key words: GDP, VAT, Revenue Zanzibar.

Makanza , Janeth (2015) *An Assessment of the Components of Service Quality and Customer Satisfaction: A Case Study of National Microfinance Bank,Temeke Branch, Dar es Salaam,Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the components of service quality and customer satisfaction at NMB Temeke branch in Tanzania. Quantitative methodology was used. A cross-sectional and descriptive research design was adopted where by a purposive sampling technique and simple random samplings were used as to obtain a sample of 148 respondents. The findings were analyzed and presented based on the research objectives. The findings of the study revealed that SERVQUAL dimension (tangibility, reliability, responsiveness, assurance and

empathy) have effect on customer satisfaction. It has also been revealed that, Empathy and responsiveness have higher impact on overall customer satisfaction. Findings of the study reveal that bank services quality has direct positive relationship with customer satisfaction. The study recommends the need for NMB Temeke branch to remain reliable to their customers if indeed they need to remain competitive in the market by introducing back up services and make sure they work effective. It further recommends the need for banks to innovate new ways of enhancing the way they respond to customer needs and have systems that will build the confidence of the customers. Keywords: Service quality, Customer Satisfaction, Banking Industry, National Microfinance Bank (NMB) Temeke Branch.

Makoye, Milembe Joseph (2015) *The Role of Complaints Handling System in Enhancing Customer Satisfaction: Case Study of the Jubilee Insurance Company of Tanzania Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on assessing the role of complaint handling system in enhancing customer satisfaction. Specifically, it looked at the effectiveness of communication in complaint handling system to the customers, examined the organization's responsiveness to the complaints of the customers and the level of customer satisfaction. Moreover, uncovering the extent to which the company shows empathy to the complaints of the customers and lastly it assessed the effectiveness in delivering fast recovery to the service failures. Data were collected using questionnaires and interview to key informants. The analysis of data was done using descriptive statistics and regression analysis. The findings have established that effective complaints handling system is determined by four key elements as predicted in the regression analysis. These factors include effective complaints communication, responsiveness in complaints handling, empathy in complaints handling and fast service recovery. Effectiveness of communication in complaint handling system was assessed using; polite treatment of customers, treating customers with dignity; treating customers with proper remarks and comments; detailed and timely communication of the complaints to the customers. The descriptive results show that customers indicated to agree with the communication used in complaints handling. From the study findings, the researcher recommends that complaint handling is considered as very important instrument for service organizations in evaluating the effectiveness of recovery options. Complaints should be shared not only with the front-line employees, but also with those employees who work within organizations that play key roles in the success of the organization.

Mkama, Lilian Japhet (2015) *Assessing the Relationship between Motivation and Employees performance in Hotel Industry in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the relationship between motivation and employees performance in hotel industry in Zanzibar. In order to find answers to the above raised problem the study employed qualitative research approach in data analysis, while data were collected through questionnaires, interview, and documentary reviews. Population of the study was 300 and sample size was 169, where purposive and random sampling techniques were employed. The finding of the study reveals that there are several factors that motivate hotel employees to perform. Those factors includes attractive working conditions, certificate of recognition, bonuses /increment to their salary, transport, food, medical insurance, promotion, social security funds, clarification and feedbacks on different issues concern employees, participation and involvement on different meetings, distribution of used properties e.g refrigerators, blander, fans, mattresses, air conditions and birthday costs being taken by the hotel". The study recommended that apart from monetary incentives there are a number of other motivational factors that needed to be incorporated to facilitate performance. Refresher training should be provided to update employee's knowledge and confidence during performance. However, generating information and feedbacks on different issues concerns employee and hotel generally motivate employees to perform accordingly.

Mkombe, Amour Haji (2015) *Effectiveness of Fiscal Incentives in FDI Promotion in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aspired to investigate the effectiveness of fiscal incentives in FDI promotion in Zanzibar. It was conducted in Urban-West region Zanzibar, using a descriptive survey based on cross-sectional design. A total of 60 respondents formed the study sample taken from ZRB, TRA and ZIPA. The methods of data collection included focus group discussion, structured interview and documentary review. The instruments used in data collection were interview schedule and interview guide, while information was analysed through editing, coding, classification and tabulation. In general, the study has found that fiscal incentives such as tax holiday, corporate tax, and investment allowance played greater roles to the promotion and attraction of FDI in the study area. In the issue of the impact of FDI in the economic development in the study area, it is highly agreed that FDI significantly affected the economic development of the Isles. It provided employment opportunities, technology transfer; developed and expanded the business in the region and

internationally. Zanzibar FDI also led to the improved government revenue. For example in the period of ten years till 2014, Zantel alone paid a total of Tshs. 118.3 billion to the Zanzibar government in the form of VAT, ED, SDL and PAYE. Lastly on the matter of the policy change of (FDI) toward economic development of the host country, frequent policy review and amendment, regulations and control of reasonable time limit of investment have been explained as proper policy change. The study recommended that the government should attempt to review its development and economic policies periodically to ensure attraction of appropriate FDIs and retaining of such investments in order to reduce the poverty on the isles.

Isaga, Nsubili Tusekelege (2015) *Factors Influencing Adoption of Mobile Payment on Revenue Collection in Temeke Tax Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the key factors influencing the adoption of mobile payment systems in revenue collection. In order to fulfill that objective, hypotheses were formulated based on the factors that influence adoption of mobile payment systems in Tanzania Revenue Authority. Those factors were divided into four main categories namely: the technological factors, trust and security factors, social factors and economic factors. This study employed survey design whereby data collected through quantitative research methods through questionnaires. The study was carried out at TRA Temeke tax region. It involved 180 respondents i.e. 170 Mobile users, 04 TRA's management and 06 TRA agents. The data collected from respondents were analyzed step wise using predictive analysis software (PASW). The results revealed that Non repudiation, Latency, cost, and security statement influences adoption of mobile payment systems. Moreover, hypotheses based on reliability, customer base, monetary convert ability, anonymity, privacy and transaction procedures were insignificant hence rejected. The findings indicated that Technological acceptance model have been partially supported by the study, because, when measured Technological factors two sub variables were significantly supported mobile payment systems adoption. The study recommended that the government and telecommunication companies should take into consideration non repudiation, latency, cost, and security statement to increase adoption. Moreover, future research should study on reliability, customer base, anonymity, privacy and transaction procedures on their influence in adoption of mobile payment systems.

Hassan, Thomas Vedastus (2015) *An assessment of the effect of job satisfaction on employees' performance*. Masters dissertation, The Open University of Tanzania.

Abstract

The general objectives of this study was to analyze the effect of job satisfaction on employees performance, with three specific objectives which were: i) To analyze job satisfaction levels, ii) To analyze employees' performance level and iii) to establish the relationship between job satisfaction and employees' performance. A quantitative research design was applied to a sample of 200 employees of TAZARA Dar es Salaam Regional Office. The Minnesota satisfaction Questionnaire (MSQ) was used to collect and measure job satisfaction level while JPS (a three item scale measure) was used to collect and measure employees' performance. Data on Five demographic characteristics of the respondents were also collected. Descriptive statistics together with linear regression analysis techniques were used to analyze the data. The MSQ yielded a Cronbach Alpha of 0.888 while JPS after elimination of one the three items from the scale yielded a Cronbach Alpha of 0.637. The regression analysis there is a significant positive effect of job satisfaction on employees' performance. It is therefore recommended that, TAZARA and other organization in the same situation, should use all means possible to enhance employees' satisfaction with their job, because that way employees performance will be enhanced and value for share holders would be maximized.

Magessa, Boniface M (2013) *Challenges Facing Commercial Banks in Combating Money Laundering in Tanzania: A Case of National Bank of Commerce (NBC)*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the challenges facing commercial banks in combating money laundering in Tanzania. However, lack of competent workers in terms of ML knowledge, and the knowledge on associated issues around ML such as globalization, advancement in ICT, liberalization of the economy, political interference, corruption, and lack of staff commitments, lack of government commitment, FIU weakness and technology are seen to be the most critical ones. The major cause of this ugly practice is the increase of economic crimes due to uncontrolled economy which affects money supply, causes inflation and affects other macroeconomic indices adversely. This research therefore reviews the challenges facing commercial banks in combating ML in Tanzania and the ways to curb/mitigate them. To explore these themes, primary and secondary sources of data were used. The questionnaires raised were distributed upon a sample size drawn from the population of some selected banks ie. NBC Ltd. Findings showed that

money laundering is increasing in commercial banks in Tanzania despite the efforts done by the Government to curb it. It is concluded that ML is a critical problem to the banking operations, and that, politicians play a key role in making the efforts towards effectively fighting of these practices unachievable dream. Political will are strong needed if the fights against ML is to be achieved. This is because ML practices have a lot of negative consequences to the economy. It is clear therefore that ML practices are dangerous and well-coordinated efforts towards fighting these practices are needed. It should not only be left to banks or law enforcing organs only but the community in general should participate in this fight. Basing on research findings, more current and updated education on ML issues are needed to banking employees i.e. Advancement in science and technology, and liberalization of the economy should be given special emphasis. There should be an advanced system of identifying banking customers (KYC). Also; there is a need to promote banking economy instead of the current cash economy. Awareness to politicians not to get involved in ML practices is also needed.

Ibrahim, Amina Mzee (2013) *Factors Influencing Performance of the Insurance Industry in Tanzania: The Case of Zanzibar Insurance Corporation*. Masters dissertation, The Open University of Tanzania.

Abstract

Insurance industry is part of immune and repair systems of an economy. Successful operation of the industry sets impetus for other industries and development of an economy. The main objective of this study was to examine factors influencing performance of the insurance industry in Tanzania. To achieve this objectives both primary and secondary data were used. Primary data collected by means of interview, observations, structured and unstructured questionnaires. Secondary data obtained from various sources including book, journal and Internet. The study revealed that performance of ZIC were affected by insured by delaying to pay premium on time, to report fake claim and lack of know how about insurance service. In addition, accessibility and awareness to the insurance services provided by ZIC was not so difficult, therefore most intermediaries and insured were able to obtain and utilize the services. The result also found that operations of insurance company were influenced by Assessors and Investigator due to delaying in producing report on time. The company also faced with the following challenges: Construction of marketable policies, introduction the 'cash and carry' system in selling of insurance products in the market, lack of facilities in the country for training professionals, infrastructures system is not so well organized as a result only few places get privilege of receiving the insurance services, how. The study recommended that insurance policies should be designed to be user friendly. If possible, documents should be both in English and Swahili language to reflect the reality of Tanzanian Insurance consumers.

Mashauri, Jackline Raphael (2015) *Labour Turnover Rate and its Costs in the Five Stars Hotel: A Case of Serena Hotels in Ilala District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to investigate the rate and costs of labour turnover in the five star hotel industry in Tanzania. This research study is conducted in Serena hotel as one of the big five rated star hotel in Dar es Salaam Tanzania. The study adopted descriptive survey research design. Simple random sampling method was used to pick respondents for this study. In this research, data were collected from 120 hotel employees in Serena hotel. Total number of respondents were required to answer the questionnaires and other data regarding total number of hotel employees , annual turnover number , annual replacement costs and hotel department line budgets for meeting the costs of replacing employees were provided by Human resource manager by filling data form and through in depth interview. The results indicated that, labour turnover was lower for (5%) in the five star-rated hotels. The hotel manages to control the supervision and administration cost by reducing the number of employees who are less reliable, low committed and poor performers through dismissal and redundancy. Also the researcher found that, there are strategies for human resource employment in Serena hotel that has been taken for attracting, developing and retaining employees such as hiring employees with good qualifications and working experience that fit the right person to the job. Providing different extra off, breakfast and lunch package, welfare loan system and compensation package. The research will assist larger and smaller hotels to reduce high labour turnover by adopting systematic HRM strategies, to monitor their costs closely and use the research findings information to manage human capital more effectively, to allocate resources well and to adopt better ways of managing and retaining employees.

Masoud, Abdallah Mrua (2015) *Assessment of Local Government Authorities in Maintaining Primary School Teachers Working and Living Conditions : A Case of Local Government Authority in Tanga City Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the contributions of local government authorities to primary school teachers at places of work and finding the consequences of improper awareness on living and working conditions with specific reference to public primary schools. Tanga City Council was taken as the area of study. In the study, both random and purposive sampling techniques were used and the three data collecting methods of interviewing, questionnaire and structured personal

observation were applied. The study revealed that 74.7% of the employees said that local government authorities can contribute much to poor working and living conditions of primary school teachers and 85.6% of the employees said that insufficient budget to primary education can hinder the improvement. The study reveals that working and living conditions of primary school teachers can have both negative as well as positive impact on school performance. In order for local government authorities to improve the working and living conditions of primary school teachers that will enhance school academic performance, it is suggested that the local government authorities should sensitize their employees by assigning enough budget to primary education which will increase motivation to primary school teachers.

Chidzao, Benedict Nyiro (2015) *Determinants Of Women's Decisions to Modern Contraceptive Use In Tanzania: A Case Study of Tanga Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study intended to assess determinants of women's decision to use modern contraceptive in Tanzania. Tanga municipality was used as a case study. In specific, the study determined the trend of modern contraceptive use for women in the past ten years (from 2004/2005 to 2013/2014); women's preference to modern contraceptive methods and institutional determinants of women's decision on modern contraceptive use. A cross-sectional study design adopted. Purposive sampling approaches through snow-ball approach was relevant to obtaining the study sample of 120 respondents in which 60 were users of modern contraceptive and 60 women were non-users of modern contraceptive methods. Structured questionnaire and interview methods were used for data collection. The study used descriptive analysis and binary logistic regression model for quantitative data while content analysis was used for qualitative data collected through interview. The study revealed that the trend of modern contraceptive use for women has improved during the past 10 years. The number of women using modern contraceptive method has almost doubled from 20549 women in 2004/2005 to 48647 women in 2013/2014. Contraceptive pills (50%) and condoms (41.7%) were the most preferred modern contraceptive methods by women. Other contraceptive methods preferred by women are injectable contraceptive drugs (23.3%), intrauterine contraceptive devices (15%) and sterilization method (8.3%). Socio-economic determinants identified to have influence on women's decision towards modern contraceptive use were income ($\beta=0.001$, $p=0.047$), education ($\beta=1.354$, $p=0.046$) and partner's acceptance ($\beta=4.830$, $p=0.038$), ($\beta=-4.258$, $p=0.042$) and women's desire to have more children ($\beta=-7.302$, $p=0.035$). Distance to the nearby health centre/dispensary was the only institutional factor identified to have influence ($\beta=-0.099$, $p=0.044$) on women's decision towards modern contraceptive use. The study recommends more

education and sensitization to both women and men so that they can positively respond to modern contraceptive use for birth control and enhanced reproductive health.

Chiganga, Biseko Paul (2015) *Assessment of the factors influencing seaports congestion in Tanzania; a case study of Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the factors influencing seaports congestion in Dar es Salaam port, using a case of documentation, equipments and other associated factors. Specifically the study was to analyze the level of seaport congestion in port of Dar es Salaam, to examine speed in cargo deliveries in relation to congestion at Dar es Salaam port, to examine documentation procedures in relation to congestion at Dar es Salaam port and to examine the equipment availability in relation with congestion at Dar es Salaam port. The study used exploratory and descriptive research designs and involved the use of documentary review, questionnaires and interviews as the main tools for data collection. It revealed that factors such as low number of equipment, aged equipment, lack of equipment's efficiency, long port and customs procedures, lack usage of ICT, and bureaucracy directly influencing seaport congestion at Dar es Salaam Port. It was also found that other associated factors such as lack of skilled manpower, great number of port users, poor management plan, poor policy implementation, poor infrastructure, and poor performance of railway are contributing factors leading to Dar es Salaam seaport congestion. Based on these findings the study also made some recommendations with the aim of reducing congestion at Dar es Salaam port which in turn will inspire stakeholders to apply methods that will reduce congestion and increase port efficiency.

Chimasia, Paul Okwemba (2015) *Determinants of Employee Participation in Retirement Benefit Schemes: A case of Nampak Kenya Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at identifying the determinants of participation in retirement benefit schemes. The consequence of low participation is evident from the low level of benefits paid to employees who retired from the company. The study targeted current employees who are members of the company's retirement benefit scheme. Out of a target population of 139 employees, a representative sample of 70 employees was targeted and the study used primary data which was collected through use of a questionnaire. The data was processed and analyzed to derive descriptive and inferential statistics that would be used to draw conclusions of the

study. The study found out that knowledge and awareness, attitude and saving plan practices affect employee participation in retirement benefit schemes in varying levels. Knowledge and awareness was found to have a positive but insignificant relationship with participation. Attitude and saving plan practices were found to have a positive and significant relationship with participation. The study recommended that knowledge and awareness creation should be sustained but the training should go beyond the basic features of the scheme to include information on investment and wealth creation opportunities and financial security prospects inherent in pension scheme funds. It was recommended that training in personal finance management be prioritized to provide financial literacy and influence positive attitudes towards increased savings in the retirement benefits scheme as well as other personal saving plans. The study also recommended that to increase financial participation, the company can consider the option of increasing the mandatory contribution rates for members. This can be done through a legal process involving a revision of the legal instruments governing the scheme.

Ibrahim, Ismail Mbwana (2013) *Impact of trade union on improving employees working conditions: The case study of COTWU and TUGHE*. Masters dissertation, The Open University of Tanzania.

Abstract

Labour Union are legal organizations that consist of a group workers who have banded together to bargain with employers on behalf of workers. The primary role of labour unions is to fight for better rights, working condition, wages, hours and benefits for workers. The aim objective of this study was to assess the impact of trade Union on improving employees working conditions. This objective was achieved by studying the roles of trade Unions and the problems faced employees in their working areas. Questionnaire, personal interview and examination of existing record was the basic research design used to gather the necessary data. The study was conducted at Tanzania Union of Government and Health Employees (TUGHE) and Communication and Transport Workers Union (COTWU) due to the fact that most head quarters of the trade unions, Organizations and business activities are located in Dar es Salaam. The study population of the organization selected the staff from middle, lower and operation level of management at TUGHE and COTWU and also to different workers from different organizations. The findings indicated that problems facing employees in their working areas are lack of enough salary, Trade unions to side with employers, and lack of formal contract and the roles of trade unions on improving employees working conditions are negotiating collective agreement, representing workers at disciplinary and grievance, informing and consulting, setting basic labour standards. The overall study concluded that to a certain extent labor union help to improve working conditions of the employees but still has to make a number of efforts to improve its activities including brand

development, to adopt their working agenda, to follow the example of Sweden, should be more active in aiding unemployed.

Felician, Remigius (2013) *Influence of teacher's participation in decision making on their job performance in public secondary school in Kilombero district*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the influence of teacher's participation in Decision Making on their job performances in public secondary schools in Kilombero district. The study identified job performance of teachers in secondary schools. Four research questions and objectives were formulated. Data for the study were collected by using interviews, questionnaires and documentation. The study revealed that teachers in public secondary schools participate less in decision making. In public secondary schools, the Ministry of Educations influences most of the decisions. The study also revealed that participation in decision making can influence performance as teachers who participate in decision making tend to perform better than those who do not participate or participate less in decision making in secondary school. It is also recommended that turnover can be reduced when teachers participate in decision making and it helps teachers to be motivated and self-commitment to work. It is therefore recommended by the researcher that staff should be encouraged to have a say in school governance. The Ministry of Education should device a means to encourage staff in public secondary schools to participate in decisions that affect the school and their performance.

Barnabas, Thomas (2015) *Assessment of recruitment and retention strategies in private secondary schools teachers, a case study of Ilala municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assess the recruitment and retention strategies in private secondary school in Tanzania. A case of Ilala municipal of Dar es Salaam. The specific objectives of the study were; to examine the recruitment process in private secondary schools, to identify the strategic and policies used in recruitment and retention of teachers in the private secondary schools, to find out challenges encountered in recruitment and retention of teachers in private secondary school. To achieve these objectives and answer research questions related to them, a purposive sampling technique was used with questionnaire and interview as a technique for data collection. A sample size of 50 respondents who were private school owners, headmasters as well as teachers were interviewed. Through data analysis using SPSS version 16.0. Majority 56% of respondents are not satisfied by the selection technique. As most teachers position

were not advertised through local newspapers. Employees seek equitable pay for their work. The finding showed that most employees were not happy with the part of salary, housing allowances and rent allowances, therefore the School's management should first look into how they can improve the quality of service in providing these allowances. Most of the employees are not familiar with the performance based pay scheme and do not understand what they are required to do to benefit from it and therefore it's recommended that the management of the schools should clearly explained this scheme to the different categories of staff of the school. It's recommended that the school management improves these conditions prior to increasing staff numbers. Hence it's suggested that the different trainings should be specified to the specific career of the individuals in the school, staff should be given a forum to suggest which programs would be appropriate for them. Furthermore promotional chances should be increased.

Msese, Ajuae Heri (2015) *The Effect of Road Safety Measures in Reducing Road Traffic Accidents in Dar Es Salaam: The Case of Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

The general purpose of this study was to examine the effects of road safety measure in reducing road traffic accidents in Dar es Salaam city. The study wanted to fill the gap that why despite of all efforts made by the government in establishing and implementing road safety measure, still the problem of road traffic accidents is increasing? The study applied exploratory research design which has helped in understanding the nature of problem. In particular, qualitative and quantitative research methodologies and methods were also employed by the study, in gathering and analysing required information's related to the topic under study. The findings of the study found that road safety measure have little contributions in reducing the problem of road traffic accidents. It was noted that the causes of road accidents are many and varied such as human factor, infrastructural, environmental, situational and mechanical factors. Therefore, the occurrence of road traffic accidents could not be explained by the violation of road safety measures alone. Moreover, the study also noted that road safety measures are many and they are known by various road users, but they are not followed. The reason behind was that road traffic accidents is strongly linked to available recourses and capacity of the national and local authorities to put road safety strategies in place. The assumption was shortage of resources and power to follow up on control and enforcement can result in lower motivation of police force. Finally, the study recommends that implementing road safety measure should go together with the efforts in reducing poverty. Furthermore, enforcement and education are the most common and results indicate that enforcement efforts should be accompanied by public information campaigns.

Edson, Ishuza Witness (2015) *The Effect of Financial Leverage on Commercial Banks' Profitability in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate the relationship between the financial leverage and commercial bank's profitability in Tanzania. It made use of secondary data from audited financial statements of listed commercial banks at Dar es Salaam Stock Exchange (DSE) since 2007 to 2013. Descriptive statistics was used as a tool to determine the bank's profitability and debt statuses while the relationship between dependent variables measured by Return on Average Asset (ROA) and Return on Average Equity (ROE) with independent variable measured by Debt Ratio (DR) was determined by regression analysis. The study found that the commercial banks are firms with large debt averaging 89.9%, 87.7% and 80.2% for CRDB, NMB and DCB plc respectively. Furthermore the profitability measured in terms of ROA for CRDB, NMB and DCB are 3.7%, 5.1% and 3.7% respectively while that which is measured in terms of ROE are 25.4%, 29.6% and 14.5% respectively as mean values. It was also found out that change of debt amount in the capital structure has a negative effect on return on average asset explained by 33% and a non-effect on return on average equity.

Sintoo, Ally Rashid (2015) *Analysis on the Role of Seaport in facilitating growth of trade in Tanzania*. "Case Study of Dar es Salaam Port. Masters dissertation, The Open University of Tanzania.

Abstract

The port is a compulsory meeting point between ships and goods; Port plays an essential part in the maritime trade of country. Despite the great important played by Seaports in Tanzania to facilitate growth trade, but still there is low rate of growth of trade due to inadequate roles employed of the ports, and this hinder the growth of trade. Such a situation has a direct impact to traders as well as to the government revenue and that could be earned from selling services and products. Therefore there is a need to study how the Dar es Salaam port facilitating the growth of trade in Tanzania, The researcher was employed both qualitative and quantitative methodology in examining data. The roles of seaport in this study is to provide the Service to cargo and passengers, service to shipping lines and ships, Base for industrial developments as well as Terminal forming part of transport chain; therefore showed that the growth of trade could be achieved by improving performances on Hinterland Connections, skilled labours, Technology and port and infrastructure facilities. MOT and TPA should fasten implementation of the port master plan and under high and careful supervision, and both TPA and MOT should

implement the existing, or make new port policies better to improve the growth of trade. Also researcher recommendations that further studies should be taken on these areas; role played by seaport of Tanzania as a whole, in facilitating growth of trade, including lake ports since this study focuses only at Dar es salaam port and a detailed study need to be undertaken to understand more causes of efficiency of seaports and the way forward.

Egina, Judith Ghati (2015) *Effectiveness of Human Resources Planning in Higher Learning Institutions: A Case of Mbeya University of Science and Technology*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was aimed to examine the determinant factors in the effectiveness of Human Resources Planning in the higher learning institution, taking Mbeya University of Science and Technology as the case study. The study also wanted to identify methods of Human resource planning. The study also wanted to establish whether existing human resources planning methods have been effective in acquisition and retain staff. Lastly to analyze challenges facing human resources planning. This was a case study and quantitatively research was used. To get primary data respondents were selected randomly and purposively for the case study and data was collected through administrating structured questionnaires. Interviews were conducted. For secondary data document review was used. Data was coded, edited and analyzed. The study found that judgmental, forecasting, trend analysis, replacement and ratio are methods which MUST be applied in human resources planning. But also it was found that financial constraints, technology, lack of expertise and the incapability of the staffs, and workforce diversity are challenges which influence human resource planning. Also the study found that to a large extent human resource planning is effective at the Mbeya University of Science and Technology. So it is recommended that to put more emphasis on human resources planning so as ensure University goals are achieved.

Lyimo, Lowael Peter (2015) *The Impact of School Inspection on the Students' Academic Achievement*. Masters dissertation, The Open University of Tanzania.

Abstract

This study has been conducted in Dodoma district. The aims of the study were to investigate the contribution of school inspection on the academic achievement of students, compare students' academic achievement in schools before and after regular inspections, find the correlation between frequency of inspections and improvement of students' academic achievement and finally get the views of stakeholders on how to improve the impact of school inspection on academic

achievement. Despite the fact that school inspections are conducted by school inspectors stationed at district and zonal offices still academic achievement continues to drop, this is according to Uwezo Tanzania (2010). The observation has triggered concern on the failure of school inspection to provide the intended outcome. Five secondary Schools were involved in the study and three education stakeholders. Data collection includes questionnaires, Focus Groups Discussion and documentation. The research analysis based on school inspection and its contributions to higher academic achievement. Regularly it indicates the correlation between school inspection and academic achievement. To enhance the impact of school inspection on academic achievement, it was recommended that the budget for school inspection be increased, inspection schedules be followed, feedback to school be promptly provided, and frequency of inspections be increased. Also inspectors are required to provide adequate guidance and support to schools.

Jumbe, Sophia (2015) *The Role of Performance Appraised On Service Delivery The Case of Immigration Department in Dar-es-Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The role of performance appraisal is widely acknowledged as a fair measure of employee work performance and improvement of service delivery in many organisations. The study employed case study design in order to facilitate intensive study of immigration headquarters. The targeted sample size was 117 respondents, however the sample size obtained was 100 to represent the whole immigration headquarter. Both simple random and purposive sampling were used in selecting the respondents. Both primary and secondary data collection methods were used in this study. The result indicated that available performance appraisal policy is almost outdated to operate in the current work environment. Problems reported to face performance appraisal include lack of awareness of the PA, to extent that some of them fail to understand the essence of performance appraisal. Apart from that, another problem that was mentioned is lack of direct involvement and support of top management especially the issue of sufficient budget to conduct training for employees, lack of financial support in the process of setting the criteria and harmonising them with subordinates. And lack of full commitment in conducting performance appraisal. The study concluded that immigration department take performance appraisal as an order from the top, which is contrary to other public institutions. On the other hand the study concluded that, clients were not having an opportunity to participate in performance appraisal process. The study recommends firstly, the management of immigration department has to review performance appraisal policy and make sure it is attractive and that every employee is aware about the criteria used for selecting the best performer and the criteria involved. Secondly, the administration of Immigration department should convince the

Ministry of Home affairs to push the possibility of increasing performance appraisal budget to provide good services to the society.

Matolo, Annet Paul (2015) *Job satisfaction: Its determinants and relationship with employee performance in the Tanzanian banking sector*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this research was to assess job satisfaction in order to identify its determinants and its effect on employee performance. Specifically it attempted to (i) analyse job satisfaction of employees across their demographic characteristics; (ii) analyse employees' job performance across their demographic characteristics; and to (iii) examine the relationship between job satisfaction and job performance. A total of 235 usable questionnaires from the 313 distributed to employees of the Eastern and Dar es Salaam Zones of the National Microfinance Bank Plc, including its Head office, were analysed. The job satisfaction scale (JSS) of Spector (1994) was used to assess job satisfaction while the employee performance scale was adapted from Crossman and Abou-Zaki (2003) – a combination of Yousef's (2000) questions and Baruch's (1996) seven point rating scale - was used to assess employee's job performance. Analysis of variance (ANOVA) was used to analyse both job satisfaction and employee performance across demographic characteristics. Regression analysis was used to assess the effect of job satisfaction on employees' job performance. The study finds statistically significant differences in the mean total job satisfaction scores across age, marital status, length of services and job position categories. It also finds statistically significant differences in the mean total job performance scores across age, and length of services. Moreover, the study finds job satisfaction statistically significantly negatively affects employees' job performance. Key words: Job Satisfaction, Employee Job Satisfaction, Commercial Banks, Tanzania, Demographic Characteristics.

Kaaya, Elirehema Joshua (2015) *Impacts of Lutheran Church Microcredit Loans on Borrowers in Northern Tanzania: A Case Study of Building A Caring Community Project*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess impact of BCC microcredit program on livelihood improvement of the respondent households. Specifically the study evaluated the client's changes of livelihood on income, food adequacy, assets, capital, health and education and to assess factors that influence the loan repayment performance. Purposive sampling procedure was applied to select a sample size of 123 respondents that were the BCC beneficiaries who have received loan for a

period of more than one year. Interviews and questionnaires were used as main data collection tools and the collected data were analyzed using qualitative, descriptive, paired t-test and logistic regression model. The findings of this study (p-values < 0.05) reveal that there was a significant improvement in overall family annual income, number of meals taken per day, ability to buy assets, access to health and education services and business value after taking loan from BCC microcredit program. Specifically the study reveals that the mean income increased from 500,000 to 1,500,000 Tsh while the business capital changed from 500,000 to 2 million Tshs and the number of meal increased from 1 to 3 meals per day before and after taking loan respectively. The results from the multivariate linear regression model indicate that business experience influences positively while amount of loan received influence negatively the loan repayment performance. Based on the findings, we recommend the flexibility on loan amounts, increase of loan repayment period and ongoing training to borrowers on loan use and entrepreneurship and close supervision to increase the loan repayment rate. The government also should formulate policies that will facilitate the CBO MFIs like BCC to access various services such as regulated risk management, health insurance and other financial facilitating services.

Elias S. Hackee (2015) *Towards Archiving Project Sustainability through Community Participation*”, A Case study of Donor Funded project in Morogoro. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to examine how community has been involved in donor funded projects as a means to sustain the flow of benefit and services after the end of donor support. Specifically the study assess extent of community participation in different phases of the project; examine the ownership of role and responsibilities of community in project implementation, to examine how community has been empowered to undertake project tasks along with the implementing agency. Simple random and purposive sampling techniques were used to select respondents from the population of Morogoro region at Kilombero district. Collected data (both primary and secondary) were coded and analyzed by using a special program known as Statistical Package for Social Science (SPSS) version 16 and Microsoft Excel 2007. The findings revealed that the government and agencies took a control over establishment of many projects but little participation of the communities in decision making in prioritization and establishment of projects was enhanced. The sponsoring organizations and government were key financiers of projects. The study also revealed that the factors limiting the participation of communities in projects were poverty, Effect on of NGOs/ Agency approaches Community Participation, Socio-economic divisions and conflicts. Based in the research findings the study

recommends that the communities should be involved from the early stages of the projects so that as create the sense of ownership of the projects. It needs efforts to eliminate all forms of interference by higher level political leaders to the district/village/mtaa development projects to have a margin where politicians and civil servants are separated. It is recommended that other development projects should be established in order to rise economic and social wellbeing for the people.

Emmanuel, Ricky Josse (2015) Challenges in Implementing Quality Lean Management Techniques in Tanzania Projects Dar es Salaam. Masters dissertation, The Open University of Tanzania.

Abstract

The point aim of this study was to assess the challenges in implementing quality lean management in Tanzania projects. With regard to the study objectives this study was conducted with the intention of comparing the challenges facing private sector and public sector in implementing lean management in their projects, where by a researcher used Ilala municipal and TANESCO as a public sector while Coca cola kwanza limited and SBC Limited as private sector in Dar es Salaam region. This study was conducted in Dar es Salaam. Data were collected using interview, observations, questionnaire and documentary review. Both purposive sampling and Simple Random Sampling procedures were used. A sample of 90 respondents was used. Data were analyzed using descriptive and content analysis. The study finds that factors such as strategies used to engage staffs in lean management, respondents awareness on the concept and application of lean management as well as challenges which hinders implementation of lean management and strategies used to engage staffs in the application of lean management were considered since they prove to be validity for the improvement in application of lean management in Tanzania projects. However the study rejected that time commitment from all those involved as well as additional funding to implement lean management and shortage of staffs as the main challenges, which led to the failure of organization in implementing lean management in their projects.

Mndeme, Bruno Daniel (2015) *The Contribution of Career Development on Employee Retention in Public Organization: A Case of Tanzania Electric Supply Company*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to establish the contribution of career development on employee retention in the Public Organization particularly in TANESCO. The researcher employed case study research design and used both primary and secondary data collection methods. A sample of 34 respondents was covered. The

primary data were collected by using questionnaires and interviews. Secondary data were collected from various sources such as books, journals, circulars and the internet. The data were analysed using Statistical Package for Social Science and presented in tables and charts. Study findings revealed that career development exists in TANESCO though not transparent enough, further the study revealed that career development programs contribute on employee retention as it gives employee confidence on their job, made them to feel cared and inculcate a sense of recognition. In order to improve the career development programs, the study proposes allocation of enough time on career development programs, jointly conduct of career development by HR and user department. Given the contribution of career development on employee retention it is high time for an organization to have a policy on retention and ensure that career development programs helps employee to grow career wise. The study recommends a review of the career development programs in the organization so as to improve it, also the study recommends allocation of adequate resources e.g. time, finance and personnel.

Ephraim, Venance (2015) *Evaluation of The Impact of Electronic Fiscal Devices on VAT Compliance*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the impact of EFDs on the VAT compliance in Kilimanjaro Tax Region. Specifically, the study examined the attitude of taxpayers on EFDs, whether the use of EFDs has impact on VAT compliance, challenges associated with the use of EFDs, and the strategies to improve the use of EFDs and VAT compliance. The study used both primary and secondary data. Primary data were collected through interviews and questionnaires while secondary data were obtained through documentary review. The sample of the study consisted of 20 taxpayers who are VAT registered taxpayers, 2 leaders of TCCIA Kilimanjaro, 10 general public who are buying goods and services, 15 Tax officials and 3 Government officials at RC's office. Data were analyzed using both qualitative and quantitative approaches and computer software programs such as Excel. Overall findings of the study indicate that there is low strategic business management education among most traders in Moshi and other parts of Kilimanjaro Region. There is also poor implementations skill among TRA officials in Kilimanjaro Region which have jointly resulted into low compliances of traders to implement fully EFDs program which aims to improve tax revenues collection performances. The use of EFD machines in business is highly emphasized. It is also recommended that the price of EFD machines and maintenance cost be reduced and the government should involve people in the whole process of tax collection.

Bitesigirwe, Jovin Joachim (2015) *Contribution of Social Needs in Motivating Employee Performance in Private Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigates the motivation as the social needs motivator to the employee performance, a case of private schools in Tanzania. Specifically, the basic aim is to identify social needs available in the Private Schools in Tanzania which influence employee performance, analyze factors which determine provision of social needs motivation and assess the contribution of social needs to employee performance. It has been a descriptive and analytical study conducted at the Genesis International School, Academic International School and Dar es Salaam International School. The sample consisted of 122 participants. Purposeful sampling has been used as a technique to obtain the data. The study as well employed a qualitative, case study research design, using interviews, observation and documentary review. The analyzed and collected data was subjected to content analysis. Examining research findings of the study revealed that, poor performance has been caused by a several factors like, poor and of education among employee, poor health services, as well as poor housing/shelter among employees. The study found out that the Management members had lacked knowledge of the effects of the social motivation in the organization. Therefore, it came to my conclusion that lack of education and poverty was a major cause of poor performance of the employee at the Private Schools in Tanzania. To examine the situation of poor performance at the Genesis International School, Academic International School and Dare es Salaam International School, it was recommended that members of the organization should be educated on how various skills which are special for their field can help them to perform their work without forgetting the entrepreneurial skills.

Kafyeta, Samuel Alphonse (2015) *Factors Influencing Employees' Job Satisfaction In Public Organizations In Tanzania: A Case of Tanzania Electric Supply Company (TANESCO) Limited in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study determines the factors that influence job satisfaction in public organizations in Tanzania, using Tanzania Electric Supply Company (TANESCO) Limited as a case study. The objective of the study is to determine the factors which influence employees' job satisfaction at work places. Data were collected using questionnaires, oral interviews, and observations. Questionnaires were distributed to 210 respondents who yielded a 100 percent response rate. The findings show that most of employees were not satisfied with their jobs. The factors observed are

satisfaction from job incentives, employees training and development, working environment, leadership, the extent of employees involvement in decision making, fairness and equality of employees in promotion, and managers leadership. As regards to management's strategies needed to ensure employees job satisfaction at work places, most employees were not satisfied with adequacy of efforts devoted by their organizations. The strategies in use are succession planning, employees support for training, opportunities to learn new skills, employer's recognition, compensational benefits and other allowances. As regards the extent at which job satisfaction affects employees performance, the findings are high productivity due to high workers morale, employees commitment in their work, minimal employees absenteeism, and working culture of employees. Most employees were not satisfied with the support given to them by their organizations on fulfillment of these factors. The researcher's recommendations are that, public organizations should identify incentives that increase job satisfaction among employees, secondly, train their employees to keep abreast with technological changes in their work settings, viii organizations should have good leaders who can influence their employees to perform to the best of their capabilities. Third, for public organizations to grow and prosper and remain competitive they ought to demonstrate a high level of commitment to employees involvement in decision making. With respect to policy, public organizations should design policies that help to raise the level of job satisfaction among employees including investing heavily on training and development of employees, create plenty of opportunities for employees to learn new skills in their work, and putting in place clear succession planning in the organization.

Kaongo, Joha Dunia (2015) *To Assess the Role of Local Revenue Collection on Service Delivery in Local Governments with Focus on Kinondoni Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Local Government have the role of service delivery that have high local-public-good characteristics to the citizen. The main objective of the study was to assess local revenue and its importance on service delivery. Specific objective of the study was to assess sources of local revenue available in the local government, perception of the participants in the effects of local revenue collected and the limitation of the local revenue. The study was used primary data which was collected by questionnaires. In general, the findings of this study was shown that there are inherent problems related to local revenue which hamper quality of service delivery.

Bartholome, Novatus Msaiky (2013) *Assessment of customer Relationship management strategies used by tourists' hotel and case study Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study looked the assessment of customer relationship management strategies used by tourist's hotels in Dar es salaam. Specific objectives of the study is to find out which customer relationship strategies used in different hotels in Dar es salaam, to assess the impact of CRM on performance of tourists hotel, to identify challenges facing tourists hotel in Dar es salaam and to identify the most profitable customers by using CRM. Combinations of data collection methods were used and these were observation, interview schedule, and questionnaires. The data was then analyzed qualitatively and quantitatively based on research questions and objectives then the data was presented in form of table, frequency and charts. The study also identifies that the successful CRM strategies can shorten the distance between customers and the organization, contributing to organizational success through customer loyalty, superior service, better information gathering, and organizational learning the hotel industry will retain and maintain the customers. The study recommends that there is need to implements CRM because in achieving the full potential of CRM is the major objective of each tourist hotel in Dar es salaam because it helps the hotels to improve profitability, reduce advertising costs, gain competitive advantage and retain more customers.

Hame, Hassan Chande (2014) *Small and Medium Enterprises Defaults' in Commercial Banking in Tanzania:Case study in CRDB Bank (PLC)*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the relationship between non performing loans associated with Small and Medium Enterprises (SMEs) sector and its determinants among the Commercial Banks in Tanzania. The paper analyse how SMEs could easily access loans from commercial banks to facilitate their transactions, not only for the development of their Enterprises and Shareholders but also for the development of the country through tax payment. Easily accessing of credits have equal footing with payments of credits, this means that SME's are obliged by the law to pay their loans when falls due, otherwise stern measures are going to be imposed against their collaterals pledged as security in their loans. Loan granting process is a procedure, where by all applicants have to follow all necessary procedures before loans are granted to them. Procedures are including but not limited to; to have business existing, filling application forms, to have the mort-gage being valued by professional values, verification of the valuation by bank officials and finally the

loan can either be granted if all processes are in line with the requirements otherwise the application will be rejected. The research methodology used was descriptive which covered both quantitative and qualitative designs. The population of the study covers all commercial banks in Tanzania. In formations are collected by the use of both open and closed ended questions. The questionnaire used five points liker scale which ranged from agree strongly to disagree strongly. Data are edited for accuracy, uniformity, consistency, completeness and are arranged to enable coding and tabulation for final analysis. This study used multiple linear regressions to analyse data.

Alli, Idrisa (2015) *Dwell Time for Import Transit Containers at Dar es Salaam Port: An Analysis of the Role of Free Storage time*. Masters dissertation, The Open University of Tanzania.

Abstract

Dwell time is the principal indicator of the Port's efficiency. Dwell time can be broken into three components: operational dwell time, transactional dwell time and discretionary dwell time. All customs and terminal inefficiencies are absorbed in the first two components above. The aim of this study was to determine delivery patterns and find evidence of discretionary behaviours by the importers taking advantage of the long free storage time offered for transit containers. The study was conducted by extracting terminal handling data for import containers for the first quarter of 2014 from Tanzania Ports Authority (TPA) terminal and linking this data with clearance data from Tanzania Revenue Authority (TRA) for the same container records so as to study the trends. Pearson's Correlation Coefficient was used to determine the strength and direction of relationship between the two variables and was found to be equal to 0.725 which shows strong positive correlation. The findings from the analysis suggest that the actual time required to complete customs and terminal procedures is very minimal and that the majority of the deliveries tend to happen in the last days of the expiry of free storage. The general impression from study findings is that delivery of containers is dictated by free time given at the Dar es Salaam Port; subsequently influencing average dwell time of the containers. The study recommends reduction of free time from 14 days to 7 days or less to meet a target of 5 days by 2015 and introduction of punitive demurrage fees to discourage importers from leaving their containers at the port despite finishing clearance processes. Lastly, findings like these should be made available to importers to justify new measures to be taken.

Gefi, H. Y. (2014) *An Evaluation of the Effectiveness of Performance Appraisal Tools in Tanzanian Banking Sector: A Case of Commercial Banks in Mwanza City*. Masters dissertation, The Open University of Tanzania.

Abstract

Performance appraisal (PA) has been described as a “vehicle for creative competitive advantage” for organizations be it public or private sector. This study evaluated the effectiveness of performance appraisal tools in Tanzanian banking sector in Mwanza City, Tanzania. A case of four banks: CRDB, NMB, Exim Bank and CBA. The study adopted a descriptive research design incorporating quantitative and qualitative approach. The sample of 102 employees was surveyed using in-depth interview and questionnaire. Quantitative data was analyzed descriptively using SPSS while thematic analysis was used to analyze qualitative data. The findings of this study revealed that all banks use the same tool that is Management by Objectives (MBO). The tool was found useful to the banks as it brings about the required outcomes of its use, employees have higher level of understanding about the tool that is they understand how to conduct it, they are trained about PA and that PA is fair in terms of procedures, information, relationship and equity. The study also found that employees especially managers are not in favor of the tool because it does not allow multiple rating. Furthermore; the study revealed that in one of the bank only management and senior level employees are appraise. Recommendations were given that all employees should be appraised regardless of their positions and that the banks should consider the use of the tool that will enable employees to get wider understanding of their performance from different raters.

Chachalika, Kassim Athuman (2013) *A Comparative Analysis of Loan Repayments between Credit Cooperatives Societies and Microfinance Institutions Borrowers in Babati District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Babati District in Manyara Region with the main objective of comparing the extent of loan repayment between MFIs and SACCOS, and to identify the causes of poor loan repayments. Hence suggest solutions for improving borrower’s livelihood. The specific objectives of the study were to evaluate the percentage of loan default and factors contributing to Loan default rate in SACCOS AND MFIs, The methodological used to collect data from borrowers and lenders in the specific study area were the structured questionnaires were used to collect primary data from borrowers and lenders. Also, secondary data was used to collect empirical information from various literature sources. The population of this study was both borrowers from four lending institutions which are; PRIDE Tanzania Ltd Babati Branch, Small Industry development Organization (SIDO) Manyara,

Babati SACCOS Ltd and Revival Church SACCOS Ltd, Babati Branch both in Babati District. The total of 140 samples was taken from all four lending institutions of which 35 respondents were taken from each. The study show that, an analysis of the data in regards to poor loan repayments were caused by borrower's family problems, unfavorable financial lending strategies policy implemented by some lenders, high interest rate, multiple loans. It is recommended that, in order to move in the right direction of saving and improving the livelihood of the poor borrowers, both players which are; Government, borrowers' representative, and other stakeholders should be involved in preparation of a transparency and favorable balanced Microfinance Policy that will aim to assist the poor borrowers and not to give lenders the loop hole of surviving for expenses of their clients.

Ndibalema, Mwemezi Alphonce (2014) *An Investigation of End-Users Acceptance of Enterprise Resource Planning Systems at the Post-Implementation Phase in Mid-Sized Public Organisations In Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The Enterprise resource planning (ERP) systems is, described as a package business software system with a database that allows an organisation to automate and integrate its business processes, share common data and practices across its units, in a real-time environment. This study aimed at investigating factors that affect the end-users acceptance of the ERP system during post-implementation phase in Tanzania. The quantitative approach was used. Three mid-sized public organisations in Tanzania who are at the post-implementation phase of ERP systems implementation were randomly selected and the 70 end-users in these organisations were administered with a questionnaire based on the UTAUT model. The model also assisted in generating the study hypothesis from its main dimensions. The hypotheses were then tested by regression analysis of the data generated by the questionnaire and the relationships among the study variables were established. The unit of analysis was individual respondents. The results show that performance expectancy, effort expectancy, social issues and facilitating condition affect end-user acceptance of ERP systems; all had a significance of below 0.05. The major conclusion of the study is that all the four dimensions (Performance expectation, Effort expectation, Social influence and Facilitating conditions) of the UTAUT model are indeed factors that influenced in varied magnitude the end-user acceptance of ERP systems in mid-size public organisations in Tanzania, Thus it is recommended that organisations need to pay close attention to these dimensions in order to improve end-user ERP acceptance.

Lyimo, Rose Godwin (2015) *Contribution of Employee Motivation in Providing Quality Customer Service in the Banking Sector, A case of Akiba Commercial Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explores the contribution of employee motivation in providing quality customer service in Tanzania banking sector; a case of Akiba Commercial Bank PLC. Specifically to identify types and the level of employees' motivation that enhancing the provision of Quality customer service in ACB, to investigate the factors that motivate employees to provide quality customer service, to assess demotivating factors that leading to poor customer service delivery in ACB. A sample size of 90 respondents was used. Questionnaires, interviews and other secondary sources were used to collect data. Quantitative approach was used and both non- probability and probability sampling administered among employees and customers of ACB in order to ensure maximum representation of all levels of employees from different departments. In this light the study sets to identify the most ranked factors leading to employee motivation and finally the demotivational factors inhibiting employee motivation and measures to remedy the situation. The customer service of the ACB employees is likely to increase the number of customers who buy the bank services. Bank clients revealed that they are getting good customer service from the bank employees and they are comfortable with bank services. Hence they hope to bring their relatives and friends to the bank to enjoy different services. The study recommend that the management of ACB should make sure that customers and employees are satisfied so as to build a sense of loyalty to the organization. Having been loyal and satisfied, the employees can create a state of assurance of having satisfied customers as a result of good quality customer service. Management should also make sure that it improves working environments and working machines equipment s. Staff should be motivated so as to improve service quality, staffs loan should be of long term compared to now where the longest staff loan term is 5years.The management should think of extending loan term to 20 years.

Mwendapole, Msabaha Juma (2015) *Analysis on the Factors Contributing to Poor Seaport Performance in Tanzania. "Case Study of Dar es Salaam Port*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine factors contributing to poor seaport performance in Tanzania particularly at Dar es Salaam port. The study used case study research design which incorporated both quantitative and qualitative approaches. Descriptive statistics of frequency tables were used to analyze and

present the data from questionnaires. In particular, the researcher used SPSS software package version 16.0 to generate frequency tables as means of presenting data. The findings of the research effectively revealed that poor port performance is contributed by the following factors: - Poor hinterland connections, Social economic and political challenges, Deficiencies and inadequacies port facilities, Shortage of know-how, Deficiency in ICT management and Inefficiency of supervision and motivation. Researcher identified the appropriate means used for measuring seaport performance. Seaport performance is measured by using tools called Port Performance Indicators, these tools are categorized into operational indicators and financial indicators, also researcher had coming with various measures that need to be instituted so as to promote seaport performance including good custom clearance procedures, active connections of seaport with hinterlands and installation of modern maritime and port facilities. Researcher concluded that, port has got great chance on the contribution of the economic growth of a country. A port can contribute much as it can to economic growth of a country if it performs well.

Mwenesi, Niza Leonard (2015) *The Determinants of Performance in Semi Intensive Tilapia Aquaculture Projects in Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Enterprise budget, breakeven and sensitivity analyses were conducted in selected fish farms in Dar es salaam to assess the determinants of performance in Semi Intensive Tilapia Aquaculture (SITA) projects. Field data was collected using structured questionnaires, checklists and face to face interviewing and analysed using the Statistical Package for Social Sciences (SPSS). The research findings revealed that the feed prices, survival rate, and farm size have a significant effect on performance of SITA projects and therefore should be optimized in order to attain a profitable and sustainable SITA projects. Higher feed prices decreases net returns and increases the breakeven price per kilogram. It was also evidenced that, the higher the survival rate the higher the net returns and the lower the breakeven prices per kilogram. Also the farmers are advised to ensure that they develop as bigger farms as possible as the farm size increases, the net returns per cubic meter increases and breakeven price above total cost decreases. The study recommends that SITA farmers should conduct a detailed financial plan prior to establishing SITA projects, farmers should establish good quality fish feeds sources with reasonable prices prior to establishment of the farm, farmers should be conversant of all the biological aspects of tilapia farming in order to increase survival rate of his/her stock and lastly farmers should locate the farm in the area where there is a potential of enlarging his/her farm in future.

Mkoko, Muhidin Almas (2015) *The Impact of Media Entertainment Programme on Development of Youths: A Case Study of Tanzania Broadcasting Corporation and Channel Ten, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research study was about the impact of media entertainment programme on development of youths. The research examined the importance of media entertainment programme on developing youths, the challenges which media encounter in the campaign to develop youths, the perception of youths on the media entertainment programmes which develop youths and lastly establish whether youths pay attention to media entertainment programmes. In this study, both primary and secondary data collection tools were used like questionnaire and documentation. Also, the study adopted case study design which facilitated obtaining all the required data within a short period and the study had an opportunity to make intensive analysis of specific details which most of the times are overlooked in other methods. The findings indicate that majority of the respondents had their income per annum below Tshs.500, 000.00, which proves that majority of the people are poor, which in other words their access to media entertainment will always be low due to the fact that, they will always think about how to overcome challenges their life instead of concentrating on buying television, computer or play station (games). Management of TBC 1 and CHANNEL 10 have the responsibility of doing the general needs assessment of their customers which will lead them to higher production for the benefits of both employees, employers and customers. The members of the organisation must devise appropriate strategies for curbing impoverishments facing the organisation for the bitterness' of it.

Mkongwa, Melea Richard (2015) *The Implementation of Labour Laws towards Employee's Leaves Provision in Tanzania: Evidence From Pangani District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on examining the implementation of labour laws in employees leave management in Tanzania, evidence from Pangani District Council in Tanga region. The researcher adopted a case study design and employed three data collection methods, namely interviews, questionnaires and documentary review. A total of 80 respondents were covered during data collection. Data analysis was done based on content analysis with the help of excel data sheets. The findings provided generally that most employees who have worked for at least a year at Pangani District Council have been granted one or more types of leaves. Only a few employees (about 11%) have never been granted any leave and most of them are the newly employed ones. Sometimes, there are employees who do not see the need of

applying for the leaves for their own reasons. The findings of the study revealed that annual leave is predominant as many respondents seemed to exercise their rights on this leave. Maternity leave comes next to annual leave, followed by paternity leave as well as sick leave. In relation to paternity leave, the findings implied that male employees are not aware of their rights associated to paternity leave. Likewise, the leaves without pay are rarely exercised. Moreover, the findings revealed that some employees are granted other types of leaves such as study leave and holiday leave. Based on the findings, this study recommends that the employer (Pangani District Council) needs to raise awareness of the leaves entitlement to all employees so as to enable them to exercise their rights fairly and equally. The efforts to orient employees on their leaves' rights should be made from the first day when the newly recruited employees report for placement at the Council. If possible, the leaves entitlement should be written into the employment contracts.

Ngayeje, Mercy Deborah (2014) *The Influence of Training and Development in Employees' Retention: a Case of International School of Tanganyika*. Masters dissertation, The Open University of Tanzania.

Abstract

This paper is about a study to establish the influence of training and development on employees' retention in an organization. The study was basically done at the IST, Dar es Salaam Region, a total of thirty (30) respondents were used as subjects. Questionnaires and unstructured interview were used for data collection. The Statistical Package for Social Science (SPSS) was used to analyze the data collected from the study. The study identified several types of retention strategies available at IST, like medical insurance; interest free loans per staff per year; assistance of funds to cover for staff children education whose distribution depended on the allocated budgeted funds; as well as professional development funding amounting to US\$ 1,000 (US\$ one thousand only) per year per staff. Despite of training to the staffs, they felt that they are not recognized and rewarded accordingly after the training. They were expecting a consideration in terms of salary increase – which is only being extended to two categories of staff i.e. Teacher Assistants and Instructional Staff. In conclusion, in order to retain employees it is important for IST to have talent management strategies which would go with improving work environment so that staff feels valued after training. It is, therefore recommended, that IST focus on other specific areas in terms of training and development – areas like house- keeping and maintenance so as to impart skills and knowledge to enable relevant staff perform better. IST Management should also ensure introduction of Training Policy that will encompass training calendar that would regulate the entire process to implementation. IST Management should also introduce recognition and reward system for staff that exhausts their positive energy in favour of the organization thus ensuring that the turnover is maintained at low level.

Ngondo, Edith Octavian (2014) *Assessment of Warehouse Receipt System Role in Improving Small Holder Farmers Income; A Case of Cashew Nuts Farmers in Mtwara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Although agriculture is the main source of income for the majority of Tanzanian's the sector is not well developed, especially on agricultural marketing. The major objective of this study was to assess the Role of Warehouse Receipt System (WRS) in improving the small holder farmer's income (case study cashew nuts farmers in Mtwara Region) More specifically, the study intended to analyze the relationship between production, price, storage and cashew nuts farmers income increase at Mtwara region to analyze the relationship between policy made for Warehouse Receipt System at Mtwara region. The survey covered the cashew nuts farmers in MAMCU (Mtwara and Masasi Cooperative Union) and TANECU (Tandahimba and Newala Cooperative Union) various primary societies Mtwara District, Mtwara Rural, Nanyumbu, Masasi, Newala and Tandahimba. (Michiga, Chiungutwa, Lengo, Naliendele, Mtawanya and Nanguruwe) who make production of cashew nuts at Mtwara region were used, coaster and mini buses. The major finding from the study is that the price increase or set by in Warehouse Receipt System is the cause of the improving of smallholder farmers income thus is beneficial to farmers to adopt a better life. Among other factors, perceived general WRS operation is the influential factor in determining customer's satisfaction in WRS. The study findings indicated that there was a positive and significant relationship between perceived WRS service provided and customer's satisfaction in Warehouse Receipt System operation.

Bwamwojo, Geoffrey George (2013) *Member Based-Micro Finance Institutions and Poverty Reduction. A case of Chamwino District Dodoma Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study reflects on assessment of the contribution of Micro Finance Institution in this case Saving and Credit Cooperative Society (SACCOS) in poverty reduction in rural areas. The main objective of this study was to examine the economic contribution of SACCOS towards poverty eradication especially in rural areas by identifying factors influencing SACCOS' performance, contribution toward employment creation to the community and the extent to which it contributes to poverty eradication of their members. The researcher use purposive sampling methods to select five SACCOS out of 36 SACCOS in Chamwino district. Among criteria for selection of SACCOS include number of shares, deposits, amount of savings and number of members. Findings in this study revealed that, there are a number of factors that influence the performance of the SACCOS. These factors

include sources of fund, interest rates, loan disbursement to members, staff qualification and loan application procedures. SACCOS created self employment to members and non members through expansion of business, agriculture and loan to pay school fees to its members. Number of loans and value disbursed slightly increased every year, this is an indicator that members are aware of the importance of borrowing and investing in income generating activities. Experience has shown that availability of financing, even small amounts has a very positive impact on the family's economic condition as it helps to unlock productive potential.

Chambulikazi, Lilian (2013) *Assessment of Important Aspects of Human Resource Practices in Small Business Enterprises*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assesses important aspects of human resource practices in small business enterprises. The data was analysed using both content analysis and Statistical Packages for Social Sciences (SPSS). The findings show that small business recruitment has been a problem for many years especially in identifying hard workers and trustworthy employees; thus some of the small business enterprise owners run their businesses solely on their own. As a result some of the small business owners employ assistants ranging from one up to five depending on the actual requirement of their business undertakings. In addition, the findings reveal that there are only two major challenges facing small business enterprises, those which are related to employees and others which are related to employers. Furthermore, the study shows the only compensation that has been identified is salary. Similarly, the findings show that most of the small business enterprises do not have a human resource policy, thus they can not enforce the existing labor laws policy, laws and procedures. Based on these findings, this study recommends that there is a great need of enforcing labor laws, small business enterprises having their own human resource policy, and Government, through VETA, supporting local initiatives or strengthening existing organizational forms.

Jakobo, Mapambano (2014) *Utilization of Human Resources as a Capital of Investment: A Comparison Between Evangelical Churches in Shinyanga Municipal and Børkop Municipal in Denmark*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is an assessment of utilization of human resources as a capital of investment: A comparison between evangelical Churches in Shinyanga municipal

Tanzania and Børkop municipal in Denmark. The general objective was to investigate the utilization of human resources as a capital of investment supported by empirical studies on the subject as a methodology which helped to establish the fact that; the utilization of human resource (HR) is good practice and pays a long run impacts in the church. Along with that the study covered three specific objectives i.e.examination, determination and suggestion of possible solutions on the failure of human resource. On the examination it was found those who agreed with this factor were many at 47.0% while those who disagreed were at 29.6% and 23.5%, were neutral, while in Børkop Municipal in Denmark 96.7% agreed and 3.3% were neutral while no respondents who rejected. Likewise among all respondents interviewed showed the negative response to the variable at 54.3% compared to those who agreed with that at 45.7%. While in Børkop Municipal in Denmark the findings showed at 95.6% agreed with the concept of human resources viewed as productive force. This work has helped the researcher to conclude that, the utilization of human resources as a capital of investment is possible as it takes a leadership role and provides services in support of Church Vision and Mission. Some recommendations are made here that the evangelical church in Shinyanga should involve young people in the ministry, emphasise the role of further education to the church workers, involve groups in church activities and seek to evaluation the role of gender in the church by workable empowerment strategies.

Temaungi, Denis (2015) *Assessment of Challenges on Service Quality Delivery at Star Media Tanzania Limited: A Case of Arusha Branch, Tanzania*. Masters dissertation, The Open University Of Tanzania.

Abstract

The service companies in Tanzania are facing increasing challenges to provide quality services to their customers especially in the pay TV service sector and it was conducted at the Arusha Branch of Star Media Tanzania Limited (StarTimes). Customer satisfaction may establish the success or cause company's poor performance. In order to be competitive in the pay TV industry, operators need to provide quality services to satisfy their customers and hence achieve high market share and financial returns. This study assessed the challenges faced by pay TV operators in Tanzania when striving to provide quality services to customers. The research design used for the study was descriptive case study. The stratification sampling approach was used to select customers who filled in questionnaires while purposive sampling was used to select StarTimes staff and customers who participated in interviews. Data collection was done through the use of observation, Questionnaire, interviews, and documentary reviews and data were analyzed using SPSS and Microsoft Excel. The study found that customers rated StarTimes' services as generally not up to the expected satisfaction levels. The study further indicated that StarTimes is failing on the SERVQUAL model dimensions and highlighted that

the company ignores the need to provide its services that meet service quality characteristics such as reliability, responsiveness, tangibility, empathy and assurance. The study recommends that paid television services providers have to improve performance on all the dimensions of service quality in order to increase customer satisfaction since consumers expect more than what they are offering. This will enable them maintain high level of competitiveness and achieve successful business performance.

Temba, Frillness Isdory (2015) *Assessing The Role of Stakeholder's Participation on Sustainability of Donor Funded Project: A Case Study of Youth with Disabilities Community Program in Tanga*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the degree to which stakeholder participation in a project influences its sustainability. The main objective of the study was to assess the role of stakeholders' participation in promoting sustainability of donor funded project. A cross sectional descriptive research design was used with a sample size of 70 stakeholders. Being a qualitative study heavily influenced by the interpretivist philosophy, data were analyzed through content analysis and SPSS version 16.0. The study found that in order for stakeholders' participation to be effective in promoting sustainability of donor funded projects it should be initiated from the beginning of the project. The study also found that the major role of stakeholders' participation in donor funded projects was mainly in the form of Resource mobilization, Collaboration and partnership, Material contribution, and citizen control. Keywords: Sustainability, Stakeholder participation and Donor funded projects.

Tonya, Ephraim M. (2015) *Assessing the Implications of Water Supply Technology on the Sustainability of Rural Water Supply in Dodoma Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed sustainability of rural water supply projects in Bahi and Chamwino districts, Dodoma, central Tanzania. The study adopted a cross-sectional research design. In order to study different types of projects two strata were created basing on extraction methods used. A total of 24 projects were surveyed across the study area and 136 respondents were interviewed. Multiple data collection methods such as FGDs and Interviews were used. The collected data were processed and analysed using descriptive analysis method. The study found that there was very limited involvement of the beneficiaries in the decision of the type of affordable and appropriate water supply technologies. Nearly all the respondents denied to have

been involved in decision on water supply technology options that would suit their needs. A majority of the surveyed projects were found to be functional; however, the remaining small fraction of 10.3% and 30.4% non functional schemes in Bahi and Chamwino respectively signified that there were some communities that did not have access to safe and clean water supply due to technical challenges caused by the chosen water supply technologies. The study established a very strong negative correlation coefficient ($r = -91.99\%$) between the technology used and sustainability of the project. It was recommended to the external actor side that transparency should be well observed at community level thereby sharing with the beneficiaries on all the technological options, their advantages and disadvantages, and wherever possible to consider and respect technologies in which the communities have experience so as to enhance sustainability of the particular rural water supply projects.

Gesogwe, Samson (2013) *Effective Communication and Its Impacts on Employee's Job Satisfaction Case Study on FINCA Tanzania Dar Es Salaam City*. Masters dissertation, The Open University of Tanzania.

Abstract

Ineffective communication, lack of communication or inadequate communication causing employee's job dissatisfaction. Samples of 60 respondents were used and these were randomly obtained from targeted areas. The targeted populations of the study were FINCA Tanzania 50 low level employees and 10 Supervisors and above. The researcher used sampling techniques, which were simple random, stratified and systematic sampling. Thus, individuals were randomly selected from a list of the population and every single individual had an equal chance of selection. The data were collected through observation, questionnaires, interview and documentation, and analyzed by using Microsoft-Excel. The study indicates that a half of the employees saw an improvement in term of communication in year 2012. Meanwhile 76% need of an extra effort for innovative effective communication. Even if employees do not direct agree with the communication channels in FINCA Tanzania, but they see an impact of effective communication toward employee job satisfaction. This implies that the greatest impact on employee job satisfaction is the ability to use proper channels and communicate effectively message with others in the company. By improving communications skills at work will increase employee's ability to achieve success. It was clearly observed that the FINCA Tanzania should establish possible innovative constructive communication feedback that could enhance employee's job satisfaction. Also, FINCA should conduct an employee satisfaction survey and use the survey results to identify the areas where employees are most and least satisfied. In additional, the company should engage employees and let them know what the company doing. Finally, the company should address job security.

Anyango, Celestine Awino (2015) *The effect of leadership styles on employees' performance at Bank of Africa, Kenya*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the effect of leadership styles on employees' performance at Bank of Africa, Kenya. The main objective of this study was to investigate the effect of different leadership styles (transformational, transactional, autocratic, and laissez-faire leadership styles) on employees' performance of employees. A cross section descriptive survey research strategy was adopted in which 80 usable structured questionnaires were collected from 300 questionnaires distributed. The leadership styles were measured through the Multi factor Leadership Questionnaire developed by Avolio and Bass (1995), modified to fit the context of the study. Employee performance was measured by the scale of Yousef (2000). Descriptive and inferential statistical techniques were used for data analysis. In inferential statistics, Pearson's correlation and regression analysis were used to assess both relationships and effects as per the hypotheses of the study. The findings show that transformational leadership style is the most exhibited style at the bank followed by the transactional leadership style and laissez-faire. Employee performance is above average.. The results suggest that supervisors in organizations need to use a lot of transformational leadership behaviors or rather embrace transformational leadership style, but not laissez-faire leadership. From the results, transformational leadership could have greater effects on employee productivity and quality of performance. It is recommended therefore that Transformational and transactional leaderships are the most effective leadership styles. Key words: leadership style, transformational leadership, transactional leadership, authoritative leadership, laissez fare leadership, employee performance, job performance, banking, Kenya.

Kiwale, Erasto Nehemiah (2013) *The Impact of Decentralization of Central Government Functions to the Local Authorities in Tanzania, A Case Study of Kilosa District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to explore the impact of decentralization of central government functions to local authorities in Tanzania. The study involved a sample population of 50 people and data were collected from primary and secondary source of data. The objective of this research was to explore the impact of decentralization of Central Government functions to Local authorities in Tanzania. There are four Specific Objectives to this study. This study used the descriptive type of research and the findings addressed the research questions. The study came with the

following findings; the decentralized functions have good impact on decision-making through structured meetings, people are involved in planning and budgeting process by 75%. Resources such as finance and manpower are managed by people at grass root and revenue collection is done by the local authorities. The study concludes that the decentralized functions have impacts on autonomy of local authorities, increased control of financial and human capital by local authorities hence increase of performance, transparency and good governance in local authorities. The study came with recommendations for improvements as follows; the capacity building should be strengthened to extension officers and local leaders. Local leaders should identify their roles and obligations. Also they should provide full autonomy and authority without interference to local authorities in areas of plans and budgets. The central government should leave some revenue sources to local authorities which are collected by central government. There should be non-interference of central government in decision-making to local authorities by District Commissioners' office and Regional Secretariat. There should be harmony between councillors and management to avoid unnecessary conflicts.

Gaspar, Gloria (2013) Contribution of Savings and Credit Cooperatives to Women Development and Poverty Eradication in Tanga City Council: The Case of Tangamano, Muwasita and Seroni SACCOs. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this research was to find out the contribution of SACCOs to women development and poverty eradication in Tanga City Council, a case of Tangamano, Muwasita and Seroni SACCOs. The researcher concentrated in finding facts about presence and involvement of women in SACCOs activities for their development and poverty eradication as well. Data for the research was collected by unstructured interview, questionnaire and observation. Data collected was analyzed qualitatively by making use of content analysis and were presented by using percentages and figures. Results of the study show that SACCOs have notable contribution to women in Tanga City Council. Through loans offered by SACCOs women in SACCOs are in good position to bring about their development and ultimately eradicate poverty. Women who are board members are involved in decision making thus creating opportunity for women to grow in terms of leadership. The researcher recommended that the Government, Cooperative support institutions as well as SACCOs should direct more efforts in providing cooperative and entrepreneurship education to members for them to effectively use loans obtained from SACCOs. SACCOs members have to consider the possibility of spending large percent of loans to income generating activities.

Lufurano , Donatian Domitian (2013) *Assessment of Motivation Level Among Primary Health Care Workers in Tanzania – A Case Study of Muhimbili National Hospital*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the motivation level among primary health care workers in Tanzania and hence match the motivators with the implementation of performance management in the workplace. The specific objectives were: to identify levels of work motivation of workers, to determine satisfaction levels of workers on incentives and to find out levels of satisfaction of individuals needs. This was a cross sectional study involving a sample of 258 hospital workers. The study was a qualitative one. Stratified sampling was used to randomly pick about 10% of: doctors, nursing staff, auxiliary clinical workers and other administrative and supporting staff. About 58% and 42% of the workers were females and males respectively. Problems facing primary health care workers in Tanzania reported were low salary levels, the frequent unavailability of necessary equipment and consumables to ensure proper patient care, inadequate performance evaluation and feedback, poor communication channels in different organizational units and between workers and management, lack of participation in decision-making processes, and a general lack of concern for workers welfare by the hospital management. Therefore, many workers at all levels in the hospital were not motivated with the tasks they performed due to a variety of factors. That means performance, improved communication at all levels, and introduction of measures to demonstrate concern for the workers' welfare.

Bashange, Levina (2015) *Assessment of the risk awareness for mobile banking users in Tanzania, a case of CRDB Mbagala branch Temeke Municipality Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Banks have implemented mobile banking services in order to provide useful and affordable banking services. However, there has been concern that their efforts may not bring much result if the risks affecting implementation of mobile banking services are not established. This study was used qualitative research methodology and exploratory as research design. The sample size was selected from population by using random sampling technique, data was collected by using closed questionnaire and data was analyzed by using SPSS. This study found that there were two sources of risks that were operational risks which caused human error and includes regulations, and policies, managements and lack of in-house expertise. Also there were technical risks that are non-human error and include technology, security and privacy. Findings also show that there has no any regulations introduced regarding

mobile banking services in the country. Also technology which has been used as medium doesn't support encryption techniques as result the financial information is transmitted as plain text, additionally the technology doesn't support a strong authentications for the users except allow to enter Personal Identification Number on their phone which is easy to guess by the hackers thus placed on the customers on security and privacy risks. The study recommends that in order to make a proper control of risks for mobile banking services ensure proper security relies on the development and implementation of adequate regulations, policies and security measures for processes within the mobile banking stakeholders

Lusato, Paul Vedastus (2013) *An assessment of effectiveness of job training to employees performance in public institutions: The case study of Tanzania Institute of Education*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to find out the effectiveness of job training on employee performance. Specifically the study was examining, how public institutions conducts on job training, identifying methods applicable to develop effective trainings and suggesting ways the training program can be more effective in achieving the intended organizational goal and objectives. Data were collected through structured questionnaires, interviews, observation and review of organizational documents within the office. The study has revealed that job training is effective to employees work performance. The outcome of trainings provided to employees was found out to include increased employees accountability, commitment to the organizational cause, accuracy in operations, customer care, employee confidence, skills transfer, knowledge expansion and improved creativity. The findings from the study imply that the methods applied for effective training in public institutions includes orientation, training, job rotation, Coaching, conferences, seminars, workshops, and correspondence .The study has also revealed that refresher and promotion training has been given to employees to introduce them to new ways and approaches, new responsibilities and advanced technologies, prior-training, makes employee feel confident and reduced fear of doing wrong in their responsibilities. A number of challenges which limits effective implementation of job training have also been highlighted to include shortage of funds, lack of adequate policy on employee retention, and employee's attitudes towards training. The study recommends that the government should impose policies which are implementable and provide enough resources in terms of budget and other resources to improve training to employees.

Chundu, Philomena Patrick (2014) *Determinants of SACCOS' Financial Sustainability in Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

A continuing problem facing SACCOS is how to attain financial sustainability. Different study has been conducted but no one conducted in Ilala Municipality. Identification of the determinants of SACCOS' financial sustainability was not done. This study aimed to bridge this knowledge gap. The study used both qualitative and quantitative research methodology. Data was collected through questionnaires and interviews from respondents who selected through purposive and convenience sampling techniques. Collected data was analysed through SSPS software. The study found that portfolio at risk, the cost per borrower and operating self-sufficiency were among the major factors that determine financial sustainability of the surveyed SACCOS. The study noticed that majority of SACCOS have their portfolios at risk of default, while only few of them are close to being self sustaining operationally. However, this study strongly qualifies that the surveyed SACCOS are highly efficient in absolute terms because they spend below the African average cost per borrower. Other factors determining MFI sustainability were productivity and delinquency rate. This study makes contribution to the knowledge by recommends reduction of default in loan repayment by monitoring borrowers regularly so as to ensure that they use the loans they received for the agreed and intended objective. Moreover, relevant and comprehensive training should be provided to loan officers.

Mwita, Mambo H. (2014) *Analysing the Contribution of Tailoring Business in Zanzibar Economy: A Case of Urban West Region, Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this research was to analyze the contribution of tailoring business in Zanzibar economy. Few researches were done in Zanzibar but the tailoring was not investigated as a specific business sector. The research design was descriptive, quantitative and qualitative. Data for the study were collected by using questionnaires and interviews. The study revealed that, Owners and Tailors have the important contribution to Zanzibar economy in terms of creating many jobs and reduce unemployment which eventually results into substantial reduction of poverty. In spite of that contribution, the study also found that all identified forms of this business were conducted their businesses at the micro and small levels so the growth of this industry and earnings were inefficient. The study found various factors that constraint the development of this industry, some of them were of government

policies, technological and business knowledge. For mitigating or reduce the problem, the researcher recommend RGoZ to improve policies, to enhance tailoring industry of all possible ways such as giving fair loans, incubating them over the period programmed. Giant owners were advised to motivate their tailors. In overall, tailors and owners were suggested to value their profession by gaining their knowledge, skills and do what their customers want.

Njau, Laurencia Callist (2015) *Effects of motivation on employee performance*": A case of Mbeya Regional Commissioner's Office staff. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the effects of motivation on employees' performance. Subjects of the study consisted of 249 workers of the Mbeya Regional Commissioners Office. Data for the study were gathered through the administration of a questionnaire mainly focusing on different aspects of motivation as well as demographic data. Respondent's files were scanned for individual OPRAS scores for 2011/12 year. These data were subjected to descriptive statistics as well as regression analysis. In the regression analysis, employee performance was the dependent variable while motivation and the demographic variables were the independent variables. The results obtained from the analysis showed that, there existed weak evidence that, there is a negative relationship between motivation of employees and performance. Findings revealed that employees' performance was significantly different across job location and job position categories. Employees at the district offices performed significantly better than those at the secretariats' headquarters and Regional hospital. Employees in the operational cadre performed significantly better than those in the technical cadre and managerial cadre. Those in the technical cadre also performed significantly better than those in the managerial cadre. No significant differences were found in performance across individual characteristics. No significant difference in motivation levels were found across categories of job and individual characteristics. Motivation alone was found to be insignificantly negatively related to performance. When job and individual characteristics were also loaded into the model, only job position was found to influence employee performance significantly. It is recommended that Regional Secretariat should take steps to boost the performance at the headquarters and Regional hospital. Also future research should look at other factors behind employee performance in Regional Secretariats and the study sample should involve more Regional Secretariats to enhance the generalization of the findings. Keywords: motivation, employee performance, OPRAS, job position, job, location, age, gender, education, experience

Nkini, Kenneth Elisante (2015) *The Role of NGOs in Promoting ICT Capacity Building to the Community in Tanzania: A Case of Digital Opportunity Trust Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study intended to assess the role of NGOs in promoting ICT capacity building the Community in Tanzania. The study used DOT as a case study and utilized both primary and secondary data collection methods. Specific objectives were to identify strategies used by Digital Opportunity Trust (DOT) in providing ICT training, to assess the benefits of ICT training to the beneficiaries and to assess challenges facing DOT in promoting ICT capacity building to the community. However, the study employed purposive and convenient sampling techniques to get sample size of 40 respondents. Data analysis was done based on the research objectives. The findings revealed that, ICT training program has a significant impact to its beneficiaries. It has managed to create knowledge, it has positively change the lives of beneficiaries and managed h to create awareness in the community on importance of ICT for social and economic development. Moreover, there were various challenges facing DOT in providing ICT training that include lack of sufficient fund, lack of government support, dependence on donors and limited capacity. The study recommends that, DOT organization should find alternative means of generating income instead of depending on donors alone. This will reduce dependence or eliminating totally and thus minimizes challenges that they face during implementation of the program. But also government should support the NGOs which are committed to help and support society. This will encourage the organizations to act more in supporting the community especially the vulnerable groups.

Lyengi, Getrude (2014) *Assessment of employees turnover in the private sector: A case of Steps Entertainment Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The role of employment has received a considerable attention in Tanzania and taken as the major factor in accelerating development however, many new employment opportunities are substantially created in the informal sector whose rate of growth may be higher than that of the formal sector in the recent years, the private sector deliberately faces the challenge of employees turnover despite good rewards system, benefits, good working environment, elements of motivation and attraction. The broad objective of the study was to access the employees'' turnover in the private sector specifically at Steps Entertainment Limited. The specific objectives of the

study aimed at identifying the rate of employees' turnover at Steps entertainment Limited within the five years span, to examine the reasons of employees' turnover at Steps Entertainment Limited over the past 5 year. And last propose a workable solution to minimize employees' turnover rate. The data collection methods such as interviews, questionnaires, and documentation review from the firm were used to get the relevant information about the study. The data analysis were done through decision analysis techniques whereby the data was presented in terms of graphs, pie charts and tables to enable the reader to understand easily, the study realized that salary, employees dissatisfaction with their works, poor working conditions, lack of employees participation in decision making process, lack of motivation, discrimination at work place, supervision are among the reasons influencing the employees turnover at the firm. The study also revealed that the rate of employees' turnover is growing year to year and this may impact negatively to the growth of private sector. Lastly the study recommended that there is a need to restructure salary scales in order to ensure employees are satisfied, immediate plans should be there to minimize the rate of employees' turnover.

Muganyizi, Elias Johansen (2015) *Factors Determining Loan Repayment in Microfinance Institutions: The Case of Dar Es Salaam Clients*. Masters dissertation, The Open University of Tanzania.

Abstract

Microfinance Institutions (MFIs) are important for poverty reduction and creation of employment opportunity in developing countries including Tanzania. MFIs in Tanzania have suffered challenges on loan repayment problems and consequently decreasing employment levels and cash flows problems in Microfinance Institutions. This study explored contextual local determinants of loan repayments problems by clients in MFIs. Both quantitative and qualitative methods were used to collect data and analysis. Purposive sample was drawn from business premises where persons operating on business financed by microloans from MFIs were found. Qualitative analysis captured additional contextual determinants of loan repayment problems being corruption among loan officers, failure of loan disclosure within families, unfair business tax estimation, proxy business supervision, diverting loan money to different purpose, having been operating business into an informal premises which leads to confiscation of business products and demolishing structures at business sites by polices of municipal council and unforeseen situation like falling into sickness by loan client or his/her family member, death of relative, theft of business product, road traffic accidents, catastrophes such as fire and flood were implicated factors. This study recommends that each MFI is supposed to put control measures which prevent loan officers to abuse their position in asking bribes from borrowers and make client risk check list analysis which will correctly earmark a possible loan

defaulter. Borrowers Training on entrepreneurial skills and practice are equally important to increase the possible loan repayment.

Mwakyusa, Lusekelo Thompson (2015) *Assessment of the Effectiveness of E-Government Initiatives in Public Administration: Critical look at Dar es salaam City Council, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing —Effectiveness of E-government initiatives in Public Administration in Tanzania, scope of the study being Dar es Salaam City Council, Tanzanian. It intends to highlight the ineffectiveness of the e-government initiatives on the public sector and key areas which can be worked on in order to ensure that the intended objectives of the e-government initiatives are met as well as to assist in creating awareness and full understanding of e-government and its expected impact on the public sector in enhancing service delivery to the general public and improving work efficiency. Situational analysis shows that the government has carried out/ implemented various e-government initiatives which costs huge sum of money but have not been able to provide the intended end results thus making them ineffective. The main key words for this study are; e-Government, Public Administration and Effectiveness. A case study approach was selected and used due to the nature of the study. Total sample of 75 which is 28% of the population was picked from Dar es Salaam City Council by simple random and purposive sampling methods. Data for this study were collected by questionnaires, interviews, observation and review of the DCC website with a response of 71 staff which is 95% of the sample, and qualitative analysis method was used to process the data. The study revealed that original intended output of the already implemented ICT systems and applications as part of e-government initiatives have not been met to a large extent.

Mwanyenza, Lazaro Aloyce (2015) *Examining The Role of Trade Unions Towards Solving Employee's Problems: A Case Study of Mwanza City Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine the role of trade unions in solving employee's problems. Mwanza city council as the case study. Simple random and purposive sampling techniques were used to get a total of 75 study respondents from distinct trade unions which are C.W.T, TUGHE, and TALGWU. Data were collected through documentary reviews, questionnaires, and interviews. Data analysis was based on qualitative analysis which is complemented by quantitative analysis presented in forms of tables, charts, and percentages. The findings of this

study shows that trade unions havenot played its role to the extent that to insure employee's problems are solved and their rights are preserved since workers complain that their problems still exist in the working places while trade unions are there. The study revealed that if employees' problems could be solved there will be satisfactory working environment thus it will strengthen working and employment relationships. Therefore, under performance of trade unions leads to employee's dissatisfaction resulting to high absenteeism rate and workers turnover. The study recommends the government should, reform regulatory framework of employment and labour relations acts in order to increase independent functioning of trade union also workers should insure election and appointment of committed leaders to their trade union who could stand firm during defending the interests of its members to their employers'. This will result in good working performance and satisfaction to employees. Key words; Trade union, Employee, Health and safety, Salary scale, Labour cases.

Masawe, Veneranda (2015) *Assessment of Quality of Services and Customer Satisfaction with the Services of Tanzania Revenue Authority: A Case of TRA Customers*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the quality of services and customer satisfaction with the services of Tanzania Revenue Authority. Specifically the study was to assess the extent to which the quality of services of Tanzania Revenue Authority (TRA) satisfied its customer, to determine the factors accounting for the level of customer satisfaction among the services of TRA, to identify the challenges faced by customer in accessing TRA's services and to find out the challenges faced by TRA in providing quality services. The methodology used to conduct this study was descriptive and exploratory research designs and involved the use of questionnaire and interview as the primary tools for data collection. The study found that TRA has satisfied its customers at moderate extent whereby the average mean was 2.93 which was interpreted as moderate satisfaction of the services delivery by the customers. However, factors accounting for the level of customer satisfaction in TRA service delivery, according to the order of priority, were general level of customer care in TRA, duration of working hours by TRA officers, efficiency of TRA officers in serving customers to mention the few. The study found out that the high challenges faced by customers in accessing TRA services were long waiting hours for the services to mature and existence of corruption and bribe in TRA among others. Lastly, concerning with the challenges faced by TRA in providing services, the study found that political interference and lack of staff motivation were the highest challenging factors. The study recommended for the management of TRA to try hard to fix the problems facing both customers and TRA itself in order to influence customer satisfaction.

Masenene, Fatuma A. (2015) *An Assessment on The Effectiveness of Operational Risk Management among Tanzanian Financial Institutions:” The Case Study of Selected Banks in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was done to assess the effectiveness of operational risk management among the financial institutions in Tanzania whereby five banks in Dar es Salaam were selected as a sample. The study had drawn 84 respondents randomly from the chosen five banks in the region, whereby the conclusions were generalized to all the banks in Tanzania. The sample was investigated using questionnaires and interview. It was found that operational risks policies, procedures and instruments are there in financial banks though to some extent they are not effectively managed. Also methods used to manage operational risks were not well implemented. Awareness of bankers on principles guiding operational risks was found to be minimal among them. The results revealed that most of the respondents proved that operation risk management in Tanzanian financial institutions were found not well implemented. The study concluded that there were a lot of weaknesses in management of DOR including lack of strong risk management departments, weak rules and principles, unimplemented policies and biasness in the implementation of compensation. The study recommended a need for strong risk control departments, training and availability of insurance that are active in organizations. It is lastly suggesting areas for further studies to focus and asses the contribution of Tanzanian financial organizations to the developments of their employees and to examine the effects of adopting the automated technologies among the banks in Tanzania.

Lyimo, Sarah Ernest (2014) *The Challenges and Prospects of Small and Medium Enterprises (SMEs) in Accessing Credit Facility: A Case Study of Agricultural Inputs Sellers and Distributors in Arusha City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined challenges and prospects which sellers and distributors of agricultural input in the SMEs sampled from the City of Arusha face in accessing credit from financial institutions. The study aimed to attain three objectives, namely: To assess the nature of the SMEs in which the sellers and distributors of agricultural input belonged, identify the challenges faced in accessing financial credit and lastly to identify the strategies used in accessing financial credit from financial institutions. Both purposive and random sampling techniques were used to obtain 100 respondents from SMEs. The instruments of data collection were questionnaires and checklists. The findings from the study indicated a 50% of the SMEs dealing with agricultural input in Arusha had registered as the Family Owned Businesses.

Moreover, the retail traders were many (constituting 62%) of the SMEs studied. Data revealed that 70% of the total respondents faced the challenge of lack of collateral/security. Moreover, the SMEs operating in Arusha city are skewed more towards the internal sources of funding. The study concluded that the constraints faced in accessing credit from financial institutions inhibit the growth of SMEs. This study recommends that there is a need of reinforcing the Credit Reporting Act to regulate and focus on how to flexibility to accommodate SMEs. Furthermore, the government has to provide incentives and subsidy for the banks with outstanding records of lending to SMEs. It is also recommended that the Ministry of Industry and Trade need to intensify campaigns through the mass media aimed at educating the general public in Tanzania about the potentials of SMEs to the national development.

Luswaga, Makoye (2013) *Performance of Rescue Package Beneficiaries and Its Determinants: The case Study of CRDB Bank Public Limited Company*. Masters dissertation, The Open University of Tanzania.

Abstract

The study's focus was on assessing performance of the beneficiaries of the rescue package (cotton and coffee traders') following the Global Financial Crisis (GFC) that occurred in 2008. It aimed at analyzing the characteristics of rescue package beneficiaries, assessing their performance after they had received the rescue package and identifying factors influencing such performance. Data were collected by administering 74 questionnaires to sampled beneficiaries in Ruvuma, Mbeya, Mwanza, Mara and Shinyanga. Only 51 useful questionnaires were returned. Data were inputted in SPSS Software. The analysis involved use of cross tabulation techniques to analyze the key characteristics of rescue package beneficiaries and assessing their performance after they had received the rescue package. Also identifying the factors that influenced loan repayment performance and access loans, mean scores from 5 points likert scale types of statement were computed descriptively across respondents and compared statistically between coffee and cotton traders using independent samples t-test technique. Results show that 31.3% of the rescue package beneficiaries repaid their loans fully, 78.4% accessed loans subsequently; 52.9% experienced increase in sales varying from 1% to 100%, 39.2% increased staffing by between 1% to 100%; and 74.5% were able to survive and continue trade in the two crops. There were notable differences in all performance measurements between coffee and cotton traders. Multiple borrowing behaviour of the traders, political interference, interest rate on loans and crop market were found to be important determinants of rescue package beneficiaries' subsequently loan repayment performance. Mean scores for multiple borrowing and political interference for coffee traders were statistically significantly higher than those of cotton traders. Moreover, although crop prices and crop markets had the lowest

mean scores, those for coffee traders were statistically higher than those of cotton traders and were significant. Result also show that bank procedures, timeliness disbursement, bank policies, timeliness of disbursement of rescue package payments and traders relationship with the bank were important factors for subsequent access to loans. Mean scores for all these factors were lower and statistically insignificant for coffee traders except for the traders' relationship with the bank in which the mean score for coffee traders was significantly higher than that of cotton traders.

Malembo, Amir (2015) *The Role of Advertisement Media in the Consumer Buying Behaviour: The Case of Fast Jet Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the role of advertisement media on consumer buying behavior in the airline industry in Tanzania. More specifically, the study intended to identify the relationship between print media, radio advertisement, television advertisement and online advertisement and the consumer buying behavior. The study was conducted in Dar es Salaam at fast jet headquarters and Julius K Nyerere Airport. The sample of this study was 150 respondents from Fast jet staffs and customers. The study used a descriptive design. Primary data were collected through questionnaires while secondary data were collected through reviewing various documents. Data collected were analyzed both quantitatively and qualitatively. SPSS (Statistical Package for Social Science) and excel were used to extract tables and charts that presented the findings of the study. The study found that advertisement has direct influence on consumer buying behavior. Moreover, the study found out that television advertisement appears to be the most influencing factor. Furthermore, the study found that out an online advertisement has begun to gain trust to consumer in buying products online. The study recommends that creativity should be considered in newspaper advertisement. In radio advertisements the advertisers should consider the use of simple language so as to be understood. On other hand, the study recommends that advertisers should put more efforts to online advertisement because it is cheaper, faster, easier and accessible globally.

Namala, Joram Samson (2015) *The Effectiveness of Motivation on Employees Performance in Public Organization*". A case study of Lushoto District Council. Masters dissertation, The Open University Of Tanzania.

Abstract

Many people incorrectly view motivation as personal trait that is some have it and some don't. In practice, inexperienced manager often label employees who seem to lack motivation as lazy. It is believed that motivation is the result of the interaction of the individual and the situation. The objective of this study was to assess the

effectiveness of motivation on employee's performance in public organization. The study used various methods of data collection such as interview and questionnaires. The sample size in this study was 90 employees at Lushoto District Council. The sample was obtained from different department based on the number of employees in the department. The results obtained from the analysis revealed that there existed relationship between motivation and employee performance in the organization. Findings in this study realized that training and development of employees at this council were granted to them; although there were some complications in obtaining release for their studies. Employee were given chance to go for further studies and improving their careers for better performance in the organization. The working environment was conducive as well as promotion for employees were granted for encouraging them to remain in the organization for long. Therefore the study recommends that the Government should emphasize on employee motivational policy in public organization at Lushoto District Council.

Nassor, Fatma Mohammad (2015) *The Impacts of ISO 9001 Quality Management System Implementation on Employees' Performance of Pension Funds in Tanzania: A Case of National Social Security Fund (NSSF)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at examining the impacts of ISO 9001 quality management system implementation on employee performance of pension funds in Tanzania, for the case of National Social security Fund (NSSF). The study was necessitated by the lack of ample literature linking of ISO 9001 to employees' performance. The explanatory research designs with the case study strategy were adopted in the study. The study focused on NSSF – Temeke Regional Office being the largest region of NSSF in Tanzania in terms of revenue collection and it is the first region to be ISO certified where by effective assessment of the impacts was explored. The study involved a total of fifty seven targeted respondents who supplied with structured self administered questionnaires. Purposive and simple random sampling methodologies were applied to select respondents. The findings of the study revealed that management commitment has a positive impact on the employees' performance in the pension fund at NSSF. On the other hand internal communication, workplace physical environment and capacity enhancement found to have a positive impact on employees' performance. These findings are in line with the existing literature of quality management system implementation. The study recommends the adoption of QMS practices in all pension funds in Tanzania and all districts of NSSF. Also the Management of pension funds should be committed to ensure the availability of mechanism of internal communication which will result to the employees' performance. Finally regular capacity building program like on job training should be adopted as well as allocation of resources towards establishment of conducive

environment which will ensure higher productivity of the employees to the pension funds in Tanzania. Key word

Kajembe, Joseph W. (2015) *Assessment of e-commerce adoption and its effects on performance of Tour Operators in Arusha, Tanzania*. Masters dissertation, The Open University Of Tanzania.

Abstract

The objective of the study was to assess the e-commerce adoption and its effect on the performance of the tour operator enterprises based in Arusha region, Tanzania. The research design adopted was a descriptive cross sectional survey. The study population comprised of all registered tour operator's enterprises. From which a sample of 75 tour operators were sampled jointly through convenience and snow bowl sampling. The primary data collection instrument was a structured questionnaire. Sixty three usable questionnaires out of the 75 were collected and analysed. The descriptive statistics which includes percentage, means, and standard deviation were used to describe the sample and to assess e-commerce adoption and performance. Regression analysis was used to assess the effect of e-commerce adoption on performance. The findings revealed that most of enterprises based in Arusha region, Tanzania aware and adopted some form of e-commerce applications. Further, the study showed that e-commerce adoption has significant positively relationship with the performance. Lastly, the findings revealed that majority of tour enterprises efforts to adopt e-commerce are affected by inaccessibility of financial resources, inadequate and unreliable telecommunication infrastructure and non availability of advice and support about what technology to adopt, and how, in close proximity. The findings imply that for tour operators to achieve better performance, e-commerce adoption should be part of their strategy. It is recommended therefore all stakeholders should work to ensure the necessary conditions are in place to support e-commerce adoption.

Limbu, Kadawi Lucas (2015) *Effectiveness of Civil Society Organizations in advocating Change in the Society: A Case of Tanzania Media Women Association (TAMWA)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was carried out to examine the effectiveness of civil society organizations in advocating change in the society. A case of TAMWA. Specific objectives of the study were to identify areas TAMWA has been successful in advocating change in society, to assess the mechanisms used by TAMWA in advocating change in society and to identify factors limiting TAMWA in advocating change in society. The study used case study research design and 35 respondents were sampled. The data were

collected through documentary sources, questionnaires, and observation and it was analyzed using SPSS. The study found that, TAMWA has an impact in advocating change in the society. These include women empowerment in getting their rights, fighting against domestic violence, and change girl right to education, increasing visibility of women in political leadership, increasing the number and performance of girls in school and raising awareness to the community to demand their rights. Despite of the success of TAMWA in advocating change in the society, it faces some limitations. These are operational related limitations which included financial constraint and lack of government support. Also community related limitations which included low level of community awareness and cultural barriers. The study recommends that, the government should formally recognize the contributions made by civil society organizations and encourage and facilitate an active participation of civil society organizations in the national and international policy formulation and reforms. Moreover, TAMWA should have different sources of income so as not to rely on donor's funds and members. Key words; TAMWA, CSO, Empowerment, Change, NGOs.

Limbu, Kadawi Lucas (2015) *Effectiveness of Civil Society Organizations in advocating Change in the Society: A Case of Tanzania Media Women Association (TAMWA)*. Masters dissertation, The Open University of Tanzania.

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rely on donor's funds and members. Key words; TAMWA, CSO, Empowerment, Change, NGOs.

Wanjiku, Josephine (2015) *Assessment of Effectiveness of Health and Safety Systems in Construction Industry: A Case Study Lee Construction Ltd.* Masters dissertation, The Open University of Tanzania.

Abstract

Lee Construction Limited is a leading indigenous construction company in Kenya. However, Lee Construction is also aware of the challenges which are there in construction industry. It has put in place measures to curb accidents and health related problems. However, it is still not yet known how the systems have done in terms of effectiveness of health and safety. The specific objectives were; to assess effectiveness of health and safety systems in Lee Construction Ltd; to assess the perception of workers about the status of health and safety systems at Lee construction Ltd and lastly, to assess the factors which affects the effectiveness of health and safety system at Lee Construction Ltd. The study utilized qualitative, descriptive and quantitative research methodology to assess how employees of Lee construction Ltd experience the effectiveness of health and safety systems in their organization. The population of the study was 150 permanent and 200 casual employees of Lee Construction Ltd. The final sample size was 100 employees. In which case 40 were permanent and 60 were casual employees. This study used primary data which was collected through use of a questionnaire. SPSS was used to produce frequencies, descriptive and inferential statistics which was used to derive conclusions and generalizations regarding the study. The study found out that knowledge has a positive influence on health outcome though not significant while management prioritization, attitude and practice have a positive and significant influence on health outcome. The study recommend that attention to the detail of regulatory frameworks may be necessary to ensure they meet the requirements of ILO Convention and properly support the activities of health and safety representatives.

Fred, Sichizya Steven (2015) *The effect of capital structure on profitability of manufacturing companies in Tanzania.* Masters dissertation, The Open University of Tanzania.

Abstract

This study analyzed the effect of capital structure on profitability of listed manufacturing companies in Tanzania using panel data of six companies listed in the Dar es Salaam Stock Exchange during a 5 year period. The period was from 2009 to 2013 in which 30 observations were obtained. Panel data for the selected companies

were analyzed using fixed effect regression statistical technique to test the relationship between capital structure variables and return on asset (ROA) and random effect used to test the relationship between capital structure variables and return on equity (ROE). Other statistical methods of partial correlation and summary of descriptive statistics were also used to analyze the study results. Variable computations were done with the assistance of STATA computer software. The results of this study revealed the mixed results, a negative relationship revealed between debt to equity ratios and return on equity. Debt to asset ratios indicated a positive relationship with return on equity when random effect regression used. Other results indicated a positive relationship between ROA and all capital structure variables using fixed effect regression method. Both, Correlation and regression models indicated a positive relationship between debt to assets ratios and company profit in terms of ROE and ROA while only debt to equity ratios showed a negative relationship with ROE as indicated by both methods (regression and correlation models). This study recommend to managers of manufacturing companies to increase the reliance of short term debt to asset ratios and long term debt to asset ratios as a source of finance because they have much influence in profit generation on both return on equity (ROE) and return on asset (ROA) as indicated by regression results.

Gamba, Missana Elias (2015) *Customer Satisfaction on Service Quality: A Case Study of TANESCO Emergency Call Center*. Masters dissertation, The Open University of Tanzania.

Abstract

Customer satisfaction has been a subject of great interest to organizations and researchers alike. The quality of service has become an aspect of customer satisfaction. It has been proven by some researchers that service quality is related to customer satisfaction. The main purpose of this study was to examine the relationship between customer satisfaction and service quality in service sectors with respect to the service quality dimensions. The study also went further to find out the challenges faced TANESCO Emergency Call Center as well as to determine the customer perceptions toward TANESCO. The study showed distinctive results for the relationship between service quality dimensions and service quality/customer satisfaction. Empathy and Customer Satisfaction had significant relationship between service quality and customer satisfaction. Meanwhile the group result showed that: 'responsiveness', empathy' and reliability' were significantly related to service quality; 'reliability' and 'empathy', were significantly related to customer satisfaction but 'responsiveness' was not significantly related to customer satisfaction; meanwhile service quality was significantly related to customer satisfaction. So in order to provide total satisfaction to customers, the service sectors need to improve on the other factors that were given as reasons for satisfaction. This

study contributes to existing theories by confirming or adding value to the relationships that are involved in customer satisfaction, service quality and SEMIQUAVER dimensions. It provides results that could be useful to managers in business organizations for strategic planning.

Monge, Justina (2016) *The impact of Microcredit Finance in the Performance of Small and Media Business Enterprises: A Case Study of Temeke Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study discusses the impact of Microcredit in the performance of Small and Medium Scale Enterprises (SMEs) in Temeke Municipality Dar es salaam Tanzania. The study has the following objectives: To assess the impact of MFIs loan in the business expansion of SMEs, to assess whether or not MFIs training help SMEs to improve their financial status, to assess whether MFIs provides a better chance for small and medium business to improve their productivity capacity, to assess quality of services provided by SMEs after receiving loan. The different methodologies were deployed, including interviewing micro credit clients through questionnaire and interviewing management team in order to generate and acquire necessary information. Descriptive statistics and Microsoft excel which involves frequencies and simple percentage graphical charts and illustrations were tactically applied in data presentations and analysis. The findings of the study reveals that significant number of the SMEs benefitted from the MFIs loans in both economic and social-well-being of individual clients, even though only a few of them were capable enough to secure the required amount needed. Interestingly, the majority of the SMEs acknowledge positive contributions of MFIs loans towards promoting their market share, financial credibility, number of employment, sales revenue, net profits, and decreased liabilities. It, therefore, implies that improvement in the provision levels of micro credit will result in increased significant impacts on performance of business enterprises.

George, Paschal (2015) *The Role of Motivations in Retention of Employees : A Case of Tanzania Portland Cement Company (TPCC)*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explores the assessment of the role that motivation plays in retention of employees; a case of Tanzania Portland cement company (TPCC). Specifically, the study aimed to examine how motivation influence the retention of employee, also the study assess the motivation technique developed by TPCC that helps in retention

of employees, on the other hand the study identify the challenges that face the company in motivation practice and lastly the study assess the demotivating factors that leading to poor service delivery. A sample size of 96 respondents were used. The Questionnaires, Interviews and other secondary sources were used to collect the data. Quantitative approach was used and both random and purposive sampling techniques was used to the employees of TPCC. Most of the employees know the effective motivation packages available at TPCC, employees need good salary as motivational package, good salary, medical facilities, bonus, transport, retirement benefits as some of the things which attracts employees and can be used as a factor to sustain and retain employees. Retaining employees saves companies money in training costs and helps maintain an efficient and knowledgeable workforce. The study recommends that motivation should be given mostly to the employees and once employee perform well then reward and recognition should be given accordingly. Management should also make sure that it improves working environments and working tool. Moreover the management should invest on staff training both indoor and outdoor trainings. This will sharpen skills of its staffs and will improve service quality by acquiring new Knowledge.

Watuma, Blanche Waeni (2015) *Assessment of Factors Affecting Implementation of Performance Appraisal in National Bank of Kenya*. Masters dissertation, The Open University of Tanzania.

Abstract

Performance appraisal is a key human resource management function which is viewed as a subset of performance management. It is significant for organizational growth and development and is instrumental for an organization to remain competitive. Performance appraisal schemes at National bank of Kenya have not yielded the desired results; hence this study sought to assess the factors affecting implementation of performance appraisal in National bank of Kenya. The study employed the descriptive survey study design. The target population for this study was 156 employees of National Bank of Kenya, head office across key departments in the bank; Human Resource Management, Finance, Planning and Technical Departments. This study used primary data which collected through the use of questionnaires. SPSS was used to produce frequencies, descriptive and inferential statistics which were used to derive conclusions and generalizations regarding the study. Results indicated that evaluation process, reward system, attitude of employees and training of appraisers have a significant relationship with the implementation of performance appraisal in National bank of Kenya. The study concluded that there is a positive and significant relationship between training of appraisers, reward system and evaluation process and implementation of performance appraisal. The study also concluded that there is a negative and insignificant relationship between attitude of employees and implementation of

performance appraisal. The study recommended that a National bank of Kenya and any other company implementing performance appraisal should take note of the evaluation process, reward system and training of appraisers as they impact positively on the success rate of the process.

Mbalamwezi, James (2015) *The Perspectives of Youths on Unemployment in Tanzania: - voices from Dodoma Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to assess the perspectives of youth on unemployment in Tanzania using Dodoma municipal as a case study. The study addressed four specific objectives, to explore youths' views on what they identify as necessary for them to be employed, to examine employer's perception about what they consider to be the root cause for youth unemployment, to determine the extent to which education in Tanzania prepares youth for self-employment and to propose the ways for solving youth unemployment problem in Tanzania. Questionnaire and interview were used to solicit information from 100 respondents. SPSS (Statistical Product and Service Solution) was employed to analyze quantitative data, while qualitative data were subjected to thematic analysis. Study findings reveal that although job opportunities are few, youths blame the current education curriculum, saying it is too theoretical and do not expose students to necessary practical, skills to employ themselves. They also point to corruption and nepotism practiced by employers which they believe hinders competent youths from accessing employment. Employers on their side believe that youths, unlike adults have no necessary experience and competence needed in the world of work. - The study recommends , among the following to emphasize more on practical training in each stage of learning should be insisted, to improve quality of education, to introduce entrepreneurship training in each school and college is important to develop creativity and innovativeness in students. Government should fight against corruption, - to allow fair play in the access to employment.

Mbilinyi, James Mark (2015) *Analysis of Occupational Health and Safety in Construction Industry in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Construction practitioners' world – wide are increasingly becoming aware that they cannot concentrate primarily on the technical aspects of the industry alone and ignoring the workers and others who may be adversely affected by construction activities. In most developing countries, including Tanzania, safety consideration in

the construction project delivery is not given a high priority. The current approach is that safety interventions occur in response to specific, often major accidents or injury. The main objective of this research is to scrutinize why road and building construction industries in Tanzania have paid little attention to the issues of health and safety in construction sites. Data was obtained from different literatures and fields. Secondary data collected from different sources including publication on health and safety, academic journals, books, official documents and reports from Government Ministries, Agencies, NGO's and development partners. Conclusively people pay little attention to the things concerning health and safety issues in construction building sites. The absence of clear national health and safety policy to safeguard all issues regarding the welfare of the construction workers in the country is a challenge. The fact is construction industry is still suffering on how health and safety would be safely practiced in construction sites. So, we need to make a clear policy concerning health and safety in general with regards to the construction industry. Also training on health and safety to all stakeholders should be taken into account as well as introduction of safety gears to the workers on the field of construction building sites.

Kajura, Siima Christian (2015) *Effect of Motivation on Employee Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the effect of motivation on employees' performance. A descriptive cross sectional survey was carried out by administering a questionnaire to teaching and non-teaching staff at Haven of Peace Academy (HOPAC). Both motivation and employee performance were captured using attitudinal scales with Likert type of rating. Scores were used to measure the extent to which employees are motivated and their performance. Comparison was carried out of both motivation and performance across gender, department and job tenure groups. Linear regression analysis was used to assess the effect of employee motivation on their performance. Teaching staff were found to be intrinsically more motivated than their non-teaching counter parts. No significant differences in intrinsic motivation across gender, and length of service categories. Insignificant differences were found in extrinsic motivation and employee performance across gender, teaching department and length of service categories. Finally, employee performance was found to be significantly positively affected by both intrinsic and extrinsic motivation where the effect of intrinsic motivation was more pronounced than that of extrinsic motivation. It is therefore recommended that HOPAC should balance practices which enhance intrinsic motivation between teaching and non-teaching staff. It is also recommended that HOPAC should engage in activities which boost motivation, but more specifically intrinsic motivation if it wants to maximize employees' performance. Key words: Motivation, intrinsic motivation,

extrinsic motivation, employees' performance, job performance, teachers, non teaching staff.

Muimi, Mary (2015) *Factors Influencing Employee Turnover Intention at South Eastern Kenya University*. Masters dissertation, The Open University of Tanzania.

Abstract

This research project examined factors influencing employee turnover intention at South Eastern Kenya University. The main objective of this study is to identify the influence of four factors namely job satisfaction, motivation, organizational culture and demographic characteristics on employee turnover intention at South Eastern Kenya University. To achieve objective of the research, both qualitative and quantitative methodologies was used whereby questionnaires was randomly distributed to the target population at SEKU teaching and non-teaching employees on permanent and pensionable terms. Data analysis was by descriptive statistics. Presentation of the findings will by tables, figures, pie charts and histograms. The study found that demographics influence the employee turnover intention at South Eastern Kenya University. Those factors which come out clearly are explained by gender, marital status, type of staffs, Age of the respondents, salary, position in the university, county of origin, intention to quit employment and the place they are planning to offer their services after they quit SEKU. The results indicated that employees are motivated to some extent at South Eastern Kenya University. The study established that organizational culture affect employee turnover intention at South Eastern Kenya University. Though employees at SEKU feel like being part of the family and feel emotionally attached to SEKU, they seriously thought of looking for a new job this makes retention in SEKU hard. Therefore the management should be employing all both males and female in the same ratio, all types of staff, wide rangers of salaries, distribute position in the university widely, employ people from other counties. The study recommends that the management should develop ways of rewarding employees commensurately and training all the employees.

Mujungu, Prosper Petro (2015) *Socio-Economic Impacts of Donor Funded Projects on Beneficiaries –The Case of Babati Cluster in World Vision Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research was carried out to assess the socio-economic impacts of DFPs on beneficiaries in Babati Cluster for WVT projects that operate in Babati and Monduli Districts in Northern Tanzania. Specifically the research assessed changes in income, assets possession, food adequacy and productivity before and after WVT project interventions. To achieve these objectives, the sample size of 180 people

(160 beneficiaries and 20 WVT staff) was interviewed through questionnaire by applying the quota sampling and the sampling frame. Information was collected by use of three approaches namely descriptive, historical and case study design. Analysis of data used SPSS v20.0 and presented them by using percentages and frequencies. Research findings showed both positive and negative impacts as being able to send children to school, increased income, increased knowledge, MVCs support on various issues, improved social services like water, education, health, and nutrition. Building new houses, improved livestock, productivity increment and stopping FGM. Furthermore, negative impacts mentioned were increase of dependency syndrome among people, lack of creativity for the beneficiaries to apply knowledge gained and low participatory of people in development initiatives. From findings the research concluded that Donor Funded Projects results into both positive and negative socio-economic impacts to the beneficiaries. . The study finally recommended to the Government of Tanzania to grant subsidies fund to increase DFPs' resources in reaching the poor, while to WVT it was recommended to widen the reach in Tanzania by shortening the project life span in one place. Key words: Donors Funded Projects, WVT, Impacts, Babati Cluster.

Elisante, P. Shekidele (2015) *Examining Factors Influencing The Performance Of Port / Rail Interface: Case Study of Dar Es Salaam Port*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed examines factors influencing the performance of port/rail interface. More specifically, the study sought to assess the volume of cargo traffic handled by port/rail interface, identifying the factors affecting the performance of port/rail interface and also examining the efficiency of port/rail interface. The study adopted Descriptive research design where by a case study was selected Data were collected using interview, observations, questionnaire and documentary review. Both random and none-random Sampling procedures were used. A sample of 108 respondents was used. Data especially in quantitative were analyzed though Statistical Package for Social Scientist while in qualitative, the data were analyzed through the method of content analysis. The validity and reliability of data were tested through Cronbach's test. Findings revealed that currently the condition of the cargo handling in the port is good and the main means of the transportation used to transport the cargo is road compared to other means as railway and air the finding also reveal that the currently port and railways interface is worse and unsatisfactory/ the main reasons for the poor performance of the port were found to be Poor emphasis in intermodal transport , Inefficiency of rail infrastructure, Economic policy, Financial resources and low technology used to handle cargo. It is recommended that there is need to improve total transportation system to improve supply chain, total transportation system to improve supply chain, investing in high

technology in the port and also even revising the existing laws and regulations guiding ports and railways authorities

Kalangulla, George (2015) *The Impact of Reward System on Employee Performance: A Case Study of Bank of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was “the impact of reward system on employee performance: case study of bank of Tanzania” it aimed at analysing the effects of financial and nonfinancial rewards on employees’ job performance at BOT. The study employs both qualitative and quantitative research paradigms and philosophy. This research method is “the procedures for coming to terms with the meaning not the regularity of an occurrence by studying it in its social context.” a quantitative approach is likewise used because it is essential to have the absolute values of certain key issues during the research. Quantitative research method is based on the measurement of quantity or amount. It is applicable to phenomena that can be expressed in terms of quantity (William, 2010). Therefore study employed both quantitative and qualitative approaches. Meanwhile after data collection and discussions findings of this research which includes the descriptive statistics, characteristics of work motivation, attributes of employees’ rewards, attributes of employees’ performance and effects of the independent variables on the dependent variable, this among other issues. Analysis of the study above study, it is obvious therefore those financial rewards positively affect employees’ job performance. Similarly non financial rewards have the same impact on employees’ job performance at BOT. Thus, it is crucial that managers of the bank pay attention on the way they reward their employees in order to boost job performance, but it is often time that non financial rewards are ignored by managers in many organization, this study provides suggestion that they are vital in improving job performance. After a conclusion, then the research recommended that, employees’ job performance in the central Bank of Tanzania and any other business Organizations are influenced by rewards systems in place.

Lwambo, Said Omary (2013) *The analysis of the use of the internet versus print based material on marketing of Tanzania breweries Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

This paper intended to assess the extent on the use of the internet and print based media in the marketing of the Tanzania breweries Limited and suggests the best advertising media for their products. The study was very interested to determine the

mostly used medium between the two and why it is preferred by the company. TBL has all means over the years use both internet and print based media in marketing its products all over the country. The general objective was to assess the most common and effective medium used by Tanzania Breweries Limited in marketing its products by comparing internet and print based materials used and explore the reasons why such a medium was mostly used than electronic means. The study deploy Questionnaires and interviews moreover data analysis done using SPSS software and data presented in tabulations and graphical means. Research reveal that, TBL is not using internet very much but only during branding companies. In contrary it was found out print based materials were mostly used in advertising TBL products. It is recommend that TBL has to find a means of utilize fully in marketing its products. The company should have initiative to organize and training program if these are not enough TBL has to think twice on using print based material as far technology changes concern. Key words: Internet, Tanzania Breweries Limited, print based material, Analysis.

Lyakurwa, Neema Didas (2013) *An Exploration Into Consumer Motives on Buying Mobile Phone: A Case of Kinondoni Municipality, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined consumer motives on purchasing mobile phones in Kinondoni municipality. Based on theoretical and empirical literature review various motive where identified which includes: properties referred to core function of mobile phone, Condition which basically covered events i.e. theft and sales promotion, reference groups and post purchase experience on consumer buying of mobile phone. The study employed a holistic explanatory case study research design where participants visited two mobile shops (VODA and SUMSUNG) located at Mwenge within Kinondoni municipal were selected at random. Data analysis was done using figures, tabulation, comparison and strong explanation building. Key findings of the study revealed that forces on one hand and individuals around consumers on the other, induce and influence cell phone evaluation, selection and ultimate purchase. It was also revealed that consumers learn from their past purchases and change behaviour accordingly. Following the key findings, it is therefore recommended that manufacturers and advertising agents should study, understand and address motives consumers seek in their products other than bare functions of their products perform in the market. Must also make sure that their products are performing to consumer expectations at the very first time they a market. It is important that businesses follow up after purchase evaluations.

Swalehe, Bakari Hassani (2015) *An Assessment of Impact of Motivation on Employee Performance : the Case of Regional Commissioners Head Office Lindi*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigates the Employee Motivation on job Performance of selected Regional Commissioners' Office Lindi Region 100 respondents selected from Lindi Regional Commissioners' Office. The population of the study was 100 workers from sections and units of this organization. The study used descriptive statistics (frequencies, and percentages) to answer three research questions posed for the study the result obtained from the analysis showed that there existed relationship between employee motivation and the organizational performance. The study reveals that extrinsic and instinct motivation given to workers in an organization has a significant influence on the workers performance. This is in line with equity theory which emphasizes that fairness in the remuneration package tends to produce higher performance from workers. It is recommended that all firms should adopt extrinsic and intrinsic incentive in their various firms to increase employee performance. On the bases of these findings, employers are continually challenged to develop good motivation polices on pay policies, etc good working condition, promotion, training, rewards, meals allowances, and procedures that will enable them to attract, motivate, retain and satisfy their employees. The researcher therefore suggest that further research should be conducted on the relationship and influence of motivation ,rewards on workers performance in the districts lever which will be a handy tool that could be used to provide solutions to individual conflict that has resulted from poor reward system. The same research can be conducted in the private organization which will give us the real picture of motivation impacts and it's distinguished features.

Mohamed, Salehe (2015) *The Effect of Introduction of Electronic Fiscal Device in Revenue Collection in Tanzania: A Case of Kinondoni Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This research intended to establish the effect of introduction of electronic fiscal device on revenue collection in Kinondoni municipality council. The general objective was to explore on the effect of electronic fiscal devices in revenue collection in Tanzania with some specific objectives of the study were to explore on businessmen perception regarding the effect of EFDs to their business, To examine on the significance of Electronic Fiscal Devices in Revenue Collection in Tanzania, To determine on the challenges facing the introduction of electronic fiscal device as a tool for revenue collection ,and to determine the means of improving the adoption

of EFDs as tools for Revenue collection in Kinondoni Municipality council in Dar-essalaam, to explore on businessmen perception regarding the effect of EFDs to their businesses, to examine the significance of electronic fiscal devices in revenue collection in Tanzania. The research findings indicated that there was an increase in revenue collection associated with the introduction of Electronic Fiscal Device in Kinondoni Municipality Council. EFD machines can then be deemed to enhance Revenue collection resulting from more accurate Revenue reporting. It can be concluded that the classified Taxpayers have adopted and complied with the requirements of EFD machines. The study recommends that the tax office should therefore strive to ensure full adoption of the EFDs machines since they increase the revenue collection.

Mohammed, Husna Ahmed (2015) *Impact of Venture Capital to the Development of Zanzibar SMEs*. Masters dissertation, The Open University of Tanzania.

Abstract

Venture capital has a significant impact on Small and Medium Enterprises (SMEs). In Zanzibar Isles, small businesses have been and are the stepping stone of industrialization in Isles. The purpose of this study was to find out the impact of venture capital on growth of SMEs in Zanzibar. The lack of finance has been cited as a major contributor to SMEs failure in Zanzibar Urban West Region. Despite the lack of Venture Capital Organization in Zanzibar Urban West Region, Venture capital is the best source of business finance. The methodology used interview guide and the data was collected, coded, quantified and analyzed quantitatively and qualitatively. Quantitative data was analysed with the use of statistical package for social science (SPSS). The findings in this study revealed that venture capital has an impact on growth of SMEs. The study has demonstrated that use of venture capital can improve SMEs and hence strengthen Zanzibar Economy. The study concluded that countries that use venture capital experience improved economic growth and thus Zanzibar should follow that experience by promoting the establishments of Venture Capital Organizations, and also SME's of Zanzibar should be encouraged to use this form of finance to achieve their economic growth.

Mutatemba, William (2013) *The influence of social norms and tax system on tax compliance*. Masters dissertation, The Open University of Tanzania.

Abstract

Governments derive its major part of revenue from tax. A tax is compulsory and mandatory contribution to the government from its subjects. It is mandatory to the sense that there is a legal document giving the government the mandate to collect such contribution. Imposition of tax, therefore, creates a tax liability upon those who

are liable to pay the imposed tax .A tax liability is always expressed in monetary terms, and it is worth noting here that any monetary liability creates burden. Although it is said that the only things certain in life are death and taxes it is unmistakable that taxes are far from inevitable .Individuals do not like paying taxes and they take variety of actions to reduce their tax liabilities. The problem of tax compliance is as old as taxes themselves. Therefore this explains that tax non compliance started when taxes started. Non tax compliance is a serious problem that cannot be studied and understood by simple analysis. This was the basis for the researcher to investigate how social norms and tax system influence the level of tax compliance among small and medium taxpayers in Tanzania Specifically in Tanga city using descriptive and correlation analysis. Data was collected from representative sample of 108 small and medium taxpayers in Tanga city under categories of retailers, wholesalers, manufactures and service providers. Using descriptive and correlation analysis for components of social norms and tax compliance, tax system and tax compliance and lastly social norms and tax system it was determined that there is positive relationship between the selected components of social norms and tax compliance, tax system and tax compliance and lastly social norms and tax system The study concludes that, there is significant existence of positive relationship between social norms, tax system and tax compliance.

Senteuh, Denis Shadrack (2015) *An Assessment on Managerial Factors Affecting Registration Processes of Local Government Election in Tanzania 2014: The Case of Mwanza City Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The 2014 local government election was encountered with many challenges in the polling day due to some reasons including registration process. In this context the study intended to assess factors effecting registration process of the local government election held on December 2014. The study was cared out in Mwanza city council Mwanza Region. This was due to the reason that Nyamagana was one of the Districts encountered with problem during the election. The study was specifically based on two wards of Buhongwa and Lwanhima wards. A study examined factors effecting registration process by starting with the background information of the respondents such as age, sex, marital status and occupation. Then the study was examined the political, managerial factors influence the registration process as well as transparency in election. A total sample size of 125 respondents was involved in the study, among them 50 (41.38%) were female and 75 (58.62%) were male. The study used both qualitative and quantitative methods in data collection. The finding revealed that, time announced for registration was few to accommodate all people; also there was no training both to registration officers as well as people in the village. Also some of the registration officers were mix the information like writing male instead of female and female instead of male.

Therefore what is needed to the previous elections is to add time for registration so as to ensure every citizen will register. Also training should provide to the registration officers and seminars to the people so as to know the importance of registration for elections. Key Temrs: Election, Registration

Muzanye, Costa T.N. (2013) *Investigation of Challenges Affecting Local Authorities in Collecting Property tax in Tanzania: A case of Tabora Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to investigate challenges affecting the collection of property tax in LGAs. The study was conducted in Tabora Municipal Council. A sample of 50 respondents was chosen though only 43 respondents turned up. The study used descriptive statistics and inferential statistics. Frequencies and percentages were used in testing the collected data and arriving at the final conclusion . The results obtained are supported by the findings derived from qualitative interviews. The results indicate that human, institutional and technological challenges have an impact on the collection of property tax in LGAs. The observed human challenges that were found to affect the level of collection of property tax are commitment and motivation. Institutional challenges that were observed are the insufficiency of data concerning properties, the flat rate used to charge property tax, the ratio of service delivery which does not match with the demand to pay property tax, the political interference and the by law which is not enforceable. The technological challenges observed are the in applicability of Information and communication technology in the collection of property tax attributed by absence of soft ware to prepare bills, manual valuation of properties and absence of database concerning buildings in Tabora Municipal Council. Basically the study urges that human, institutional and technological challenges have effect on collection of property tax. The researcher recommends that these challenges should be addressed by establishing motivation packages, train employees so that they become ICT users, adherence to policies, regulations and laws and that by laws should be revised and updated. The results of the study are of interest to policy makers, academicians and practitioners.

Moyo, Nesphor John (2015) *The Contribution of Human Resources Planning in Public Institution's Performance: A Case Study of Mlele District Council*. Masters dissertation, The Open University Of Tanzania.

Abstract

The study intended to investigate the contribution of Human Resources Planning in public institution's performance. The specific objectives of the study were: to

determine the relationship between Human Resources Planning and institutional performance, to analyse the factors that will lead to effective implementation of HRP at MDC and examine the outcome of Human Resources Planning in public institution towards its performance. Mlele District council was used as a case study. Sample selection involved a simple random sampling was 50 employees were selected as a study sample. Data were collected through Questionnaires, and other document review. The collected data were edited, organized to meaningful way and were analyzed and presented in by using quantitative and qualitative research procedures. The major findings show that poor planning of HR has an impact on organization performance as the response from the respondents shows inadequate priority for HRP; there exist a lot of problems during process of HRP as insufficient top management support, insufficient funds, as well as shortage of expertise. The study concluded that Human Resource Planning has strong relationship with the performance of a particular Institution. Thus effective HRP leads to good performance and in ineffective HRP leads to poor performance of a particular Institution. The study recommendations that improvement in central government and ministries in providing effective support. To introduce and improve measures on matters relating to employees, as well as the District top management to increase commitment in all matters relating to HRP. Thus the respondents said there are many benefits that the organization gets from effective Human Resources Planning.

Renatus, Emmanuel Nyanda (2015) *Analysis of Health and Safety Risk Assessment in Manufacturing Industry: A Case Study of Tanzania Breweries Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

Recently, most of manufacturing industry is focusing on reducing lost time injuries (LTI) at workplace in order to compete in the global market by lowering costs associated with lost time injuries which include rehabilitation cost, workmen compensation, law suites and penalties.. The general research objective of this study was to analyze health & safety risk assessment in manufacturing industry. A case study design was employed. Various methods were used to collect data such as questionnaire, interview and documentation. A sample size of 72 respondents was chosen according to purpose of the study. Finding revealed that the manufacturing industry is trying to control health and safety risks associated with their operation by using different methods. These methods include hazard identification and risk assessment (HIRA), Workplace risk assessment (WORAC), planned job observation (PJO) and hazard operability (HAZOP). Based on the findings it is recommended that health and safety risk assessment should be entrenched at shop flow level in order to reduce lost time injuries. The following suggestion should be taken into consideration, training and education to all employees in conducting health and safety, proactively monitor triggers for re-assessment of high risk activities on site

which minimize chances of fatal accident. Key words: Health and safety risks, Risk Assessment, Manufacturing industries, Practices and processes.

Richard, Leonard (2015) *Evaluation of Effects of Short Term Employment Contracts to Matrix Organization Staff Motivation: The Case of PASADA*. Masters dissertation, The Open University of Tanzania.

Abstract

This research paper evaluates the effects of short term employment contracts to matrix organization staff motivation case studying PASADA. Various researches reviewed show that, there are some effects of short term employment contracts staff motivation to people working in Matrix organizations in the world and of recent years Tanzania have started to experience this situation. This study therefore evaluates as to whether the effects might be contributing to staff motivation in PASADA. The study has shed light to effects and duration of employment contract is crucial on staff motivation, especially in the country where the unemployment rate is high. The data collected from standardized questionnaire, interviews and journals, books and other references is analyzed by using both statistical and descriptive methods. A total of 61 Respondents were reached and their responses were used for analysis. The results reveals that short term employment contracts have significant effects on staff motivation as highlighted in chapter four of this research study. This study concluded that short term employment contracts have effects on staff motivation. Lack of incentives and uncertainty of future contracts plays a significant part. It also recommended that increase the term of employment contract to at least 3 years. Implement proper human asset management practices and review HR policies to reduce high rates of unscheduled turnover. The organization should start to offer investment loans to employees so that, they can have some aspects of self employed activities while trying to secure employment.

Maotela, Raymond Ramadhani (2015) *Effectiveness of Loan Appraisal Techniques in Microfinance Performance, A case study of Finca Tanzania at Dodoma Branch*. Masters dissertation, The Open University of Tanzania.

Abstract

The study generally aimed at investigating the role of Loan Appraisal Techniques on profitability of Microfinance institution, at Finca –Tanzania Dodoma branch. Specifically the study assessed the Effectiveness of Loan Appraisal Techniques in performance of Microfinance institutions, through examine the available and required Loan Appraisal Techniques used by giant microfinance institutions and the user of these techniques in appraising loan customer, also In-depth analysis the study went further to assess the knowledge of customer on loan appraisal techniques.

Survey was conducted with sample of 55 respondents. Structured questionnaires, interviews and observation, person communication were tools used to collect primary data. Library, internet, emails, websites, journals, published documents and key information were tools used to collect secondary data. Tools of data analysis included relevant computer application using descriptive statistics, while findings was presented using tables, graphs and percentages were used. The finding definitely reveals that Microfinance institutions need to undergo several steps that would necessarily improve the profitability of loans products by employing effective loan appraisal techniques that will assist in acquiring more information of their credit customer for loan granting processes. Despite the facts that most Loan Appraising Techniques act as milestones in lending, if this is not taken as serious practice may endanger the health & future prospects of these microfinance institutions. A part from LA techniques used by microfinance institutions more effective techniques needed to be employed in the processes to secure MFIs profits. Also the study suggested other studies should cover the same concepts in banking sectors.

Ruberangondo, Aimable (2015) *The fishing communities' Participation in Policy Formulation and Implementation: A Case of Beach Management Units in Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

This research on the importance of fishing communities' participation in policy formulation and implementation was conducted in Temeke district, Dar- Es – Salaam region, Tanzania. The purpose of the study was to determine the level to which the studied population participated in Policy formulation and implementation. The study used quantitative method for data collection and data analysis supported by Statistical Package for the Social Sciences (SPSS). The study covered 75 fishers within 5 different BMUs and 10 Ministry of Livestock and Fisheries development Officers. Results showed that a significant number of respondents (62.7%) had not been involved in policy formulation, while 80% of the sample said they implement fishing policies. However, 50% of the ministry officials confirmed the implementation of the policies by BMUs members, which means that the level of follow up, monitoring and support is at very low level. Furthermore, the implication of such results is demonstrated in poor implementation of policies and illegal fishing practices. Due to diverging responses from both community members and Ministry's officials, one can conclude that there is not enough coordination of activities between the two stakeholders. The reality on the field revealed that there is much to do by the ministry of Livestock and fisheries Development to make more effective the participation of BMUs members in policy formulation and implementation. Therefore, it is recommended that communities' participation in policy formulation be a priority and training organized at BMUs.

Mpeku, Aggrey (2015) *Assessing Effects of Motivation Strategies in Work Performance. The Case Study of Higher Learning Institutions in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to assess the effects of motivation strategies in employee performance. The study had three objectives: To establish the types of motivational strategies used by Higher Learning Institutions management as motivation practices to its employees, to find out to what extent financial motivators applied in higher learning institutions contribute significantly towards employees' work performance and to find out to what extent non financial motivators applied in higher learning institutions contribute significantly towards employees' performance. The research was conducted in High Learning Institutions (HLI) including DUCE and Tumaini Universities. The research was empirical study and descriptive and explanatory research design was used. A sample of eighty (80) respondents using simple random sampling and purposive sampling was used. The research revealed that several motivational strategies are used by HLIs to motivate their employees, including financial motivators like salary, fringe benefits and non financial motivators like promotion, training, orientation and recognition. Furthermore, the research reveals that financial and non financial motivators contribute significantly to employee performance. Conclusively, the study found that HLIs has put in place proper motivational strategies that enhanced employee performance. The researcher recommends that organizations should explore other factors in order to get maximum performance from the employees also the appropriate remuneration, introduction of challenging work but interesting and definition of career path development programs could improve workers morale to work and have an impact on employee satisfaction.

Mwakibete, Ambwene (2015) *The Role of Rail Transport to the Port Performance: A Case of Dar es Salaam Port*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined the role of rail transport in improving the port performance with particular reference to Dar es Salaam port. The study used exploratory research methodology and survey techniques to collect data related to the topic understudy. Both qualitative and quantitative approaches were used in data analysis. In particular, the software used is SPSS Version 16.0 and Ms Excel. The findings of the study revealed that rail transport plays a great role in the port performance. Among them include reduction of port congestion, improve cargo handling system and increases the port and government revenues. It increases the average of cargo traffic,

lowering the cost of logistic and improves customer satisfaction. Therefore, rail transport is one among the major factors which can accelerate the growth in economies. Despite of this contribution to port performance, the situation of railway transport is in a poor state. It is noted that, the government have invested mainly in road infrastructure improvement, while neglecting railways. The responsible factors for this decline includes lack of efficient rail system, low capacity of rail transport, poor emphasis in rail/port intermodal and limited financial resources. This implies that there are strong and positive relationship between rail transport and the operation performance of the port. Finally, the study recommends that the government should promote railway sector in order to improve port performance and raise port and government revenues. The process should include the private sector in their capacity as major users of the railway infrastructure and facilities. The Government should look for stakeholders, financiers and development partners to ensure that railway financing is enhanced.

Mwakibete, Fanuel Brown (2015) *The Effectiveness of OPRAS in Performance Management in Local Government Authorities: A case of Ludewa Local Government Authority*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to assess the effectiveness of Open Performance Review Appraisal System (OPRAS) in performance management in Local Government Authorities (LGAs). Ludewa LGA was the focus area of the study with a sample size of 322 respondents. The study adopted a descriptive design using a mixed approach. The tools that were used to collect data were questionnaires, individual in-depth interviews and document reviews. Quantitative data analysis was done with the help of SPSS version 20 using mean and one sample T-Test and data are presented in tabular form. Qualitative data analysis was done using thematic and content analyses and data are presented in statements. The findings show that OPRAS is not effective in performance management in LGAs and is still faced by setbacks that failed its predecessor, the Closed Annual Confidential Report System (CACRS). There is misinterpretation of the OPRAS to mean a tool for promotion only and its role of providing performance feedback and capacity building is highly minimised. More surprising, even those promotions are less likely based on OPRAS as few public servants fill in the OPRAS forms and reviews are rarely conducted to agree on performance scores. Similarly, trainings and funds to facilitate appraisal are so scarce.

Mlinga, Majura Phinias (2016) *The Impact of the Funding Models on Completion of Road Projects in Tanzania: A Case Study of Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the impact of financing models on the completion of road projects in Tanzania; a case of Dar es Salaam. Specifically to describe the key sources of funding of road infrastructure, to identify the funding models for financing road infrastructure development projects, to determine the strategies to overcome the challenges facing road project funds. To achieve these objectives and answer research question related to them, a case study design was used with questionnaire and interview as a technique for data collection. A sample size of 75 respondents who were TANROADS officers, MOI officers as well as roads project managers and road users were used. Data were analyzed by using special program known as SPSS. The major findings of the study are that; the main source of road infrastructure development in Tanzania comes from donor funds. The study also revealed that supervision of donor funds, high price of construction materials as well as extreme weather and inadequate feasibility studies are the main causes for the delays of most road projects in Tanzania. It is recommended that the government should allocate enough fund for the completion of various roads construction projects which are suspended due to various reasons. The Government should therefore look for other sources to increase its revenue base. When government revenue increases, there would be more revenue available to finance government expenditure including road infrastructure funding. The government to enact strictly laws on handling road construction projects. The government can do by ensuring that those who engage in such practices are given punishments that are severe enough to deter others from engaging in similar practices.

Pwelle, Eva Kabungo (2014) *Assessment of Service Quality in Tanzanian Museums and Its Effect on Visitor Satisfaction: A case of Iringa Region Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examines the determinant factors for the effectiveness of quality service offered towards customer satisfactions in museum centers in Tanzania, taking Mkwawa Memorial Museum Center at Kalenga in Iringa Region as the case study. Four independent variables: responsiveness, professionalism, friendliness and honesty were identified as possible constructs that can influence customer satisfaction and loyalty as dependent variable. Previous studies explored the relationship between some of these constructs and loyalty. But this study examines more constructs. Therefore, the major findings of this research provide insights into

the factors determining customer satisfactions in Tanzania. The findings have established that service quality is very important in providing customer satisfaction and loyalty in the traditional industries especially museums in Tanzania. If organization operators strive to improve the service quality for spread of sensitive information to customers, forgiving in case of failure, increasing the reputation (image) of the center, increasing operation of services and advancement in technology can be factors to be used and they will get the benefit of satisfied and loyal customers. Customer service is also found to bring satisfaction and loyalty in the museum market. This is because many of the respondents believe the price they pay now commensurate with service quality.

Mwambebile, Beauty (2013) *Factors hindering effective communication between top management and employees, a case of Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this dissertation was to investigate the factors hindering effective communication between top management and employees at Ilala municipality in Dar es Salaam. It aimed to determine the patterns of communication system in Ilala Municipality, to analyze various challenges to effective communication and to suggest ways of improving communication system in Ilala Municipality. The study used a descriptive design which was selected because of its suitability in describing the existing situation of the phenomena. The study also used qualitative approach because it emphasis on qualities of entities, processes and meaning that cannot be experimentally examined. This given the researcher an opportunity to obtained respondents views, perceptions, and opinions on the communication effectiveness in Ilala Municipal. Data were gathered through questionnaires, documentary review and some structured interview. Respondents in this study were Top management, and employees in Ilala Municipality. Top management was purposely selected while employees were randomly selected. The study used content method for data analysis and the findings indicated that both top management and employees demonstrated low communication skills in communication thus hinders effective communication and interferes relations among them. Due to these, there are some measures suggested to be taken for improvement. This includes training on communication to be conducted to both management and employees, increase commitment at work and behavioral changes.

Mponda, Fauzi Omari (2015) *The Assessment of the Suitability of Microfinance Institutions on Poverty Alleviation among Rural Communities in Tanzania. The Case of Kyela District, Mbeya Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of the study was to assess the suitability of Microfinance institutions on poverty alleviation among rural communities in Tanzania. The study has employed both quantitative and qualitative research approaches in order to answer the research questions. The use of both approaches has put the study in a good position to confirm, cross validate or corroborate findings within a single study. A sample of one hundred and thirty (130) participants was used in this study by using the sample size table. Questionnaires were designed for beneficiaries and non-beneficiaries of microfinance institutions, face to face interviews and the focus group were the instrument used to collect data. The data was analysed with tables, percentages by using Microsoft Excel. The findings from the study were, large percentages of male were aware of the presence of the provision of microfinance services. Also the study has shown that large percentages of female in rural areas were aware of the presence of the provision of microfinance services. The study also shows that male respondents have education level from primary to degree level while female have education level from primary to secondary level and only few female have ordinary diploma. The study also shows that large percentage of male in the sample got microfinance services and small percentage of female in the sample size of one hundred and thirty (130) participants got microfinance services. The study also shows that Microfinance Institutions used different approaches in the provision of microfinance services. In this study the CRDB Bank, TPB Bank, NMB and PRIDE have shown different approaches used in provision of microfinance services in rural areas, but the best approaches were those used by the CRDB Bank.

Musiba, Editha V. (2015) *Factors affecting Implementation of Open Performance Review and Appraisal System (OPRAS) in Tanzania's public service at Temeke Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Despite the various ongoing campaigns on mass implementation of OPRAS taking place country wide especially in the public service, still municipalities has low OPRAS implementation coverage. The purpose of this study was to investigate factors limiting implementation of OPRAS in Temeke Municipal Council. The study employed a cross sectional study design. The study involved a sample size of 80 people, where by 75 were employees at low level and few 5 heads of departments. The findings of the study indicate that, lack of top management support,

lack of reliable transport, poor communication, poor provisional of knowledge, personal biasness, poor or lack of motivation, un acceptance of the system and lack of training these were the main factors hindering implementation of OPRAS in the municipal council. The finding of the study also shows that promotion to a great extent affect OPRAS system in positive and negative way. Promotion viewed as a punishment for those who perform low and it viewed positively for those who perform high. OPRAS brought some positive changes in service delivery to employees and management. The study recommendations include the followings that must be done; increase the budget for evaluation process, motivate employees in order to win their commitment to work, giving them more training and seminars, employ enough competent workers, creating good working condition, increase workers salaries, provision of immediate bonus and rewards for those who perform well also OPRAS should not much used for promotion purpose, should focus on improving job performance for those who perform low.

Mpugusi, Mamboleo M. (2015) *The Impact of Motivation in Retention of Employees: A Case Study of Government Procurement Services Agency*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this dissertation is to examine the impact of motivation in retention of employees in an organization of Government Procurement Services Agency. The specific objectives of this research were to identify different types of motivation applied by the Government Procurement Services Agency, to examine employee's involvement in decision making, and to assess motivation practices applied by the organization. The case study approach was used to conduct this study. A sample of forty seven (47) employees from different levels was selected and data collection was undertaken through questionnaires, interviews, observation and documentary review. Content analysis and descriptive statistics were used to analyze data. The main findings from the research show that level of education, age of majority employees, participation in decision making, working environment, salary and promotion and training predict their intention to leave, while job security did not. In addition the level of education, age of majority employees, ability to participate in decision making, working environment, salary and promotion and training significantly predicted the situation of motivation level. Furthermore, the study revealed that job security is the only variable which play major role in motivating employees. Accordingly employees who are not well motivated will have higher motive searching for job somewhere else. The results of the study therefore can be used as the basis for decision making concerning employees welfare, drafting retention strategies and future human resource planning and development.

Msambichaka, Kuhunga Patrick (2015) *Assessing the Impact of Micro Finance Services in Economic Empowerment: A Case of Savings and Credit Organizations (VICOBA) in Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

he study aimed at exploring the impact of VICOBA in poverty reduction in Temeke District of Tanzania. Specifically the study was to assess the improvement of the economic status as a result of VICOBA-loans, determine challenges faced in accessing and repayment of VICOBA-loans, and identify additional service that may be offered by VICOBA to the members. The study used exploratory and descriptive designs and used of questionnaire and interviews as well as documentary review in data collection. Thematic analysis was used for the qualitative data while descriptive analysis and Chi-square test were used for the quantitative data. The findings of the study reported that there is the significant increase of income, equipments/assets and business production of the VICOBA-members, therefore, VICOBA have helped to empower economic status of their members. It was revealed that in accessing and repaying VICOBA-loans; generally VICOBA-members face negligible challenges. It was further noted that amount of loan given, lending policy and procedures used by most of VICOBA are likely to inflict challenges to the members in accessing and repaying VICOBA-loans in the near future. Concerning additional services desired by VICOBA-members the study found that saving facilities and business educations were significantly desired by VICOBA-members. The study concluded that VICOBA have helped in economic empowerment in Temeke district of Tanzania. It was recommended that government and other development stakeholders should create enabling environment for the VICOBA to work smoothly in the country to serve great population of MSEs.

Msangi, Penford Hashim (2015) *The Determinants of Capital Market Development in Tanzania, The Case Study of Dar es Salaam Stock Exchange*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to determine the determinants of capital market development in Tanzania. The empirical study was conducted using time series data for the period 1998- 2012. This study adopted quantitative approach and employed secondary data of fifteen years, Pearson correlation test was used to evaluate the relationship between the variables. Furthermore, this study used multiple regression analysis by applying Ordinary Least Square (OLS) method. The macroeconomic variable data involved were stock market liquidity, investment, the banking sector development and foreign direct investment. For capital market development indicators, market

capitalization, listed companies, value traded and turnover ratio were considered. The regression results demonstrate that investment, banking sector development and foreign direct investment are important determinants of capital market development in Tanzania. However, the study found out that there was no relationship between capital market development and stock market liquidity. The findings from Ordinary Least Square (OLS) indicated that the model is significant in a whole. The study recommends the following policies among others; the government should regulate and control financial sector in order to promote the capital market development. Policy maker should cut off restriction for the foreigner investors and to create strategies to increase the foreign direct investment and offer incentives. The study further recommends that the government needs to provide policies that retain reasonable interest rates and it should also provide more efforts in the infrastructures, especially electricity, telecommunication and roads across the regions in order to retain more investors.

John, Jonathan (2015) *Assessment of Community Participation in the Municipal Solid Waste Management: Case of Kigoma Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

A study was conducted to assess the degree of community participation in solid waste management (SWM). A case of Kigoma municipality, Tanzania, the study involved both quantitative and qualitative approaches in data analysis. The study used both the primary and secondary source data. The primary data were collected through the instrument of questionnaire, interviews, observation, focus groups discussion and secondary data were collected through documentation from Kigoma Municipal Council, internet sources, journal and books. Purposive sampling procedures were used to obtain ten representative wards. At ward level, 10 respondents each from different households were picked at random for the study leading to a sample size of 100 respondents. The collected data were analyzed using Microsoft excel software and SPSS software version 16.0. Results of the study indicated that more than 70% of the solid waste generated is of vegetable and food remains origin. The major limitations at household and community levels are lack of collection and storage facilities which could lead to serious health and environmental problems. Community members perceive SWM as a sole responsibility of local government authorities. Their perception towards SWM is quite low and their attitude in SWM is also unfavorable. It is, recommended that efforts should be directed towards training and awareness creation for purpose of enhancing their participation in SWM. The formation of Environmental committees is crucial in order to increase the participation in SWM at a lower level. For sustainable SWM emphasis should be directed towards composting which should be carried out by specific groups. This could be an attractive alternative in terms of

production of fertilizer for the growing subsector of urban agriculture as well as income generation.

Ngoyo, Salim Issa (2015) *Factors Affecting Consumer Acceptance of Mobile Banking: A Case Study of Akiba commercial Bank Plc.* Masters dissertation, The Open University of Tanzania.

Abstract

Technology has been one of the key driver among many business nowadays especially in financial sector, this has significant impacts to overall business performance. One of the innovation of technology in banking industry is Mobile banking service. However, the introduction of this new technology has not been well accepted by the end users who still prefer the old way of conducting financial transactions, therefore the aim of this study thought to investigate factors that affect consumer acceptance of mobile banking with specific reference to Akiba commercial bank, Tanzania. The study was directed by the following specific objectives: To identify factors of Mobile banking, to examine how demographic characteristics affect consumer acceptance of Mobile banking and to examine the relationship between consumer acceptance and mobile banking. This study employed a descriptive research method using structured questionnaires to collect data from respondents. The data collected was analyzed by use of frequencies and multiple linear regression technique, the findings were presented in terms of tables. The findings concluded that the following factors age, monthly income, perceived ease of use, mode of advertisements, compatibility and trust had a positive influence on the consumer acceptance of mobile banking while highest academic qualification, cost of using and gender had no influence on the consumer acceptance of mobile banking. The bank should strive to educate their customers on the available technological advances and how to use them. The researcher recommends that another study should be conducted on retail bank customers with a larger sample from the larger population that cut across the entire country of Tanzanian banking population.

Shemdoe, Evans E.R. (2015) *Factors affecting collection of revenue in Muleba District Council in Kagera Region Tanzania; the case study of Muleba District Council in Kagera Region.* Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at making an assessment on the factors affecting collection of revenues in Muleba District Council (MDC). The study specifically focused on identifying sources of revenue at Muleba District Council and volume of collection by source; actors and mechanism used in revenue collection and finally establishing

factors determining collection of revenue in the study area. The study used multiple methodologies including survey questionnaires, in-depth interviews, and documentation analysis so as to increase richness of the research findings. Furthermore, sampling techniques was used to enable the researcher to reduce the amount of data needed to be collected by considering groups of people rather than the whole population. It was found that, the Muleba District Council (MDC) did not plan properly before decision of assigning the revenue collection function to revenue collectors (own revenue collectors or agents) is made. Not all sources of revenues with the council were identified, documented and adequately studied to establish the potential amount to collect annually. Furthermore, the focus seems to be on very few sources while the need to widen revenue base was quite high. An overall conclusion is that the Muleba District Council (MDC) lacks an effective and integrated approach to manage Revenue Collectors in its different revenue sources, lacks punitive actions to defaulters and Periodic monitoring and evaluation. The entire system of Managing the revenue collection need to be improved in order to make sure that council's collect the intended revenue.

Ngonde, Dickson Fitina (2015) *Job Satisfaction among Workers in the Construction Industry: A Case of National Housing Corporation*. Masters dissertation, The Open University of Tanzania.

Abstract

The study is about job satisfaction among workers in construction industry, a case of NHC. The general objective was to investigate job satisfaction among workers in the construction industry. The specific objectives were to determine level of job satisfaction among workers in the construction industry, to analyze techniques used by NHC to ensure maximum workers job satisfaction and to assess to what extent job satisfaction influences workers performance. The study comprised a sample of 55 respondents' which was selected basing on the researcher's judgment. Quantitative data was analyzed by the use of SPSS 16. The findings from the study revealed that workers were not paid in relation to the amount of work done and not given chances for advancement on job. Furthermore, it was revealed that they were not involved in key site decision making, and also they were ready to leave NHC if given more pay than what they are paid by NHC. Workers were also concerned with inequalities in salaries, promotions, training opportunities and untimely disbursement of project funds. It is recommended that NHC should sustain the current working condition and seek to improve and ensure equitability in compensation and promotion of its workforce. The Corporation should train construction workers in new construction technology and ensure that projects funds are disbursed as required to ensure timely execution of works.

Samwel, Stanslaus (2015) *An Assessment Of The Contribution Of Prime Vendor Model On Availability Of Essential Medicines In Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is premised on the contribution of the prime vendor model on availability of essential medicines in Tanzania. The main focus of the study was to assess the contribution of PVM in improving availability of essential medicines and medical supplies through private-public mix system. Specific objectives were centered on the contribution of Prime Vendor model in curbing drug stock outs at the health facilities, finding out the number of orders fulfilled at the health facilities through Prime Vendor model and assessing the effectiveness of prime vendor model in minimizing essential medicine order turnaround time in Tanzania. The study methodology employed both quantitative and qualitative approaches. The sample covered a total of 8 vendors in Dar es Salaam and involved a regression analysis approach, where the dependent variable was drug and medical supply, while the independent variables were; information sharing, delivery time and order fulfilment. The analysis was done using SPSS package, a regression analysis was done to arrive at the findings. The study analysis indicated that, first; the contribution of prime vendor model in curbing drugs and medicines stock-out is fairly small; respondents with (57.1%) indicate that the model was not performing well in reducing stock outs. Second; sourcing commodities through PVM has an average performance in general. Third; Contrary to the previous general supply of drugs and medicines, the model seems to be successful in dealing with minimization of essential medicine order turnaround time. Despite the model's moderate performance the findings indicate that other factors need to be taken on board when judging the performance of a particular model, but as well a holistic view of the problem need to be employed in analysing the problem.

John, Musa (2015) *The impact of Financial Regulations to the Financial Sustainability of Micro- Financial Institutions in Tanzania: a case study of Morogoro municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated on the impact of financial regulations on financial sustainability of microfinance institutions in Tanzania using the case study of Morogoro Municipality. Specifically To identify the extent the MFIs financial regulation on the financial sustainability of MFI's in Tanzania, to assess the influence of MFIs financial regulation on the financial sustainability of MFI's in Tanzania, to assess the challenges facing MFIs sustainability in Tanzania. Data was gathered from 50 respondents with a population of the study consisted of 116

Microfinance Institutions (MFIs) which were selected using stratified random sampling at Morogoro Municipal basing on the available statistics from register of cooperatives in municipal office and census survey done by the researcher. The primary and secondary sources of data was used and data were analysed by using Microsoft exel and SPSS. It was noted that inadequate training in all of the surveyed MFIs in Morogoro was the major factor that negatively impacted the performance of MFIs. This also implies that trainings are crucial for sustainability of MFIs. The study recommends the need for enhancing training in MFIs in Tanzania. Moreover, it recommends for an imperative need for lessening the loan provision conditions and also of lowering the high interest rates charged to MFIs. It is suggested that there is a need of striving to create ideal business environment in rural areas. This is due to the fact that this study noted that almost all MFIs are concentrated in the urban settings where they reap most profits due availability of favorable business conditions.

Kalumeze, Hamisi (2015) *Opportunities and Challenges of Financial Inclusion: The Case of Mobile banking in Kinondoni District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This is an in depth investigation into opportunities and challenges of financial inclusion with Tanzania as the case studied. It assessed the suitability of products provided by mobile banking, the nature of financial literacy and competence among the stakeholders, analyzed the barriers towards the better adoption and the nature of documentation by mobile bankers in the country. Most of the studies done on financial inclusion through mobile money banking have not been specific to Tanzanian environment. Available literature investigated Kenya and elsewhere in Africa and the world. There is therefore glaring gap in the Tanzanian situation that has to be studied. Due to limitation of time and funding, the study concentrated only in Dar es Salaam and particularly Kinondoni district and used the issues found to generalize for the whole country. Money banking through mobile technology shares the same regulations and experiences, such that the findings greatly reflect issues experienced all over the Country. One hundred and seventy respondents were chosen using a systematic probability sampling procedure. The analysis of all numerical data was performed using a program of SPSS. Data was collected using questionnaires and interviews and focus group discussions. The data analyzed generated percentages, cross tabulation and pie charts. It was found that Mobile Banking offers opportunity of financial Inclusion to the unbanked. On the other hand there are challenges which need stakeholders to address so as to bring this technological innovation into real economic development arena. The Government needs to zealously give enough weight to mobile banking development in the Country.

Kanoni, Restituta (2015) *The role and effects of micro finance institutions loan on women micro and small enterprises*": A Case Study of women micro enterprises in Kigoma, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study is to assess the role and effects of microfinance loans on improvement of women micro and small enterprises. Specifically, the study had the aim of finding out the effectiveness of loans from Microfinance Institutions to the improvement of Micro and Small enterprises. The study was carried out in Kigoma Municipality, with the specific focus on women who obtain loans for their (women) Micro and small enterprises from FINCA, SACCOS, PRIDE, NMB, and Microfinance Institution's services at Mwandiga, Nazareth, Mwanga Sokoni wards. Indeed, the study involved 100 respondents including the interviewed Microfinance Institutions' officials and those women entrepreneurs who filled the questionnaires. To achieve the desired results, a questionnaire, interviews guides and field observations were used for data collection. The statistical Package for Social Sciences version 16 (SPSS) and content analysis was used for data analysis. The study findings revealed that majority of BRAC, PRIDE, FINCA and SACCOSS clients (97%) know the importance of saving and investing. 100% of Microfinance officials affirmed that, the popular kind of innovation activities that is performed is more of adoption and modification than that of introducing completely new products and ways of productions. The study recommends that women's micro and small scale entrepreneurs who are keen on enhancing their innovativeness should seek entrepreneurial courses and further education in business so as to master the management of their enterprises.

Mhechela, Jackson (2015) *The Influence of Workplace Stress on Employees' Performance at Mbeya Regional Hospital, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the influence of workplace stress on employee's performance at Mbeya Regional Hospital, Tanzania. The objectives of the study were to assess the employees' performance, to assess the stress levels among employees, and to determine the extent to which employees' performance is related to their stress levels. A cross sectional survey research design was used on a sample of 120 respondents attained through stratified sampling and convenience sampling techniques. Primary data were collected using structured questionnaire. Descriptive statistical and multiple regression analysis were used in analyzing the data with the aid of SPSS version 20. Findings reveal that majority of doctors; nurses and medical attendants experience high level of job performance accompanied with moderate level of work stress. The total work stress scores were statistically significantly

positively related to employees' performance. However, the results also showed that workplace stress subscales were insignificantly positively related to employees' performance. The results suggest that work place stress keeps employees on their toes leading to better performance. It is recommended therefore that for the hospital to maintain the current and future performance levels, its management should moderate stress levels in order to harness the positive side of work place stress, short of which the negatives side of work place stress m

Karinga, Abubakar Omari (2015) *Factors Influencing Consumer Buying Behaviour on Household Products in Tanzania: The Case of Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to examine the factors that influence consumer buying behaviour on household products in Dar es Salaam. The study specifically sought to answer research questions related to the influence of social and cultural, psychological/personal class, demographic and economic factors on consumer buying behaviour on household products. The study employed a Descriptive design. A total of 70 questionnaires were distributed to the respondents. However, only 57 (81.4%) respondents participated in this study. These participants were selected using purposive sampling methods to ensure participants meet the criteria for the study. Data were collected using mainly questionnaires and interviews but also methods of observation and documentary reviews were used to supplement collected data as required. Theories and literatures relating to consumers' buying behaviour were reviewed and summarized and used to develop a conceptual framework, the questionnaire and interviews for studying consumers' buying behaviour on household products on supermarkets. The findings of this study did not show wide variations to studies conducted in other places and literatures. The majority of respondents agreed that social cultural factors, psychological/personal class factors, demographic factors and economic factors influence consumers buying behaviour on household products on supermarkets. The study recommends attention should put on social cultural, psychological/personal, demographic and economic factors while developing, pricing, distributing and communicating products.

Justinian, Josephat Mutabuzi (2015) *Application of Porter's Generic Competitive Business Strategies and their Effect on Firm Performance in Zanzibar Hotel Industry*. Masters dissertation, The Open University of Tanzania.

Abstract

The increase of hotels in Zanzibar has caused high competition in the industry. For this reason the main objective of this study was to analyze the effect of application

of Porter's generic competitive business strategies on firm performance in Zanzibar hotel industry with specific reference to 3 to 5 star hotels in Unguja. The sampling approach adopted in this study was convenience or accidental method and the sample size focused on General Managers of nine (9) hotels and customers in these hotels. The data was collected by the use of questionnaires which was then computed and analyzed by using Pearson Chi-square tests and linear regression model in SPSS to investigate the relationship between Porter's generic competitive business strategies and firm performance. The study established the effect of cost leadership on firm performance, determined how differentiation strategy affect firm performance and evaluated the effects of focus strategies. The study also confirmed that there is no significant relationship between the Porter strategies and firm performance taking customer satisfaction as an indicator. The findings did not strongly attribute the firm performance to the strategies adopted thus suggesting that pursuit of single generic business strategy as suggested by Porter, did not place a firm in a better strategic position and did not result in superior performance.

Zedriga, Colex Darius Rauxen (2015) *The Export Processing Zones (EPZs) in Tanzania: Experiences and Challenges for East African Customs Union*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is intended to explore and assess the challenges of EPZs in Tanzania as a basis for articulating the implications for East African Customs Union that was assented to in 2005. The study aims to do this by finding out the progress made in the process of the development of EPZs in Tanzania, its relevance, challenges and appreciation in Tanzania and in the Regional East African Customs Union. The study used a sample size of 75 respondents comprising of: Legislators (2) Policy Makers (5) the relevant Ministry Officials (5), Officials of EPZA (5), Investors/Managers of EPZ Firms (5), Employees of EPZ Firms (44) and Members of General Public (9). While the Legislators, Ministry officials, Officials of EPZA and Members of the Public were purposefully selected, the Choice of the Firms and employees in the firms were selected using random sampling method. The data which was mainly qualitative in nature was collected using questionnaires, direct interview with some of the respondents and some group discussions particularly for employees of the firms. The data so collected was analyzed by use of SPSS programme. The results envisaged would be demonstrated by: increased posterity in percentage terms; better livelihoods for Tanzanians in both qualitative and quantitative terms; sustained national and regional growth and development in terms of EPZs contribution to economic sector of government; and revolutionary transformation of nationals with technical competence to implement further processing and promotion of exports nationally with minimal external support. For all stated purposes the study is an important contribution for Public Sector

Investment in terms of the emphasis of improved export-led economy as an important developmental measure not only for the Tanzania but the East African Community.

Makongoro, Grace (2014) *Factors Influencing Customer Adoption of Mobile Banking Services in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The continuous expansion of technological innovations especially in the banking sector have stirred competition which has changed the way businesses operate resulting in the introduction of mobile banking in Tanzania. This study was conducted in order to analyze the factors that influence consumer adoption of mobile banking in Tanzania. A questionnaire was developed and then distributed to customers of major mobile banking service providers in Tanzania. Using primary data collection method, from the 150 questionnaires that were distributed 105 questionnaires was successfully returned but only 95 were useable for analysis yielding a 62.7% response rate. After gathering and entering the data in SPSS the results were analyzed using multiple regression analysis. Each variable was measured using 5-point Likert-scale. The results suggested that perceived risk, relative advantage and convenience are the determinant factors in influencing consumers' adoption decisions. It's been recommended that banks in Tanzania invest massively in mobile banking and other information technology innovations in order to further promote efficient service delivery and increase adoption of mobile banking services.

Macha, Rahma I. (2015) *Contribution of Induction Programmes to Employees' Performance in Morogoro Municipal Council, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the contribution of induction programmes to employees' performance in Morogoro Municipal Council. This study focused on identification of strategies that are used by LGAs in influencing the adoption of induction programmes in organization, identification of the mechanisms used by LGAs in conducting the induction programmes and assessment of the quality of services provided by both inducted and non-inducted employees. The study employed cross sectional research design. The total of sample size was 180 respondents. Data were collected by using questionnaires, interview and documentary review. Data were analyzed using Statistical Package for Social Science (SPSS) version 17. This study found out that induction is highly needed by LGAs for better performance of the

council. Respondents from Health Department are more inducted than other Department in Morogoro Municipal Council. The study also found that Morogoro Municipal Council use orientation as the leading mechanism to conduct induction programmes to employees. However, the quality of service provided by inducted employees in Morogoro Municipal Council meet goals and objectives of the organization, than those from staff who were not inducted. Finally, the study found that most of the respondents are aware of the rules and regulations of the council, while few are aware of the mission and vision of the council. The study conclude that staff are inducted as long as they are new to the council and/or new kind of service on offer using mechanisms which council can afford. The study recommend for need to raise awareness of new employees on the organization culture in order to enhance accountability.

Ndesangia, Arnold August (2015) *Analyzing the factors influencing brand loyalty among mobile phone users in Tanzania: a case study of Muhimbili National Hospital*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to analyze the factors influencing brand loyalty among mobile phone users in Tanzania, using Muhimbili National Hospital as a case study. A questionnaire was used to collect primary data from 96 sampled respondents whereby 84 questionnaires were returned, nine (9) questionnaires were removed from the sample due to a large amount of missing data leaving 75 usable questionnaires, a 78% response rate. Both stratified and systematic sampling was used to select the sample. Brand loyalty was the dependent variable while the independent variables included customer satisfaction, trust, advertising and attitudes towards brand. Correlation Analysis was used to determine the level of correlation between the dependent variable and the independent variables. Coefficient of multiple regression was also used to measure the degree of statistical relationship between the dependent variable and the independent variables. Findings indicated sufficient statistical evidence that, there is a significant relationship between the dependent variable (brand loyalty) and the independent variables (customer satisfaction, trust, advertising and attitude towards brand) among mobile phone users in Tanzania. Results again revealed that, attitude towards brand have the highest impact on the dependent variable brand loyalty followed by trust. Also, attitude towards brand and trusts are significant predictors of brand loyalty. It is therefore concluded that, customer satisfaction, trust, advertising and attitude towards brand are important factors that influence brand loyalty among mobile phone users in Tanzania. It is therefore recommended that, these variables (customer satisfaction, trust, advertising and attitude towards brand) be used by mobile phone manufactures and marketers to improve brand loyalty for their products.

Kamwambia, Francis Thirinja (2013) *The Role of Tanzania Insurance Regulatory Authority (TIRA) on Insurance Industry Development in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on role Tanzania insurance regulatory authority and on ten insurance companies in Dares salaam. TIRA had the population of 50 employees and seven were selected as representative sample. From the 27 insurance companies ten of them were selected with work force of five hundred employees, and one hundred were selected as a s representative sample. The study sought to find out the role of TIRA on insurance industry development and asses whether it carried out its mandate per the requirement of the law. Descriptive research survey was used. The Research design employed was purposive random sampling to select members of TIRA and the insurance companies. The sample involved 107 members of both TIRA and the insurance companies. A large data for statistical analysis was collected using structured questionnaire. Descriptive Statistics, Frequency Tables, and percentages were used to determine the relationship between the TIRA effective role and its impacts on insurance development. The findings revealed that the role of TIRA on insurance developments mainly involved regulatory role, supervisory role, monitoring role and other roles played by TIRA to ensure a stable industry thrives. The study revealed also that some of the insurance companies did not meet the thresh hold minimum imposed by TIRA on some occasions. The study revealed also that TIRA needed to employ more qualified staff to enable it effective carry out its role and enforce the rules more strictly and increase it financial resource to enable it deliver. The study further revealed there was great potential for the insurance growth, and development and more of TIRA effective was required to promote it.

Mwakihaba, Raymond David (2014) *Investigation of Customers Perception of Service Quality in Financial Institution: a Case of CRDB Bank Customers in Dar es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was on investigation of the perception of customer towards service quality in financial institution. More specifically the study intended to investigate the factors which facilitate good perception to the customer, to assess if CRDB employees provide quality service effectively and accurately, to find out whether customers have good perception with CRDB empathy and to analyze if tangibility facilitates CRDB employees to provide quality service to its customer. Methodological was used in order to supplement information on the investigation of customer perception. Data were analyzed by using qualitatively method across the study of customer perception .The sampling of the study included CRDB staff and

customers and data collections were designed by using questionnaire which distributed to CRDB staff and their customers. The major finding from this study is that Customers spend for long time in the queue inside the bank even there is different effort implemented by the management. Also the study reveal that more branches must be opened especially the ruler areas where there are different groups like farmer who need financial assistance. Lastly it was found that to build infrastructure which can give priority to a special group in our society like dis able people are very important. The study recommend that research must be conducted in order to identify needs and wants of the customer.

Mohammed , Salum Mansour (2013) *An analysis and Comparative Study of Financial Statements”, a case of Breeze Beach Hotel and Veraclub(Z) Ltd.* Masters dissertation, The Open University of Tanzania.

Abstract

Financial statements are admittedly a storehouse of valuable information of the past performance and present position of business entities. They give an accurate picture of a company's condition and operating results in a condensed form. Accounting professional has been a major force over the years in shaping up financial statements. These financial statements prepared by accountants are normally prepared for general purpose. Any economic decision based on general purpose financial statements prepared by entities will not give appropriate results unless the financial statements should be analysed. Analysis, comparability and interpretation of financial statements are necessary so that the difficulties behind these technical documents may be well understood and the real picture brought to light for the benefit of all concerned. Financial statements analyses help in determining the liquidity position, long term solvency, efficiency of using assets productively and profitability of a firm. Ratio analysis shows whether the company is improving or deteriorating in past years. Analysis of statements helps to determine the significance of the financial data. The object of this study is to examine financial statements of the two hotels, Breeze Beach Club which is Non package hotel type and Veraclub Zanzibar which is Package hotel type. In this way it is possible to comment and comparing their financial performance and conditions by using financial ratios. Specifically, this study focuses on financial ratios to analyse profitability, liquidity, solvency, and efficiency of using assets productively among the type of hotels. The financial statements of the two hotels for year 2008 to 2010 were the core source of data. Based on these financial statements, the financial ratios were computed, interpreted, compared and thereafter results drawn. The results reveal that liquidity, efficiency and solvency ratios are favourable in Package hotel (Veraclub Zanzibar) compared with Non-package hotel (Breeze Beach Club). In terms of profitability both hotels are not well performed during the period of

analysis. The paper concludes by identify limitation on such analysis and provide suggestions for further analysis.

Assey, Doreen Donasian (2014) *Effectiveness of Budgeting Process in Achieving Organization Goals: The case of TEMESA (HQ)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focuses on determining the effectiveness of budgeting process in achieving organizational goals. This study was conducted in Tanzania Electrical Mechanical and Electronics Services Agency (TEMESA) Head Quarter Dar es salaam. In this research, both probabilistic and non-probabilistic sampling techniques were used. In probability sampling, simple random sampling method was used because the strata (department) were in homogenous characteristics where it became possible to select unit randomly without bias. Qualitative and quantitative data were analyzed by using the statistical package for the social Science/ personal computer (SPSS/ version 12). The results revealed that budget enables mobilization of TEMESA resources and maximizes proper utilization of resources in the adequate and correct ways and that TEMESA is facing the problem of being not having computerized budgeting software. According to the findings it is recommended that the organization should be carefully in setting the goals for the financial year by making sure that those goals must be achievable in order to avoid wastage of resources. Also an effective management system should deal with all relevant aspects while an efficient management system does this with little use of resources by being integrated and focused on identified aspects including both risks and opportunities. A flexible management system should easily adapt to new requirements without losing effectiveness or efficient.

Keliye, Happiness Paul (2016) *Assessment of the Effective Human Resources Planning in International Non-Governmental Organisations: A Case Study of BBC Media Action Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the effectiveness of human resources planning in International Non-governmental organisations particularly BBC Media Action which is located in Dar es Salaam city. Two problems were highlighted where BBC was faced with employee turnover and difficulty in getting required technical skills where in 2013/2015 14 employees out of 43 resigned which is 36%. The study had reviewed several literatures were two theories were referred. The empirical study was also done to cross check how much has been studied in the World, Africa and Tanzania in particular concerning the subject matter. The study adopted a cross-sectional

research design where the purposive sampling was used to select 84 staff for interviews. The data were analysed by using SPSS computer software through the descriptive analysis which involved computation of frequencies and percentages and the results are presented in form of tables, graphs and charts. The findings from the study reveal that despite the HR planning policy is documented in the HR manual, there still some challenges in implementing of policy especially when it comes to recruitment of technical personnel. Also lack of policy on motivational is one of the factors with which hinders the HRP reliability. The study also finds that senior managers and supervisors at BBC Media Action had adequate capacity to manage workforce. Furthermore, the study established that funding adequacy is not a constraint at BBC Media Action Tanzania. This study proposes that BBC Media Action employees must adhere to its Human Resources Manual which has Human Resources Policy and the management must strictly ensure that policies and procedures are developed and implemented in a professional manner.

Kilewela, Andrew Godfrey (2016) *Assessment of the Impact of Corporate Social Responsibility on Financial Performance of the Banking Institutions: Case study of the National Microfinance Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed the impact of corporate social responsibility on the financial performance of banking institution conducted at NMB: perception of the management, employees and customers having the notion that the corporate social responsibility initiative has been one of the factors which contribute the poor financial performance of the bank. In examining the study was guided by four specific objectives aimed at evaluating perception of the customers and employees on CSR, examining the behavioral factors influenced by the CSR to employees and to assess the relationship between CSR and financial performance of the NMB bank. The study employed not only a case study design but also quantitative and qualitative approach. Additionally because the study based on the perception the use of 100 respondents was seen to be justifiable, likewise the study finds the diversity of result from the perception of the customers and employees toward CSR and FP of the bank however the study discover that there was a positive strong relationship between CSR and net profit of the bank with the level of significance of ($p < 0.01$) and the increase number of the customers with the level of significance of ($p < 0.007$) size of equity with ($p < 0.01$) and lastly the correlation of CSR was found on company's assets with ($p < 0.007$) using the company data from 2008-2013. For such result we may conclude that the poor financial performance of the bank has not only been contributed by the bank investment on CSR initiatives such as serving community, customers or employees because the bank use only 1% of its net profit

on such projects but also other factors, if it is the bank intention to effective use the CSR as the means of financial source much has to be done as recommended.

Pesambili, Kalenga R (2016) The Relationship between Employee Retention Strategies and Employee Turnover, A Case Study of Coca Cola Company Kwanza Ltd, Dar Es Salaam. Masters dissertation, The Open University of Tanzania.

Abstract

Relationship between employee retention and turnover in private sectors is important process for attaining organization objectives. Any organization prefer skilled person for organizational performance and productivity. An organization get into cost once it loose skilled person due to staffing process. The study objectives are to examine on relationship between employee retention and employees turnover in private sectors. The relationship of employee retention and turnover supposed to be standard. The number of retention should be higher than a turnover in short period of time as it likely vise verse, most of private sectors are the profit oriented they basically focus on cheap and productive labor rather than professionals. The methodologies used to address the problem are questioners, interviews, and focus group discussion to get a primary data from the respondent towards the problem; In addition, the study reviewed important literature review for the secondary data. The study suggested area for the further study that will be investigating by other researchers and academicians for better solution of labour problem.

Kyellu, Kissa (2016) An Assessment of Workplace Bullying Practice and its Effect to Teachers Performance in Tanzania. A Case Study of Selected Secondary School at Temeke Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

Workplace bullying has become a problem that is too costly to ignore. Many studies indicate that workplace bullying leads to pain, mental distress, physical illness, emotional harm, and career damage. The focus of this study on workplace bullying provides an opportunity to understand workplace bullying practice and its effect to Teacher's performance in Tanzania. A case study of selected secondary School at Temeke Municipality. The study sample comprised of 80 respondents. Closed questionnaire data which were collected through questionnaire were analyzed by SPSS using descriptive analysis. Data which were collected through interview method were analysed by content analysis. The respondents were sampled using simple random and purposive sampling technique. The findings indicate that bullying practice is very common in education system. The findings indicate that teachers are bullied in the form of delaying their payment, promotion, delay of release to study and inappropriate special duty among teachers. The study

recommends to reviewing the Human Resources structure and leadership especially at regional and district level. There should be regular training, workshops and seminars to train education officials on the effect of workplace bullying to the development of education. The framework for an external expert panel to investigate serious allegations of bullying and harassment among teachers should be developed. Teachers should be awarded according to their acknowledge and contribution in education development. Teachers should be promoted and paid their arrears on time.

Kiwelu, Paress J. (2016) The Role of SACCOS in Financial Intermediation, a survey study in Kinondoni Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to explore on the role of SACCOS in financial intermediation. The study employed a survey study design within a framework of mixed methodology whereby purposive and random sampling procedures were used to select a sample of 60 respondents which involved SACCOS members and SACCOS members of management team in three different SACCOS of Kinondoni Municipality. Data were collected through the use of questionnaire and documentary reviews. Quantitative data were analyzed statistically by the use of computer software (MS Excel) giving frequencies and percentages. The findings of the study concur with findings obtained from the studies by different researchers that revealed the role played by SACCOS in financial intermediation through mobilizing funds from the members with excess cash and channel the excess funds to the borrowers. The findings of the study also highlighted the challenges that are faced by SACCOS in their role in financial intermediation including their perceived significance by public. Based on the research findings, the study recommends that the government and SACCOS should address the challenges crippling the optimal performance of SACCOS. Other recommendations from the study include SACCOS should play a pivotal role in identification of viable investment opportunities for their members and introduction of additional strategies aiming at attracting savings from their members.

Kishia, Luckford Wingiasa (2016) Effect of Confidentiality Magnitude on Access of VCT Services: A Case of Lugalo VCT Center. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine and determine effect of confidentiality magnitude on access to VCT services at Lugalo VCT Center. Three objectives guided the study. to determine trend of attendance of the clients to HIV Voluntary

Counseling service for the past six months, to explore on the intrinsic factors that influence acceptability of VCT services, to determine how confidentiality affects uptakes of VCT services. The study used both qualitative and quantitative approaches to a population of Peoples who use Lugalo hospital from various area with s sample size of 107. Questionnaires and Interviews, have been used as data collection tools, data analysis was done through a special programme known as SPSS. Findings revealed that the effectiveness of confidentiality magnitude on access to VCT services at Lugalo Hospital encourages clients to revisit the site since there was no any information that Lugalo service provider can display to the one who are not concern, Most the community members surrounding Lugalo hospital are aware on the importance and relevance of the VCT services among themselves. It is recommended that there is need to increase the coverage of HIV/AIDS information giving, there is a need to have special programs, In areas with access to newspapers, TV, radio the health information can be channeled through such means of communication. VCT services can be improved in various ways, by making the VCT services friendlier services to all age group Therefore, the training of the available counsel the skills of how they can deal with people is important if we want them to work with effectively. Responsible people in HIV intervention to people need to think of consulting policy makers on an established legalize for HIV test.

Kiparamoto , Issa Ally (2016) The Effects of Unemployment on the Contributions Collection Performance of NSSF, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the effects of unemployment on the contributions collection performance of NSSF, Tanzania. Specifically to determine the relationship between members loss of job and the contributions collection performance of NSSF, to analyze if members low wages affect the contributions collection performance of NSSF, to evaluate whether employers' low compliance has effect on the contributions collection performance of NSSF, to identify the extent closure of businesses affects the contributions collection performance of NSSF. The study used both qualitative and quantitative approaches to a population of NSSF with sample size of 104 respondents. Questionnaires and Interviews, have been used as data collection tools, data analysis was done through a special programme known as SPSS. Findings revealed that the major aim of social security funds is to help members to live a better life while he/she is working and after retirement. Social Security Funds can be threatened by members' loss of jobs as these social funds depend much on members' contribution to fulfill their operations, when members lose their jobs automatically the contribution collection performance of NSSF must drop. Closure of businesses in the country leads NSSF members to

lose jobs. It is recommended that the board and other stakeholders should ensure better management of the pension funds so that adequate returns are obtained on the monies received and invested by the fund. The company/firms must ensure that qualified professionals are recruited to manage the fund at all times. The authorities should be responsible to ensure that any internal changes required including administrative, staffing are carried out at the earliest.

Anyango, Celestine Awino (2015) *The effect of leadership styles on employees' performance at Bank of Africa, Kenya*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the effect of leadership styles on employees' performance at Bank of Africa, Kenya. The main objective of this study was to investigate the effect of different leadership styles (transformational, transactional, autocratic, and laissez-faire leadership styles) on employees' performance of employees. A cross section descriptive survey research strategy was adopted in which 80 usable structured questionnaires were collected from 300 questionnaires distributed. The leadership styles were measured through the Multi factor Leadership Questionnaire developed by Avolio and Bass (1995), modified to fit the context of the study. Employee performance was measured by the scale of Yousef (2000). Descriptive and inferential statistical techniques were used for data analysis. In inferential statistics, Pearson's correlation and regression analysis were used to assess both relationships and effects as per the hypotheses of the study. The findings show that transformational leadership style is the most exhibited style at the bank followed by the transactional leadership style and laissez-faire. Employee performance is above average. Overall, scores in transformational leadership style were found to be strongly correlated with both measures of employee performance and overall performance except for the intellectual simulation dimension, which had insignificant positive correlation with quality of performance. Transactional leadership style was found to be positively correlated with both measures of employee performance as well as overall performance. However, contingent rewards had a negative but insignificant correlation with performance while management by exception had insignificant positive correlations. Authoritative leadership style had insignificant relationship while laissez faire style had insignificant positive correlation. The results suggest that supervisors in organizations need to use a lot of transformational leadership behaviors or rather embrace transformational leadership style, but not laissez-faire leadership. From the results, transformational leadership could have greater effects on employee productivity and quality of performance. It is recommended therefore that Transformational and transactional leaderships are the most effective leadership styles. Key words: leadership style, transformational

leadership, transactional leadership, authoritative leadership, laissez fare leadership, employee performance, job performance, banking, Kenya.

Millinga , Vumi Robert (2015) *An Assessment of Factors Hindering the Growth and Development of Dar Es Salaam Stock Exchange Market*. Masters dissertation, The Open University Of Tanzania.

Abstract

This study reflects on assessment of the micro economic factor hindering the growth of Dar es Salaam Stock Exchange market. The main target of this study was to determine the factors hindering the growth of Dar es Salaam Stock Exchange market. Four examined variables such as money supply exchange rate, inflation rate and interest rate were considered. The study employed quantitatively approach where four variables were tested by hypothesis. Moreover only secondary data were used to analyze the variables whereby the multiple regression model is used to relate the micro economic variables and stock exchange growth at Dar es salaam stock market. The findings in this study revealed that, four investigated variables in this study, one which is interest rate was found to have the negative relationship with Dar es Salaam Stock Exchange index. The inflation rate, exchange rate and money supply were statistically insignificant explaining the variability of Dar es Salaam Stock Exchange market. I recommend that, the government should manage well the micro economic policies in order to give confidence to our investors and attract new investors. Researchers can use the study findings and explore on more variables that were not used in this paper, such research can even use different modeling techniques to investigate the variables in the study.

Nkyami, Reverent T. (2016) *The Influence of Service Quality on Customer Satisfaction in Intercity Public Transportation: A Case of a Alsaedy High Class Bus Service*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the study was to determine the influence of service quality on customer satisfaction in Alsaedy High class bus services which operates between Dar es salaam and Morogoro. The service quality gap was established using SERVQUAL model by comparing expectations with actual perception of services. Correlation analysis was used to establish the relationship between service quality and customer satisfaction while Regression analysis was used to determine the most important service quality dimensions in public transport service. A sample size of 196 regular passengers was used in the study. The findings revealed a high figure of service quality gap in “Reliability” followed by “Empathy” and “Tangible” while

low figure of service quality gap was revealed in “Responsiveness” and “Assurance”. Correlation analysis revealed that customer satisfaction is positively related to all quality dimension (Tangible, Responsiveness, Reliability, Empathy and Assurance); and the results are significant. Regression analysis indicated that “Responsiveness” and “Assurance” proved to have significant effect on Customer Satisfaction while Reliability, Tangibility and Empathy did not have significant effect on Customer Satisfaction. Key words – SERVQUAL, Service quality and customer satisfaction.

Badatu, Charles R. (2015) *The Impact of Entrepreneurship Skills Provision to Women in Micro and Small Enterprises Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

The research is about to find out the impact of entrepreneurship skills provision to women in micro and small enterprises performance done in Ilemela and Nyamagana districts. The aim was to find out the importance of training to women in micro businesses performance. Rationally, the study advocacy the importance of entrepreneurship trainings to women especially those trainings which offered by experienced entrepreneurs who are real model to trainees and also are affordable. This study is guided by the main objective which aims to examine the impact of entrepreneurship skill provision to women on SMEs and also guided by the specific objectives. The first specific objective is to examine the contribution of entrepreneurship trainings to women in SMEs, the second specific objective is to identify the methods used in providing entrepreneurship skills to women on SMEs and the third one is to identify the barriers that women are facing on implementing the skills acquired. The study employs both qualitative and quantitative methods. The findings regarding the three specific objectives on the type trainings showed that 77.8% of respondents trained on food processing, 3.2% poultry and 19% acquired skills related to batiki making and cloth dyeing. The study finds out that trainings have contributions about 90.5% of respondents said the skills obtained helped them to start their own businesses

Gervas, Gasto Lyengi (2016) *Factors Influencing Employees Turnover in the Private Schools: A Case of St.Mary's International Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

Development of the country is linked to the state of its citizen being employed and hence involved in the production which contributes much to the economy. However, many employment opportunities are largely created in the informal sector whose rate

of growth may be higher than that of the formal sector. In recent years, the private sector in general has faced the challenge of employees' turnover while administering good payment system, benefits, good working environment, institutes motivation and attraction. This study aims at identifying the factors influencing employees' turnover in the private schools, with St. Mary's International schools as a case study. The specific objectives of the study aimed at determining the factors influencing employees' turnover at St. Mary's International schools, to determine the rate of turnover and lastly to assess the strategies employed to reduce or cut down the staff turnover. The data collection employed in this study includes the use of questionnaires, interviews, document review from the firm (secondary data) have been used to get the relevant information about the study. The findings revealed that salary, job dissatisfaction, lack of motivation, poor working environment and other related factors are the most influencing factor leading to employees' turnover in private schools. The rate of turnover in 2010 was 7% and has been increasing since then until a rate of 44% for the year 2014. This means the rate grows by 3 to 10% every year which is the serious problem towards the growth of schools. Serious strategies should be adopted in order to reduce the incidence of labor turnover such as restructuring salary scales, motivating high performing employees, as well as ensure all staffs are well paid.

Gervasdo, Gasto Lyengi (2016) *Factors Influencing Employees Turnover in the Private Schools: A Case of St. Mary's International Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

Development of the country is linked to the state of its citizen being employed and hence involved in the production which contributes much to the economy. However, many employment opportunities are largely created in the informal sector whose rate of growth may be higher than that of the formal sector. In recent years, the private sector in general has faced the challenge of employees' turnover while administering good payment system, benefits, good working environment, institutes motivation and attraction. This study aims at identifying the factors influencing employees' turnover in the private schools, with St. Mary's International schools as a case study. The specific objectives of the study aimed at determining the factors influencing employees' turnover at St. Mary's International schools, to determine the rate of turnover and lastly to assess the strategies employed to reduce or cut down the staff turnover. The data collection employed in this study includes the use of questionnaires, interviews, document review from the firm (secondary data) have been used to get the relevant information about the study. The findings revealed that salary, job dissatisfaction, lack of motivation, poor working environment and other related factors are the most influencing factor leading to employees' turnover in private schools. The rate of turnover in 2010 was 7% and has been increasing since

then until a rate of 44% for the year 2014. This means the rate grows by 3 to 10% every year which is the serious problem towards the growth of schools. Serious strategies should be adopted in order to reduce the incidence of labor turnover such as restructuring salary scales, motivating high performing employees, as well as ensure all staffs are well paid.

Gideon, Christian (2013) *Contribution of Training and Compensation in Financial Institutions in Tanzania: A Case of NMB PLC*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the contribution of training and compensation in financial institutions in Tanzania. The general purpose of the study was to assess the contribution of training and compensation management in improving employee performance in financial institutions like NMB PLC. Specifically the study aimed to analyze the contribution of training and compensation to employee performance particularly in NMB PLC, to find out the effect of which training and compensation management can be used as a tool for improving organizational performance to both employees' and employers' and to determine the relationships between training and organization performance in financial institutions like NMB in Tanzania as a case study. The pursuance of the objective of the study, descriptive survey design was adopted. Pearson's Product Moment Correlation was used to test the significance of the coefficient of correlation at 5% level of significant. It was found that training and compensation for employees in financial institutions has a significant effect on their performance and that financial compensation received are commensurate with employees' efforts. The study more found that training and compensation have significant effect in organization performance to both employee and employers. However it found that there is significant relationship between on job-training and organization performance. Based on these findings, it is recommended that for any financial institution such as NMB PLC to improve the performance of employees', they should offer training and other forms of compensation that will specifically designed to link it with performance.

Mlagara, Rosemary Richard (2016) *Impact of Public Transport System on the Academic Performance of Primary School Students in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the impact of public transport system on the academic performance of Primary School Student in Dar es Salaam. Specifically, the study was aimed at assessing the current system of public transport used by students in the

city of Dar es Salaam, to examine the impact of public transport irregular schedule on the academic performance of primary school students, and to examine coping strategies that are used by primary school students to deal with challenging public transport system in the city of Dar es Salaam. The study was carried out in Temeke district involving three primary schools where 45 students and 9 teachers participated in the study. Data from students were collected through self-administered questionnaires. From teachers, data were collected through interviews guided by interview questions that were administered by the researcher. Findings revealed that the current system of public transport is mainly managed by the private sector. It is partly regulated by the government especially on the routes they serve. It is also used by most students to travel to school within the city. But the private buses have no fixed known time schedule in providing transport services in the city. It was learned from the study that students who use public transport arrive to school late when the first classes have started. They also fail to get enough time to do homework or revise at home because of limited time. Their time for homework and private studies is spent on the way struggling to board the public buses. The study recommends that the government should make a close follow up to regulate the services provided by private bus owners especially on handling students who use these buses.

Millinga., Chinyaga Octavian (2016) Analysis of Solid West Management Process: The Case study of Temeke Municipal in Dar es Salaam. Masters dissertation, The Open University of Tanzania.

Abstract

This research was analyzing of Solid Waste Management Process in Temeke Municipal Council in Dar es salaam. A sample of 42 respondents was selected for the study. The study used accidental technique to collect the data from Community members from the streets. The study gathered data from primary and secondary sources where by primary data obtained from Community members from streets of Temeke Distric. The study used quantitative method to analyze the data collected, to carry out the research findings from the questioners were analyzed, tabulated, and then interpreted. The existing municipal solid waste management system in Dar es Salaam particularly in Temeke municipality, are not have good plan for collection and disposal of the solid waste product. There were no proper procedures for locations and vehicle routes. This leads to high consumption of municipal revenues. Data presented by the city council shows that about 30 to 54 percent of the solid waste were collected. It means there were a lot of wastes not collected. In order to improve solid waste management researcher recommends to engage more private contractors in order to manage collection and disposal of solid waste generated daily in Temeke , encouraging informal sector participation and the development of technological innovations for solid waste management. And awareness on solid

waste collection and disposal should be supplemented by penalties to those who violate bylaws set by Municipal council.

Assey, Doreen Donasian (2014) *Effectiveness of Budgeting Process in Achieving Organization Goals: The case of TEMESA (HQ)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focuses on determining the effectiveness of budgeting process in achieving organizational goals. This study was conducted in Tanzania Electrical Mechanical and Electronics Services Agency (TEMESA) Head Quarter Dar es salaam. In this research, both probabilistic and non-probabilistic sampling techniques were used. In probability sampling, simple random sampling method was used because the strata (department) were in homogenous characteristics where it became possible to select unit randomly without bias. Qualitative and quantitative data were analyzed by using the statistical package for the social Science/ personal computer (SPSS/ version 12). The results revealed that budget enables mobilization of TEMESA resources and maximizes proper utilization of resources in the adequate and correct ways and that TEMESA is facing the problem of being not having computerized budgeting software. According to the findings it is recommended that the organization should be carefully in setting the goals for the financial year by making sure that those goals must be achievable in order to avoid wastage of resources. Also an effective management system should deal with all relevant aspects while an efficient management system does this with little use of resources by being integrated and focused on identified aspects including both risks and opportunities. A flexible management system should easily adapt to new requirements without losing effectiveness or efficient.

Lekusye, Kassim Mzee (2016) *The Determination of Health and Safety Performance and Compliance in Construction Industry*. Masters dissertation, The Open University of Tanzania.

Abstract

Of recently, Tanzania has been experience sizeable growth of construction sector heightened by great demand in residential houses, office spaces, among others. This increased employment and equipment use and technological changes, on construction sites. Workers, at sites are very prone to accidents, injuries, and ill health. The objective of this study was to determine compliance and performance of health and safety in the construction industry, focusing the contractors' workplace sites. Researcher studied the stakeholders' role in relation with contractors'

compliance and performance for Health and Safety. Contractors are required by Law to ensure workplaces are safe and free of ill health. The study has used qualitative and quantitative methods with the use of a descriptive research design. Research looked purposive sample space of building contractors conveniently based in Dar es Salaam. Data were collected by use of Questionnaire and interviews including field observations of health and safety activities. The research finding has revealed that stakeholders regulatory role to health and safety management system is greatly poor, contractors' performance and compliance to H&S were also found poor, and underlying causes being implementation costs being high, organizational system, and individual system, institutional system, and working environment system, among others. It was seen that responsibility of health and safety are totally left in the hands of contractor alone, with total less concern of client and other key stakeholders. On the other hand clients and consultants are poorly aware of their implied role, with a perception of H&S as costly item. Author recommended that stakeholders should be responsible in all levels of project execution phases, client to be legally involved, H&S personnel courses to be extend to other colleges including universities.

Ndunguru , Bonus (2015) *Examining the challenges of applying Non Financial Motivation in Police Force Organization: A Case Study with reference to Kigoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study attempted to examine challenges of applying non financial motivation in the police force organizations in Tanzania. Specifically it focused on identifying available non financial motivation, assessment of the socioeconomic cost of non financial motivation and suggesting alternative strategies in applying the non financial motivation. The study employed qualitative approach and case study design in which data were generated by using in–depth interviews, focus group discussions, documentary analysis and field observation.. The study used an analytical framework to explain the relationship between non financial motivation and the challenges of applying it. The findings from the study revealed that despite the fact that Tanzania Police Force (TPF) has indicated different types of non financial motivation, but has challenges to apply them effectively to employees. Besides, there is no transparency, especially with regard to promotion and recognition. Based on these findings, the study concludes that TPF has not shown any effort of doing away challenges and establishing best principles of applying non financial motivation to its employees. The study recommends that proper application of non financial motivation can be achieved by participating the entire workforce on recognition through meeting and seminars to avoid complaints. Also the challenges of the application of non financial motivation can only be reduced by avoiding favouratism during the time of choosing an employee to be motivated.

Clodwick, Noe Duwe (2015) *An assessment of the Influence of Health Workers' Strikes on the Government Provisions of Health Services" in Songea Municipality.* Masters dissertation, The Open University of Tanzania.

Abstract

The study intended to assess the influence of health workers strikes on the Government provision of health services with a vision of changing the attitude of striking. Specific objectives of the study were mainly three, to identify health workers' demands that influences/affects the government's provision of health services to the public, to examine the impacts of the government's response to health workers demands on health provision to the public, and to assess the effects of the mechanisms by the government to end the strikes on health services provision to the public. The study was conducted in Songea Municipality using a case study design. This involved both qualitative and quantitative approaches. The study involved 135 participants. The study found that conflict existed in the Municipality because of factors like inadequacy of funds, lack of transparency, and lack of accountability and low level of education among the workers. The available mechanisms for conflict resolution were not effectively used in managing conflict. In this research recommendations included: further effective measures must be taken to address the existing and future problems; there is a need to review regularly the present Municipality policies so as to align them with current global changes concerning conflicts.

Maotela, Raymond Ramadhani (2015) *Effectiveness of Loan Appraisal Techniques in Microfinance Performance, A case study of Finca Tanzania at Dodoma Branch.* Masters dissertation, The Open University of Tanzania.

Abstract

The study generally aimed at investigating the role of Loan Appraisal Techniques on profitability of Microfinance institution, at Finca –Tanzania Dodoma branch. Specifically the study assessed the Effectiveness of Loan Appraisal Techniques in performance of Microfinance institutions, through examine the available and required Loan Appraisal Techniques used by giant microfinance institutions and the user of these techniques in appraising loan customer, also In-depth analysis the study went further to assess the knowledge of customer on loan appraisal techniques. Survey was conducted with sample of 55 respondents. Structured questionnaires, interviews and observation, person communication were tools used to collect primary data. Library, internet, emails, websites, journals, published documents and key information were tools used to collect secondary data. Tools of data analysis included relevant computer application using descriptive statistics, while findings

was presented using tables, graphs and percentages were used. The finding definitely reveals that Microfinance institutions need to undergo several steps that would necessarily improve the profitability of loans products by employing effective loan appraisal techniques that will assist in acquiring more information of their credit customer for loan granting processes. Despite the facts that most Loan Appraising Techniques act as milestones in lending, if this is not taken as serious practice may endanger the health & future prospects of these microfinance institutions. A part from LA techniques used by microfinance institutions more effective techniques needed to be employed in the processes to secure MFIs profits. Also the study suggested other studies should cover the same concepts in banking sectors.

Mwamafupa, Lucas Gidion (2016) *An Assessment of the Impact of Working Capital Management on Cash Holdings: Case Study of Listed Companies in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the impact of working capital management on cash holdings. Theoretical perspective, empirical studies and conceptual framework were considered. In data and collection, interviews for collection of primary data and the use of companies' financial statements and annual reports for the collection of the 2011 to 2013 data. The study was empirically analyzed and statistics were tested by using t-test, ANOVA and F-test. The study revealed that there is positive relationship between firms' growth opportunity and firms' cash holding. It also revealed that working capital expenditure to a degree is responsible for reducing cash balances in companies in Tanzania. From the findings obtained, the researcher recommends that management of firms should take into account the role of working capital expenditure, length of the cash conversion cycle, firms' growth opportunities and other factors when planning and controlling for liquidity in the firms.

Mwambene, Shani (2016) *Factors Influencing Diploma Holders to Join University Education Program than Technical Institutions in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The Growing worldwide interest in higher education has caused universities and technical institutions to improve their capacity to meet the need of globalization. The purpose of this research was to examine factors influencing diploma holders to join university education program than technical institutions in Tanzania. The study was guided by the following objectives, to assess the perception of diploma graduate base on the education provided by university and technical institutions, to determine factors influencing diploma graduate to join university education than technical

institutions program and to compare weakness and strengths of both technical institutes and universities as considered important by diploma holders in selecting higher education institution. The research involved 104 which include Diploma Students and University student with diploma entry qualification SAUT, ESAMI, MZUMBE, OPEN University of Tanzania, CBE and TIA found in Mwanza city. The methods of data collection were; questionnaires and in-depth interview. Moreover, data were analyzed by using Statistical Package for Social Sciences (SPSS). The findings revealed that perception of diploma graduates on the education provided by University than Technical education includes career prospects of University Degree programs, University program improve their own status, University program increase cognitive capacity and have capacity to cope in a dynamic working environment. Factors that were found to influence diploma graduates to join University for Degree program were; reputation of the university, academic program at the University, and employment opportunities.

Kiwelu, Paress J. (2016) *The Role of SACCOS in Financial Intermediation, a survey study in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to explore on the role of SACCOS in financial intermediation. The study employed a survey study design within a framework of mixed methodology whereby purposive and random sampling procedures were used to select a sample of 60 respondents which involved SACCOS members and SACCOS members of management team in three different SACCOS of Kinondoni Municipality. Data were collected through the use of questionnaire and documentary reviews. Quantitative data were analyzed statistically by the use of computer software (MS Excel) giving frequencies and percentages. The findings of the study concur with findings obtained from the studies by different researchers that revealed the role played by SACCOS in financial intermediation through mobilizing funds from the members with excess cash and channel the excess funds to the borrowers. The findings of the study also highlighted the challenges that are faced by SACCOS in their role in financial intermediation including their perceived significance by public. Based on the research findings, the study recommends that the government and SACCOS should address the challenges crippling the optimal performance of SACCOS. Other recommendations from the study include SACCOS should play a pivotal role in identification of viable investment opportunities for their members and introduction of additional strategies aiming at attracting savings from their members.

Kyellu, Kissa (2016) *An Assessment of Workplace Bullying Practice and its Effect to Teachers Performance in Tanzania. A Case Study of Selected Secondary School at Temeke Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Workplace bullying has become a problem that is too costly to ignore. Many studies indicate that workplace bullying leads to pain, mental distress, physical illness, emotional harm, and career damage. The focus of this study on workplace bullying provides an opportunity to understand workplace bullying practice and its effect to Teacher's performance in Tanzania. A case study of selected secondary School at Temeke Municipality. The study sample comprised of 80 respondents. Closed questionnaire data which were collected through questionnaire were analyzed by SPSS using descriptive analysis. Data which were collected through interview method were analysed by content analysis. The respondents were sampled using simple random and purposive sampling technique. The findings indicate that bullying practice is very common in education system. The findings indicate that teachers are bullied in the form of delaying their payment, promotion, delay of release to study and inappropriate special duty among teachers. The study recommends to reviewing the Human Resources structure and leadership especially at regional and district level. There should be regular training, workshops and seminars to train education officials on the effect of workplace bullying to the development of education. The framework for an external expert panel to investigate serious allegations of bullying and harassment among teachers should be developed. Teachers should be awarded according to their acknowledge and contribution in education development. Teachers should be promoted and paid their arrears on time.

Keliye, Happiness Paul (2016) *Assessment of the Effective Human Resources Planning in International Non-Governmental Organisations: A Case Study of BBC Media Action Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the effectiveness of human resources planning in International Non-governmental organisations particularly BBC Media Action which is located in Dar es Salaam city. Two problems were highlighted where BBC was faced with employee turnover and difficulty in getting required technical skills where in 2013/2015 14 employees out of 43 resigned which is 36%. The study had reviewed several literatures where two theories were referred. The empirical study was also done to cross check how much has been studied in the World, Africa and Tanzania in particular concerning the subject matter. The study adopted a cross-sectional research design where the purposive sampling was used to select 84 staff for interviews. The data were analysed by using SPSS computer software through the

descriptive analysis which involved computation of frequencies and percentages and the results are presented in form of tables, graphs and charts. The findings from the study reveal that despite the HR planning policy is documented in the HR manual, there still some challenges in implementing of policy especially when it comes to recruitment of technical personnel. Also lack of policy on motivational is one of the factors with which hinders the HRP reliability. The study also finds that senior managers and supervisors at BBC Media Action had adequate capacity to manage workforce. Furthermore, the study established that funding adequacy is not a constraint at BBC Media Action Tanzania. This study proposes that BBC Media Action employees must adhere to its Human Resources Manual which has Human Resources Policy and the management must strictly ensure that policies and procedures are developed and implemented in a professional manner.

Malembo, Amir (2015) *The Role of Advertisement Media in the Consumer Buying Behaviour: The Case of Fast Jet Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the role of advertisement media on consumer buying behavior in the airline industry in Tanzania. More specifically, the study intended to identify the relationship between print media, radio advertisement, television advertisement and online advertisement and the consumer buying behavior. The study was conducted in Dar es Salaam at fast jet headquarters and Julius K Nyerere Airport. The sample of this study was 150 respondents from Fast jet staffs and customers. The study used a descriptive design. Primary data were collected through questionnaires while secondary data were collected through reviewing various documents. Data collected were analyzed both quantitatively and qualitatively. SPSS (Statistical Package for Social Science) and excel were used to extract tables and charts that presented the findings of the study. The study found that advertisement has direct influence on consumer buying behavior. Moreover, the study found out that television advertisement appears to be the most influencing factor. Furthermore, the study found that out an online advertisement has begun to gain trust to consumer in buying products online. The study recommends that creativity should be considered in newspaper advertisement. In radio advertisements the advertisers should consider the use of simple language so as to be understood. On other hand, the study recommends that advertisers should put more efforts to online advertisement because it is cheaper, faster, easier and accessible globally.

Mwakatobe, Bujo A. (2015) *Factors Contributing To Increase Job Satisfaction Among Employees in Iringa District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study dealt with the factors contributing to increase job satisfaction among employees. The main objective of this study was to examine the factors contributing to increased job satisfaction to the employees in Iringa district. The study area was Iringa District Council in Ifunda and Lumuli wards, the sample was 60 respondents drawn from the wards. The analysis involved descriptive statistics such as tabulation, frequency and percentage and it analyzed by qualitative approach. The findings indicate that job satisfaction is influence by job content, working conditions, quality of supervisor, payment, co-workers, promotion and job security. These factors contribute to increase job satisfaction to the employees within the organizations. Therefore, employers and administrators have to ensure that, all factors mentioned are implemented collectively in the organization in order to satisfy employees in working environment. Further study research was recommended for a large sample should be used to conduct a factor analysis on different dimensions of the variables. Also recommendation is suggested to the management to create favorable working conditions environment for the employees within the organizations.

Mwamba , Viola (2015) *An Assessment of the Relationship Between Rewards and Organization Performance: A Case of CRDB Bank Dar es Salaam (Headquarters)*. Masters dissertation, The Open University Of Tanzania.

Abstract

The main objective of this study was to assess the existing relationship between rewards and organization performance by using CRDB as a case study. In order to achieve this objective, the study had several specific objectives that reduced the main objective into simple objectives that are also achievable. These objectives included; To determine the existing rewards systems at CRDB; To establish the relationship between rewards systems available at CRDB and organization performance; and To establish the challenges facing CRDB in providing rewards to their employees. Through the use of documentary reviews the study questioned a total of 120 respondents from CRDB, which was a case study for this research. In the end the study found out that the banks utilizes both financial and non-financial incentives as a means to motivate its employees. In terms of relationship between rewards and performance the study found a positive relationship between the two where majority of the respondents showed the possibility of the presence of rewards to improve their overall performance. Lastly the study managed to establish several

challenges that face the bank in issuing incentives to its employees. Such challenge includes failure to recognize workers preference; insufficient budget to meet rewards needs; large number of workers; and poor planning and organization of reward issuing mechanisms.

Mushi, Otto Martin (2015) *Perception of Employees on Utilization of Performance Management System in Tanzania: a Case Study of TANESCO Mwanza Regional Branch*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at examining the perception of employees on utilization of performance management system in Tanzania and TANESCO Mwanza in specific. In so doing, the study examined staff competencies on utilization of performance management system (PMS), identified availability of PMS facilities and examined adherence to PMS among staff and management. The study adopted a cross-sectional design which is descriptive in nature. A sample of 146 employees selected randomly was used. Data were collected by using interview method and focus group discussions. Thereafter, data were analyzed by using descriptive statistics in which frequencies and percentages were presented in form of figures and tables. Despite conducting regular feedback meetings, frequently reporting activities among employees as well as filling appraisal forms, there is a shortage of performance management facilities and lack of fairness in the performance evaluation of appraisal system. Also, there is lack of training opportunities for employees to enhance their competence. Moreover, employees are less competent in preparing individual work plans. The study is recommending TANESCO to provide regular trainings on PMS to employees so that they prepare good work plans and fill appraisal forms, making work facilities available and review evaluation of appraisal system to enhance fairness. This will enhance both employee and organizational performance.

Biramata, Richard Alphonse (2014) *The Challenges of Compliance to Public Procurement Act 2011: A Case Study of Tanzania Ports Authority*. Masters dissertation, The Open University of Tanzania.

Abstract

This descriptive study examined the challenges of compliance to Public Procurement Act 2011 to Tanzania procurement entities. Specific objectives included to investigate the reasons of non-compliance to PPA 2011 internal and external to the Tanzania Procurement Entities, to analyzing the challenges of procedures and guidelines of PPA 2011 to the whole procurement system and to establish the extent to which the implementation of the PPA 2011 affects the performance of public

entities in Tanzania. The study was conducted in TPA and used both quantitative and qualitative research approach to the case study. This study used data collection methods, with a selected TPA, PPRA and PSPTB and involved thirty eight respondents. The analysis was facilitated by the computer based Microsoft Excel. Results from the study revealed that some procuring entities did not comply with Public Procurement Act 2011 mainly due to many factors such as corruption, bureaucracy and tendering procedures. Generally, the findings of this research indicated that tendering procedures should be improved and PPRA policy should match with organizational objectives. TPA should also organize training programs for its procurement employees to update their knowledge and skills.

Nombo, Sadiki Severin (2013) *Factors Contributing to Employees Turnover at Private Education Institutes in Tanzania: A Case of Eckernforde Education Institute*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out for the purpose of investigating the factors that contribute to employees' turnover at Private Education Institute in Tanzania where Eckernforde Education Institute found in Tanga region was a case study. The population for the study was 171 employees of the Eckernforde Education Institute. However, the sample size was 72 employees of whom 69 respondents were involved which is equal to 96% of the targeted employees. This study employed a case study research design, random and purposive samplings were used in the study. The data was collected using interview and questionnaire techniques. The data were analyzed using simple statistics and coding. The study revealed eight factors contributing to employees' turnover at private education institute in Tanzania. The factors are insufficient salaries, poor working conditions, lack of employees' recognition by the management, lack of opportunity for further training and career development, poor leadership, lack of job security, lack of equity in compensations and lack of incentive packages. The study came out with the following recommendations for rescuing the problem, increase of employees salaries, improving working conditions, management add some other allowances, provision of opportunity for training and career development, ensuring job security, recognizing employees and use of proper management style for employees. If these recommendations will be considered by human recourse managers in Private Education Institutions in Tanzania will enable them to reduce problem of employees turnover in their institutes.

Mwambene, Shani (2016) *Factors Influencing Diploma Holders to Join University Education Program than Technical Institutions in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The Growing worldwide interest in higher education has caused universities and technical institutions to improve their capacity to meet the need of globalization. The purpose of this research was to examine factors influencing diploma holders to join university education program than technical institutions in Tanzania. The study was guided by the following objectives, to assess the perception of diploma graduate base on the education provided by university and technical institutions, to determine factors influencing diploma graduate to join university education than technical institutions program and to compare weakness and strengths of both technical institutes and universities as considered important by diploma holders in selecting higher education institution. The research involved 104 which include Diploma Students and University student with diploma entry qualification SAUT, ESAMI, MZUMBE, OPEN University of Tanzania, CBE and TIA found in Mwanza city. The methods of data collection were; questionnaires and in-depth interview. Moreover, data were analyzed by using Statistical Package for Social Sciences (SPSS). The findings revealed that perception of diploma graduates on the education provided by University than Technical education includes career prospects of University Degree programs, University program improve their own status, University program increase cognitive capacity and have capacity to cope in a dynamic working environment. Factors that were found to influence diploma graduates to join University for Degree program were; reputation of the university, academic program at the University, and employment opportunities.

Muzanye, Daniel Evarist (2016). The Role of Rural Roads Construction in Reducing Rural Poverty in Tanzania: The Case Study of Mwandiga- Manyovu Road Network in Kigoma Region. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Kigoma region using Kigoma District Council and Mwandiga Manyovu road network was selected as the case to analyze the role of rural roads construction in reducing poverty in rural areas in Tanzania. Descriptive Qualitative and Quantitative analysis were conducted taking into account experience of the people along Mwandiga Manyovu road network, in Kigoma Region, Tanzania. Data were collected using the structured questionnaire and telephone interview on the specified research questions. Four questions were used in this study focusing on the contribution of the rural roads construction on the growth agriculture, contributions of the rural roads on reduction of the income poverty, investigation of socio-economic issues associated rural roads building and finally the study measured rural people thinking on the values the rural roads construction. Findings shows, roads built in rural areas have impacts on agricultural products market accessibility (60 % of responses), reduction of transport costs (48.9%),

facilities access to health services (22.2 %), growth of non-agriculture activities, education and awareness among rural community increases and peace and security improved and increased accidents (11.1%). The general implication as recommended in this study is that, construction of the rural roads act as incentive to create the investment climate in rural areas and assist in efforts towards poverty eradication, it stimulates growth of agriculture, trade, social services access and health improvement, hence may influence increase in real income among the poor, hence economic growth and poverty reduction in rural area.

Mwamafupa, Lucas Gidion (2016) *An Assessment of the Impact of Working Capital Management on Cash Holdings: Case Study of Listed Companies in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the impact of working capital management on cash holdings. Theoretical perspective, empirical studies and conceptual framework were considered. In data and collection, interviews for collection of primary data and the use of companies' financial statements and annual reports for the collection of the 2011 to 2013 data. The study was empirically analyzed and statistics were tested by using t-test, ANOVA and F-test. The study revealed that there is positive relationship between firms' growth opportunity and firms' cash holding. It also revealed that working capital expenditure to a degree is responsible for reducing cash balances in companies in Tanzania. From the findings obtained, the researcher recommends that management of firms should take into account the role of working capital expenditure, length of the cash conversion cycle, firms' growth opportunities and other factors when planning and controlling for liquidity in the firms.

Kiparamoto, Issa Ally (2016) *The Effects of Unemployment on the Contributions Collection Performance of NSSF, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the effects of unemployment on the contributions collection performance of NSSF, Tanzania. Specifically to determine the relationship between members loss of job and the contributions collection performance of NSSF, to analyze if members low wages affect the contributions collection performance of NSSF, to evaluate whether employers' low compliance has effect on the contributions collection performance of NSSF, to identify the extent closure of businesses affects the contributions collection performance of NSSF. The study used both qualitative and quantitative approaches to a population of NSSF with sample size of 104 respondents. Questionnaires and Interviews, have been used as data collection tools, data analysis was done through a special

programme known as SPSS. Findings revealed that the major aim of social security funds is to help members to live a better life while he/she is working and after retirement. Social Security Funds can be threatened by members' loss of jobs as these social funds depend much on members' contribution to fulfill their operations, when members lose their jobs automatically the contribution collection performance of NSSF must drop. Closure of businesses in the country leads NSSF members to lose jobs. It is recommended that the board and other stakeholders should ensure better management of the pension funds so that adequate returns are obtained on the monies received and invested by the fund. The company/firms must ensure that qualified professionals are recruited to manage the fund at all times. The authorities should be responsible to ensure that any internal changes required including administrative, staffing are carried out at the earliest.

Wabanhu, Galila Ramadhani (2016) Factors Inhibiting Growth of Women Microenterprises (MES) in Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at examining factors that inhibiting growth of women entrepreneurship in Tanzania, with specific focuses on microenterprises in Ilala municipality. Specifically, the study had the aim of finding out the extent, to which women business ventures are growing, innovative, the effects of loans received from MFI on growth in women business venture and also identifying challenges and solutions associated with loans for business sustainability. The study was carried out in Dar es Salaam, in Temeke districts. Literature on factor inhibiting growth of women entrepreneurs in the Micro and Small enterprise was extensively reviewed. To measure the extent of factors inhibiting growth of women, several levels of factors inhibiting women growth were categorized, namely Education level, Access to finance, record keeping, Working capital management etc. To achieve the desired results, a questionnaire, interviews guides and field observations were used for data collection. The statistical Package for Social Sciences (SPSS) and content analysis were used for data analysis. The study findings revealed that women who own micro and small enterprises in Temeke Municipality do Business but the effect and role of loan played a minimal in the factors inhibiting women in these enterprises. The study recommends that women's micro and small scale entrepreneurs who are keen on enhancing their factors inhibiting growth should seek entrepreneurial courses and further education in business so as to master the management of their enterprises. Also financial institutions need to expand on the specification type of loans introducing loan for business purposes. Furthermore payment mechanisms by financial institutions should take into consideration the type of the loan taken,

collateral needed and the nature of the enterprise that took the loan while interest rate on loan should be reevaluated to lower rates.

Mchome, Elineema Bariki (2016) Assessment of the Factors Affecting Performance of Small and Medium Enterprises in Mtwara Mikindani Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the factors that affect the performance of Small and Medium Enterprises in urban centres as an effort towards progressing Small and Medium Enterprises in Tanzania. The study focussed on SMEs dealing with retail shops, bars, restaurants and stationeries in Mtwara Mikindani Municipality. Mtwara Mikindani Municipality was chosen as an area of study because of great opportunity to SMEs in the region, which if could be well utilized could add high Gross Domestic Product (GDP) of the country. To achieve the intended objective, the researcher developed three research questions that were aimed at assessing the factors affecting performance of SMEs, contributions and solutions to SMEs. Data were collected from cross-sectional sample of 70 respondents of which 60 were owner managers from eight wards that include; Magomeni, Majengo, Chikongola, Likombe, Vigaeni, Chuno, Shangani and Railway and 10 from financial institutions and government officials. The study findings indicated that access of capital, information network, and good credit policy, entrepreneurial skills to owner manager, well business records and technology has great influence to the performance of SMEs. The findings shows that most of the entrepreneurs fail to progress due to problem in accessing capital due to poor business records and failure to meet banks requirements. The research finding conforms to the studies done by other parts of the country and other developing countries in the world as it reviewed in literature.

Temba, Christine C. (2016) Contribution of Microfinance on Women's Economic Empowerment: A Case Study of Solidarity Loans at Akiba Commercial Bank PLC, Buguruni Branch. Masters dissertation, The Open University of Tanzania.

Abstract

The research aimed at examining the factors that have impact upon women economic empowerment. The study examined the extent to which microfinance has influenced women's economic empowerment. The study was conducted at Akiba Commercial Bank Plc, Buguruni Branch. Although it has been difficult to ascertain why in similar situations some entrepreneurs fail while others succeed, it is through that the focus on —entrepreneurial competencies‡ offers a practical means of addressing the phenomenon. Tanzanian women are still faced with lack of appropriate business knowledge and skills, limited access to finance, dependency on

poor and obsolete technology. There have been contentious academic debates on the validity of Micro-Finance Institutions (MFIs) impacting women's empowerment positively. Some empirical findings have revealed that micro-finance services act as a panacea toward empowering women. However, there has been sharp criticism from some economic experts on the notion that micro-finance can aid women's empowerment. Data was analyzed quantitatively, and the results show a significant improvement in the household well-being, income, and women's empowerment, as a result of participating in micro-finance programs. However, all the respondents bemoaned the high interest rates being charged by the MFIs, as a result of this, the paper recommends that the regulatory authority should monitor the conduct of most of the MFIs against high interest rate.

Kishia, Luckford Wingiasa (2016) *Effect of Confidentiality Magnitude on Access of VCT Services: A Case of Lugalo VCT Center*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine and determine effect of confidentiality magnitude on access to VCT services at Lugalo VCT Center. Three objectives guided the study. to determine trend of attendance of the clients to HIV Voluntary Counseling service for the past six months, to explore on the intrinsic factors that influence acceptability of VCT services, to determine how confidentiality affects uptakes of VCT services. The study used both qualitative and quantitative approaches to a population of Peoples who use Lugalo hospital from various area with s sample size of 107. Questionnaires and Interviews, have been used as data collection tools, data analysis was done through a special programme known as SPSS. Findings revealed that the effectiveness of confidentiality magnitude on access to VCT services at Lugalo Hospital encourages clients to revisit the site since there was no any information that Lugalo service provider can display to the one who are not concern, Most the community members surrounding Lugalo hospital are aware on the importance and relevance of the VCT services among themselves. It is recommended that there is need to increase the coverage of HIV/AIDS information giving, there is a need to have special programs, In areas with access to newspapers, TV, radio the health information can be channeled through such means of communication. VCT services can be improved in various ways, by making the VCT services friendlier services to all age group Therefore, the training of the available counsel the skills of how they can deal with people is important if we want them to work with effectively. Responsible people in HIV intervention to people need to think of consulting policy makers on an established legalize for HIV test.

Ngonyani, Frank Thomas (2015) *An Assessment of Factors Affecting Financial Management of Local Government Capital Development Fund in Tanzania: the case of Songea District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the factors affecting the management of local Government CDF in Tanzania: the case of SDC. Respondents were in two categories: councilors and council officials including WEOs, VEOs, DED, CDT, DPLO, DHRO and other technical staff of SDC. They were obtained through purposive, simple and stratified random techniques. Data were gathered through questionnaires, interviews, observation and documentary reviews methods. The data were analyzed and processed both qualitatively and quantitatively using SPSS and Microsoft Excel programs. The findings of the study revealed that there were factors affecting the financial management of CDF leading to undesired performance in the society. These challenges included; poor management capacity and financial controls in managing CDF, shortage of qualified and competent staff in managing CDF, poor computerized financial management system and Underutilization of Integrated/ Financial Management System (IFMS/Epicor Accounting System) and poor project management and community participation in the CDF. Lastly, the study came out with various measures that can be taken into account in order to strengthen management of CDF in LGA(s). These measures include; setting and strengthening capacity building plans and strong implementation strategies, employing competent, faithful and experienced personnel, strengthening computerized/integrated financial management system, strengthening internal control system and internal audit functions, enhancement of project management and community participation in CDF, and serious actions should be taken by the council management and the government for those personnel found guilty of fraud of CDG.

Laizer, Johnson Saiteu (2013) *Factors' Influencing Lead Time in Supplies Procurement Management in Public Organization*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on the factors influencing lead time in supplies procurement management in an organization; a case of Ngorongoro Conservation Area Authority in Ngorongoro District. The research was conducted in three categories within NCAA. The main objective of the study was to assess factors influencing lead time in supplies procurement management in an organization. Specifically, the study intended to: determine factors influencing lead time in supplies procurement management in an organisation; examine whether lead time in supplies procurement management procedures and policies are efficiently and effectively followed; and

identify the challenges facing lead time in supplies procurement management. The research methodology was designed to collect data from 108 respondents where by different research tools were used including questionnaires, interview, participatory observation, focus group discussion and documentary. The collected data from the study was statistically analyzed using SPSS software 16.0 versions. The findings reveal that lead time in supplies procurement management in an organization is a vital aspect for better performance of any organization if well addressed. Furthermore, the findings reveal that reduced lead time also brings reduction of costs, realization of profit, effective and efficient operation within an organization and customer satisfaction. Therefore, it is recommended that lead time should be well applied in order to avoid delay of supplies during its procurement management as well as reduce unnecessary costs to an organization.

Katimo, Godfrey Mwamba (2013) *Factors Hindering the Medical Stores Department in Preparation of Annual Procurement Plan*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was objectively to assess the Factors Hindering the Medical Stores Department in Preparation of Annual Procurement Plan. In research methodology, researcher used both qualitative and quantitative. The study included 34 respondents whereas 10 were Procurement Management Unit and 24 were user departments, sampling techniques both random and purposive were used where collected data (primary data and secondary data) were coded and tables were drawn by used special program known as SPSS. The factors affecting the APPs were poor forecasting of the volume of products to be procured by customers at planning stage; rapid change of preferences (diagnosing regime) on patients; skills and knowledge of the key participants (internal and external customers); poor timing of specific procurement; late communicating of the needs from the customers to the MSD; and late initiation of the procurement contrary to the plan. The procurement process starts when a need is recognized and ends where has been satisfactorily met. The process includes the internal preparations which after the approval of the budget starts with the identification of the need by the user departments and submit their requirements to the PMU. If employees are not aware with the regulation which is a way to success then the organization will fail MSD should provide adequate resources for project supervision made available; standard guidelines for annual procurement plan. Staff in PMUs be trained on record management, establishing procurement record management system, implementing the procurement information management system and providing adequate facilities and office to PMUs. Recommend the Government to make a close auditing to make sure that the government institutions are complies with regulations

Ungani, Mary Gilbert (2015) *Challenges and Prospects in Budgetary System. A case study of National Security fund Head Office – Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The title of my dissertation was challenges and prospects of budgetary system a case study of National social security fund (NSSF) Head quarter. The main objective of the study was to evaluate and understand on challenges and prospects of NSSF budgetary system during its financial years. Specific objectives aimed at examining possible transformative strategies for the budgetary system to help the NSSF serve and grow across its stakeholders positively in Dar es salaam, to investigate if there was potential strategies for the current budgetary system which transform the service of NSSF to become more efficient organization, to understand how the end results of management decision affect the members decision in social scheme particularly NSSF. The major findings of the study shows that 95% of the respondents viewed that the current budgetary system do not contribute to the inefficiency in budgetary system while 5% of the respondents views current budgetary system contribute to the inefficiency in budgetary system. The researcher concluded that an evaluation and understanding challenges and prospects of budgetary system is a significant problem in the social security industry and if not properly addressed it would have stringent and intricate implication on provision of social security protection to the people of Tanzania, therefore proper budget systems needs considered. The researcher recommends that NSSF should be more creative in solving community based problems not to look on payoff investments only for their own profit and leave the members and their society unsatisfied and therefore there should be a balanced approach with more coverage of Tanzanian populations. Much needs to be researched on the above.

Msaky, Daniel M. (2014) *Competitive Advantages and Challenges in the Capital Market in Tanzania: the Case of Dar Es Salaam Stock Exchange (DSE)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was done to examine competitive advantages and challenges in the capital market in Tanzania the case being Dar es Salaam Stock Exchange (DSE). This was conducted in Dar es Salaam city, where the largest number of commercial banks, listed companies, and regulatory agencies are located. This was primarily a descriptive study where both qualitative and quantitative approaches were used to conduct the study. The objectives of the study were to examine the extent to which size of instruments traded at DSE and problems of liquidity relate to efficiency

performance of DSE, and whether or not conditions, rules and procedures set by DSE affects efficiency of Dar es Salaam Stock exchange. Furthermore the study examined the extent to which information accessibility affects performance of DSE. The finding of the research study reveals that there is lack of instruments or product diversification in the DSE relative to income investors. Moreover, the study found out that DSE listing conditions are too stringent for many companies to comply. Finally, the study reveals that there is lack of adequate financial security education to investors in the capital market. It was found out lack of instrument diversification does not provide incentive for investing in the DSE. From the study it is recommended to introduce new instruments at DSE for capital market development in Tanzania. Furthermore it is recommended that the government should come with the new policy of repositioning Tanzania for the gas economy, whereby TPDC will be allowed and helped out to go for IPO. Approximately, 750,000 Trillions of Tanzanian shillings will be raised through IPO and sought to contribute significantly to the efficiency of DSE.

Budotela, Anne John (2016) *Assessing the Role of Total Quality Management on Foods and Beverages Companies in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed the role of Total Quality Management (TQM) to Foods and Beverages Companies in Tanzania. The study adopted a cross-sectional research design, in order to study different types of the involved stakeholders two strata were created basing on the roles. A total of 7 industries and 4 regulatory authorities were surveyed and 10 respondents were interviewed. Multiple data collection such as FGDs and interviews were used. The collected data were processed and analyzed using descriptive analysis method. The study found that the relationship between TQM and Performance was significant, this implied that TQM Awareness in terms of Knowledge, Attitude and Practice was well explained and there hence adhered effectively in selected Foods and Beverage Companies. The study also revealed that not all categories of TQM factors were predictors of Performance. The study concluded that Production of fake and substandard goods by the manufacturers was the same as committing suicide, the regulatory authorities were already taking some actions but they should as well involve themselves in educating the manufacturers on the importance of producing quality products not only for the benefit of the consumers but also for the success, credibility and sustainability of their companies. It was strongly recommended that the manufacturers should know that it was the quality of the products they produce that determined their sustainability in the competitive business environment in Tanzania.

Busara, Grace Chacha (2016) *Impact of Employees Empowerment on Organization Performance: A Case Study of Government Procurement Service Agency*. Masters dissertation, The Open University of Tanzania.

Abstract

The research investigated the relationship between employee empowerment and performance in the public sector, a case study of Government Procurement Services Agency. To reach these objectives, previous researches suggested that companies must implement motivational personnel practices; in particular, employee empowerment as it is recognized as a key for building trustful-relationships with the organizations, which in turn lead to higher levels of performance. This empowerment consists of three components, training employees, creating a culture of allowing employees to give input and have control of their work, and giving employee access to information and providing feedback. Employee performance constructs, also had a number attributes to be considered. Each of the constructs of empowerment was tested to determine its relationship with employee performance. The target population was all employees from GPSA head office; however, a sample 30 identified. The study adopted a descriptive survey research design and employed a stratified simple random sampling. Primary data were collected from respondents using structured questionnaires. The data were analyzed descriptively and presented through figures, tables and percentages and inferential statistics (correlation) were used to analyze data using the statistical package for social sciences (SPSS) and EXCEL. The findings indicate that employees in the public sector find that empowerment strongly influences employee performance. There is significant correlation between the constructs of empowerment and employee performance. The implications of these findings are discussed; limitations and suggestions for future research were also identified and proposed.

Khamis, Abdulwahab Yussuf (2014) *Challenges Facing Internal Auditing in Financial Control in Local Government Authorities in Tanzania: The Case of Dodoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

There has been a contention from the general public and the press on the misuse and mismanagement of public funds notwithstanding the work done by the internal auditing in LGAs coupled with the government efforts to ensure proper utilization of public funds. This study was conducted in order to meet three specific objectives, namely; to understand the mechanism used by LGAs in auditing activities, to examine the performance of current internal auditing in LGAs, and to investigate on the challenges which face internal audit unit in LGAs. The study was adopted a case study methodology by taking Dodoma Municipal Council(DMC) as a case. Data was collected using a questionnaire and interview from employees and the top

management, as well as documentary review. Further, data was analysed using both quantitative and qualitative techniques. It has been found out that the mechanism used by LGAs in auditing activities is somehow effective. Moreover, it was uncovered that performance of internal Audit in LGAs is good as shown by using various indicators from the study. Additionally, it has been discovered that DMC is strong in its internal environment due to the existence of amongst the friendly collaboration between auditors and those audited. Finally, the study discovered that LGAs face mainly four challenges in discharging its duties regarding internal auditing. From the study, the government was advised to restrain politicians from interfering with the internal auditors' decisions together with considering contingency fund allocation to development projects. Finally, LGAs were advised to introduce programmed trainings to internal auditors for making value for money audit effective.

Ndyamukama, Clara (2016) *An Analysis of the Effectiveness and Efficiency of Police Workforce: Empirical Evidence from Gender and Children's Desk Section in the Katavi Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to analyze the effectiveness and efficiency of Police workforce basing on the gender and children's desk. The study was carried out in Mpanda and Mlele districts of Katavi region. The study has specific objectives which include, drives behind establishing a gender desk in the Police force, the qualitative size of the Police gender desk and the skills involved, gender desk qualitative awareness, trending issues in gender desk operation. Both qualitative and quantitative methods of data collection and analysis were used, whereby questionnaires, unstructured interviews and observation were employed. A sample size of 50 respondents participated in the study in which 5 of them consisted of head Police officers, 8 respondents include Police gender desk officers, 22 were the non Police gender desk officers and 15 respondents were the gender desk stakeholders. The study findings reveal that, the drives for establishing the gender desk was to deal with all cases based on Gender Based Violence and Child Abuse and the reasons for establishing a police gender desk was to ensure that the society is free from all forms of Gender based Violence and Child abuse. Most respondents also said the causes of Gender based Violence was the superiority complex of men caused by alcohol use, which cause wife beating, child abuse, divorce and marital conflict. Besides the participants reveal that the number of the workforce is not enough and the skills were not appropriate. Police gender desk is not well known to the majority, especially in rural areas. In addition to that respondents said that the Police gender desk succeeds in its operation, but they lack materials like confidential room and its associates and transport.

Ngawaiya, Jimmy Thomas (2016) *The Effects of Training on Teachers' Work Performance: A Case Of Public Secondary Schools In Bagamoyo District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to assess the effects of training on teacher's work performance in public secondary schools. The study is grounded on three research questions which are, what are the current training practices used in secondary schools, to what extent teacher training relate to teachers' work performance and the next question is, the challenges faced by secondary schools teachers in implimenting training practices in Bagamoyo district. Using sample of 91 respondents were built on simple randomly and purposive sampling. Mixed method approach as both qualitative and quantitative research were used for best analysis, the standard questionnaire and interview were used to ensure the successful collection of data. The data analyzed by using the case study and descriptive statistics, SPSS (20) and Ms Excel (2010) were applied to answer research questions. The training contents, training policies, methodologies and training needs assessment contribute to teachers' work performnce as high number of teachers were satisfied with the current training practices offered by incumbent government. Results revealed the relationship between acquisition of new knowledge, skills, attitude and capacity to adopt new technologies with teachers' work performance. But no relationship found between training and attendances of the teacher at work place with teachers' work performance. In addition, Teachers face challenges such as insufficient equipments, inadequate resources and inconsistency training programs in implimenting training practice at work area. Last but by no means least, the study used Human Capital theory to assess the effect of training on teachers' work performance. Thus the incumbent government through TAMISEMI, MoEVT, Embassies or NGO's advised to invest on training practices.

Ngonde, Dickson Fitina (2015) *Job Satisfaction among Workers in the Construction Industry: A Case of National Housing Corporation*. Masters dissertation, The Open University of Tanzania.

Abstract

The study is about job satisfaction among workers in construction industry, a case of NHC. The general objective was to investigate job satisfaction among workers in the construction industry. The specific objectives were to determine level of job satisfaction among workers in the construction industry, to analyze techniques used by NHC to ensure maximum workers job satisfaction and to assess to what extent job satisfaction influences workers performance. The study comprised a sample of 55 respondents' which was selected basing on the researcher's judgment.

Quantitative data was analyzed by the use of SPSS 16. The findings from the study revealed that workers were not paid in relation to the amount of work done and not given chances for advancement on job. Furthermore, it was revealed that they were not involved in key site decision making, and also they were ready to leave NHC if given more pay than what they are paid by NHC. Workers were also concerned with inequalities in salaries, promotions, training opportunities and untimely disbursement of project funds. It is recommended that NHC should sustain the current working condition and seek to improve and ensure equitability in compensation and promotion of its workforce. The Corporation should train construction workers in new construction technology and ensure that projects funds are disbursed as required to ensure timely execution of works.

Njau, Boniphace Yesaya (2016) *Composition and Challenges of Medical Leaders in Regional Hospitals Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The need of linking medical leadership to the performance of medical institutions on the leadership development of all doctors has started earlier. This study designed to assess the proportionality of male and female leaders in medical field specifically to look the composition and challenges of medical leaders in regional hospitals, taking Dar es Salaam region as a case. On reaching to the intended objectives, Eighty medical and dental doctors from the respective departmental leadership positions within regional hospitals were interviewed and data on demographic and leadership was filled in a special designed questionnaire and data was analyzed by using content analysis method and results reported through tables and graphs altogether. The study findings revealed that, departmental medical leaders around 31- 40 hold senior position as with male predominance. The issue of financial challenge is the most common factor for effective leadership staffing and poor staff morale. It was also identified that, Moreover, the basic criterion used to place and get leaders in regional hospitals is the level of education of a person and therefore, it was identified that, majority of leaders admitted in regional hospitals have leadership educational background. However, researcher found that, there were very few women leaders with high education, most of women leaders in the hospital were possessing certificate only. It was recommended that various strategies have to be set out to promote women into leadership position. Medical postgraduate level should incorporate leadership training as to solve the need of leaders in medical field. Formal leadership education should be set as added criteria for appointment of leaders in medical institutions.

Mborwe, Herodias Sulus (2015) *Assessing the Contribution of MKOMBOZI SACCOS Loans to members' Livelihood at Tanzania Cigarette Company Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aims at assessing the contribution of MKOMBOZI SACCOS loans to the members' livelihood at Tanzania Cigarette Company Limited. Specifically, the study explores the contribution of MKOMBOZI SACCOS loans in changing the health of its members, provision of education to the children of MKOMBOZI SACCOS members and providing shelters to its members. This study has surveyed scholarly articles, books and other sources relevant to the contribution of SACCOS to members' livelihood. This section has offered various theories and an overview of various literatures published on the subject matter. The methodology used to conduct this study was descriptive in nature. The study used purposive sampling method to select 60 respondents from the population of 160 members of MKOMBOZI SACCOS. Primary data was collected by using questionnaires and interviews. Secondary data was collected through the review of the Loan Policy of MKOMBOZI SACCOS. The researcher concludes that loans provided by MKOMBOZI SACCOS helped to improve the livelihood of its members. The participants indicated that they have experienced socio-economic improvement such as the improved health status, quality education for their children and shelter. The study recommends that MKOMBOZI SACCOS should continuously review its policy by reducing the interest rate. This would enable its members to have access to a high amount of loan and hence sustaining the SACCOS.

Kombe, Christopher (2015) *Impact of Project Management Information Systems on Project Success*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the impact of project management information system on project success. The research study was done at WVT which has established its projects in several parts of Tanzania, that's at the Indian coast, central part, northern, lake zone and at the western part which covers almost 10 regions. More specifically the researcher aimed at finding the quality of the software, quality of PMIS information output and the use of PMIS (Utilization) in resulting to project success. The researcher purposely sampled all 62 WVT projects national wide, whereby 92 staff with distribution of 30 DME officers and 62 project managers were given questionnaires; other forms of data collection like direct observation and face to face interview were also used. The responses of the participants were analyzed using the statistical package for social sciences (SPSS). It was found that the system that has been used for managing projects-PMIS was of good quality and the information

generated by the PMIS was of good quality too, PMIS users (PMs & DMEOs) have well been trained on the use of the PMIS and are very confident on the use of the system that's finally PMIS has been of great success factor towards project success. The study further revealed that PMIS has been a tool which has enhanced positively on the success of projects. This study recommends that organization should adopt the use of PMIS in the management of their projects. PMIS guarantees better management of project because it generates quality information needed for the management of the project; This study also recommends that the environment for smooth running of the system should highly be prioritized.

Imbahale, Nancy Ijai (2016) *Effects of Non-Monetary Rewards Towards Employee Motivation*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is an investigation of the impact of non monetary rewards toward employee motivation. The main objective is to analyze the effect of non monetary such as recognition, training, and rewards & incentives on employees' productivity. When employees are motivated, they develop the drive to work hard and hence increasing the output. Data was collected using questionnaires from the Technical University of Kenya from a sample size of 100 respondents and analyzed by descriptive analysis. The study reveals that employee recognition; training; rewards and incentives affect and contribute to the success of an organization as they directly affect employee motivation. The study reveals TUK employees appreciate and value non monetary incentives and they would like the institution to provide them with a variety of such rewards. This study recommends that Employee recognition, there should be Training and career development programs to motivate workers and rewards and incentives program has be implemented at TUK and need to be evaluated per year to ensure its effectiveness. Key words: Recognition, Incentives, Rewards, Training and Career Development Programs.

Ivambi, Sebastian Simon (2016) *Challenges Affecting Procurement Processes in Public Organisations in Tanzania: The Case Study of Parastatal Pensions Fund-Head Quarters- Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to analyze challenges affecting procurement processes for Parastatal Organizations, the case of PPF Pension Funds. The objective of the study was to investigate factors affecting procurement processes for Parastatal Organizations with specific focus to PPF Pension Funds Head Quarters' in Samora/Morogoro Road, Ilala District in Dar es Salaam. The cross-sectional survey

study was conducted whereby data were obtained through questionnaires administered to 45 respondents and involved a sample size of 50%. The study focused on PMU senior offices, junior officers and other supportive staffs/End user for the department. Data on various social demographic and work related characteristics were collected and analyzed. Data were analyzed in two ways, one using content analysis from qualitative information, which were given by participants and the other way by quantitative analysis for quantitative data such as age, sex and employment duration in years. Through the study, factors, which were found to be directly affecting procurement process were lack of knowledge in ICT use against E-procurement (79%), lack of record keeping (64%) and lack of regular training on procurement (72%). The study conclude that Procurement process is still a problem in most public and non-public organization in Tanzania. Further efforts in solving problems associated with procurement process in our institutions should focus on regular training, on how to keep records and ensuring staffs are aware with ICT use/E-procurement. Strategies for minimizing factors affecting procurements should include improving ethical issues, ICT competences and enhancing facilities and skills for the modern record keeping.

Mmbughu, Ahadiel E. (2015) *Assessing the Influence Of ICT on Project Management Team Performance: The Case of Selected Tanzania Federation of Cooperative (TFC) Projects, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Proper use of technologies such as Information Communication Technology (ICT) is very important for facilitating successful project management, for ensuring success project routine hence organizational performance. Despite the awareness of the relationship between job performances and job satisfactions, influence of internal communication into organization performance and/or project team performance remains relatively uncertainty. This study strived on knowing those relationships and how to strengthen the performance of project teams using ICT. Moreover special focus of the study was on the effective application of ICT on meeting federation communication target through its projects for different stakeholders such as members and project staff/teams. The study employed the cross-sectional research design using both primary and secondary data types. A questionnaire data collection tool supported with personal communications was used targeting respective organization employees, specific project teams and specific type of data. Statistical Product and Service Solutions (SPSS) with the aid of Linker scales used to facilitate data analysis. The study noted that, there is strong relationship between projects which are implemented within an organization and the quality of project teams; however, interrelationship between them is somehow complex within and outside other projects. The usage of sophisticated technologies such as ICT for improving

performance of the projects and organizations is necessary and have profound role in motivating the project team members. It is recommended that, integrating technology such as the advance used of ICT into project management process could be one of the best ways that contribute to project teams hence organization success.

Mapunda, George Arthur (2016) *The Role of Financial Institutions on Supporting the Growth of SMEs in Tanzania: A Case of ABC Bank in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the role of financial institutions in supporting the growth of SMEs in Tanzania taking Bank ABC as a case of researcher's study. As to fulfill the needs, researcher breakdown the topic into several detailed purposes that he termed them as specific objectives which are, to identify the roles of financial institutions on the growth of SMEs, to assess the support that ABC Bank provides to SMEs and finally to determine challenges that Bank face in assisting SMEs when tries to support SMEs in Tanzania. With the use of questionnaires a total of 180 samples were used to give the data. As to respond to the questions for the objective number one, about 122 respondents' shows to be aware with how financial institutions support the growth of SMEs though they differ on the degree of understanding. While that a case, other groups of respondents disagree and the remaining 10 respondents were remaining neutral to the questions. With regard to the second objective, results obtained showed that, large percentage of the respondents about 64.4% selected Yes meaning there is contribution from ABC Bank to SMEs; 21% selected NO and the remaining 14.4% selected I don't know. Responses of objective number three, challenges like unequal distribution of information; Insufficient set of balance to support assistance, untrained personnel; Huge cost associated with such assistance, and lastly, mismanagement. Researcher, gave recommendation policy makers and other researcher on what they can concentrate on ensuring effective support of financial institutions on the growth of SMEs in Tanzania.

Kikoito, J. N. (2014) *Impact of Reward Systems on the Organizations Performance in Tanzanian Banking Industry: A Case of Commercial Banks in Mwanza City*. Masters dissertation, The Open University of Tanzania.

Abstract

Reward system is an important tool that management uses to channel employee's motivation in desired ways such as better functionality and further improve company performance. The purpose of this study was to examine the impact of reward systems on organisational performance in commercial banks in Mwanza city,

Tanzania. The study was guided by the following specific objectives:(i) to determine the reward systems currently used in commercial banks in Mwanza city, (ii) to determine employees' view of reward system used by commercial banks in Mwanza city, (ii) to assess the effect of extrinsic rewards (remuneration, bonus, salary and promotion) in organization performance and (iv) to assess the effect of intrinsic rewards (praise and recognition) on organization performance in commercial banks of Mwanza city. The study used descriptive research design which incorporated both quantitative and qualitative approaches. The study surveyed 65 employees from three commercial banks (CRDB, NBC and NMB) in Mwanza City, using self administered questionnaire. It also interviewed selected employees. The data was analyzed with use of descriptive statistics (SPSS and excel) and data presented as frequency distribution tables and histograms. The findings of this study showed that the three commercial banks in Mwanza city offer both extrinsic (salary, bonus and promotion) and intrinsic (praise, recognition and genuine appreciation) rewards to their employees. However, the results found that employees were not satisfied with the current reward packages and salary level was viewed to be too low and did not reflect cost of living in Mwanza city. The study further indicated the intrinsic (non financial) rewards were not satisfactory to employees.

Mwakatobe, Bujo A. (2015) *Factors Contributing To Increase Job Satisfaction Among Employees in Iringa District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study dealt with the factors contributing to increase job satisfaction among employees. The main objective of this study was to examine the factors contributing to increased job satisfaction to the employees in Iringa district. The study area was Iringa District Council in Ifunda and Lumuli wards, the sample was 60 respondents drawn from the wards. The analysis involved descriptive statistics such as tabulation, frequency and percentage and it analyzed by qualitative approach. The findings indicate that job satisfaction is influence by job content, working conditions, quality of supervisor, payment, co-workers, promotion and job security. These factors contribute to increase job satisfaction to the employees within the organizations. Therefore, employers and administrators have to ensure that, all factors mentioned are implemented collectively in the organization in order to satisfy employees in working environment. Further study research was recommended for a large sample should be used to conduct a factor analysis on different dimensions of the variables. Also recommendation is suggested to the management to create favorable working conditions environment for the employees within the organizations.

Mwamba, Viola (2015). *An Assessment of the Relationship Between Rewards and Organization Performance: A Case of CRDB Bank Dar es Salaam (Headquarters)*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the existing relationship between rewards and organization performance by using CRDB as a case study. In order to achieve this objective, the study had several specific objectives that reduced the main objective into simple objectives that are also achievable. These objectives included; To determine the existing rewards systems at CRDB; To establish the relationship between rewards systems available at CRDB and organization performance; and To establish the challenges facing CRDB in providing rewards to their employees. Through the use of documentary reviews the study questioned a total of 120 respondents from CRDB, which was a case study for this research. In the end the study found out that the banks utilizes both financial and non-financial incentives as a means to motivate its employees. In terms of relationship between rewards and performance the study found a positive relationship between the two where majority of the respondents showed the possibility of the presence of rewards to improve their overall performance. Lastly the study managed to establish several challenges that face the bank in issuing incentives to its employees. Such challenge includes failure to recognize workers preference; insufficient budget to meet rewards needs; large number of workers; and poor planning and organization of reward issuing mechanisms.

Athumani, Kijana M. (2015) *The Impacts of Organizational Culture on Organization Performance: A Case of Bank of India*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried to find out the impacts of organization culture in the employee's performances a case of Bank of India in Dar es salaam .The study had four research objectives which were formulated so as to answer the general problem of the research study, which was clearly elaborated in the statement of problem. This study used case study design. The population of the study consisted of employees from the banks. The researcher used purposive sampling technique to draw a sample size of 70 respondents from the population. Questionnaires and interview guide were generated from the statement of the problem and conceptual framework so as to obtain reliable and valid data. The findings show that organization culture has a great influence on performance as it dictates how things are done, organization's philosophy, work environment, management style and communication style. At BOI

there employees agree that almost all the variable plays the importance role in their performances. This is due to the fact that employees seek work environment that maximizes on their ability to be innovative, creative, and independent of macro-management, cohesion with fellow colleagues among others. It is recommended that organizations need to set out rules that are viewed as fair and practical by employees to promote a bureaucratic culture. This can be achieved by having open lines for feedback for example having a suggestion box as a tool for airing views and feedback concerning rules set out by Management.

Lameck, Petro (2013) *Assessing the Impact of Competency Based Pay on Retention of Employees In National Microfinance Bank (NMB): A Case of Ilala Branch*. Masters dissertation, The Open University of Tanzania.

Abstract

This research was aiming at assessing the impacts of competency based pay on the retention of employees in national Micro Finance Bank in Ilala municipality. The methodology used to collect data from respondents included tools such as questionnaires, interviews, observation and documentation. Then findings of the study were analyzed and presented differently depending on the nature of the data analysed. The researcher used tables and pie charts to present the discussed findings. The study found that NMB (T) Ltd, at large uses a number of methods to retain its employees. Moreover, based on the results for the standardized values, the study concludes that work conditions, fairness, promotion, and pay, are key factors contributing to employees' job retention. Despite the fact that money is a good motivator, actually all employees' work for money, employees need money, good salary and good compensations are key factors in satisfying them to work hard. Concisely, the study recommends that despite the fact that about, 33 respondents considered working environment to be compulsory, the study recommends that it is compulsory for NMB (T) Ltd to ensure there is a good working environment that employees have access to the right equipment and clean, spacious work spaces that can make employees to be happy as they spend a lot of time in workspace. The study recommends that, so it's important to have a setting that's as free of problems as possible.

Ndikumwami, Mary (2013). *Investigation of challenges that face teachers in improving teaching Performance in Primary Schools: A case study of Dodoma Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was on the investigation of challenges that face teachers in improving teaching performance in primary schools. The case study was Dodoma Municipal

Council. The study was guided by three research questions. First, the researcher wanted to examine the challenges that face teachers in improving teaching performance in primary schools. Secondly, the researcher wanted to assess teachers' morale in improving teaching performance in the Schools. Thirdly, the researcher wanted to determine the relationship between challenges that face teachers in improving teaching performance and the teachers' morale in teaching performance in primary Schools. Relevant literature was reviewed on theories and findings from relevant studies. The respondents included twenty pupils, thirty classroom teachers, twenty head teachers and one District Education Officer. Data were collected through questionnaire, interview and observation as well as documentary review. These were then subjected to both quantitative and qualitative analysis. The findings indicate that, teachers are facing many challenges in improving teaching performance in Schools. That challenges includes low and late salary payment, Poor school environment, overcrowded classrooms, Student indiscipline, distance from home to school, accommodation, teaching and learning materials, promotion and professional development and lack of teachers morale in teaching. The findings have indicated the importance of fulfilling the challenges face teachers in teaching performance.

Salaho, Mmao John (2015) *Assessment of the contribution of Employees' Commitment on Organization Performance: a case of Arusha City Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to assess the contribution of employees' commitment on organization performance: a case of Arusha city council. The study was conducted in Arusha. The study was guided by the following specific questions (i) What are the influence of job security on employees' commitment? (ii) What are the effects of employees' motivation on organization performance? (iii) What could be the relationship between employee satisfaction and organization performance? (iv) What might be the relationship between absenteeism and organization performance? In order to answer these questions several methods of data collection were used like questionnaires, focus group discussion and interview. The study revealed that there are influences of job security on employees' commitment. The most identified influences were career stability by 31%, this was due to the fact that when the employees are assured of their position they will be able to work effectively and meet the organization requirements. Other influences identified were improvement of performance, family commitment and financial security. More so, about 96.5% (n=100) of respondents declared that job satisfaction is a critical factor to the overall productivity of the organization. Respondents pointed out that there is a positive correlation between employee's job satisfaction and overall productivity of the organization. Therefore the study recommends that in order to attain efficiency and

effective organisation performance employers should focus on reducing job dissatisfaction (working conditions, salary, supervision, relationship with colleagues), while on the other hand should use motivating factors such as achievement, recognition, responsibility and the work itself.

Wambura, Edward Mwita (2015) *Examining the Role of Training on Organization Performance: A case Study of Tanzania Institute of Accountancy*. Masters dissertation, The Open University of Tanzania.

Abstract

For an organization to thrive in a dynamic business environment experienced with changing nature of jobs, introduction of new technology, fluctuating productivity, presence of business competitors and cultural difference. Needs to equip their employees with skills and knowledge to sustain their existence else they will die or taken over by others as we see in merger and acquisition. The purpose of this dissertation was to examine the role of training on organization performance a case study of Tanzania Institute of Accountancy that involved total of one hundred (100) respondents who were purposively and randomly chosen from total population of three hundred (300). Data was collected through questionnaires, interviews and observation. The findings demonstrated that there is a link between performance of Tanzania Institute of Accountancy and various training that are given to its staff as capacity building programs and the Institute is now thriving in all aspects. I recommend that Tanzania Institute of Accountancy should also using a method of coaching which is not used now and emphasis of training should cut across all cadres not teaching staff alone. In reduce cost of training Tanzania Institute of Accountancy is advised to use local universities here in Tanzania and staff at Tanzania Institute of Accountancy should be informed that training offered is aimed in capacity building and not a tool of getting financial gain.

Salim, Ahmed (2016) *Impact of Higher Learning Institutions Expansion on the Adequacy of Network Infrastructure in Developing Countries: A Case of ICT Planning at the University of Dodoma*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted at the University of Dodoma in 2014 with the aim of investigating the expansion of Higher learning institution and the adequacy of network infrastructure a case of ICT planning at the Dodoma University. A total of 183 respondents (156 students, 17 IT personnel and 10 planners from the whole university) were interviewed using a case study design. Observation and documentary review guides were used to obtain information that could not be obtained by use of self administered questionnaire and the interview guide. The

results reveal that the expansion of university affect network infrastructure and the running costs of the ICT department. The study found out that the stated network infrastructure development objectives were not met as expected. This was mostly caused by the fact that most of the stakeholders were not aware on the whole process of infrastructure planning and university expansion. For instance most IT staffs were not fully involved to play their part and give expertism on the ICT infrastructure planning results into skipping most of the required inputs from initial stage. On the process from initial infrustrure planning, there was a need to involve all the stakeholders, since most problems mentioned above were the results of some stakeholders being not invloved on planning, designing and decision making. On the other hand, the government should play its part by providing the required budget submitted to them from this higher learning institutions, increasing and maintaining this, will ratify the situation or condition and improve more.

Mponda, Fauzi Omari (2015) *The Assessment of the Suitability of Microfinance Institutions on Poverty Alleviation among Rural Communities in Tanzania. The Case of Kyela District, Mbeya Region.* Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of the study was to assess the suitability of Microfinance institutions on poverty alleviation among rural communities in Tanzania. The study has employed both quantitative and qualitative research approaches in order to answer the research questions. The use of both approaches has put the study in a good position to confirm, cross validate or corroborate findings within a single study. A sample of one hundred and thirty (130) participants was used in this study by using the sample size table. Questionnaires were designed for beneficiaries and non-beneficiaries of microfinance institutions, face to face interviews and the focus group were the instrument used to collect data. The data was analysed with tables, percentages by using Microsoft Excel. The findings from the study were, large percentages of male were aware of the presence of the provision of microfinance services. Also the study has shown that large percentages of female in rural areas were aware of the presence of the provision of microfinance services. The study also shows that male respondents have education level from primary to degree level while female have education level from primary to secondary level and only few female have ordinary diploma. The study also shows that large percentage of male in the sample got microfinance services and small percentage of female in the sample size of one hundred and thirty (130) participants got microfinance services. The study also shows that Microfinance Institutions used different approaches in the provision of microfinance services. In this study the CRDB Bank, TPB Bank, NMB and PRIDE have shown different approaches used in provision of microfinance services in rural areas, but the best approaches were those used by the CRDB Bank.

Mpugusi, Mamboleo M. (2015) *The Impact of Motivation in Retention of Employees: A Case Study of Government Procurement Services Agency*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this dissertation is to examine the impact of motivation in retention of employees in an organization of Government Procurement Services Agency. The specific objectives of this research were to identify different types of motivation applied by the Government Procurement Services Agency, to examine employee's involvement in decision making, and to assess motivation practices applied by the organization. The case study approach was used to conduct this study. A sample of forty seven (47) employees from different levels was selected and data collection was undertaken through questionnaires, interviews, observation and documentary review. Content analysis and descriptive statistics were used to analyze data. The main findings from the research show that level of education, age of majority employees, participation in decision making, working environment, salary and promotion and training predict their intention to leave, while job security did not. In addition the level of education, age of majority employees, ability to participate in decision making, working environment, salary and promotion and training significantly predicted the situation of motivation level. Furthermore, the study revealed that job security is the only variable which play major role in motivating employees. Accordingly employees who are not well motivated will have higher motive searching for job somewhere else. The results of the study therefore can be used as the basis for decision making concerning employees welfare, drafting retention strategies and future human resource planning and development.

Msamlichaka, Kuhunga Patrick (2015) *Assessing the Impact of Micro Finance Services in Economic Empowerment: A Case of Savings and Credit Organizations (VICOBA) in Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

he study aimed at exploring the impact of VICOBA in poverty reduction in Temeke District of Tanzania. Specifically the study was to assess the improvement of the economic status as a result of VICOBA-loans, determine challenges faced in accessing and repayment of VICOBA-loans, and identify additional service that may be offered by VICOBA to the members. The study used exploratory and descriptive designs and used of questionnaire and interviews as well as documentary review in data collection. Thematic analysis was used for the qualitative data while descriptive analysis and Chi-square test were used for the quantitative data. The findings of the study reported that there is the significant increase of income, equipments/assets and

business production of the VICOBA-members, therefore, VICOBA have helped to empower economic status of their members. It was revealed that in accessing and repaying VICOBA-loans; generally VICOBA-members face negligible challenges. It was further noted that amount of loan given, lending policy and procedures used by most of VICOBA are likely to inflict challenges to the members in accessing and repaying VICOBA-loans in the near future. Concerning additional services desired by VICOBA-members the study found that saving facilities and business educations were significantly desired by VICOBA-members. The study concluded that VICOBA have helped in economic empowerment in Temeke district of Tanzania. It was recommended that government and other development stakeholders should create enabling environment for the VICOBA to work smoothly in the country to serve great population of MSEs.

Msangi, Penford Hashim (2015). *The Determinants of Capital Market Development in Tanzania, The Case Study of Dar es Salaam Stock Exchange*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to determine the determinants of capital market development in Tanzania. The empirical study was conducted using time series data for the period 1998- 2012. This study adopted quantitative approach and employed secondary data of fifteen years, Pearson correlation test was used to evaluate the relationship between the variables. Furthermore, this study used multiple regression analysis by applying Ordinary Least Square (OLS) method. The macroeconomic variable data involved were stock market liquidity, investment, the banking sector development and foreign direct investment. For capital market development indicators, market capitalization, listed companies, value traded and turnover ratio were considered. The regression results demonstrate that investment, banking sector development and foreign direct investment are important determinants of capital market development in Tanzania. However, the study found out that there was no relationship between capital market development and stock market liquidity. The findings from Ordinary Least Square (OLS) indicated that the model is significant in a whole. The study recommends the following policies among others; the government should regulate and control financial sector in order to promote the capital market development. Policy maker should cut off restriction for the foreigner investors and to create strategies to increase the foreign direct investment and offer incentives. The study further recommends that the government needs to provide policies that retain reasonable interest rates and it should also provide more efforts in the infrastructures, especially electricity, telecommunication and roads across the regions in order to retain more investors.

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Werema , Stephen M (2015) *The Assessments of the Impacts of Tourism growth to revenue collections in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the impacts of tourism growth to revenue collection in Zanzibar. It was conducted in Zanzibar Revenue Board (ZRB). The objectives of the study were; to examine the growth rate of Tourism in Zanzibar, to determine the effectiveness of tourism revenue collection, to determine the relationship between tourism growth and revenue collection and to identify the challenges facing tourism revenue collection in Zanzibar. The study used case study design where both random and purposive sampling method was used. Questionnaires and structured interviews were employed to gather raw data from the respondents. Secondary data from ZRB

and was also be used. The data was analyzed using Microsoft excel package and SPSS on a personal computer. Correlation and regression analysis done to determine the relationships of the variables The study found out that growth in tourism increased revenue collection, ZRB employees are committed and corruption free and that there was significant relationship between tourism growth and revenue collection. Also the study found out challenges were the major one was lack of voluntary compliance by revenue payers. The study recommended ZRB top management should change their mind set of not emphasizing revenue payment. They should bear in mind that revenue collection from tourism sources increases revenue collection and in turn increases economic development in our country.

Yusuph, Sheraly (2015) *The Impact of Investing in Human Capital in Employees Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated on the impact of investing in human capital on employees' performance success in Tanzania, using a case study of the National Microfinance Bank (NMB) Mkwawa Branch in Iringa Region. Specifically to: assess the relationship between human capital investments and employees performance, determine the impact of human capital potential on the performance of employees at the study area and finally examine the relationship between educational development and employees' performance. The research employed exploratory research and descriptive research designs. It also combined quantitative as well as qualitative research approaches. The questionnaires was used, Probability and simple random sampling techniques were deployed in data collection. The total number of selected respondents in this study were 45 and were all obtained from NMB Mkwawa branch. Quantitative data and qualitative were analysed through the use of content analysis The findings of the study indicated that there is a relationship between human capital investment and performance of the NMB Mkwawa Branch. This was most apparently reflected in the extent to which the bank was promoting staff development through further education, training and workshops. The study also disclosed that investing in human capital has long term and sustainable outcomes such as enhancing customers trust due to improvement of service delivery. The study recommends that there is a need of promoting in-service training and further education related to career advancement particularly among employees working with financial institutions. These training lead to optimization of human labour which ultimately translates to increased organization production performance.

Dallu, Gideon Mvurya (2015) *The Relationship Between Job Satisfaction and Job Performance at Ruben Centre*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to assess the relationship between job satisfaction and performance at Ruben Centre and whether satisfaction had any effect on performance. Data collection was descriptive through questionnaires to 91 staff of Ruben Centre. Job satisfaction was assessed through items that assessed intrinsic satisfaction and the Job Description Index model. Performance was assessed through thirteen questions that were measures on a Likert five choice Scale with intervals (completely disagree- disagree- no idea- agree- completely agree). The study showed that there was positive correlation between job satisfaction and performance at Ruben Centre. The study found that Ruben Centre staffs were generally satisfied with their job. Level of employee performance with job characteristics was found to be largely influenced by the level of intrinsic job satisfaction, relation with co-workers and the nature of work. Comparisons to other studies showed consistency with obtained results that is there is a relationship between job satisfaction and performance in Rube Centre as a faith based non-profit organization and other public and private and public institutions. The study found out that financial reward does not result to employee job satisfaction as demonstrated by compensation and benefits having the least positive correlation with job performance. The respondents felt that fringe benefits like house allowance, responsibility allowance, transport and travelling allowance, medical schemes et cetra need to be matched up to a higher level. Recommendations were that the organization finds a way of building the capacity of the work force in order to increase performance. The organization should also focus on intrinsic reward systems so as to achieve satisfaction of its management staff.

Lema, Amida Maktubu (2013) *Assessment of factors affecting implementation of annual procurement plan in Meru District council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about assessment of factors affecting implementation of annual procurement plan in one of Local Government Authorities, case study in Meru District Council (MDC). The research was conducted in four groups of respondents within MDC. The main objective of the study was to assess factors affecting implementation of annual procurement plan in LGAs. Specifically, the study aimed to; Identify procedure/process used in preparing procurement plan and its implementation in Meru District Council; To identify the factors affecting

implementation of annual procurement plan in Meru District Council; and to examine effects of management on implementation of procurement plan in Meru District Council. The research methodology was designed to collect data from sixty (60) respondents through different methods such as questionnaires (open and closed ended), oral interview, internet and observation. The collected data was statistically analyzed using Statistical Package for Social Science (SPSS) software version 16.0. Implementation of annual procurement plan in council is very important aspect for better performance if well followed. However, the findings revealed that, delay of fund from central government and other sources, Lack of awareness on implementation of annual procurement plan, in adequate allocation of funds (insufficient budget) and Lack of knowledge on the newly introduced payments system (EPICOR) affect the implementation of annual procurement plan. Therefore, it is recommended that annual procurement plan should be adhered according to Public Procurement Acts 2004 and its regulation 2005 in order to impart efficient, cost effective and finally to obtain value for money.

Ngowi, Perez A (2014) *“Assessment of Employees performance in Commercial Banks in Tanzania” A Case of Stanbic Bank Tanzania Limited.* Masters dissertation, The Open University of Tanzania.

Abstract

This study presents the assessment on employees’ performance in commercial banks in Tanzania particularly at Stanbic Bank Tanzania Limited. Specifically the study intended to identify the challenges facing employee’s performance at Stanbic Bank; assess the relationship between employees’ performance and productivity of commercial bank at Stanbic Bank; and examine the effect of human resource practices on employees’ performance at Stanbic Bank. The research was employed are case study which is Stanbic Bank with both quantitative and qualitative analysis approaches where as sample of 83 respondents were randomly selected using purposive and simple random sampling. This study found that, there are challenges of employees performance at Stanbic bank which are low salary increment and lack of training. However, organization structure and organization culture are examined in assessing relationship between employees’ performance and productivity as very relevant to employees’ performance. Moreover, the respondents agreed that, the effect of HR practices on employees’ performance dealt with staff welfare overall as it directly affects ones performance in terms of remuneration, wellbeing and health care This study concluded that; “Every employee would be comfortable at conducive environment that makes employees to serve for customers”. The inner satisfaction produces by banks makes high moral for the core employees to give out their best in terms of service delivery. The service delivery time would be fast for the branch to make more profit since the turnover rate for servicing customers is

high. This study recommended that; Stanbic bank, the management should arrange seminars and workshops for employees to improve employees' performance.

Alliy, Anwar Aklan (2015) *Analysis of Factors Affecting Stock Market Development In Tanzania: The Case of Dar es Salaam Stock Exchange*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was designed to provide analysis of factors affecting stock market development in Tanzania: The case of Dar es Salaam Stock Exchange. Specifically the study assessed economic, socio –cultural, legal, and other factors that affect the development of Dar es Salaam Stock Exchange market. The study employed quantitative approach. The data were collected through questionnaires. 112 business owners in Dar es Salaam were involved in the study. Data were analyzed using SPSS through descriptive statistics and correlation analysis. The findings revealed that there are strong positive correlation between DSE development and economic factors, socio cultural factors, rules and regulations issues and other factors such as education and government support. The findings also revealed that economic factors affecting DSE are interest rate, profitability, low cost of executing trade, possibility of getting dividend, technological advancement and household savings. Furthermore sociocultural factors affecting DSE are investors' behaviours and presence of reference group and perception of DSE market attractiveness. In addition, laws and regulations factors affecting DSE are cumbersome of these rules and regulation. Moreover findings indicate that local investors do not have enough education on DSE operations. The study recommends policy makers to take stern measures to regulate the business environment such that economic factors, socio-cultural factors, and legal framework of the country supports the investors participation in the Dar es Stock Exchange operations, this will help the market development.

Tsii, Peter Fita (2016) *Role of Performance Appraisal on Improving Teacher's Job Performance in Hanang' District of Manyara Region- Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the role of performance appraisal on improving teacher's job performance systems on teacher's performance in the public schools. It specifically assesses the teacher's evaluation and perception on performance appraisal system, knowledge of teachers on performance appraisal system and performance appraisal management that leads to effective teachers' performance in public primary and secondary schools. This study was used descriptive design in analyzing data from the findings in multiple units of enquiry, also qualitative and quantitative approaches were used in data presentation. Questionnaires, interviews and documentation were

the main methods of data collection in which 120 respondents were asked from primary and secondary schools as well as supervisors. Moreover, the data collected were analyzed and processed by using computer software known as Statistical Packages for Social Science (SPSS.V. 16 .0) and the results were indicated clearly on tables and figures. The study assessed and PA for teacher's and the results revealed that OPRAS implementation at schools is not effective and not very well utilized by the supervisors. The majority of the teachers mentioned that they were not received feedback about (90.0%) were not aware of PA and they lack knowledge of OPRAS in their school organizations. They were not involved in discussing individual performance objectives with supervisors, the evidence was shown from the results that about (54.5%) and they were not given enough time to prepare for the meeting as a result, The current OPRAS system is not used by the government authority for making official decision such as demotion, termination of contract, transfer and promotion in this the response of the respondents is about (86.2%).It was recommended that OPRAS should be implemented effectively to fit a particular organization' in order to fulfill organizational objectives.

Lukosi, Eltruda David (2015) *Employees' Job Dissatisfaction and Organizational Performance in Tanzania Police Force: The Case Study of Tanzania Police Force Headquarters*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of the study was to assess the effects of employees' job dissatisfaction on organizational performance in the Tanzania Police Force. The study objectives were to identify the domain of employees' job dissatisfaction in Tanzania Police Force (TPF) and to identify the actual reasons behind the domain of job dissatisfaction in TPF. As well, to study the effects of employee job dissatisfaction on organizational performance and lastly, was to identify ways to reduce job dissatisfaction in TPF. The major methods used were questionnaire, interview and observation. Simple random technique was employed. The target population was the police officers from Police Headquarters Dar es Salaam. The sample size consisted of 125 respondents because of limited time and fund. The findings reveals that the domains of job dissatisfaction in TPF are salary and allowances, promotion opportunities, company and administrative policies, advancement and achievement, working environment/condition, supervision and recognition and responsibility. The reasons behind the mentioned domains are that allowances are not fairly paid, the policies related to salaries and allowances are not clear to employees. Promotion is not fairly done and specific criteria for promotion are not exactly known among employees. Promotion policy is not considered. Employees are not comfortable with working environment and facilities. No timely recognition by management for the major accomplishment of the job. However, talented employees are not well utilized and

given challenging job. The effects of employee job dissatisfaction are turnover and absenteeism. Some of the possible ways to reduce job dissatisfaction includes presence of good leadership in the organization, employee personal growth and development, presence of clear directives and objectives to the employees, presence of good relationship with superior officers. The recommendations made were that job satisfiers should be made available to employees so that the needs of employees will be met as well as the organizational goals.

Busara, Grace Chacha (2016) Impact of Employees Empowerment on Organization Performance: A Case Study of Government Procurement Service Agency. Masters dissertation, The Open University of Tanzania.

Abstract

The research investigated the relationship between employee empowerment and performance in the public sector, a case study of Government Procurement Services Agency. To reach these objectives, previous researches suggested that companies must implement motivational personnel practices; in particular, employee empowerment as it is recognized as a key for building trustful-relationships with the organizations, which in turn lead to higher levels of performance. This empowerment consists of three components, training employees, creating a culture of allowing employees to give input and have control of their work, and giving employee access to information and providing feedback. Employee performance constructs, also had a number attributes to be considered. Each of the constructs of empowerment was tested to determine its relationship with employee performance. The target population was all employees from GPSA head office; however, a sample 30 identified. The study adopted a descriptive survey research design and employed a stratified simple random sampling. Primary data were collected from respondents using structured questionnaires. The data were analyzed descriptively and presented through figures, tables and percentages and inferential statistics (correlation) were used to analyze data using the statistical package for social sciences (SPSS) and EXCEL. The findings indicate that employees in the public sector find that empowerment strongly influences employee performance. There is significant correlation between the constructs of empowerment and employee performance. The implications of these findings are discussed; limitations and suggestions for future research were also identified and proposed.

Budotela,, Anne John (2016) Assessing the Role of Total Quality Management on Foods and Beverages Companies in Dar es Salaam. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed the role of Total Quality Management (TQM) to Foods and Beverages Companies in Tanzania. The study adopted a cross-sectional research design, in order to study different types of the involved stakeholders two strata were created basing on the roles. A total of 7 industries and 4 regulatory authorities were surveyed and 10 respondents were interviewed. Multiple data collection such as FGDs and interviews were used. The collected data were processed and analyzed using descriptive analysis method. The study found that the relationship between TQM and Performance was significant, this implied that TQM Awareness in terms of Knowledge, Attitude and Practice was well explained and there hence adhered effectively in selected Foods and Beverage Companies. The study also revealed that not all categories of TQM factors were predictors of Performance. The study concluded that Production of fake and substandard goods by the manufacturers was the same as committing suicide, the regulatory authorities were already taking some actions but they should as well involve themselves in educating the manufacturers on the importance of producing quality products not only for the benefit of the consumers but also for the success, credibility and sustainability of their companies. It was strongly recommended that the manufacturers should know that it was the quality of the products they produce that determined their sustainability in the competitive business environment in Tanzania.

Macha, Rahma I. (2015) *Contribution of Induction Programmes to Employees' Performance in Morogoro Municipal Council, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the contribution of induction programmes to employees' performance in Morogoro Municipal Council. This study focused on identification of strategies that are used by LGAs in influencing the adoption of induction programmes in organization, identification of the mechanisms used by LGAs in conducting the induction programmes and assessment of the quality of services provided by both inducted and non-inducted employees. The study employed cross sectional research design. The total of sample size was 180 respondents. Data were collected by using questionnaires, interview and documentary review. Data were analyzed using Statistical Package for Social Science (SPSS) version 17. This study found out that induction is highly needed by LGAs for better performance of the council. Respondents from Health Department are more inducted than other Department in Morogoro Municipal Council. The study also found that Morogoro Municipal Council use orientation as the leading mechanism to conduct induction programmes to employees. However, the quality of service provided by inducted employees in Morogoro Municipal Council meet goals and objectives of the organization, than those from staff who were not inducted. Finally, the study found

that most of the respondents are aware of the rules and regulations of the council, while few are aware of the mission and vision of the council. The study conclude that staff are inducted as long as they are new to the council and/or new kind of service on offer using mechanisms which council can afford. The study recommend for need to raise awareness of new employees on the organization culture in order to enhance accountability.

Rwegasila, Anastazia Lina (2015) *Impact of Power Outage to Small and Medium Enterprise at Small Industries Development Organization (SIDO) Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was study was to assess the effects of power outage to SMEs by using SIDO Dar es Salaam as a case study. In order to achieve this objective, the study had several specific objectives that reduced the main objective into simple objectives that are also achievable. These objectives included; To establish the rate of power blackout in Dar es Salaam; To determine the factors causing power outage in Dar es Salaam; To identify the effects caused by power breakouts to SMEs and To suggest measures to reduce the impacts caused by power outage to SMEs. The study used questionnaires and documentary reviews as data collection methods and a total of 180 respondents were also questioned for this study. In the end this study found out, there is power outbreak in the region however is not the extreme as the respondents explain the occurrence is once per day and nil in other days. The respondents also identified the causes of power outages which for this case were: Vandalism of Equipment; Misuse of the available energy; Poor/low power generation capabilities; Natural disasters; Lack of trained personnel to run the existing power plants and lastly; Political mischiefs. Lastly the researcher managed to establish the effects that can results due to power failures. The effects mentioned included: Loss of machinery; Increased Cost of production; Stagnant growth; Loss of money when the light goes off; Low productivity and profit; and Unemployment.

Mhechela, Jackson (2015) *The Influence of Workplace Stress on Employees' Performance at Mbeya Regional Hospital, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the influence of workplace stress on employee's performance at Mbeya Regional Hospital, Tanzania. The objectives of the study were to assess the employees' performance, to assess the stress levels among

employees, and to determine the extent to which employees' performance is related to their stress levels. A cross sectional survey research design was used on a sample of 120 respondents attained through stratified sampling and convenience sampling techniques. Primary data were collected using structured questionnaire. Descriptive statistical and multiple regression analysis were used in analyzing the data with the aid of SPSS version 20. Findings reveal that majority of doctors; nurses and medical attendants experience high level of job performance accompanied with moderate level of work stress. The total work stress scores were statistically significantly positively related to employees' performance. However, the results also showed that workplace stress subscales were insignificantly positively related to employees' performance. The results suggest that work place stress keeps employees on their toes leading to better performance. It is recommended therefore that for the hospital to maintain the current and future performance levels, its management should moderate stress levels in order to harness the positive side of work place stress, short of which the negatives side of work place stress may prevail. Keywords: Employee performance/ job performance, work place stress/occupational stress, doctors, nurses, medical attendant Tanzania.

Hassan, Hassan Hussein (2016) *The Effects of Employees Transfer on Secondary Schools Performance in Zanzibar: A Case Study at South District, Unguja*. Masters dissertation, The Open University of Tanzania.

Abstract

This paper attempts to investigate the effects of employees transfer on secondary schools performance of Zanzibar case study south district. Where schools like Makunduchi Secondary School, Jambiani Secondary School and Kitogani Secondary School were investigated, to find out schools performance. The data collected from questionnaires analyzed by using both statistical and descriptive methods. Researcher found that employees transfer effect the teaching and learning process, the administrative process of schools and efficiency and competency of the employees and effect the students' performance as a result south district became the latest in low schools performance. Most of the respondents from DEO, KSS, JSS, and MSS advise the government to avoid frequent employees transfer within semester (term) or one year because it will produce the gapes in the school as the shortage of teacher (school employees).

Amani, Winfred (2015) *The relationship between capital structure and firm's performance: Evidence from listed non financial corporations in Dar Es Salaam Stock Exchange*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to determine the relationship between capital structure and firm performance of listed non financial corporations in Tanzania. The study used panel data for the period of 5 years from 8 non financial firms listed on the Dar es salaam Stock Exchange. Study use mixed model repeated measure to estimate the relationship between capital structure and firm performance where, capital structure was proxied by debt ratio and debt-to equity ratio while performance was proxied by return on assets and return on equity. The study reveals Tanzania listed non financial firms are financed more by equity capital than debt financing. Results also show that listed non financial firms perform below average. The study results indicate significant negative relationship between return on assets and debt to equity ratio, return on assets and debt ratio, and return on equity and debt ratio. However, the relationship between return on equity and debt to equity ratio was positive but insignificant. The results are consistent with previous studies conducted by Kipasha and Moshi (2014); Pastory et al. (2011); Kandongo et al. (2014); Anarfo (2015); Kajananthan et al.(2013); Hassan et al.(2012). Key words: Capital structure, Firm performance, Tanzania.

Minja, Anna Godfrey (2015) *Impact of customer service touch points on improving customer retention. The case study of KCB bank, Dar es Salaam.* Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to assess customer service touch points (ATMs, Mobile Banking, VISA Cards, Internet Banking and Agencies) influence customer retention in the banking sector. The study considered a case study of KCB Bank, Dar es Salaam where customer and KCB staffs where assessed on service quality and customer satisfaction in banking sector. The sampling approach was purposive and the populations were KCB customers who use the banking services as receiver of services, and KCB staff who were selected purposely as service providers. Data were collected using questionnaires which were designed specifically for KCB employees and KCB customers. The study results revealed that, the use of customers touch points really influence customer's retention, where more than 84 percent of sampled KCB customers who use touch points are satisfied with service. It was further revealed that, KCB employees have skills and knowledge in the performance of the services to customers and customers feel respected and have generated feelings of security with KCB. On whether physical environments and facilities are conducive to deliver the required services to its customers, the study concludes that, KCB physical environments and facilities are conducive in the delivering of services to its customers; customers are satisfied with equipment's such as computers and ICT equipment's, personnel, furniture and air conditioner. The study recommends that, Bank Management should improve employee's incentives policies on training programs, particularly on customer care training from time to time and not only at

the time when the employees join the organization. Finally, should formulate strategies that will serve and give priority to disabled group, pregnant women and senior elders and create a conducive environment that will be favorable to them.

Michael, Festo (2015) *Assessment of Service Quality in Private Health Facilities from Patients' Perspectives in Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

Kinondoni district has higher number of private health facilities than any other district in Tanzania. About 84% of its health facilities are privately owned by individuals and institutions including faith based organizations. However, little is known about quality of services provided in these facilities. This study aimed to assess quality of services provided by private health facilities in the Kinondoni district. Interview was administered to 110 outpatients who have accessed services at Mwenge hospital. Service quality was assessed by using five dimensions of reliability, responsiveness, assurance, empathy and tangibility. Descriptive analysis; frequencies, and mean were used to summarize the data. Mean score were used to determine differences among the five dimensions and between items in each dimension. Overall, respondents show relatively positive perceptions toward quality of services provided at Mwenge hospital. The average score of the five dimensions is 3.9 out of 5. Items such as records keeping and ability of staff to make patients confident and safe were ranked the highest. Waiting areas, number of staff and appearance of service delivery rooms scored fewer points. Patient's satisfaction was also relatively high. About 48% and 14% of the respondents reported being satisfied and very satisfied with the services respectively. In conclusion, service quality at Mwenge is high and patients satisfaction as well. Yet, due to firm competition in the health sector, the hospital needs to improve its services particularly in areas that were ranked the lowest by respondents. Some measures that can be taken to improve service quality at Mwenge include motivation of current staff and recruitment of additional staff.

emaungi, Denis (2015) *Assessment of Challenges on Service Quality Delivery at Star Media Tanzania Limited: A Case of Arusha Branch, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The service companies in Tanzania are facing increasing challenges to provide quality services to their customers especially in the pay TV service sector and it was conducted at the Arusha Branch of Star Media Tanzania Limited (StarTimes).

Customer satisfaction may establish the success or cause company's poor performance. In order to be competitive in the pay TV industry, operators need to provide quality services to satisfy their customers and hence achieve high market share and financial returns. This study assessed the challenges faced by pay TV operators in Tanzania when striving to provide quality services to customers. The research design used for the study was descriptive case study. The stratification sampling approach was used to select customers who filled in questionnaires while purposive sampling was used to select StarTimes staff and customers who participated in interviews. Data collection was done through the use of observation, Questionnaire, interviews, and documentary reviews and data were analyzed using SPSS and Microsoft Excel. The study found that customers rated StarTimes' services as generally not up to the expected satisfaction levels. The study further indicated that StarTimes is failing on the SERVQUAL model dimensions and highlighted that the company ignores the need to provide its services that meet service quality characteristics such as reliability, responsiveness, tangibility, empathy and assurance. The study recommends that paid television services providers have to improve performance on all the dimensions of service quality in order to increase customer satisfaction since consumers expect more than what they are offering. This will enable them maintain high level of competitiveness and achieve successful business performance.

Mapunda, George Arthur (2016) *The Role of Financial Institutions on Supporting the Growth of SMEs in Tanzania: A Case of ABC Bank in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the role of financial institutions in supporting the growth of SMEs in Tanzania taking Bank ABC as a case of researcher's study. As to fulfill the needs, researcher breakdown the topic into several detailed purposes that he termed them as specific objectives which are, to identify the roles of financial institutions on the growth of SMEs, to assess the support that ABC Bank provides to SMEs and finally to determine challenges that Bank face in assisting SMEs when tries to support SMEs in Tanzania. With the use of questionnaires a total of 180 samples were used to give the data. As to respond to the questions for the objective number one, about 122 respondents' shows to be aware with how financial institutions support the growth of SMEs though they differ on the degree of understanding. While that a case, other groups of respondents disagree and the remaining 10 respondents were remaining neutral to the questions. With regard to the second objective, results obtained showed that, large percentage of the respondents about 64.4% selected Yes meaning there is contribution from ABC Bank to SMEs; 21% selected NO and the remaining 14.4% selected I don't know. Responses of objective number three, challenges like unequal distribution of

information; Insufficient set of balanceto support assistance , untrained personnel; Huge cost associated with such assistance, and lastly, mismanagement . Researcher,gave recommendation policy makers and other researcher on what they can concentrate on ensuring effective support of financial institutions on the growth of SMEs in Tanzania.

Temba, Frillness Isdory (2015) *Assessing The Role of Stakeholder's Participation on Sustainability of Donor Funded Project: A Case Study of Youth with Disabilities Community Program in Tanga*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at assessing the degree to which stakeholder participation in a project influences its sustainability. The main objective of the study was to assess the role of stakeholders' participation in promoting sustainability of donor funded project. A cross sectional descriptive research design was used with a sample size of 70 stakeholders. Being a qualitative study heavily influenced by the interpretivist philosophy, data were analyzed through content analysis and SPSS version 16.0. The study found that in order for stakeholders' participation to be effective in promoting sustainability of donor funded projects it should be initiated from the beginning of the project. The study also found that the major role of stakeholders' participation in donor funded projects was mainly in the form of Resource mobilization, Collaboration and partnership, Material contribution, and citizen control. Keywords: Sustainability, Stakeholder participation and Donor funded projects.

Tonya, Ephraim M. (2015) *Assessing the Implications of Water Supply Technology on the Sustainability of Rural Water Supply in Dodoma Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed sustainability of rural water supply projects in Bahi and Chamwino districts, Dodoma, central Tanzania. The study adopted a cross-sectional research design. In order to study different types of projects two strata were created basing on extraction methods used. A total of 24 projects were surveyed across the study area and 136 respondents were interviewed. Multiple data collection methods such as FGDs and Interviews were used. The collected data were processed and analysed using descriptive analysis method. The study found that there was very limited involvement of the beneficiaries in the decision of the type of affordable and appropriate water supply technologies. Nearly all the respondents denied to have been involved in decision on water supply technology options that would suit their needs. A majority of the surveyed projects were found to be functional; however, the

remaining small fraction of 10.3% and 30.4% non functional schemes in Bahi and Chamwino respectively signified that there were some communities that did not have access to safe and clean water supply due to technical challenges caused by the chosen water supply technologies. The study established a very strong negative correlation coefficient ($r = -91.99\%$) between the technology used and sustainability of the project. It was recommended to the external actor side that transparency should be well observed at community level thereby sharing with the beneficiaries on all the technological options, their advantages and disadvantages, and wherever possible to consider and respect technologies in which the communities have experience so as to enhance sustainability of the particular rural water supply projects.

Ntungi, Juvenalis K (2015) *The Role of National Social Security Fund to socioeconomic development in Tanzania; A case of Dar Es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at analysing the role of NSSF in the socio-economic development of Tanzania. The Data collected was analyzed by Frequencies and Multinomial Logistic Regression tools and hence the study findings were sorted and coded using SPSS software. The researcher used questionnaire as a tool of data collection. The findings showed that, overall average of respondents showed that 69.7% responded. The hypothesis 1, 2, 3 and 4 were supported by 0.336 coefficient of 67.988, 0.825 0.05 at a beta coefficient of 69.7090, 1 at a beta coefficient of 64.603 and 0.3020.05 a beta coefficient of 68.250 respectively. The researcher recommended that, the government should implement rules and regulations which favour NSSF operations and repay loans in time. NSSF should encourage the society to be members and the society should support NSSF by leaving some of their piece of land to be used in development project. It was concluded that investment project, employment opportunities, development project, credit facilities lead to increase in Gross Domestic Product, Gross National Product, and poverty alleviation. They also lead to social welfare, rise in standard of living, better education, greater income distribution and credit facilities. This also leads to socio-economic development of Tanzania as a community. Key words: National Social Security Fund, Social economic development, Tanzania.

Michael, Stephen Mngodo (2015) *Assessing the Role of Promotion Mix in the Development of Tourism Centers in Tanzania: A Case Study of Hotel Industry in Dar es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Development of Tourism hotels in Tanzania as one of the diversification strategies of country's income sources is given more attention by program makers and politicians' of the country. Expansion of hotel industry is facing challenges of less tourists/ visitors per hotel. Bed occupancy rate as proxy of number of hotel visitors in Tanzania is said to be 34.6 percent, according to survey conducted in June 2012 by NBS and 34.3 percent in May 2013 survey. This implies, there are more than 50 percent extra supply of beds, compare to number of beds occupied. Thus, the purpose of the study was to assess the role of promotion mix in the development of tourism hotels in Dar es Salaam, Tanzania. The survey was cross sectional and sample size included 40 tourist residing in tourist hotels in Dar es salaam at the time of data collection, 30 hotel marketers/managers and 10 respondents from tourist bodies/associations. Descriptive and inferential statistics were employed to analyze relationship between number of tourists as a dependent variable and promotion mix (advertisements, sales promotions, publicity and direct marketing). Findings indicated that, advertisement was positive correlated with increase in tourism at 0.59 percent (insignificant). Sales promotion is significance to increase in tourism at 0.001 percent. Publicity is significance to increase in tourism at 0.031 percent and direct marketing is significance to increase in tourism at 0.037 percent. From the findings, the study concluded that, promotion mix has a role in promoting tourist hotels industry in Tanzania, particularly Dar es Salaam. Therefore, government has to strengthen existing tourist bodies and associations and established hotel promotion monitoring organ, which oversee and evaluate application of efficient promotion mix practices.

Ghati, Mwita Makamba (2015) *The Impact of Promotion on Merit and Education Level Bases to Performance of the Tanzania Police Force*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to determine the Impact of Promotion on Merit and Education Level bases to performance of the Tanzania Police Force. The objectives involved to determine whether promotion on merit and education level bases satisfies the employee's desire of being recognized, valued and assigned duties which they perform best; motivates employees to offer their loyalty to the force; helps the force to retain the skilled workforce; if it motivates other employees to study to high education levels, and exploring possible challenges related to promotion on merit and education level bases and ways of addressing them. The study employed mainly qualitative approach using the case study design. A total of 65 participants were involved in the study including 40 rank and file soldiers, soldiers studying in high education institutions, 20 soldiers of inspectorate rank and 5 senior Police officers who were selected through stratified random sampling and

purposive sampling. Data were sought through interviews, documentary review and observation; and were analyzed mainly through content analysis. The findings of the study indicated that promoting soldiers on merit and education level bases has a positive impact on the forces' performance; it satisfies soldiers' desire of being recognized and valued; it builds soldiers' loyalty to the force; it enables the force to retain its skilled workforce; it motivates other soldiers to acquire high education and it faces a number of challenges. In the light of the finding the study recommends that the force has to continue using these qualifications for promotion since it encourages soldiers to improve their performance and hence an efficient and effective police organization. And it has to work on the challenges identified using the suggested ways to make the practice fair and acceptable by soldiers.

Haji, Haji Machano (2013) *Assessment of Factors Affecting Employees' Promotion in Zanzibar Government Organization: A Case of the Ministry of Social Welfare, Youth, Women and Children Development*. Masters dissertation, The Open University of Tanzania.

Abstract

Employee promotion yet remains a critical issue in Zanzibar public organizations that is why several institutions were established at different periods for the purpose of putting into effect the government policies and directives related to employment and promotion. Therefore, this study aimed at assessing the factors affecting employees' promotion in Zanzibar Government Organizations specifically on Appraisal system, Scheme of Service, Institutional Financial Capacity and implementation of Promotion Policy using the case study of Ministry of Social Welfare, Youth, Women and Children Development. Methods used in this study entail purposive sampling for nomination of the departments' directors and chief planners, simple random sampling for selection of ministry' officers. Data were collected through interview guide for directors and chief planners while questionnaires for ordinary officers. Study findings revealed that 77.5 percent of the respondents do not implement performance appraisal system and 73.8 percent never perform scheme of service. The findings also disclosed 72.5 percent of the employees were not promoted. Also employees responded that their institution by 78.8 percent do not allocate fund for promotion purpose. While 85.0 percent respondents admitted the deficiency of Promotion Policy implementation. Conclusively there is lack of implementation of Performance Appraisal, Scheme of Services, and Budget Allocation of fund as well as Promotion Policy. It is recommended that provision of education, transparency and responsibility should be undertaken for appropriate implementation of Performance Appraisal System, Scheme of Service, Promotional Policy and Fund Allocation.

Khamis, Riziki K. (2013) *Assesment of Impacts of AIDS on work Organizations*":A case of Iringa Municipality. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated impacts of HIV/AIDS to work organizations. The study was conducted to three public institutions and two private institutions. Data were mainly collected through interviews, questionnaire and documentary review. Major assessed variables on this included types of impacts of AIDS to work organizations, increased staff turnover, morale decline, loss of tacit knowledge loss of skills, increased cost and declining productivity as a result of HIV/AIDS scourge. The results revealed that the kinds of impacts of AIDS to work organizations are basically economic and social. It was revealed that AIDS has impacts to work organizations as it increased costs, increased staff turnover, productivity declined, morale of staff declined, skills and knowledge were depleted. Also results revealed that a forty percent of visited public institutions had workplace HIV/AIDS policies but they were not contextualised to reflect Iringa vulnerability towards the pandemic while one percent of the same had no laid down policy to handle HIV/AIDS. For private organizations 20 percent had policy documents and 20 percent had no such document. It was found that existing HIV/AIDS response programmes provided promise of initiatives on curbing the pandemic at workplaces except most of them relied on donor support. That was a major setback in the fight against HIV/AIDS infections because once donors change priority everything will be at the end.

Khatib, Malick Mkilindi (2013) *Analysis of the Effects of Exchange Rate Movements on Fuel Price Changes in Tanzania, A case of Dar es salaam city*. Masters dissertation, The Open University of Tanzania.

Abstract

This study has attempted to establish the Effects of Exchange Rate Movements on Fuel Price Changes in Tanzania, the case of Dar es salaam city. The purpose of this research was to analyze the magnitude of the effects brought by exchange rate movements on fuel price changes in Tanzania, study the appropriate measure to avert or minimize the adverse impact taken by the government of Tanzania. Secondary data has been mostly used in this research. Primary data has been obtained through close ended and structured questionnaires supplemented by observation and face to face interviews. According to the findings, there is a direct relationship between the current trend of fuel price changes and the movements of exchange rate. The study also showed that there is an inappropriate association between the extent of fuel price changes and the movements of exchange rate, thus the appreciation or depreciation of foreign exchange does not tally with fuel price changes in the country. The study showed that fuel computation and periodic

indicative price done by Ewura are wrongly applied and do not reflect the actual movements of exchange rate. The study revealed that foreign exchange appreciation or depreciation has immediate effect on fuel price changes because of weakness of local currency which causes Ewura as Government Regulatory Authority to use this weakness of TZS over USD to set and change the fuel prices every now and then.

Maswa, Maria Joseph (2014) *The Role of Law Enforcement in Combating Child Labour” a case study of Arusha City, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed to assesses the role of law enforcement agents in combating child labour in Tanzania A case of Arusha City. The study employed both qualitative and quantitative approaches and a cross-sectional design was adapted. A snow-ball technique was used to obtain child labourers, while a social welfare officer was chosen purposively. A simple random sampling was used to choose police representatives. Sub-samples of 30 child labourers, 40 police respondents and a social welfare officer, Community 10 constituted a sample size of 80 respondents. The Specific objectives of study: to identify forms and Causes of Child Labour existing in place assesses the role played by law enforcements agents in combating Child labour; determine the community perception concerning the role played by law enforcement agents in combating child labour as well as exploring the challenges facing by the law enforcement agents in combating child labour. Findings of the study were analysed by using SPSS and Content Analysis. The study revealed that Children working in different forms of informal employment. Majority employed as domestic servants, apprentice mechanics and car washers. The study revealed the main causes of child labour are parent separation, negligence of parents to take care their children, and Child orphan hood, outdated culture, poverty, cheap labour and weak law enforcement. The study concluded that the law enforcement agent is yet to deliver effort to combating child labour due to some challenges facing such as lack of collaboration with other stakeholders, mistrust with the community, lack of resources lack of information from the community. Thus in order to deliver this there should adequate resource, good collaboration among stakeholders and community at large in fighting child labour.

Nkhambaku, Wilson Elisha (2014) *Assessing the role of local Authority institutions on peasants-pastoralists land use conflict mitigation in Tanzania, a case of Kishapu District*. Masters dissertation, The Open University of Tanzania.

Abstract

Peasant-pastoralists land use conflict remains to be the most serious resource-use conflict in Tanzania. The study investigated the role of local authority institutions on

land use conflict mitigation between peasants and pastoralists in Kishapu district, Tanzania. A case study design was adapted. A sample of 100 purposively selected respondents constituting peasants, pastoralists and local authority officials participated in the study. Questionnaire survey and in-depth interview techniques were applied in data collection. Descriptive statistics and content analysis were the data analysis techniques used by the study. The study identified that there is a serious land use conflict involving peasants and pastoralists in the study area. The role of local authority institutions (i.e. Village Land tribunals, Ward Land tribunals, District Land tribunals) is awareness raising on land use and management, land use conflict mediation and arbitration, awareness of land policy and judgment of land use cases. However, land use mitigation measures of local authority institutions found to be less effective in combating the prevailing land use conflicts between peasants and pastoralists. The study recommends local authority institutions to effectively use participatory approaches in organizing the land use planning so that peasants and pastoralists can have opportunities in making decisions pertaining to alternative land uses to ensure a sustainable land resource utilization in Kishapu district.

Shiwa, Rajab I. (2014) *The effectiveness of contract management on contractors' performance- a case study of Oil and Gas Company*. Masters dissertation, The Open University of Tanzania.

Abstract

In the world of business, it is common for an organization to involve contractors or suppliers in one way or another to support in providing service or product to meet its intended requirements. It is a main duty for operating company to make sure contractors perform their duties safely and timely through appropriate contract management (CM) procedures. Despite significant research progress, the effectiveness of contract management in terms of monitoring contractor's performance in Tanzania has not been tracked and published widely. The main objective of the study was to examine the effectiveness of contract management on contractor's performance in fulfilling their contractual obligations at case company. The findings reveal that the contract management process is very effective on monitoring contractors' performance. 28 were sampled out of total population of 82 based on their involvement in contract management and managing contractors' performance. The study was conducted at a case company, Dar es Salaam and Mtwara office. It is concluded that, the case company CM activities are effective and there is a relationship between CM and Contractors' performance. The researcher recommends more improvement to the following areas; scope of work and specification; risk management; and KPI so that to achieve much better contractor's performance outcomes timely, safely and within budget.

Odhiambo, Dolfina Achieng (2015) *A study of the causes of expatriate failure at Indra Limited, Nairobi, Kenya*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of the study was to identify the individual factors, work factors and environmental factors influencing expatriate failure at Indra Ltd. The study employed a quantitative descriptive survey design. A questionnaire containing closed ended questions was either administered either via emails or interviewer administered to the expatriates currently based at headquarters. A total 28 usable questionnaires were received out of the 40 distributed to Kenyan expatriates. The data obtained was analysed using descriptive statistics and correlation with the help of statistical computer packages specifically Microsoft Excel and Statistical Package for Social Sciences SPSS. The mean scores on intention to leave were then correlated with individual factors, work factors and environmental factors. The study found that Kenyan expatriates experienced failures as proxied by intention to leave and that this failure is there irrespective of age, gender and work experience. The study also finds that of the individual factors, satisfaction with quality of life abroad, children, autonomy, and spouse satisfaction were the most influential factors while age, education and spouse adjustments of the expatriates were not. Satisfaction with salary and allowances, satisfaction with opportunities for career advancement and satisfaction with the relationship with supervisor were the most influential work factors and so were participation in decision making and exercising authority on the job in their job autonomy category. Cost of living, standard of living and availability of medical facilities were ranked most influential environmental factors. Although the results also indicate no significant correlation between mean intention to leave scores and mean scores of individual factors, work factors – whether in total or separately in job satisfaction or job autonomy, and environmental factors, the mean scores for job satisfaction was statistically significantly positively correlated with mean scores on environmental factors and so was job autonomy with environmental factors and work factors and environmental factors. These results are not surprising because it is hard to separate work factors and environmental factor. The two are naturally interconnected. Key words: expatriate failure, intent to leave, demographic factors, individual factors, environmental factors, work factors.

Ndege, Peter (2014) *The Contribution of Microfinance Institutions on Poverty Reduction Among Women in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

MFI sector plays an important role in poverty reduction in the economy especially of the less developed countries. This role is like the heart to the human body to pump

the financial resources that are necessary for the economic growth and well being of a nation and its people. This research focused on the contribution of the microfinance sector on poverty reduction efforts among women in Dar es Salaam. Poverty reduction was looked at four major variables namely income, employment level, saving and assets ownership by female entrepreneurs. In order to analyze the contribution of the microfinance institutions on the above mentioned parameters, primary data were collected through questionnaire from 100 respondents. The research found that, there was a significant decrease in poverty among women as recognized and proved by an increase in income, employment level, saving and assets ownership to them as a result of loans from the MFIs. Despite of these achievements, it is recommended that the microfinance sector should invest in advertising its services so that more poor people are recruited by them. Again there is a need for them to expand their services to rural areas where a rate of poverty is higher rather than concentrating in urban area.

Nkya, Elinikunda Andrew (2015) *The Role of Tanzania Central Railway Line in Promoting Cargo Transportation*. Masters dissertation, The Open University of Tanzania.

Abstract

This study conducted to examine the role of central railway line in promoting cargo transportation in Tanzania. The emphasis was placed particularly on the volume of cargo transported for five years aiming to comprehend transportation needs, limiting challenges facing railway transportation and promote cargo transportation. To achieve this descriptive method of data analysis with secondary and primary data were used to reveal the level of cargo transportation in central railway. Findings from the study indicated that there is a high need for cargo transport by central railway line as it showed that only forty five percent of all cargo was transported. It was also found that there are many challenges affecting railway transport including difficulties in getting train engines which are compatible with technology, infrastructure in-capacity and ability of most railway bridges to pass heavy cargo is low. Despite of these challenges in operations, it realized that, central railway line was able to transport a total of 1.066 million tons of cargo volume in past five years (2010 – 2014). Based on the findings, it is recommended that in order to overcome the problem in promoting cargo transportation, TRL should make a plan to rebuild existing engines and purchase new engines. Engineers should receive regular training on new technology in order to meet standards. TRL should also make complete repairs of the rail road and bridges as well as develop a plan that lay down strategies to overcome competition from road trucks, including proper marketing of TRL cargo transport services. Key Words: Transportation, Railway line, Cargo Promotion, Tanzania.

Ngonyani, Frank Thomas (2015) *An Assessment of Factors Affecting Financial Management of Local Government Capital Development Fund in Tanzania: the case of Songea District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the factors affecting the management of local Government CDF in Tanzania: the case of SDC. Respondents were in two categories: councilors and council officials including WEOs, VEOs, DED, CDT, DPLO, DHRO and other technical staff of SDC. They were obtained through purposive, simple and stratified random techniques. Data were gathered through questionnaires, interviews, observation and documentary reviews methods. The data were analyzed and processed both qualitatively and quantitatively using SPSS and Microsoft Excel programs. The findings of the study revealed that there were factors affecting the financial management of CDF leading to undesired performance in the society. These challenges included; poor management capacity and financial controls in managing CDF, shortage of qualified and competent staff in managing CDF, poor computerized financial management system and Underutilization of Integrated/ Financial Management System (IFMS/Epicor Accounting System) and poor project management and community participation in the CDF. Lastly, the study came out with various measures that can be taken into account in order to strengthen management of CDF in LGA(s). These measures include; setting and strengthening capacity building plans and strong implementation strategies, employing competent, faithful and experienced personnel, strengthening computerized/integrated financial management system, strengthening internal control system and internal audit functions, enhancement of project management and community participation in CDF, and serious actions should be taken by the council management and the government for those personnel found guilty of fraud of CDG.

Mlotwa, Godfrey (2015) *Assessment of the Implementation of Land Surveyed Projects for Human Settlement Development: A Case of Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The main aim of the study was to assess the implementation of land surveyed projects for human settlement development in Ilala Municipal Council. A cross-sectional research design was adopted where by a purposive sampling technique simple random sampling and systematic random sampling were used due to involvements of various respondents to obtain a sample of 200 respondents. Interview questions and questionnaire was the main instruments used in data

collection. Results had shown that land acquisition procedure in land surveyed projects were not considered during the implementation of land surveyed projects in Ilala Municipal Council which result to inefficiency while the demand for cadastral survey is higher than its supply. Citizen of Ilala Municipal Council perceive land surveyed projects negatively which prohibit human settlement development. It was concluded that inapplicability of land acquisition procedures resulted to inefficiency including poor performance of land surveyed projects in Ilala Municipal Council, hence mismatch between demands for cadastral survey with its supply for human settlement development. To add on that lack of good governance and awareness to community result to negative attitudes towards land surveyed projects. Therefore, the study recommended that the practice of land acquisition procedures shall be taken as a bridge in implementing land-surveying projects, considering land acquisition procedures shall increase the supply of cadastral survey for human settlement development. To add on that the practice of good governance shall reduce negative perceptions of the IMC citizen.

Samuel, Vivian (2016) Challenges Facing Employees' Career Development: The Case of Medical Stores Department Staff. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored challenges encounter by MSD employees in their career development and suggested measures to countercheck the situation. The logic behind this study was the presence to human resources practitioners with minimal knowledge and experience despite massive efforts taken by the government to make them competent. The study expected to be valuable not only to government but also to all government actors. The study was guided by specific research objective which measured career development in terms of effectiveness and analyzed the contribution of the training and development programmes in employee career development. Also the link between training opportunities and employees' career development were determined. Finally, measures to improve career development were brought into attention. The study employed case study of MSD. While secondary data were gathered from different MSD reports primary data were gathered through questionnaires and in-depth interview. Data were coded and analysed using percentages and frequencies. Findings were summarized into tables and figure. The analysis was aided by SPSS and special template. Generally, data revealed that career development was ineffective as factors that could make it effective such as overall training was lacking. Other factors which made training to be ineffective were lack of clear training policy and lack of enough training opportunities. Again MSD employees' have promotion chances. The study made three recommendations that were to design policies that would have been guided

MSD management to improve its strategy regarding human resources management. Secondly, was to allow free and fair competition in employees'. Thirdly; to have collective decision making based on mutual consensus and self development.

Sukunala, Efeso (2016) *An Analysis of Employee's Perception on Motivation Mechanism in Public Service: Empirical Evidence from Katavi Police Force*. Masters dissertation, The Open University of Tanzania.

Abstract

Across sectional study design with the intention of analyzing the employees perception on motivation mechanism in public service involving 34 respondents was conducted at Katavi Police Force which is located in Katavi region .Different research methodology were adopted including questionnaire tool for data collection, interview method, as well as documentary review, then analyzed by using Statistical Package for Social Science (SPSS) Program version 20. The study find out that protection of citizen and their properties, was reported to be the major attribute for police officer to be sustainable in the police force. They further state that they have been attracted to join the Tanzania Police Force because they like to save people and their, to protect the country as well as the profession is their job choice. However, unsatisfying salary have been identified to be the major factor which affect the modality of work. Furthermore, the study gave various reasons that they thought that could have contributed to their Motivations, which included Tolerance, Discipline, Hard work, Experience/years of Service, Intelligence, Good Record, Leadership abilities, Efficiency, Education standard, Faithful, Public Relationship and Obedience. However, more than half(68%) of the police officer gave their views that their working environment is not well conducive enough to enhance their work output. The researcher recommended that, improvement should be made on their accommodation and living conditions, increasing on their payments, giving them allowances and having their salaries paid promptly for increasing efficiency of work.

Ndulilo, Lupakisyo W. (2014) *Assessment of customer satisfaction on complaints handling in banks: A case study Barclays Bank Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to assess customer satisfaction on complaints handling in banks. The sampling approach in this study was simple random sampling method and the populations were BBT customers who use the banking services as receiver and BBT staff who were selected purposely as service providers. Data were collected using questionnaires which were designed specifically for

employees and customers. The study results revealed that, there are challenges that face management of the bank in complaint handling as about 45 percent of the customer responded that the service level in complaint handling is average, it is also revealed that time taken to handle complaint is not satisfactory about 44 percent opined that they are uncertain with the time taken to handle complaints. It also revealed that staffs receive training on customer service only once per month. This study recommends that, Bank Management should improve employee's incentives policies regarding training programs, particularly on customer service training from time to time and not only at the time when the employees join the organization. Bank Management should conduct more training on customer service at least twice per month also the management should improve complaint handling procedures.

Ngarambe, Shaaban (2014) *The Effect of Grievance Management on Motivation of Teachers: A Case of Ilala and Temeke Municipalities in Dar es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the effect of grievance management on motivation of teachers in Ilala and Temeke municipalities in Tanzania. The main objective was to assess the extent to which handling of teacher grievances at the municipal level affects teacher motivation. Respondents of the study were public primary school teachers (N = 86) who were selected on sampling. The study used survey method. Data were collected using a hand delivered highly structured questionnaire. The simple data management computer software, the Excel, was used to analyze the data. Major findings of the study are four. Firstly, there is a significant spread of grievances among the teachers in the municipalities. Secondly, there is no promptness in grievance management since the process goes at a snail's pace. Thirdly, the prevailing municipal teacher grievance management system is generally not satisfactory. Finally, despite its unsatisfactory nature, the grievance management system bears no effect on the work motivation level of the teachers. Thus, the study recommends to the municipal authorities to enhance grievance management system through such measures as creation of a special desk for grievance handling, developing a workable feedback mechanism, and improvement of industrial relations at the workplace.

Mikidadi, Mwanahamisi (2013) *Efficacy of Personnel Record Keeping in Managing Human Resources in Higher Learning institutions in Tanzania: A case study of The Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examining the efficacy of personnel record keeping in managing human resources in higher learning institutions in Tanzania, The Open University of Tanzania was chosen as a case study. The study used qualitative and quantitative approach and had a sample of 83 respondents. The study applied stratified and convenience sampling techniques. Primary and secondary data were collected whereby questionnaires, interview and documentation were used to collect data. Generally respondents ranked level of success attained in different areas with respect to the contribution of record keeping medium level. Importance of personnel record keeping, accuracy of personnel record, success and challenge in personnel record keeping were areas assessed. More than 80% of the respondents indicated knowing the importance of record keeping in decision making. However 77% of the respondents said that the contribution of record keeping decision at OUT is average. Success brought about from the process of record keeping at OUT were ranked medium, level identified were availability of information, easy retrieval of information and help in facilitating decision making. However 72% of the respondents said that there is no effective data base at OUT hence clarify inefficiency to accurate records. Several challenges were identified including poor working environments, lack of personal record policy, lack of integrity, lose of documents/file and poor communication system. Generally the study shows that personnel record keeping is very important in decision making therefore OUT management needs to take measure to improve personnel record keeping infrastructure and develop personnel record management policy.

Mboya, James Amani (2015) *Critical Assessment on Effects of E-procurement in enhancing project performance among private sectors organization: A case study of applied technology company Limited, Dar-es-salaam and Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing “the effects for using E-procurement system in enhancing project performance among private sector organizations, a case study of Applied technology Co. Ltd (ATL)” A case study approach was selected and used due to the nature of the study. Total sample of 30 which is 42% of the population was picked from Applied Technology Dar es Salaam and Arusha by simple random and purposive sampling methods. Data were collected by questionnaires, interviews, and review of documents with a response of 30 staffs which is 99.9% of the sample, and qualitative analysis method was used to process the data. The study revealed a number of factors that may lead to effective adaptation of E-procurement in private organization; but can mainly be grouped into two: - First, Organization factors such as, sufficient training to employees, high sensitization of employees on existing training program, adequate training budget, and high training programs evaluation; Second, Sociological interaction, such as; age characteristics, marital status, team

building programs and high level of education. To enhance further effective improvement of training programs it is recommended to;- Develop a uniform TNA exercise improve the level of efficiency of training function and eventually have clarity in scope and objectives; Conduct evaluation after every training session and give feedback to trainees; increasing employee capacity by allocating sufficient budget; Implement training function openly and involve every individual in determining the kind of training they need and adapt the “Blended Learning Program Model”. Garvey (2011) and Kirkpatrick’s (1975) Evaluation Model as analyzed in the paper.

Qorro, Olympia (2015) *Effects of Innovation Towards Meeting Customer Satisfaction: The Case Study of CRDB Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

Customers play a major role in any business. In recent years, the banking industry is facing multiple pressure to remain competitive in the market. The changing customer needs in the banking industry have necessitated the banks to invest in innovation in order to meet the diverse and changing needs of their customers. This research was carried out to establish the effects of innovation towards meeting customer satisfaction in CRDB bank. The researcher used questionnaires to collect data from selected branches of the bank. Fifty seven out of eighty customers approached provided the data that was used for analysis to come with the results. The data was analyzed using descriptive analysis methods and the results were then presented. The study revealed that adoption of innovation strategies has greater impact on customer satisfaction. It also highlighted the factors considered by customers in evaluation of satisfactory services to be reliability, accessibility, price of service, compatibility with lifestyle, perceived risk and ease of use. The study concludes that banks which continually invest in new technologies that meets the above factors have greater chance of achieving customer satisfaction. The study recommends that innovation strategies are indispensable to banks in order to meet their customers’ expectations, but the banks should also look at other factors that affect customers’ satisfaction such as complaint handling, procedures and long queues in the banking halls and other service centres. The study results are limited within the selected branches of CRDB and therefore should not be generalized without further research.

Pastory, Almachius Kaiza (2015) *Challenges Facing Small and Medium Enterprises in Accessing Finance: A case of Commercial Banks in Ilala Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

Small and medium-sized enterprises (SMEs) are considered to be one of the principal driving forces in economic development. It is approximated that there are about three million small business in Tanzania. Several factors constrain financial institutions provide loan to SMEs regardless government's policy and strategies. A descriptive study was conducted to assess SMEs specific factors and commercial Banks specific factors on growth of small and Medium in Ilala Municipal, a total of 215 SMEs and 3 commercial banks found in Ilala were involved in this study. Among the predictors tested in this study revealed that nature of the firm ,education level of SMEs owner, and firm capital were significantly associated with accessing loans from commercial banks in the study area and results from the multivariate regression suggest that nature of the business and current value of the firm have statistically significant contributions to the model for predicting business expansion but the combination of independent variables, nature of the business, education level of the SME owner and current value of the firm were not statistically significant with capital growth outcome, although all the three predicting factors had positive relationship with the capital growth .From this study, it was revealed that commercial banks were the main source of finance for the SMEs, and that regardless provision of the loans to SME, procedures of getting loans for micro enterprises should be regulated to enable more accessing to the capital. Given the good policy, strategy, and vision of the government empowering financial institution it is recommended that the commercial banks to create tailor made and good environment for micro enterprises to access loans.

Mbonea, Donasian (2015) *Evaluating Factors Hindering Implementation of Open Performance Review and Appraisal System in Local Government Authorities in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Improving the service provision of the public sector has been the struggle of many developing countries for the past two decades. Tanzania is also in the same endeavor where it aims to improve the performance of the public servants so as to improve service delivery in the public sector. It is with this intention that OPRAS was introduced to the local government authorities, which are one of the major service provider entities of the government. However, the implementation of OPRAS in LGAs has been poor. The compliance rate is estimated to be 51 percent. The main objective of this study was to investigate the factors hindering implementation of OPRAS in the LGAs in Tanzania. The study employed a cross sectional survey design to reach respondents. Structured questionnaire and interview were used for data collection. It involved 50 respondents in Kinondoni Municipal Council. The study findings from the respondents showed that lack of knowledge and expertise 43(85%), employees' non –compliance 42 (82%), lack of management support and

commitment 44 (86%), lack of resources committed 44 (86%), lack of feedback on employees' performance 40 (79%) caused poor implementation of OPRAS in LGAs in Tanzania. It was concluded that enhancing management and employee understanding of OPRAS is crucial for ensuring successful OPRAS implementation. The study recommends that, in order to ensure effective implementation of OPRAS, employees and implementers need to be trained before implementing OPRAS.

Mandia, Adam George (2013) *Entrepreneurial orientation among business owners in Tanzania: Is it a necessity based or opportunity driven*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to establish whether entrepreneurs in Tanzania are necessity based or opportunity driven. Specifically the study determined why do people choose entrepreneurship as a career and the relationship between the motives and the resulting performance of the firm, and finally identified challenges faced by entrepreneurs based on their motives. A descriptive research design using survey technique was employed. Major primary data were collected through structured questionnaires. Data was analyzed using SPSS employing Descriptive statistics and Chi-Square techniques. The results of the study show that entrepreneurship orientation among business owners is much influenced by the necessity than opportunity, though there is some hybrid merge between the two. The findings of this study show that desire for high income, exploitation of opportunities and lack of alternatives and, work experience are important motivational factors and reasons for choosing entrepreneurship. Moreover findings reveal that there is a positive relationship between exploitation of opportunities and desire for high income and sales turnover as firm growth indicator. Where-as number of subsidiaries opened indicates no relationship with exploitation of opportunities. The study recommends a need to formulate an independent entrepreneurship policy which will enhance entrepreneurs promotion, and establish one stop centre for local entrepreneurs. Furthermore the study recommends an introduction of entrepreneurship subject in primary and secondary education syllabuses and to take an immediate mitigation measures to redresses the found challenges.

Njau, Boniphace Yesaya (2016) *Composition and Challenges of Medical Leaders in Regional Hospitals Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The need of linking medical leadership to the performance of medical institutions on the leadership development of all doctors has started earlier. This study designed to assess the proportionality of male and female leaders in medical field specifically to look the composition and challenges of medical leaders in regional hospitals, taking Dar es Salaam region as a case. On reaching to the intended objectives, Eighty medical and dental doctors from the respective departmental leadership positions within regional hospitals were interviewed and data on demographic and leadership was filled in a special designed questionnaire and data was analyzed by using content analysis method and results reported through tables and graphs altogether. The study findings revealed that, departmental medical leaders around 31- 40 hold senior position as with male predominance. The issue of financial challenge is the most common factor for effective leadership staffing and poor staff morale. It was also identified that, Moreover, the basic criterion used to place and get leaders in regional hospitals is the level of education of a person and therefore, it was identified that, majority of leaders admitted in regional hospitals have leadership educational background. However, researcher found that, there were very few women leaders with high education, most of women leaders in the hospital were possessing certificate only. It was recommended that various strategies have to be set out to promote women into leadership position. Medical postgraduate level should incorporate leadership training as to solve the need of leaders in medical field. Formal leadership education should be set as added criteria for appointment of leaders in medical institutions.

Ngawaiya, Jimmy Thomas (2016) The Effects of Training on Teachers' Work Performance: A Case of Public Secondary Schools In Bagamoyo District, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to assess the effects of training on teacher's work performance in public secondary schools. The study is grounded on three research questions which are, what are the current training practices used in secondary schools, to what extent teacher training relate to teachers' work performance and the next question is, the challenges faced by secondary schools teachers in implimenting training practices in Bagamoyo district. Using sample of 91 respondents were built on simple randomly and purposive sampling. Mixed method approach as both qualitative and quantitative research were used for best analysis, the standard questionnaire and interview were used to ensure the successful collection of data. The data analyzed by using the case study and descriptive statistics, SPSS (20) and Ms Excel (2010) were applied to answer research questions. The training contents, training policies, methodologies and training needs assessment contribute to teachers' work performnce as high number of teachers were satisfied with the

current training practices offered by incumbent government. Results revealed the relationship between acquisition of new knowledge, skills, attitude and capacity to adopt new technologies with teachers' work performance. But no relationship found between training and attendances of the teacher at work place with teachers' work performance. In addition, Teachers face challenges such as insufficient equipments, inadequate resources and inconsistency training programs in implimenting training practice at work area. Last but by no means least, the study used Human Capital theory to assess the effect of training on teachers' work performance. Thus the incumbent government through TAMISEMI, MoEVT, Embassies or NGO's advised to invest on training practices.

Ndyamukama,, Clara (2016) An Analysis of the Effectiveness and Efficiency of Police Workforce: Empirical Evidence from Gender and Children's Desk Section in the Katavi Region. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study was to analyze the effectiveness and efficiency of Police workforce basing on the gender and children's desk. The study was carried out in Mpanda and Mlele districts of Katavi region. The study has specific objectives which include, drives behind establishing a gender desk in the Police force, the qualitative size of the Police gender desk and the skills involved, gender desk qualitative awareness, trending issues in gender desk operation. Both qualitative and quantitative methods of data collection and analysis were used, whereby questionnaires, unstructured interviews and observation were employed. A sample size of 50 respondents participated in the study in which 5 of them consisted of head Police officers, 8 respondents include Police gender desk officers, 22 were the non Police gender desk officers and 15 respondents were the gender desk stakeholders. The study findings reveal that, the drives for establishing the gender desk was to deal with all cases based on Gender Based Violence and Child Abuse and the reasons for establishing a police gender desk was to ensure that the society is free from all forms of Gender based Violence and Child abuse. Most respondents also said the causes of Gender based Violence was the superiority complex of men caused by alcohol use, which cause wife beating, child abuse, divorce and marital conflict. Besides the participants reveal that the number of the workforce is not enough and the skills were not appropriate. Police gender desk is not well known to the majority, especially in rural areas. In addition to that respondents said that the Police gender desk succeeds in its operation, but they lack materials like confidential room and its associates and transport.

Moroni, Rhobi Gotora (2016) The Influence of Working Environment on Teacher's Turnover in Public Primary School in Sengerema District in Mwanza. Masters dissertation, The Open University of Tanzania.

Abstract

Teachers' turnover and retention in public primary schools seem to be critical issues in various schools in Tanzania. This study aimed at finding out the influence of working environmental conditions on teachers' turnover in public primary school in Sengerema District in Mwanza. Specifically the study wanted to; assess the working environment in public primary school; determine whether teacher's turnover is related to working environment, and to assess the level of teacher's turnover in public primary school. A mixed approach, even though quantitative was used in collaboration with survey design. A sample of one hundred and two (102) respondents was used. The data was collected using questionnaires. SPSS program was used for processing and analysis of quantitative data. The findings of the study revealed that in classes, student do not have enough desks to sit on, classes are overcrowded and teachers in their office do not have enough chairs and tables to match with number of teachers. Also an average of one (1) to ten (10) teachers are moving to other school every year out of the district. Apart from those, others are quitting teaching profession to other profession. The study recommends that, the government should start a special program of building more classes in schools with overcrowded pupils; meanwhile the schools should have two shifts to reduce the problem. Improvement of social services such as hospitals in rural areas will be a motivation to teachers. Furthermore, there should be a program whereby teachers in rural areas (who work in poor condition areas) should be offered incentives to motivate them. In that way teachers will be retained in rural areas.

Kifunda, Jonathan (2016) An Assessment of the Effectiveness of ASDP on Income Poverty Reduction: A case of Nshishinulu Village, Shinyanga District. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to assess the effectiveness of ASDP on income poverty reduction, a case of Nshishinulu village, Shinyanga district. The study was based on the fact that ASDP has reached the end of its implementation and was on the brink of introducing the second level intervention. Descriptive percentiles as well as multiple linear regression methods were used with a sample of 41 beneficiaries of ASDP services. Provision of agricultural farm inputs, irrigation and Trainings were independent variables and Income poverty reduction was the dependent variable. Data analysis was done using Statistical Package for Social Sciences (SPSS). The findings revealed that ASDP has performed poor in reducing poverty to small scale farmers in Tanzania and the economic situation of farmers is still poor. The results show that 82.3% of the respondents group still lives in poverty, even after the multiple years of ASDP interventions. It was further revealed that there are several challenges facing farmers and the government. Respondents mentioned that sustainable irrigation systems should be a priority to be addressed by the

government, while government officials mentioned proper allocation of funds as the policy priority. It was recommended that ASDP service provision should reach to farmers as a first priority and the government should address activities which are connected to. Public-private collaboration should also be increased. In the end programs like ASDP are there to firstly support the beneficiaries in order to reach the goals set by implementers. Key words: success of ASDP, Training of farmers, Irrigation production, Access to market, Provision of farm inputs, Income poverty reduction and Agriculture.

Sukunala, Efeso (2016) *An Analysis of Employee's Perception on Motivation Mechanism in Public Service: Empirical Evidence from Katavi Police Force*. Masters dissertation, The Open University of Tanzania.

Abstract

Across sectional study design with the intention of analyzing the employees perception on motivation mechanism in public service involving 34 respondents was conducted at Katavi Police Force which is located in Katavi region .Different research methodology were adopted including questionnaire tool for data collection, interview method, as well as documentary review,then analyzed by using Statistical Package for Social Science (SPSS) Program version 20. The study find out that protection of citizen and their properties, was reported to be the major attribute for police officer to be sustainable in the police force. They further state that they have been attracted to join the Tanzania Police Force because they like to save people and their, to protect the country as well as the profession is their job choice. However, unsatisfying salary have been identified to be the major factor which affect the modality of work. Furthermore, the study gave various reasons that they thought that could have contributed to their Motivations, which included Tolerance, Discipline, Hard work, Experience/years of Service, Intelligence, Good Record, Leadership abilities, Efficiency, Education standard, Faithful, Public Relationship and Obedience. However, more than half(68%) of the police officer gave their views that their working environment is not well conducive enough to enhance their work output. The researcher recommended that, improvement should be made on their accommodation and living conditions, increasing on their payments, giving them allowances and having their salaries paid promptly for increasing efficiency of work.

Mchele, Mashauri Mussa (2015) *Management of the training function in the Local Government Authorities in Tanzania a case of Bagamoyo District Council*. Masters dissertation, The Open University of Tanzania

Abstract

The study aimed at assessing the way Local Government Authorities manage the training function of their employees. Case study design through questionnaires was used for data collection in which one hundred and ninety (190) questionnaires were distributed to respondents. The findings indicate that the majority of the respondents did not have knowledge on the available policy that guide the management of training functions in their District inspite of having adequate policies guiding management of training functions in the Public Service. Training Needs Assessment is not done as per the policy requirement. The current practice at the district is that the identification of staff needs is left to the heads of departments and done adhocly without considering individual and organization challenges. None availability of the training plans, programs and budgets in the study area and thus become a challenging issue; Most of the Local Government Authorities do not monitor and evaluate their training activities. The study thus recommends the Local Government Authorities to abide with a guiding framework for the management of training functions in a decentralized human resource management regime. This will give strength to the LGAs in proper implementation and managing of their training activities. Key Words: Training Functions, Training Needs Assessment, Evaluation, and Policies.

Moroni, Rhobi Gotora (2016) *The Influence of Working Environment on Teacher's Turnover in Public Primary School in Sengerema District in Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

Teachers' turnover and retention in public primary schools seem to be critical issues in various schools in Tanzania. This study aimed at finding out the influence of working environmental conditions on teachers' turnover in public primary school in Sengerema District in Mwanza. Specifically the study wanted to; assess the working environment in public primary school; determine whether teacher's turnover is related to working environment, and to assess the level of teacher's turnover in public primary school. A mixed approach, even though quantitative was used in collaboration with survey design. A sample of one hundred and two (102) respondents was used. The data was collected using questionnaires. SPSS program was used for processing and analysis of quantitative data. The findings of the study revealed that in classes, student do not have enough desks to sit on, classes are overcrowded and teachers in their office do not have enough chairs and tables to match with number of teachers. Also an average of one (1) to ten (10) teachers are moving to other school every year out of the district. Apart from those, others are quitting teaching profession to other profession. The study recommends that, the government should start a special program of building more classes in schools with overcrowded pupils; meanwhile the schools should have two shifts to reduce the problem. Improvement of social services such as hospitals in rural areas will be a

motivation to teachers. Furthermore, there should be a program whereby teachers in rural areas (who work in poor condition areas) should be offered incentives to motivate them. In that way teachers will be retained in rural areas.

Ndege, Amos (2015) *Factors Affecting the Nurses Working Morale at Sokoine Regional Referral Hospital in Lindi Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main success fulcrum of the health service provision largely depends on nurses as they are more than 60% of the entire health workers and provide more than 80% of direct patient care both in the hospitals and health units. At Sokoine Lindi Regional Referral Hospital there are only 92 nurses but the real need is 305. The aim of this research was therefore, to determine the factors that affecting working morale of nurses in performing their duties at Sokoine Lindi Regional Referral Hospital. Data were collected by using interview, questionnaire, focus group discussion and secondary data collection techniques. A total number of 69 respondents were consulted where factors such as organizational management style (24.4%), delaying in allowances payment (23.2%), inappropriate payment of allowances (13.7%), work load (11.3%), lack of work done appreciation (7.7%), inadequate working tools (7.7%), lack of team work among indigenous nurses and those from other regions (5.4%), life hardship in Lindi Region (4.2%) and poor work environment at this hospital (2.4%) have been found to be problem to the nurses at this hospital. Researcher recommends the following strategies to be done to nurses so as to enhance their working morale; timely payment of allowances, equal opportunity for training, recognition of their good performance, changing of the available hospital management team, availability of working equipment's and gears at time, increasing their number, eradication of segregation by indigenous nurses toward those from other regions, appropriate payment of their required allowances, good interrelationship between them and their management, timely upgrading them, establishment of housing and friendly working environment.

Ntungi, Juvenalis K (2015) *The Role of National Social Security Fund to socioeconomic development in Tanzania; A case of Dar Es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at analysing the role of NSSF in the socio-economic development of Tanzania. The Data collected was analyzed by Frequencies and Multinomial Logistic Regression tools and hence the study findings were sorted and coded using SPSS software. The researcher used questionnaire as a tool of data collection. The

findings showed that, overall average of respondents showed that 69.7% responded. The hypothesis 1, 2, 3 and 4 were supported by 0.336 coefficient of 67.988, 0.825 0.05 at a beta coefficient of 69.7090, 1 at a beta coefficient of 64.603 and 0.3020.05 a beta coefficient of 68.250 respectively. The researcher recommended that, the government should implement rules and regulations which favour NSSF operations and repay loans in time. NSSF should encourage the society to be members and the society should support NSSF by leaving some of their piece of land to be used in development project. It was concluded that investment project, employment opportunities, development project, credit facilities lead to increase in Gross Domestic Product, Gross National Product, and poverty alleviation. They also lead to social welfare, rise in standard of living, better education, greater income distribution and credit facilities. This also leads to socio-economic development of Tanzania as a community. Key words: National Social Security Fund, Social economic development, Tanzania.

Shemdoe, Evans E.R. (2015) *Factors affecting collection of revenue in Muleba District Council in Kagera Region Tanzania; the case study of Muleba District Council in Kagera Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at making an assessment on the factors affecting collection of revenues in Muleba District Council (MDC). The study specifically focused on identifying sources of revenue at Muleba District Council and volume of collection by source; actors and mechanism used in revenue collection and finally establishing factors determining collection of revenue in the study area. The study used multiple methodologies including survey questionnaires, in-depth interviews, and documentation analysis so as to increase richness of the research findings. Furthermore, sampling techniques was used to enable the researcher to reduce the amount of data needed to be collected by considering groups of people rather than the whole population. It was found that, the Muleba District Council (MDC) did not plan properly before decision of assigning the revenue collection function to revenue collectors (own revenue collectors or agents) is made. Not all sources of revenues with the council were identified, documented and adequately studied to establish the potential amount to collect annually. Furthermore, the focus seems to be on very few sources while the need to widen revenue base was quite high. An overall conclusion is that the Muleba District Council (MDC) lacks an effective and integrated approach to manage Revenue Collectors in its different revenue sources, lacks punitive actions to defaulters and Periodic monitoring and evaluation. The entire system of Managing the revenue collection need to be improved in order to make sure that council's collect the intended revenue.

Musiba, Editha V. (2015) *Factors affecting Implementation of Open Performance Review and Appraisal System (OPRAS) in Tanzania's public service at Temeke Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Despite the various ongoing campaigns on mass implementation of OPRAS taking place country wide especially in the public service, still municipalities has low OPRAS implementation coverage. The purpose of this study was to investigate factors limiting implementation of OPRAS in Temeke Municipal Council. The study employed a cross sectional study design. The study involved a sample size of 80 people, where by 75 were employees at low level and few 5 heads of departments. The findings of the study indicate that, lack of top management support, lack of reliable transport, poor communication, poor provisional of knowledge, personal biasness, poor or lack of motivation, un acceptance of the system and lack of training these were the main factors hindering implementation of OPRAS in the municipal council. The finding of the study also shows that promotion to a great extent affect OPRAS system in positive and negative way. Promotion viewed as a punishment for those who perform low and it viewed positively for those who perform high. OPRAS brought some positive changes in service delivery to employees and management. The study recommendations include the followings that must be done; increase the budget for evaluation process, motivate employees in order to win their commitment to work, giving them more training and seminars, employ enough competent workers, creating good working condition, increase workers salaries, provision of immediate bonus and rewards for those who perform well also OPRAS should not much used for promotion purpose, should focus on improving job performance for those who perform low.

Ngowi, Perez A. (2014) *Assessment of Employees performance in Commercial Banks in Tanzania” A Case of Stanbic Bank Tanzania Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

This study presents the assessment on employees' performance in commercial banks in Tanzania particularly at Stanbic Bank Tanzania Limited. Specifically the study intended to identify the challenges facing employee's performance at Stanbic Bank; assess the relationship between employees' performance and productivity of commercial bank at Stanbic Bank; and examine the effect of human resource practices on employees' performance at Stanbic Bank. The research was employed are case study which is Stanbic Bank with both quantitative and qualitative analysis approaches where as sample of 83 respondents were randomly selected using purposive and simple random sampling. This study found that, there are challenges

of employees performance at Stanbic bank which are low salary increment and lack of training. However, organization structure and organization culture are examined in assessing relationship between employees' performance and productivity as very relevant to employees' performance. Moreover, the respondents agreed that, the effect of HR practices on employees' performance dealt with staff welfare overall as it directly affects ones performance in terms of remuneration, wellbeing and health care This study concluded that; "Every employee would be comfortable at conducive environment that makes employees to serve for customers". The inner satisfaction produces by banks makes high moral for the core employees to give out their best in terms of service delivery. The service delivery time would be fast for the branch to make more profit since the turnover rate for servicing customers is high. This study recommended that; Stanbic bank, the management should arrange seminars and workshops for employees to improve employees' performance.

Millinga., Chinyaga Octavian (2016) *Analysis of Solid West Management Process: The Case study of Temeke Municipal in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This research was analyzing of Solid Waste Management Process in Temeke Municipal Council in Dar es salaam. A sample of 42 respondents was selected for the study. The study used accidental technique to collect the data from Community members from the streets. The study gathered data from primary and secondary sources where by primary data obtained from Community members from streets of Temeke Distric. The study used quantitative method to analyze the data collected, to carry out the research findings from the questioners were analyzed, tabulated, and then interpreted. The existing municipal solid waste management system in Dar es Salaam particularly in Temeke municipality, are not have good plan for collection and disposal of the solid waste product. There were no proper procedures for locations and vehicle routes. This leads to high consumption of municipal revenues. Data presented by the city council shows that about 30 to 54 percent of the solid waste were collected. It means there were a lot of wastes not collected. In order to improve solid waste management researcher recommends to engage more private contractors in order to manage collection and disposal of solid waste generated daily in Temeke , encouraging informal sector participation and the development of technological innovations for solid waste management. And awareness on solid waste collection and disposal should be supplemented by penalties to those who violet bylaws set by Municipal council.

Mlagara, Rosemary Richard (2016) *Impact of Public Transport System on the Academic Performance of Primary School Students in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the impact of public transport system on the academic performance of Primary School Student in Dar es Salaam. Specifically, the study was aimed at assessing the current system of public transport used by students in the city of Dar es Salaam, to examine the impact of public transport irregular schedule on the academic performance of primary school students, and to examine coping strategies that are used by primary school students to deal with challenging public transport system in the city of Dar es Salaam. The study was carried out in Temeke district involving three primary schools where 45 students and 9 teachers participated in the study. Data from students were collected through self-administered questionnaires. From teachers, data were collected through interviews guided by interview questions that were administered by the researcher. Findings revealed that the current system of public transport is mainly managed by the private sector. It is partly regulated by the government especially on the routes they serve. It is also used by most students to travel to school within the city. But the private buses have no fixed known time schedule in providing transport services in the city. It was learned from the study that students who use public transport arrive to school late when the first classes have started. They also fail to get enough time to do homework or revise at home because of limited time. Their time for homework and private studies is spent on the way struggling to board the public buses. The study recommends that the government should make a close follow up to regulate the services provided by private bus owners especially on handling students who use these buses.

Ndunguru, Bonus (2015) *Examining the challenges of applying Non Financial Motivation in Police Force Organization: A Case Study with reference to Kigoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study attempted to examine challenges of applying non financial motivation in the police force organizations in Tanzania. Specifically it focused on identifying available non financial motivation, assessment of the socioeconomic cost of non financial motivation and suggesting alternative strategies in applying the non financial motivation. The study employed qualitative approach and case study design in which data were generated by using in-depth interviews, focus group discussions, documentary analysis and field observation.. The study used an analytical framework to explain the relationship between non financial motivation

and the challenges of applying it. The findings from the study revealed that despite the fact that Tanzania Police Force (TPF) has indicated different types of non financial motivation, but has challenges to apply them effectively to employees. Besides, there is no transparency, especially with regard to promotion and recognition. Based on these findings, the study concludes that TPF has not shown any effort of doing away challenges and establishing best principles of applying non financial motivation to its employees. The study recommends that proper application of non financial motivation can be achieved by participating the entire workforce on recognition through meeting and seminars to avoid complaints. Also the challenges of the application of non financial motivation can only be reduced by avoiding favouratism during the time of choosing an employee to be motivated.

Nkhambaku, Wilson Elisha (2014) *Assessing the role of local Authority institutions on peasants-pastoralists land use conflict mitigation in Tanzania, a case of Kishapu District*. Masters dissertation, The Open University of Tanzania.

Abstract

Peasant-pastoralists land use conflict remains to be the most serious resource-use conflict in Tanzania. The study investigated the role of local authority institutions on land use conflict mitigation between peasants and pastoralists in Kishapu district, Tanzania. A case study design was adapted. A sample of 100 purposively selected respondents constituting peasants, pastoralists and local authority officials participated in the study. Questionnaire survey and in-depth interview techniques were applied in data collection. Descriptive statistics and content analysis were the data analysis techniques used by the study. The study identified that there is a serious land use conflict involving peasants and pastoralists in the study area. The role of local authority institutions (i.e. Village Land tribunals, Ward Land tribunals, District Land tribunals) is awareness raising on land use and management, land use conflict mediation and arbitration, awareness of land policy and judgment of land use cases. However, land use mitigation measures of local authority institutions found to be less effective in combating the prevailing land use conflicts between peasants and pastoralists. The study recommends local authority institutions to effectively use participatory approaches in organizing the land use planning so that peasants and pastoralists can have opportunities in making decisions pertaining to alternative land uses to ensure a sustainable land resource utilization in Kishapu district.

Kahungya, Elibariki Funga (2016) *Effects of Motivation on Employees Performance: A Case of Vice President's Office in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study attempts to assess the effects of motivation on employee performance using field data collected at Vice President's Office in Dar es Salaam. Correlation technique was employed to find out the relationship between two variables. Regression technique also was used to find out to which extent one variable affect the other using coefficient results. Correlation results for salary is 0.589, Transport benefits 0.421, medical benefits 0.395, extra duty allowance 0.421, carrier achievement 0.562, promotion benefits 0.672 and correlation for recognition is 0.407 which reveal existence of positive relationship between motivation and employees' performance and therefore implying that the increase in motivation will lead to increase in employees' performance. This situation insists on increasing attention to employee motivation practice in order to improve employee performance. The findings suggest enhancement of current motivation package by incorporating both intrinsic such as promotion, recognition, support for carrier achievement and extrinsic motivation factors such as salary, extra duty allowance, transport allowance, medical benefits will help optimum utilization of human resources as well as increasing employees' performance. Furthermore there is pressing need to develop organisation motivation policy that will help the VPO management properly handling motivation function.

Nhundu, Emely (2013) *Challenges Facing Transport Sector in Providing Quality Service to the Society, A Case of Public Transport Sector in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Urban public transport challenges are serious problems all over the world, the severity is more pronounced in developing countries, especially in Africa. Tanzania being one of the African countries is no exception. The study focused on the challenges facing transport sector in providing quality service to the society (Case of public transport sector in Dar es Salaam) and the impact on the society. The study revealed that there is inadequate supply of public transport services in Dar es Salaam. Some of the road policies in use were now obsolete and need to be revised. Non-compliance of rules and regulations and demonstration of irresponsible conduct by drivers and conductors, such as route shortening, reckless driving, illegal route changing, overloading, commuters' harassment were accredited by need to accomplish cash targets by both drivers and conductors. Of concern was the inadequate training especially in the management level and low standard of service quality in terms of efficiency, accessibility, reliability, affordability and convenience. Therefore, the research calls for more coordination of public transport institutions in the study area. It was recommended that the Government should speed up the completion of the BRT system, to allocate more resources and to come up with a feasible roadmap to address transport challenges. Rehabilitation and increase

of transport facilities though desirable, it should nevertheless be continuous and accompanied by appropriate allocation of resources in order to facilitate proper maintenance and management. Stiff punishment should be executed to road offenders in order to deter them from committing repeat crimes. Greater emphasis should be placed on transport owners for them to acquire managerial training.

Faki, Addi J. (2014) *Contribution of SMEs on Poverty Alleviation on Zanzibar: A Case of Small Scale Salt Production in Pemba Eastern Coast*. Masters dissertation, The Open University of Tanzania.

Abstract

Zanzibar Poverty Reduction policy framework vested in SMEs development related strategies, among other sectors. While the sector has shown some promising results in some countries in one hand, on the other hand it doesn't make much difference in other countries. This descriptive case study conducted in Pemba Eastern coast establishes the contribution of SMEs to Poverty Reduction in Zanzibar taking a case of salt industry in Pemba Island. The results are of significant importance to poverty reduction practitioners to be more focus in designing pro-poor policies and programs. While data drawn from individuals with great state in salt production Simple Random Sampling (SRS) was applied in sample selection. The study revealed that; the SMEs sub sector have the potential to utilize idle labour force and generate income to the incumbents including owners, employees and labourers. On the other hand it identified that, SMEs is still in infant stage and is confronting with a number reinforcing problems which hinder their effectiveness in poverty reduction contribution efforts. Although the study find that the majority of SMEs incumbents under study managed to cut across both the Zanzibar food and basic need poverty lines, there is no much to be praised and awarded credit for the matter. Similarly, there is a move towards innovative SMEs, but the use of R&D and application ICT and together its impact HRD is still at minimum. Hence, based on the current status of SMEs in Zanzibar, it can be concluded that, the sector has not yet exploited to the maximum and little convincing in its contribution to poverty reduction. To improve the sector and its contribution to Poverty alleviation, financing, human resources, marketing, R&D and technology and cooperative governance aspects should be properly and effectively addressed.

Mbonea, Donasian (2015) *Evaluating Factors Hindering Implementation of Open Performance Review and Appraisal System in Local Government Authorities in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Improving the service provision of the public sector has been the struggle of many developing countries for the past two decades. Tanzania is also in the same endeavor

where it aims to improve the performance of the public servants so as to improve service delivery in the public sector. It is with this intention that OPRAS was introduced to the local government authorities, which are one of the major service provider entities of the government. However, the implementation of OPRAS in LGAs has been poor. The compliance rate is estimated to be 51 percent. The main objective of this study was to investigate the factors hindering implementation of OPRAS in the LGAs in Tanzania. The study employed a cross sectional survey design to reach respondents. Structured questionnaire and interview were used for data collection. It involved 50 respondents in Kinondoni Municipal Council. The study findings from the respondents showed that lack of knowledge and expertise 43(85%), employees' non-compliance 42 (82%), lack of management support and commitment 44 (86%), lack of resources committed 44 (86%), lack of feedback on employees' performance 40 (79%) caused poor implementation of OPRAS in LGAs in Tanzania. It was concluded that enhancing management and employee understanding of OPRAS is crucial for ensuring successful OPRAS implementation. The study recommends that, in order to ensure effective implementation of OPRAS, employees and implementers need to be trained before implementing OPRAS.

Mlotwa, Godfrey (2015) *Assessment of the Implementation of Land Surveyed Projects for Human Settlement Development: A Case of Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The main aim of the study was to assess the implementation of land surveyed projects for human settlement development in Ilala Municipal Council. A cross-sectional research design was adopted where by a purposive sampling technique simple random sampling and systematic random sampling were used due to involvements of various respondents to obtain a sample of 200 respondents. Interview questions and questionnaire was the main instruments used in data collection. Results had shown that land acquisition procedure in land surveyed projects were not considered during the implementation of land surveyed projects in Ilala Municipal Council which result to inefficiency while the demand for cadastral survey is higher than its supply. Citizen of Ilala Municipal Council perceive land surveyed projects negatively which prohibit human settlement development. It was concluded that inapplicability of land acquisition procedures resulted to inefficiency including poor performance of land surveyed projects in Ilala Municipal Council, hence mismatch between demands for cadastral survey with its supply for human settlement development. To add on that lack of good governance and awareness to community result to negative attitudes towards land surveyed projects. Therefore, the study recommended that the practice of land acquisition procedures shall be taken as a bridge in implementing land-surveying projects, considering land acquisition procedures shall increase the supply of cadastral survey for human

settlement development. To add on that the practice of good governance shall reduce negative perceptions of the IMC citizen.

Mmbughu, Ahadiel E. (2015) *Assessing the Influence Of ICT on Project Management Team Performance: The Case of Selected Tanzania Federation of Cooperative (TFC) Projects, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Proper use of technologies such as Information Communication Technology (ICT) is very important for facilitating successful project management, for ensuring success project routine hence organizational performance. Despite the awareness of the relationship between job performances and job satisfactions, influence of internal communication into organization performance and/or project team performance remains relatively uncertainty. This study strived on knowing those relationships and how to strengthen the performance of project teams using ICT. Moreover special focus of the study was on the effective application of ICT on meeting federation communication target through its projects for different stakeholders such as members and project staff/teams. The study employed the cross-sectional research design using both primary and secondary data types. A questionnaire data collection tool supported with personal communications was used targeting respective organization employees, specific project teams and specific type of data. Statistical Product and Service Solutions (SPSS) with the aid of Linker scales used to facilitate data analysis. The study noted that, there is strong relationship between projects which are implemented within an organization and the quality of project teams; however, interrelationship between them is somehow complex within and outside other projects. The usage of sophisticated technologies such as ICT for improving performance of the projects and organizations is necessary and have profound role in motivating the project team members. It is recommended that, integrating technology such as the advance used of ICT into project management process could be one of the best ways that contribute to project teams hence organization success.

Mboya, James Amani (2015) *Critical Assessment on Effects of E-procurement in enhancing project performance among private sectors organization: A case study of applied technology company Limited, Dar-es-salaam and Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing “the effects for using E-procurement system in enhancing project performance among private sector organizations, a case study of Applied technology Co. Ltd (ATL)” A case study approach was selected and used

due to the nature of the study. Total sample of 30 which is 42% of the population was picked from Applied Technology Dar es Salaam and Arusha by simple random and purposive sampling methods. Data were collected by questionnaires, interviews, and review of documents with a response of 30 staffs which is 99.9% of the sample, and qualitative analysis method was used to process the data. The study revealed a number of factors that may lead to effective adaptation of E-procurement in private organization; but can mainly be grouped into two: - First, Organization factors such as, sufficient training to employees, high sensitization of employees on existing training program, adequate training budget, and high training programs evaluation; Second, Sociological interaction, such as; age characteristics, marital status, team building programs and high level of education. To enhance further effective improvement of training programs it is recommended to:- Develop a uniform TNA exercise improve the level of efficiency of training function and eventually have clarity in scope and objectives; Conduct evaluation after every training session and give feedback to trainees; increasing employee capacity by allocating sufficient budget; Implement training function openly and involve every individual in determining the kind of training they need and adapt the “Blended Learning Program Model”. Garvey (2011) and Kirkpatrick’s (1975) Evaluation Model as analyzed in the paper.

Mang’era, Alfred Huruma (2013) *The Performance of Microfinance Institutions on Poverty Reduction: A Case of Pride Tanzania in the City of Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

Microfinance is one area which has to be considered by all development partners for the purpose of improving the income and livelihood of rural and urban poor people. This study intended to examine the performance of microfinance institutions on poverty reduction in terms of accessibility to microfinance services, employment creation, income growth and livelihood improvement as well as sustainability of MFIs as an outcome of government efforts towards the strategy of fighting against poverty among the poor communities especially in rural and urban areas. The study employed a case study design within a framework of mixed methodology whereby purposive and random sampling procedures were used to select a sample of 231 respondents which involved 200 PRIDE clients, 23 PRIDE staffs and 21 WEOs. Data were collected through the use of questionnaires, interviews, focused group discussions and documentary reviews. The qualitative data were analysed following the Miles & Huberman Model of Qualitative Data Analysis while the quantitative data were coded and analysed statistically by the use of computer software (SPSS version 15) giving frequencies and percentages. The findings of the study revealed that, microfinance is very essential for economic development as it plays a significant role towards poverty reduction. However, it was found that MFIs are not

much effective in performing their role of reducing poverty in Tanzania. In particular, it was revealed that the accessibility to microfinance services among the poor people is still very low. On the other hand, the findings revealed that, there is little emphasis on the provision of business education to the clients before and after receiving loans such that majority of the entrepreneurs conduct their business through experience. Based on the research findings, the study recommended that both the government and microfinance institutions should strive to improve the financial infrastructure in order to expand accessibility to more people. This could be done by lowering the interest rates and increasing grace period. On the other hand, microfinance institutions should provide enterprising education to their clients in order to make them more effective.

Mbuya, Lilian (2014) *Customers' Service Satisfaction at Uchumi Commercial Bank in Moshi Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study centered on understanding customers' service satisfaction at Uchumi Commercial Bank in Moshi Municipality. Specifically, the study identified the groups of services provided by the bank, factors influencing customers' satisfaction and measuring customers' satisfaction levels. A case study research design was deployed where data were collected by using interviews and questionnaire to a sample of 55 respondents obtained conveniently. The study revealed that customer satisfaction in Uchumi Commercial Bank is at satisfactory level as affirmed by test results in one sample T-test, independent sample T-test and One Way ANOVA. Factors revealed to influence customer satisfaction levels significantly include; timeliness (ability to deliver service timely), reliability (performance of service facilities, goods, and staff), staff competence (skills, expertise and professionalism with which the service is executed), Staff attitude (politeness and friendliness), look and feel (appearance, comfort of environment, facilities and staff). Likewise, the test results show that there is no significant difference between perception of different groups in terms of customer satisfaction level as determined by one way ANOVA test results and post-hoc analysis. Based on these findings it is recommended that, there is a need to increase coverage area, improving reliability and use of modern technology to improve service delivery and maintain customer satisfaction level.

Meshack, Onyango Omondi Lameck (2014) *Effect of Entrepreneurship Skills on the Performance of Small and Medium Enterprises in Kahama, Tanzania: A Case of Pride Supported Entrepreneurs*. Masters dissertation, The Open University of Tanzania.

Abstract

Small and Medium Enterprises (SMEs) are a vital economic base for any economy. This study examined the effect of entrepreneurial skills on performance of SMEs in Kahama district, Tanzania. A survey using questionnaires and interview was carried out on a sample of entrepreneurs, Pride Tanzania staff and Village Executive Officers from five villages in Kahama town. The study showed that majority of entrepreneurs in Kahama district had no or very little training on Entrepreneurship and were engaged in several Small and Medium Enterprises (SMEs) which were necessity-based rather than opportunity-based. The study also found out that Entrepreneurs who accessed PRIDE Tanzania loans and had Entrepreneurship skills performed above average. They had the ability to recognize potentially profitable business opportunities, were risk takers and had the ability to align available resources to pursue business opportunities. Prior knowledge of customers' needs and management skills were also important but were rated low. Several challenges were noted to affect growth and performance of SMEs. These included poor access to finance, lack of adequate market for their products and services, lack of business training and absence of government support and assistance. The study recommends training on entrepreneurship skills and provision of support services to SME owners. However, the new knowledge in this study is critical for designing other forms of research studies capturing other Entrepreneurs in other locations accessing loans from other lending institutions that will help in cementing the role of entrepreneurship skills to Small and Medium business owners.

Salaho, Mmao John (2015) Assessment of the contribution of Employees' Commitment on Organization Performance: A Case of Arusha City Council. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to assess the contribution of employees' commitment on organization performance: a case of Arusha city council. The study was conducted in Arusha. The study was guided by the following specific questions (i) What are the influence of job security on employees' commitment? (ii) What are the effects of employees' motivation on organization performance? (iii) What could be the relationship between employee satisfaction and organization performance? (iv) What might be the relationship between absenteeism and organization performance? In order to answer these questions several methods of data collection were used like questionnaires, focus group discussion and interview. The study revealed that there are influences of job security on employees' commitment. The most identified influences were career stability by 31%, this was due to the fact that when the employees are assured of their position they will be able to work effectively and meet the organization requirements. Other influences identified were improvement of performance, family commitment and financial security. More so, about 96.5% (n=100) of respondents declared that job satisfaction is a critical factor to the overall

productivity of the organization. Respondents pointed out that there is a positive correlation between employee's job satisfaction and overall productivity of the organization. Therefore the study recommends that in order to attain efficiency and effective organisation performance employers should focus on reducing job dissatisfaction (working conditions, salary, supervision, relationship with colleagues), while on the other hand should use motivating factors such as achievement, recognition, responsibility and the work itself.

Sichone, Hosea Godwel (2016) *Challenges Facing Poor Households in Complying with Cash Transfer Conditionalities. A Case of TASAF III at Iguguno Ward in Mkalama District Council.* Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to find out the challenges facing the poor households to comply with cash transfer conditionalities. In the context of the increasing demand of conditional cash transfers in the development agenda of many less developed countries, this research study provides an analytical overview of the challenges faced by the poor households and the Most Vulnerable Children (MVC) in complying with the conditionalities of the Productive Social Safety Net (PSSN) Programme. This study was conducted at Iguguno Ward, Mkalama District Council in Singida Region. The identified poor households with children receive cash transfer but in turn their children are required to be enrolled to schools and fulfill the required conditions set by TASAF. In order to continue receiving cash transfer bimonthly their children are supposed to keep on attending to schools. Interviews were directed to officials who are responsible for the day to day implementation activities at the local government council, questionnaires were directed to local government leaders, teachers and head of the households, while in-depth focused group discussions were conducted with local government leaders and school teachers. This study noted that there were pending issues and remaining challenges for the programme, these relate in particular to strengthening mechanisms of local participation; coordinating the CCT with other dimensions such as productive projects; lengthening the duration of benefits for meeting human-capital objectives through cash transfer conditionalities.

Rwegasila, Anastazia Lina (2015) *Impact of Power Outage to Small and Medium Enterprise at Small Industries Development Organization (SIDO) Dar Es Salaam.* Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the effects of power outage to SMEs by using SIDO Dar es Salaam as a case study. In order to achieve this objective, the study had several specific objectives that reduced the main objective into simple objectives that are also achievable. These objectives included; To establish the rate of power blackout in Dar es Salaam; To determine the factors causing power outage in Dar es Salaam; To identify the effects caused by power breakouts to SMEs and To suggest measures to reduce the impacts caused by power outage to SMEs. The study used questionnaires and documentary reviews as data collection methods and a total of 180 respondents were also questioned for this study. In the end this study found out, there is power outbreak in the region however is not the extreme as the respondents explain the occurrence is once per day and nil in other days. The respondents also identified the causes of power outages which for this case were: Vandalism of Equipment; Misuse of the available energy; Poor/low power generation capabilities; Natural disasters; Lack of trained personnel to run the existing power plants and lastly; Political mischiefs. Lastly the researcher managed to establish the effects that can result due to power failures. The effects mentioned included: Loss of machinery; Increased Cost of production; Stagnant growth; Loss of money when the light goes off; Low productivity and profit; and Unemployment.

Kombo, Saum Umyy (2014) *Access to Reliable Catering Services at Work Places for Improving Work Performance: A Case of PPF Pensions Fund Headquarters Community*. Masters dissertation, The Open University of Tanzania.

Abstract

A project of provision of catering services at the work place was therefore planned that was taken up by the PPF SACCOS organization. The project goal was to provide quality catering service to PPF staff at the headquarters so that they can save time and be more effective at their work. The various reviewed catering services literature showed to be successful and provided the staff in concern quality food. In this study, outstanding results in providing catering services were well observed within the six month of the project. The results were associated with the participatory approach modality used in developing project. Further to this the project had fulfilled the need of the community of having quality food supply at their working place. Despite of the limited resources, staff member and other customers outside the PPF staff had commended the move of having such services and the services offered. The quality services has enabled the number of customers to keep on increasing from day to day while the good services uttered by the catering crew has resulted in profitable business. For further research, it was recommended that longer time in evaluating the provision of catering services at working place particularly to the one who should run such a business is important. The effect of having outside members coming in and the location of the canteen is also an area to

study as all may have an impact on the intended goal of improving working environment and efficiency.

Kondo , Fadhil Abdallah (2014) *In Land Container Depots and Container Freight Services Decongestion Strategies: The case study of Tanzania Ports Authority*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of the study was to examine decongestion strategies used in inland container depots (ICDs) and container freight services (CFSs) at Tanzania sea ports. Specifically the study was to identify factors that contribute to the increased congestion of Tanzanian seaports; to assess the effects of congestion at Tanzania seaports; to identify some of the decongestion strategies implemented by Tanzania seaports managements and to investigate factors hindering implementation of the decongestion strategies. The study used survey design and involved questionnaires and interviews as the tools for data collection. The study also used secondary data collection methods such as documentation of various reports. The study found that lack of enough cargo handling equipments, small size of the port, large number of port users; poor port management and poor policy implementations were factors that contribute to the congestion at Dar es Salaam seaport. While the results of congestion was found to be loss of working time, cargos/parcels and income to the clients, ship traffic, delay of ship turn round time and lastly diversion of cargoes from Dar es Salaam seaport to other ports especially Mombasa seaport. It was also found that in general decongestion strategies have been not fully implemented by Tanzania seaport management. The study recommended that government should assist in building and improvement some infrastructure which will meet current developments and technological changes in the shipping industry.

Kyando, Benitho William (2014) *Contribution of Pension Funds in the Development of Capital Markets in tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The involvement of pension funds in capital market transactions in Tanzania is increasing in tandem with their growing financial power. A strong presence of pension funds (PFs) seems to be a precondition for the development of liquid securities markets with. Thus, the major objective of the study was to assess contribution of PFs to the development of capital market in Tanzania, Dar es Salaam stock exchange (DSE) being the centre of focus. Data was collected from PFs, the DSE, stock brokers and investment advisors. Data collected was analysed using the

spreadsheet computer software to establish evidence on the contribution of PFs to the development of DSE in terms of turnover, liquidity and portfolio ratio. The results show that there is low participation of PFs in IPOs. PFs hold a small fraction of DSE's market capitalization. PFs purchases and holds securities for longer terms. The low liquidity of the DSE is partially contributed by low participation of PFs in secondary market trading. Finally, the results show that portfolio of PFs is mainly made up by Government bonds, bank deposits and loans. Inclusive, results from the research work imply that the contribution of PFs in the development of capital markets in Tanzania, particularly the DSE is not significant. The researcher recommends that for significant contribution of PFs towards future development of capital markets in Tanzania, there should be professional fund managers, variety of products in the market (more listed companies from different sectors of economy) and adoption of the enforcement of the Social Security Regulatory Authority investment guidelines.

Njau, Angela (2013) *The Situational Analysis of Employees Resignation and their effect in Production in Mining Sector in Tanzania: A Case of African Barrick Gold*. Masters dissertation, The Open University of Tanzania.

Abstract

In recent times there have been concerns on the reasons and consequences of employees resignation within the mining industry. Almost all researches on employee resignation, and its corollary employee retention, have focused on other occupations and industries based in major population centers. This particular study focuses on "A situational Analysis of Employee Resignation and Their Effect on Production in the Mining Sector in Tanzania" by using the population of African Barrick Gold mines a subsidiary of Barrick Gold Cooperation. The general objective of the research was to determine the reasons which caused employees resignations at African Barrick Gold Mine in Tanzania. (Tulawaka, Bulyanhulu, Buzwagi and North Mara). The Methodology used by the study drew data from the four mines of African Barrick Gold Tanzania. A case study methodology was used; data being collected from questionnaires, interviews, company records, public documents and site visits. Site based human resource (HR) managers were the primary group of interviewees, however other sections of mine management were interviewed where possible. This study indicated that there was a higher rate of employees' resignation in 2010 than in 2011. Although there was an improvement for rate of resignation in 2011 yet the company is facing the problem of turn over due to different reasons such as unconducive working condition, unfair or inconsistent treatment of local employees compared to expatriates. The study recommended that recognition and empowerment play an essential part in reducing the resignation rates. Thus it is

concluded that strategic policies should be employed in the organization in order to eradicate the rate of turnover and result in increased production.

Mkama, Lilian Japhet (2015) *Assessing the Relationship between Motivation and Employees performance in Hotel Industry in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the relationship between motivation and employees performance in hotel industry in Zanzibar. In order to find answers to the above raised problem the study employed qualitative research approach in data analysis, while data were collected through questionnaires, interview, and documentary reviews. Population of the study was 300 and sample size was 169, where purposive and random sampling techniques were employed. The finding of the study reveals that there are several factors that motivate hotel employees to perform. Those factors includes attractive working conditions, certificate of recognition, bonuses /increment to their salary, transport, food, medical insurance, promotion, social security funds, clarification and feedbacks on different issues concern employees, participation and involvement on different meetings, distribution of used properties e.g refrigerators, blander, fans, mattresses, air conditions and birthday costs being taken by the hotel". The study recommended that apart from monetary incentives there are a number of other motivational factors that needed to be incorporated to facilitate performance. Refresher training should be provided to update employee's knowledge and confidence during performance. However, generating information and feedbacks on different issues concerns employee and hotel generally motivate employees to perform accordingly.

Mkombe, Amour Haji (2015) *Effectiveness of Fiscal Incentives in FDI Promotion in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aspired to investigate the effectiveness of fiscal incentives in FDI promotion in Zanzibar. It was conducted in Urban-West region Zanzibar, using a descriptive survey based on cross-sectional design. A total of 60 respondents formed the study sample taken from ZRB, TRA and ZIPA. The methods of data collection included focus group discussion, structured interview and documentary review. The instruments used in data collection were interview schedule and interview guide, while information was analysed through editing, coding, classification and tabulation. In general, the study has found that fiscal incentives such as tax holiday, corporate tax, and investment allowance played greater roles to the promotion and

attraction of FDI in the study area. In the issue of the impact of FDI in the economic development in the study area, it is highly agreed that FDI significantly affected the economic development of the Isles. It provided employment opportunities, technology transfer; developed and expanded the business in the region and internationally. Zanzibar FDI also led to the improved government revenue. For example in the period of ten years till 2014, Zantel alone paid a total of Tshs. 118.3 billion to the Zanzibar government in the form of VAT, ED, SDL and PAYE. Lastly on the matter of the policy change of (FDI) toward economic development of the host country, frequent policy review and amendment, regulations and control of reasonable time limit of investment have been explained as proper policy change. The study recommended that the government should attempt to review its development and economic policies periodically to ensure attraction of appropriate FDIs and retaining of such investments in order to reduce the poverty on the isles.

Malua, Lucas Yohana (2013) *Analysis of Financial Performance and Sustainability of Microfinance Institutions in Tanzania: A Case of selected SACCOS in Mtwara Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

Achieving performances and financial sustainability is crucial for microfinance institutions. This does not assure MFIs existence but also guarantees continual provision of financial services to the poor. The overall objective of this study was to examine the financial performance of Saving and Credit Cooperative Societies (SACCOS) in achieving financial sustainability. Four variables, namely Savings mobilization pattern, levels of interest charged on loans, Loan portfolio looking at loan size, repayment terms and pattern, and institutional capacity were used to measure the sustainability and performance of Saving and Credit Cooperative Societies. The study involved 15 SACCOS in Mtwara Municipal. Primary data was collected using both questionnaire (Appendix 1) and semi structures interview. Apart from questionnaires and semi structured interview questions, another method that was used in data collection was documentation. The finding implies that savings mobilization indicated positive influence on the sustainability of SACCOS. SACCOS has managed to build up its lending base by influencing savings. The existing policy that the individual can borrow the maximum amount of twice the savings level attracts saving rather than interest on savings. The study recommends that the MFIs should continue to build their lending base through savings mobilization. This has been a major success factors to SACCOS.

Mkoma, Hussein (2014) *Analysis of Customers' Satisfaction With Banking Services: A Case of Standard Chartered Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was undertaken to analyze the customers' satisfaction with banking services with specific focus of Standard Chartered Bank in Tanzania. The specific objectives of the study were: to assess the level of customer satisfaction basing on customers intention to remain as clients; to examine the level of customer satisfaction basing on customers intention to recommend the service of the Standard Chartered Bank to third parties; and to measure the overall level of customer willingness to pay a higher price for services rendered by Standard Chartered Bank. A total of 135 respondents were sampled by using non-probability convenient sampled technique, and data was collected by means of a self-administered questionnaire. Data on socio-economic characteristics of the customers was analyzed by using descriptive analysis. Mann-Whitney test was applied to compare satisfaction levels between satisfied and dissatisfied customers. Results show that majority of the customers were satisfied with the Standard Chartered Bank. Non-parametric results show that customers were satisfied with the quality and service time ($p < 0.01$); are loyal hence unlikely to switch banks even if by doing so they could save about 10% ($p < 0.01$); and are unlikely to switch banks in the near future despite easiness of switching ($p < 0.01$). Accuracy of service and welcoming attitude of staffers were not strong source of customers' satisfaction with the bank ($p > 0.1$). Basing on the findings of the study it is recommended to that the Standard Chartered Bank should maintain the quality of financial services offered by the bank. This can be done by institutionalizing quality control and assurance measures as well as a strong monitoring and evaluation system for the services quality within the bank.

Pastory, Almachius Kaiza (2015) *Challenges Facing Small and Medium Enterprises in Accessing Finance: A case of Commercial Banks in Ilala Municipal*. Masters dissertation, The Open University of Tanzania.

Abstract

Small and medium-sized enterprises (SMEs) are considered to be one of the principal driving forces in economic development. It is approximated that there are about three million small business in Tanzania. Several factors constrain financial institutions provide loan to SMEs regardless government's policy and strategies. A descriptive study was conducted to assess SMEs specific factors and commercial Banks specific factors on growth of small and Medium in Ilala Municipal, a total of 215 SMEs and 3 commercial banks found in Ilala were involved in this study. Among the predictors tested in this study revealed that nature of the firm ,education

level of SMEs owner, and firm capital were significantly associated with accessing loans from commercial banks in the study area and results from the multivariate regression suggest that nature of the business and current value of the firm have statistically significant contributions to the model for predicting business expansion but the combination of independent variables, nature of the business, education level of the SME owner and current value of the firm were not statistically significant with capital growth outcome, although all the three predicting factors had positive relationship with the capital growth .From this study, it was revealed that commercial banks were the main source of finance for the SMEs, and that regardless provision of the loans to SME, procedures of getting loans for micro enterprises should be regulated to enable more accessing to the capital. Given the good policy, strategy, and vision of the government empowering financial institution it is recommended that the commercial banks to create tailor made and good environment for micro enterprises to access loans.

Qorro, Olympia (2015) *Effects of Innovation Towards Meeting Customer Satisfaction: The Case Study of CRDB Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

Customers play a major role in any business. In recent years, the banking industry is facing multiple pressure to remain competitive in the market. The changing customer needs in the banking industry have necessitated the banks to invest in innovation in order to meet the diverse and changing needs of their customers. This research was carried out to establish the effects of innovation towards meeting customer satisfaction in CRDB bank. The researcher used questionnaires to collect data from selected branches of the bank. Fifty seven out of eighty customers approached provided the data that was used for analysis to come with the results. The data was analyzed using descriptive analysis methods and the results were then presented. The study revealed that adoption of innovation strategies has greater impact on customer satisfaction. It also highlighted the factors considered by customers in evaluation of satisfactory services to be reliability, accessibility, price of service, compatibility with lifestyle, perceived risk and ease of use. The study concludes that banks which continually invest in new technologies that meets the above factors have greater chance of achieving customer satisfaction. The study recommends that innovation strategies are indispensable to banks in order to meet their customers' expectations, but the banks should also look at other factors that affect customers' satisfaction such as complaint handling, procedures and long queues in the banking halls and other service centres. The study results are limited within the selected branches of CRDB and therefore should not be generalized without further research.

Mkumbo, Mathias Moses (2014) *Investigating the effects of cotton market decline on people's welfare: a case of Bariadi District in Simiyu region, Tanzania*. Masters dissertation, The Open University of Tanzania

Abstract

The study investigated the effects of cotton market decline on people's welfare. The main objective of the study was to explore the effect of cotton market decline on people welfare with reference to Bariadi District in Simiyu. Specifically, the study examined the effect of cotton market decline on employment in Bariadi district, explored the effect of cotton market decline on human per capita income and finally it found out how human needs are affected by cotton market decline. The study employed both qualitative and quantitative research design, whereas both secondary and primary data were used as source of information. Desk study was applied to get secondary data while interviews and questionnaire were used to data whereby 40 respondents were included. The study findings reveal that cotton market decline affects the inhabitants of the place. The situations has caused a lot of challenges as it has accelerated to increased number of jobless people, increased youth's rural urban migration, increased number of employee on non-agriculture pay roll, poor purchasing ability, poor money circulation also bad business flow. Again the scenario has affected human basic needs: food insecurity, poor development of human shelter, increased drop out from school, inability to buy clothes and also it has caused to inaccessibility to health care facilities. Therefore, it was evident that cotton growers in the study area have not captured the full potential benefits of what they produce market, low prices and high cost of inputs. Hence, the government should plan and advocate for the stable market for farmers because cotton production in Bariadi is people's major economic activities. Also, farmers should adhere to the standards and quality of cotton produce so as to compete in the market and therefore improve cotton market in Tanzania.

Ivambi, Sebastian Simon (2016) *Challenges Affecting Procurement Processes in Public Organisations in Tanzania: The Case Study of Parastatal Pensions Fund-Head Quarters- Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to analyze challenges affecting procurement processes for Parastatal Organizations, the case of PPF Pension Funds. The objective of the study was to investigate factors affecting procurement processes for Parastatal Organizations with specific focus to PPF Pension Funds Head Quarters' in Samora/Morogoro Road, Ilala District in Dar es Salaam. The cross-sectional survey study was conducted whereby data were obtained through questionnaires administered to 45 respondents and involved a sample size of 50%. The study focused on PMU senior offices, junior officers and other supportive staffs/End user

for the department. Data on various social demographic and work related characteristics were collected and analyzed. Data were analyzed in two ways, one using content analysis from qualitative information, which were given by participants and the other way by quantitative analysis for quantitative data such as age, sex and employment duration in years. Through the study, factors, which were found to be directly affecting procurement process were lack of knowledge in ICT use against E-procurement (79%), lack of record keeping (64%) and lack of regular training on procurement (72%). The study conclude that Procurement process is still a problem in most public and non-public organization in Tanzania. Further efforts in solving problems associated with procurement process in our institutions should focus on regular training, on how to keep records and ensuring staffs are aware with ICT use/E-procurement. Strategies for minimizing factors affecting procurements should include improving ethical issues, ICT competences and enhancing facilities and skills for the modern record keeping.

Imbahale., Nancy Ijai (2016) Effects of Non-Monetary Rewards Towards Employee Motivation. Masters dissertation, The Open University of Tanzania.

Abstract

This study is an investigation of the impact of non monetary rewards toward employee motivation. The main objective is to analyze the effect of non monetary such as recognition, training, and rewards & incentives on employees' productivity. When employees are motivated, they develop the drive to work hard and hence increasing the output. Data was collected using questionnaires from the Technical University of Kenya from a sample size of 100 respondents and analyzed by descriptive analysis. The study reveals that employee recognition; training; rewards and incentives affect and contribute to the success of an organization as they directly affect employee motivation. The study reveals. TUK employees appreciate and value non monetary incentives and they would like the institution to provide them with a variety of such rewards. This study recommends that Employee recognition, there should be Training and career development programs to motivate workers and rewards and incentives program has be implemented at TUK and need to be evaluated per year to ensure its effectiveness. Key words: Recognition, Incentives, Rewards, Training and Career Development Programs.

Haji, Haji Yussuf (2013) *The Contribution of Microfinance Institutions to Poverty Reduction at South District In Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The overall objective of this study was to assess the contributions of Microfinance Institutions (MFIs) in Zanzibar and determine their effectiveness in reducing

poverty. The problem behind this study was that, there was no adequate MFI's contribution to SMEs in Zanzibar. The study used a mixed methods approach in data collection and analysis. It was conducted in South District of Zanzibar. The study focused on 50 participants that responded to all questions and one MFI surveyed in order to assess its breadth and depth of its contributions in its respective operational areas. Following the information collected from both microfinance institutions and their clients, it was revealed that MFIs have changed the life of poor people in a positive way. MFIs' clients have increased their incomes, capital invested and therefore expansion of their businesses. Despite these achievements it was further observed that some conditions like grace period for loan repayment, loan deposit (loan security) and MFIs coverage have been limiting factors for poor people to access the MFI services. Based on the results of this study, it was recommended that, MFIs should be able to issue loans to needy potential customers and collaterals shouldn't act as barrier. It was further recommended that MFIs need empowerment initiatives including special tax incentives, business and entrepreneurship skills, and special policies that focus to empower in providing loans to indigenous enterprises and individuals who lacks collateral to access financial resources that will results into increasing income, creating employments, eradicating poverty and attaining development sustainability unless the poor will remain poor forever.

Hassan, Mohamed (2013) *An Investigation on the Factors that Contribute to the Influence of Warehouse Receipt System on the Price of Raw Cashew nut: A case of Smallholder Growers in Mtwara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Warehouse Receipt System (WRS) offers good example of commodity marketing institution and embryonic entry point for agricultural marketing development in Tanzania. This study investigates the factors that contributing to the influence of WRS on the market price of raw cashew nuts (RCN). The investigation is based on the determinants of supply, demand, and productivity that affect market price under WRS. The study was conducted in Mtwara region, in southern Tanzania. Two cooperative unions were purposively selected, namely: Tandahimba Newala Cooperative Union (TANECU) and Masasi Mtwara Cooperative Union (MAMCU). A cross sectional survey was conducted to collect primary data from 80 smallholder farmers, 20 primary cooperative societies (PCS), six exporters, six processors, four bank officers: two from CRDB and two from NMB and four warehouse operators. Secondary data were secured from reliable individual and institutional sources. Only descriptive analytical techniques were employed. The analysis shows that despite the differences in respondents' perceptions, the results provide basic answers to the research questions: The perceived supply of RCN has positive influence on the market price, to some extent the cashew nut market price depends on the demand

and there is a direct relationship between productivity and market price of RCN under WRS. Consistent with the literature on market economy, the study has succeeded to generalize from a particular situation, the theories which describe the price responsiveness to changes in supply, demand and productivity. However, the WRS is found to be creditable apart from the challenges it faces. The findings suggest that the dimensions of challenges found in WRS must be strategically taken care of so as to avoid radical reversals of agricultural marketing systems

Saraja, Ruboya Salume (2013) *Factors Affecting Supply Chain Management in Manufacturing Companies in Tanzania: Case Study of Tanzania Distillers Limited (TDL)*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to examine factors affecting supply chain management practices in manufacturing companies in Tanzania by focusing on Tanzania Distilleries Limited (TDL). Specifically, the study aimed to establish supply chain management practices used by TDL, assess the effectiveness of supply chain management practices at TDL and identify factors affecting supply chain management at TDL. The methodology used to conduct this study was case study research and involved the use of various data collection methods and tools such as questionnaires and interviews. The study also used secondary data collection methods such as documentation to collect data. The study concludes that the main factors that affect supply chain management practices by order of significance were; employees' incapability, high management cost, low product quality performance, process and technology incapability, improper production scheduling, policies and regulatory appliance, improper distribution time management and supplier(s) misbehave. Others were breakage of beverage bottles during transportation, high transportation costs for distributing finished products to dealers scattered throughout the country, poor road infrastructure which causes delays in distribution of products to consumers and the unreliability of suppliers of raw materials. To avoid supply management challenges arising from the supplier side; the study recommends that TDL should only consider reliable suppliers. To overcome the challenge of lack of awareness on supply management practices among it's staff members, TDL should provide frequent training to staff members on the best practices of supply chain management in form of seminars and workshops.

Khamis, Siwa Ali (2015) *Assessing the role of WEDTF in promoting women business growth in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Today one of the most compelling challenges facing our country is promoting women business entrepreneurs. The overall aim of this study is to assess the role of WEDTF in promoting women business growth in Zanzibar, a case study of Women Entrepreneurship Development Trust Fund (WEDTF), a microfinance institution in Zanzibar. The methodology of the study was a mixed approach involving both qualitative and quantitative approach in analysis. The application of semi-structured interview technique with WEDTF clients and interview guides with managers was a major means in collecting data that yields the results of this research. The results have been analyzed using matching pattern so as to compare information obtained from the case study with the theoretical framework to see whether it is the same as was predicted in the theoretical framework or not. Findings reveal that majority of women clients reported an increase in their incomes which is an indication of positive impact of WEDTF over women business. Keywords: Role of WEDTF, Business growth, Zanzibar.

Kiangi, Ludia Stanley (2015) *Assessing Customer Satisfaction on Electricity Conventional Billing System in Tanzania The Case of TANESCO Ilala Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about assessing customer satisfaction on electricity conventional billing system in Tanzania the case of TANESCO Ilala region. The study used questionnaire to gather data from 242 respondents whose responses were descriptively analysed with the aid of SPSS. The study found that there were two types of paying electricity bills. Further, the study found that TANESCO workers were the ones who read electric meter. It was also found that in some cases electric meters were not read accurately although most customers were satisfied with meter reading results. Moreover, the study found that most customers were not lower users of electricity. It was also learnt that the services offered by TANESCO were not satisfactory to most customers despite the fact that they paid their bills accordingly. Furthermore, it was found that long distance travel to electric pay stations customers spending a lot of time in paying electric bills were the main challenges of conventional billing system. The study recommends that TANESCO should withdraw from using electricity conventional billing system so that to invest more on prepaid system. In order to maintain accuracy of electric meter reading, both parts TANESCO and customers have to be involved. Moreover, the price of electricity should be reduced especially for domestic users in order to discourage them from using other sources of electricity which are not only harmful to their health but also to national economy. Keywords: Customer satisfaction, Electricity, conventional billing system.

Msaky, Daniel Manase (2014) *Competitive Advantages and Challenges in the Capital Marketing in Tanzania: The Case of Dar es Salaam Stock Exchange (DSE)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was done to examine competitive advantages and challenges in the capital market in Tanzania the case being Dar es Salaam Stock Exchange (DSE). This was conducted in Dar es Salaam city, where the largest number of commercial banks, listed companies, and regulatory agencies are located. This was primarily a descriptive study where both qualitative and quantitative approaches were used to conduct the study. The objectives of the study were to examine the extent to which size of instruments traded at DSE and problems of liquidity relate to efficiency performance of DSE, and whether or not conditions, rules and procedures set by DSE affects efficiency of Dar es Salaam Stock exchange. Furthermore the study examined the extent to which information accessibility affects performance of DSE. The finding of the research study reveals that there is lack of instruments or product diversification in the DSE relative to income investors. Moreover, the study found out that DSE listing conditions are too stringent for many companies to comply. Finally, the study reveals that there is lack of adequate financial security education to investors in the capital market. It was found out lack of instrument diversification does not provide incentive for investing in the DSE. From the study it is recommended to introduce new instruments at DSE for capital market development in Tanzania. Furthermore it is recommended that the government should come with the new policy of repositioning Tanzania for the gas economy, whereby TPDC will be allowed and helped out to go for IPO. Approximately, 750,000 Trillions of Tanzanian shillings will be raised through IPO and sought to contribute significantly to the efficiency of DSE.

Millinga, Vumi Robert (2015) *An Assessment of Factors Hindering the Growth and Development of Dar Es Salaam Stock Exchange Market*. Masters dissertation, The Open University of Tanzania.

Abstract

This study reflects on assessment of the micro economic factor hindering the growth of Dar es Salaam Stock Exchange market. The main target of this study was to determine the factors hindering the growth of Dar es Salaam Stock Exchange market. Four examined variables such as money supply exchange rate, inflation rate and interest rate were considered. The study employed quantitatively approach where four variables were tested by hypothesis. Moreover only secondary data were used to analyze the variables whereby the multiple regression model is used to relate the micro economic variables and stock exchange growth at Dar es salaam stock

market. The findings in this study revealed that, four investigated variables in this study, one which is interest rate was found to have the negative relationship with Dar es Salaam Stock Exchange index. The inflation rate, exchange rate and money supply were statistically insignificant explaining the variability of Dar es Salaam Stock Exchange market. I recommend that, the government should manage well the micro economic policies in order to give confidence to our investors and attract new investors. Researchers can use the study findings and explore on more variables that were not used in this paper, such research can even use different modeling techniques to investigate the variables in the study.

Mushi, Irene A. (2014) *Assessment of the Effectiveness of the Performance Appraisal Systems in the Banking Industry in Tanzania: A Case of Barclays Bank Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of study was to assess the effectiveness of performance appraisal systems in the banking industry in Tanzania by focusing on Barclays Bank Tanzania Limited as a case study. Performance appraisal, though an important function of human resource management, has not received the degree of significance it deserves. This function, if properly exercised by organizations, can serve a number of purposes, mainly administrative and developmental in nature. Bank's staff members (both supervisors or managers and non-supervisors) were selected and administered questionnaires and some interviewed with the objective of assessing the effectiveness of the appraisal system. Data was analyzed using qualitative and quantitative techniques as appropriate. Findings in Barclays Bank Tanzania show that most of the non-supervisory respondents perceived performance appraisal as a punishment tool contributing little to motivation while their supervisory counterparts perceived it as an administrative and developmental tool. It was then recommended that criteria in the existing appraisal format need to be revised so as to reflect changes in the operational environment, appropriate and practical trainings that aim at increasing raters' knowledge to be conducted and management of the Bank to consider evaluation by other parties apart from the existing practice of evaluation by immediate supervisors. These among others would go a long way to help in the achievement of organizational goal, of becoming the best bank in the industry in Tanzania.

Msheba, Kazija Mussa (2014) *To Explore the Role of SMS in Water Supply Performance in Zanzibar: A Case of Urban West Region Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Information and communication technology (ICT) has been used in several social services projects to improve citizen advocacy and engagement, and to increase government transparency and accountability. This study intends to explore the role of short message services in enhancing water supply performance in Urban West Region in Zanzibar. Stratified random sampling is used as technique whereby the total population is divided into different groups before selection of the representatives. Data collection was done in respect of the study specific objectives through data collection methods which include interviews. The study findings indicate that the water performance is not good in it is in precarious condition due to poor policy that exist and management of water in the surrounding area. Also the findings indicate that willingness to use SMS in services provision and water supply in particular is very high because customer needs to go with time by using new technology that may minimize several problems. Also SMS is accepted to reduce the distance to ZAWA office as well as the complaining method by majority by majority of the people in the study area. It has been recommended that there is a need to the establishment of new project that supervise together with other stakeholder such as Government and local people so that to make sure that this project is workable in water supply performance. Basing on the findings of this study, it is safe to conclude that the existing performance of water services in Zanzibar is directly linked to the existing water policy that exists during the time immemorial. So there is a need of making changing in water policy so as to perform be.

Mbwana, Esther George (2013) *Factors Influencing Employees' Turnover in the Banking Industry: National Bank of Commerce (Nbc) Head Office Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The employee turnover in the banking industry in Tanzania has been a threat to many people including the employers and graduates who are freshly employed after the graduations from colleges and universities. The purpose of this study was to assess the causes of employee turnover in the banking industry, the case being NBC headquarter. The study was carried out in the city of Dares Salaam on a convenience sample of 61 respondents through the distribution of questionnaires to employees of NBC followed by a personal interview with the top management. The findings of the study revealed that managerial controllable factors such as insufficient salary and benefits, limited opportunity for training and development, lack of promotions over time and lack of clarity in procedures for promotions contribute to employee turnover in NBC. From the findings of the study a number of recommendations have been provided to reduce if not end the problem so that employees are retained.

Manyenga, Furaha Bonaventura (2016) The Impact of Employee's Motivation on Work Performance in the Private Organizations in Tanzania: A Case Study of Venture Risk Management. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the impact of employee motivation on work performance in private sector organizations with three specific objectives using the Venture Risk Management in Dar es Salaam Region as a case for study. This study used descriptive research design where both qualitative and quantitative approaches were applied. A case study has been designed so as to enable the study to be conducted in depth investigation and this involved the use of a variety of methods to collect data with questionnaires being the main method. Data were collected from the VRM Head Office and questionnaires were administered from Managers and Ordinary employees. Stratified respondents were selected purposefully and later randomly as all were meeting the study aims. A total of one hundred thirty eight (138) respondents were used as sample for this study. Relevant findings have indicated that motivational factors used in private sector organizations to be good paying, positive reception of the work done, job security, promotion, interesting work, company loyalty to employees, good working conditions, tactful discipline, recognition and kindly help with personal problems. According to Respondents of this study, the following impacts of motivation towards employees' performance were indicated; increase in productivity, employee's incentives increases and good moral and workers' management relationship. Also from this study the employees of private sector organizations had indicated best ways to motivate employees to be; creating positive and interesting working environment, good communications, morale boosting activities, and care to off work life. This study concluded by giving recommends in improving workers and organizations. Lastly, the researcher proposed the area for future studies.

Hassan, Hassan Hussein (2016) The Effects of Employees Transfer on Secondary Schools Performance in Zanzibar: A Case Study at South District, Unguja. Masters dissertation, The Open University of Tanzania.

Abstract

This paper attempts to investigate the effects of employees transfer on secondary schools performance of Zanzibar case study south district. Where schools like Makunduchi Secondary School, Jambiani Secondary School and Kitogani Secondary School were investigated, to find out schools performance. The data collected from questionnaires analyzed by using both statistical and descriptive methods. Researcher found that employees transfer effect the teaching and learning process, the administrative process of schools and efficiency and competency of the

employees and effect the students' performance as a result south district became the latest in low schools performance. Most of the respondents from DEO, KSS, JSS, and MSS advise the government to avoid frequent employees transfer within semester (term) or one year because it will produce the gapes in the school as the shortage of teacher (school employees).

Kifunda, Jonathan (2016) *An Assessment of the Effectiveness of ASDP on Income Poverty Reduction: A case of Nshishinulu Village, Shinyanga District*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to assess the effectiveness of ASDP on income poverty reduction, a case of Nshishinulu village, Shinyanga district. The study was based on the fact that ASDP has reached the end of its implementation and was on the brink of introducing the second level intervention. Descriptive percentiles as well as multiple linear regression methods were used with a sample of 41 beneficiaries of ASDP services. Provision of agricultural farm inputs, irrigation and Trainings were independent variables and Income poverty reduction was the dependent variable. Data analysis was done using Statistical Package for Social Sciences (SPSS). The findings revealed that ASDP has performed poor in reducing poverty to small scale farmers in Tanzania and the economic situation of farmers is still poor. The results show that 82.3% of the respondents group still lives in poverty, even after the multiple years of ASDP interventions. It was further revealed that there are several challenges facing farmers and the government. Respondents mentioned that sustainable irrigation systems should be a priority to be addressed by the government, while government officials mentioned proper allocation of funds as the policy priority. It was recommended that ASDP service provision should reach to farmers as a first priority and the government should address activities which are connected to. Public-private collaboration should also be increased. In the end programs like ASDP are there to firstly support the beneficiaries in order to reach the goals set by implementers. Key words: success of ASDP, Training of farmers, Irrigation production, Access to market, Provision of farm inputs, Income poverty reduction and Agriculture.

Wambura, Edward Mwita (2015) *Examining the Role of Training on Organization Performance: A case Study of Tanzania Institute of Accountancy*. Masters dissertation, The Open University of Tanzania.

Abstract

For an organization to thrive in a dynamic business environment experienced with changing nature of jobs, introduction of new technology, fluctuating productivity,

presence of business competitors and cultural difference. Needs to equip their employees with skills and knowledge to sustain their existence else they will die or taken over by others as we see in merger and acquisition. The purpose of this dissertation was to examine the role of training on organization performance a case study of Tanzania Institute of Accountancy that involved total of one hundred (100) respondents who were purposively and randomly chosen from total population of three hundred (300). Data was collected through questionnaires, interviews and observation. The findings demonstrated that there is a link between performance of Tanzania Institute of Accountancy and various training that are given to its staff as capacity building programs and the Institute is now thriving in all aspects. I recommend that Tanzania Institute of Accountancy should also using a method of coaching which is not used now and emphasis of training should cut across all cadres not teaching staff alone. In reduce cost of training Tanzania Institute of Accountancy is advised to use local universities here in Tanzania and staff at Tanzania Institute of Accountancy should be informed that training offered is aimed in capacity building and not a tool of getting financial gain.

Werema, Stephen M (2015) *The Assessments of the Impacts of Tourism growth to revenue collections in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the impacts of tourism growth to revenue collection in Zanzibar. It was conducted in Zanzibar Revenue Board (ZRB). The objectives of the study were; to examine the growth rate of Tourism in Zanzibar, to determine the effectiveness of tourism revenue collection, to determine the relationship between tourism growth and revenue collection and to identify the challenges facing tourism revenue collection in Zanzibar. The study used case study design where both random and purposive sampling method was used. Questionnaires and structured interviews were employed to gather raw data from the respondents. Secondary data from ZRB and was also be used. The data was analyzed using Microsoft excel package and SPSS on a personal computer. Correlation and regression analysis done to determine the relationships of the variables The study found out that growth in tourism increased revenue collection, ZRB employees are committed and corruption free and that there was significant relationship between tourism growth and revenue collection. Also the study found out challenges were the major one was lack of voluntary compliance by revenue payers. The study recommended ZRB top management should change their mind set of not emphasizing revenue payment. They should bear in mind that revenue collection from tourism sources increases revenue collection and in turn increases economic development in our country.

Yusuph, Sheraly (2015) *The Impact of Investing in Human Capital in Employees Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated on the impact of investing in human capital on employees' performance success in Tanzania, using a case study of the National Microfinance Bank (NMB) Mkwawa Branch in Iringa Region. Specifically to: assess the relationship between human capital investments and employees performance, determine the impact of human capital potential on the performance of employees at the study area and finally examine the relationship between educational development and employees' performance. The research employed exploratory research and descriptive research designs. It also combined quantitative as well as qualitative research approaches. The questionnaires was used, Probability and simple random sampling techniques were deployed in data collection. The total number of selected respondents in this study were 45 and were all obtained from NMB Mkwawa branch. Quantitative data and qualitative were analysed through the use of content analysis The findings of the study indicated that there is a relationship between human capital investment and performance of the NMB Mkwawa Branch. This was most apparently reflected in the extent to which the bank was promoting staff development through further education, training and workshops. The study also disclosed that investing in human capital has long term and sustainable outcomes such as enhancing customers trust due to improvement of service delivery. The study recommends that there is a need of promoting in-service training and further education related to career advancement particularly among employees working with financial institutions. These training lead to optimization of human labour which ultimately translates to increased organization production performance.

Mwela, T. R. (2014) *Information And Communication Technology Usage In Development Of Microfinance Institutions Services In Peri-Urban Areas Tanzania: A Case of Ilala Municipality In Dar-Es-Salaam City*. Masters dissertation, The Open University of Tanzania.

Abstract

Information and Communication Technologies (ICTs) has been found to promote the dual objective of microfinance sustainability and outreach to the poor people. ICTs enable interactive communication and it promotes greater inclusion of individuals within networks and overcoming the barriers of physical distance and social standing. This research aimed at determining the impact of ICT usage in development of MFIs in loan services. MFIs are working tremendously to the empowerment, poverty reduction and improvement of living standards for the poor people in peri urban areas. In this research study; questionnaires used to gather and

MFIs. The data collected from the survey was analyzed quantitatively and qualitatively. The analysis indicate that based on findings from this research there is need professional skills development in MFIs and to test the level of computer technology acceptance in microfinance business. In this research, the investigation has shown the extent to which MFIs use ICT to deliver business services and train staff and focus on ICT literacy, business applications, and planning. The study discovered that MFIs face mainly challenges in performing its duties regarding ICT usage which are lack of adequate facilities, bad perceptions of stakeholders, and usage of ICT in microfinance business is still low. Also ICT faced with high operating costs to provide financial services to the poor people and SMEs. The studies recommended that the ICT usage in development of MFIs is now being considered as one of the most important and an effective mechanism for poverty alleviation. It disseminate precious information on ways to improve the health, education, legal rights, sanitation and other living standards, which are of relevant concerns for the poor.

Mchia, Lydia Edger (2013) *Factors affecting Teachers Turnover in the Public Secondary Schools in Ruangwa Rural District council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted to explore the factors affecting teachers' turnover and the strategies which should be put in place in managing the problem of teachers' turnover in public secondary schools in Ruangwa rural. This study had four specific objectives as well as four research questions which guided data collection and data analysis. The study employed the descriptive research design where the data was collected through primary and secondary sources. The former employed questionnaires and interview while the latter employed from documentary source such as Ruangwa establishments and records. In summary the findings revealed that, teachers are quitting the teaching profession due to unfavorable employer, employee and external factors such as, absence of social services, poor and difficult working environment, inadequate benefits that is low payment, and insufficient wages, poor supply of basic needs, lack of motivation, delay in implementing teachers claims, so on. The findings indicated the main strategies in managing the problem of teachers' turnover such as, Improving working conditions, increasing salary and other benefits, construction of teachers' houses under SEDP and TASAF. It was recommended that working and living environment in rural areas should be improved in order to motivate teachers and other workers. The salary system should be modified to match with the promotion awarded. Payment of teachers' benefits should be on time and teachers' contribution to the national development should be recognized by the government. Lastly the teaching resources should be supplied in

adequacy, with the increase of the number of teachers to match with the working load together with modified management.

Tsii, Peter Fita (2016) *Role of Performance Appraisal on Improving Teacher's Job Performance in Hanang' District of Manyara Region- Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the role of performance appraisal on improving teacher's job performance systems on teacher's performance in the public schools. It specifically assesses the teacher's evaluation and perception on performance appraisal system, knowledge of teachers on performance appraisal system and performance appraisal management that leads to effective teachers' performance in public primary and secondary schools. This study was used descriptive design in analyzing data from the findings in multiple units of enquiry, also qualitative and quantitative approaches were used in data presentation. Questionnaires, interviews and documentation were the main methods of data collection in which 120 respondents were asked from primary and secondary schools as well as supervisors. Moreover, the data collected were analyzed and processed by using computer software known as Statistical Packages for Social Science (SPSS.V. 16 .0) and the results were indicated clearly on tables and figures. The study assessed and PA for teacher's and the results revealed that OPRAS implementation at schools is not effective and not very well utilized by the supervisors. The majority of the teachers mentioned that they were not received feedback about (90.0%) were not aware of PA and they lack knowledge of OPRAS in their school organizations. They were not involved in discussing individual performance objectives with supervisors, the evidence was shown from the results that about (54.5%) and they were not given enough time to prepare for the meeting as a result, The current OPRAS system is not used by the government authority for making official decision such as demotion, termination of contract, transfer and promotion in this the response of the respondents is about (86.2%).It was recommended that OPRAS should be implemented effectively to fit a particular organization' in order to fulfill organizational objectives.

Meghji, Noor Kapere (2013) *The role of packaging in influencing the decision to buy pre-packaged food products*. Masters dissertation, The Open University of Tanzania.

Abstract

Packaging plays a very important role in influencing purchase decision. Globalization and development of technology accompanied with change in life style

has made packaging an important and fundamental element in retail business. This study was carried out to determine the role of packaging in influencing purchase decision or pre-packaged food products. A descriptive cross-sectional survey was conducted in Dar es Salaam, from July to August, 2013. A questionnaire was used to collect information on the role of food packaging in influencing consumer purchase decision from 286 consumers intercepted after they had purchased pre-packaged food products in Shoprite supermarket located at Mlimani city mall. The collected data were analysed to assess the role of both the visual and informational elements of packaging on purchasing decision of pre-packaged food items and whether this role was different across selected variables such as the buyer's age, gender, income level, education level, and household size. The results show that both food packaging elements play a role in influencing purchase decision and that the informational elements are relatively more important. There are further significant differences in the role played by food packaging across consumer's income level and household size. Thus, it is recommended that food manufacturer should incorporate packaging in their marketing strategy and should consider varying them across different class of people in terms of income level and household size. Regulatory bodies should consider strengthening enforcement measures on the quality of packaging.

Ndege, Amos (2015) *Factors Affecting the Nurses Working Morale at Sokoine Regional Referral Hospital in Lindi Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main success fulcrum of the health service provision largely depends on nurses as they are more than 60% of the entire health workers and provide more than 80% of direct patient care both in the hospitals and health units. At Sokoine Lindi Regional Referral Hospital there are only 92 nurses but the real need is 305. The aim of this research was therefore, to determine the factors that affecting working morale of nurses in performing their duties at Sokoine Lindi Regional Referral Hospital. Data were collected by using interview, questionnaire, focus group discussion and secondary data collection techniques. A total number of 69 respondents were consulted where factors such as organizational management style (24.4%), delaying in allowances payment (23.2%), inappropriate payment of allowances (13.7%), work load (11.3%), lack of work done appreciation (7.7%), inadequate working tools (7.7%), lack of team work among indigenous nurses and those from other regions (5.4%), life hardship in Lindi Region (4.2%) and poor work environment at this hospital (2.4%) have been found to be problem to the nurses at this hospital. Researcher recommends the following strategies to be done to nurses so as to enhance their working morale; timely payment of allowances, equal opportunity for training, recognition of their good performance, changing of the available hospital

management team, availability of working equipment's and gears at time, increasing their number, eradication of segregation by indigenous nurses toward those from other regions, appropriate payment of their required allowances, good interrelationship between them and their management, timely upgrading them, establishment of housing and friendly working environment.

Zimba, Mwajuma (2013) *“An Assessment of Effectiveness of Loan Appraisal Procedures and to Identify the Levels of Loan Approvals and Repayment by The Commercial Banks on the Socio Economic Status of the Population in Tanzania: A case study of CRDB Bank at Ilala District.* Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on effectiveness of loan appraisal procedures and to identify the levels of loans approvals and repayment by the commercial Banks on the socio economic status of the population in Tanzania. The main objective was to assess effectiveness of loan appraisal procedures and to identify the levels of loans approvals and repayment by the commercial banks on the socio economic status of the population of Ilala District, Dar es salaam. The specific objective were to examine the banks loans issuance procedures with regard to their acceptance by the borrower in Ilala District, to examine the effects of bank loan on the reduction of unemployment status in Ilala District Dar es salaam and to establish the relationship between bank loans issuance and socio economic status of the borrowers in Ilala district. Finally to examine the socio economic benefit accrued by the borrowers of the loan from the bank. Case study design was used. In this study participatory observation, documentation, discussion and questionnaire were used in obtaining information about the effectiveness of loan appraisal procedures and identification the levels of loan approval and repayment. The findings showed that there were problem in procedure, criteria and condition in loan provision and loan officer not comply with the rule and not fair to customers. The study suggest that the banks needs to have better ways to eliminate those problems in order to perform well as well as to make the customer access loan easily without regard their level of income and also reduce unemployment in the society and improving the socio economic status of the population in Tanzania. It also recommended that the CRDB should emphasis on setting the criteria and condition that favor all classes in the society and also to establish way which will enable to know all employees who are not perform work regarding the code of practice. Finally, this research leave this work open to constructive criticisms and expects future scholars to delve into further research and improve on this work.

Samuel, Vivian (2016) *Challenges Facing Employees' Career Development: The Case of Medical Stores Department Staff*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored challenges encounter by MSD employees in their career development and suggested measures to countercheck the situation. The logic behind this study was the presence to human resources practitioners with minimal knowledge and experience despite massive efforts taken by the government to make them competent. The study expected to be valuable not only to government but also to all government actors. The study was guided by specific research objective which measured career development in terms of effectiveness and analyzed the contribution of the training and development programmes in employee career development. Also the link between training opportunities and employees' career development were determined. Finally, measures to improve career development were brought into attention. The study employed case study of MSD. While secondary data were gathered from different MSD reports primary data were gathered through questionnaires and in-depth interview. Data were coded and analysed using percentages and frequencies. Findings were summarized into tables and figure. The analysis was aided by SPSS and special template. Generally, data revealed that career development was ineffective as factors that could make it effective such as overall training was lacking. Other factors which made training to be ineffective were lack of clear training policy and lack of enough training opportunities. Again MSD employees' have promotion chances. The study made three recommendations that were to design policies that would have been guided MSD management to improve its strategy regarding human resources management. Secondly, was to allow free and fair competition in employees'. Thirdly; to have collective decision making based on mutual consensus and self development.

Shauri, Yahya Mohammed (2014) *An Assessment of Savings and Credit Groups on Poverty Reduction: A Case of Rural Households in North Unguja*". Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in North Unguja, Zanzibar focussing on informal rural groups, formed by the community members to reduce poverty at the household level. The study used a sample of 204 respondents, and used a cross sectional research design. The specific objectives of the study were to determine the uses of financial services provided by the groups, the impact of shares on total household income and challenges faced by the group members in the fight against poverty. Using two

regression models, multiple linear and logistic regressions, the research found out that Saving and Credits Groups (SACGs) benefit the community in terms of increase in the levels of income. A larger number of households who got loans from informal institutions were able to competently manage their businesses. For instance, SACGs funds used for paying children fees, solving household expenses and replenishing other loans among other uses. Challenges faced by the households were types of investment to operate shortage of funds experienced by SACGs, poor infrastructure (road, network, and commercial activities) affecting communication. Others were the increased formal micro credit institutions, posing competitions to informal institutions. Taken into one, this proves that informal financial institutions play an important role in poverty reduction in the rural areas. Developing and improving, these groups can be an effective alternative to formal commercial banks. All in all, if run properly with structured coordination and seriousness these groups can act as good mechanisms for poverty reduction in the rural communities in Zanzibar.

Shiwa, Rajab I. (2014) *The Effectiveness of Contract Management on Contractors' Performance: A Case Study of Oil and Gas Company*. Masters dissertation, The Open University of Tanzania.

Abstract

In the world of business, it is common for an organisation to involve contractors or suppliers in one way or another to support in providing service or product to meet its intended requirements. It is a main duty for operating company to make sure contractors perform their duties safely and timely through appropriate contract management (CM) procedures. Despite significant research progress, the effectiveness of contract management in terms of monitoring contractor's performance in Tanzania has not been tracked and published widely. The main objective of the study was to examine the effectiveness of contract management on contractor's performance in fulfilling their contractual obligations at case company. The findings reveal that the contract management process is very effective on monitoring contractors' performance. 28 were sampled out of total population of 82 based on their involvement in contract management and managing contractors' performance. The study was conducted at a case company, Dar es Salaam and Mtwara office. It is concluded that, the case company CM activities are effective and there is a relationship between CM and Contractors' performance. The researcher recommends more improvement to the following areas; scope of work and specification; risk management; and KPI so that to achieve much better contractor's performance outcomes timely, safely and within budget.

Melchades, Victor (2013) *The Role of Effective Grievance Management Procedures in Enhancing the Work Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the ways in which the grievance management policy, strategies and practices enhance work performance in organizations. In order to meet the objectives of the study, both primary and secondary data have been collected from TPA- Mtwara Port and OLAM (T) LTD - Mtwara Branch. The primary data have been collected through three methods which were questionnaires, observation method and interview method. These include descriptive statistics which has been further analyzed and presented in tables forms. The study findings revealed that, grievances has been occurred to the two selected organizations but in different level, but it happened more at OLAM (T) LTD- Mtwara Branch than TPA-Mtwara Port. Many respondents from two selected organizations have been not satisfied with the grievance policy and strategies, but the level of dissatisfaction at OLAM (T) LTD- Mtwara Branch is higher than at TPA- Mtwara Port. Many grievance solutions at TPA-Mtwara Port base on rule and Laws which include Employment and Labour relation Act. of 2004 and TPA Staff regulations while at OLAM (T) LTD- Mtwara Branch, many grievances decision base on Management demand. Thus made 78% of the respondents from TPA- Mtwara Port to be satisfied with action and existing grievance handling procedure while at OLAM (T) LTD- Mtwara Branch, only 36% of the respondents have been satisfied with action and existing grievance handling procedure. Thus could make the working performance and productivity at OLAM (T) LTD –Mtwara Branch to decrease compared with the productivity at TPA- Mtwara Port. Therefore, it has been recommend to all organizations to be given priority to grievance management systems for the good health of the organizations.

Ungani, Mary Gilbert (2015) *Challenges and Prospects in Budgetary System. A case study of National Security fund Head Office – Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The title of my dissertation was challenges and prospects of budgetary system a case study of National social security fund (NSSF) Head quarter. The main objective of the study was to evaluate and understand on challenges and prospects of NSSF budgetary system during its financial years. Specific objectives aimed at examining possible transformative strategies for the budgetary system to help the NSSF serve and grow across it stakeholders positively in Dar es salaam, to investigate if there was potential strategies for the current budgetary system which transform the service

of NSSF to become more efficient organization, to understand how the end results of management decision affect the members decision in social scheme particularly NSSF. The major findings of the study shows that 95% of the respondents viewed that the current budgetary system do not contribute to the inefficiency in budgetary system while 5% of the respondents views current budgetary system contribute to the inefficiency in budgetary system. The researcher concluded that an evaluation and understanding challenges and prospects of budgetary system is a significant problem in the social security industry and if not properly addressed it would have stringent and intricate implication on provision of social security protection to the people of Tanzania, therefore proper budget systems needs considered. The researcher recommends that NSSF should be more creative in solving community based problems not to look on payoff investments only for their own profit and leave the members and their society unsatisfied and therefore there should be a balanced approach with more coverage of Tanzanian populations. Much needs to be researched on the above.

Rashid, Sabria Suleiman Mbarouk (2013) *Determinants of Job Satisfaction Among Nurses at the Muhimbili National Hospital*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation reports results of a study that was carried to assess the level and determinants of job satisfaction among nurses at the Muhimbili National Hospital by using Herzberg's job motivators and hygiene factors. Determinants selected for the study were socio-demographic characteristics such as sex, gender, marital status, work experience and level of education. A sample of 286 nurses was conveniently drawn from a population of 683 nurses at the hospital. Data was collected through a structured questionnaire. Independent two-sample t-test and one way ANOVA statistical techniques were used in the analysis. The results reveal that about half of the nurses at MNH are satisfied with their job. Of the hygiene factors job independence, supervision independence, co-workers relationship and working conditions ranked higher; while from the motivators job authority, job security and job responsibility ranked higher. The results also report statistically significant differences in the job satisfaction scores between age and marital status as well as among the work experience categories. No significant differences in job satisfaction were found between gender and level of education categories. It is recommended that management should ensure further improvement in the working environment and have human resource policies that foster job authority, job independence, good working relationship, clear responsibility and job security. On the job training as well as mentorship programmes are highly encouraged. Life skills that would encourage family life are also welcome.

Makanja, Mika (2013) *Impact Assessment of the Small Credit Finance to Poverty Alleviation in the Rural Society of Tanzania: Case of Mwanga Community Bank Limited.*, Masters dissertation, The Open University of Tanzania.

Abstract

The study was carried out in Mwanga District, Kilimanjaro region, with the aim of assessing the contribution of small credit to poverty reduction in the rural society of Tanzania. The study was based on the fact that Microfinance has proved to be an effective and powerful tool for poverty reduction. The researcher interviewed 93 Mwanga Community Bank Limited Clients and the management to see the Impact assessment of small credit finance to poverty alleviation in Mwanga District. The main objective of the study was to examine and assess the impact of micro-finance in poverty alleviation. A case study design was adopted to get the required in-depth data for a small unit. Probability and non probability sampling techniques were applied. Interviews, questionnaires and documentary reviews methods were adopted for the purpose of collecting the required data. The data collected were analyzed using descriptive statistics such as frequency tables, graphs, charts and percentages. Community Banks provided access to credit facilities. Loans secured from Rural Community Bank contributed towards poverty reduction. Poverty reduction was manifested through a number of ways, such as opening up new investments, expanding existing investments, ability to pay school fees and higher learning institutions' fees , and paying for health services. It is recommended that, interest rate, application period, insurance fund, and minimum cash deposit seem to be clients' constraining factors, some changes should be made. The Interest rate should be reduced to at most 15% compared to the current interest rate of 19% and repayment period should reflect individual client's business MCBL should insist much on group guarantee system rather than cash deposits to the micro-credits clients.

Mloyi, Peter Nawa (2013) *Assessment on the use of ICT by the visually impaired persons (VIPs) in business processes in Tanzania.* Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the use of ICT in business processes for visually impaired persons in Tanzania. The study was descriptive in nature. A sample of 50 respondents, 41 sighted and 9 visually impaired persons participated in the study. Data were collected using both questionnaire and interview. Findings of this study indicated 82.9%, of organizations surveyed did not consider visually impaired persons on use of ICT in business processes with reasons that it is more costly, have less contribution in business, unavailability of technology, unavailability of ICT

training institutions, inability of persons with visual impairment to use ICT and not being required by law to support them. Of the VIPs interviewed the findings indicated that 89%, can use mobile phones, 78% can use landline telephones, 67% can use personal computers and Internet, and 22% can use fax machines. Those indicated ability to use computers said had training at the Open University of Tanzania. The study was at a small scale and was only in Dar es Salaam but it is likely that the study would form a basis for assessing use of ICT in business processes for visually impaired persons and other business related services in Tanzania and beyond.

Mugandila, Petro (2014) Testing the Relevance of Control Objective for Information and Related *Technology (COBIT) in the Higher Learning Institutions in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

There has been an increased use of ICT in the world. Together with its immense use there have also been a number of challenges faced and this has led to some people maximizing more of its benefits, whereas, others have been lagging behind. The fast movers, in this case the western countries have developed international guidelines to harmonize the implementations. Such guidelines as ICT frameworks, most specifically COBIT, have gone as far as being made international that all others must follow for proper implementation of ICT. The question was: Can the frameworks be applicable in the non-western countries? There was, therefore, a need to conduct a research titled Testing the Relevance of COBIT in the Higher Learning Institutions in Tanzania. The study focused on profiling the ICT frameworks available in higher learning institutions in Tanzania, validating and ranking the components of COBIT and finally proposing measures for improving the implementation of COBIT. The study used quota sampling with a sample size of 107 respondents including academic staff, non-academic staff and students from both OUT and UDSM. Findings indicated that there was awareness on ICT frameworks amongst respondents, although they had no idea about COBIT framework. The results from multiple regression indicated that management guidelines and audit, control and security were significant to the relevance of COBIT. It is, therefore, recommended that the government should establish an organ to govern all ICT issues and those practicing ICT professionalism should be registered as it is the case for other professionals like accountants who are recognized by NBAA, procurement and supplies managers are organized by NBMM. The institutions should restructure that each new recruited staff be oriented thoroughly in all aspects of ICT regardless of his/her working department and the orientation should be guided by a staff orientation operating manual.

Mpiluka, Anthony Alfonsi (2014) *Assessing Parental involvement and its effect on Pupils' academic performance in primary school in Matamba Ward: Makete District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study surveys a sample of 198 pupils in Matamba Ward in Makete to assess the extent of Parental involvement to test whether that is related to their academic performance, using the Multiple Regression analysis technique. Analyses of Variance (ANOVA) technique was also used to find out whether there are significant differences in the mean score of both parental involvement and academic performance across various sample characteristics. Study finds significant differences in academic performance across the age, education, school type (ownership) and class size categories. Moreover, significant differences were found in parental involvement across the living environment, education, occupation, school type and class size categories. Parental involvement alone significantly explains 13 percent of the variation in academic performance ($F = 19.65$; $p < 0.001$) but when used together with the other variables, its significance disappears even though the model now explains 37% of the variation ($F=8.362$; $p < 0.001$). School type remains the only significant variable.

Mbise, Jenifa Calisti (2014) *Impact of Performance Management Systems on Employee performance. A case study of University of Arusha*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study aimed at assessing the impact of performance management systems on employee performance. The specific objectives were to know how personal development influence employee performance, to find out how compensation influences employee performance, to identify how evaluation of employee performances influence institution performance and to know the performance management system and how it helps in institutional development. The study took a convergent design where by qualitative and quantitative data were collected concurrently. The target population was 150 respondents. The researcher used random sampling procedure to select a sample of 120 respondents. Questionnaires were used for collecting data which were then analyzed using tables. The study attained high response which helped the findings to be thorough. It came out clearly that PMS has an impact on employee performance. It was revealed that PMS has changed the way employees works in terms of imparting knowledge and skills through training and mentoring. It has helped them feel empowered in terms of rewarding them for the good work done. PMS has helped to differentiate achievement among employees at all levels, thus driving discretionary effort.

However, the institution must view PMS as holistically, encompassing all the elements such as institution culture. Without this capability or desire the PMS is likely to become a compliance activity rather than adding value to the institution and employees. There should be reasonable compensation for higher performers.

Mboka, Obadia T. (2014) *Contributions of SACCOs on the Growth and Sustenance of Small Businesses in Tanzania: The case of Mbeya City*. Masters dissertation, The Open University of Tanzania.

Abstract

Despite the initiatives taken by the government to improve the growth and sustenance of small businesses and tremendous growth of SACCOs in Mbeya City, small businesses have continued to suffer. The study investigated how SACCOs have contributed on the growth and sustenance of small businesses in Mbeya City. The main objective of this study was to analyze general contributions of SACCOs on the growth and sustenance of small businesses in Mbeya City. Specifically the study assessed challenges facing the growth and sustenance of small businesses and analyzed potentials of SACCOs in supporting the growth and sustenance of small businesses. The area of the study was in Mbeya City and the simple random sampling technique was employed. The sample size of 64 respondents was chosen among traders, Mbeya City Cooperative Officers and Loan Officers of Lulu and Upimaji SACCOs. Statistical Package for Social Science (SPSS) was used for data analysis. Study showed that the potentials of SACCOs on supporting the growth and sustenance of small businesses in Mbeya City is still low due to the higher rates of interest charged on loans advanced to members and poor training given on how members should improve significantly their businesses. Findings concluded that the contributions of SACCOs to promote the growth and sustenance of small businesses in Mbeya City is poor due to the combinations of challenges. Among these include; high interest rates charged on loan to members, absence of seminars and training to business proprietors. It was recommended that measures should be employed to make taxation system fair and also it was recommended that SACCOs loans provided to members should be of lower interest rates and SACCO's management should prepare training to members on how to run their businesses.

Makemba, Patrick Cosmas (2013) *The Effects of Centralised Recruitment in the Rural Districts of Tanzania: A Case Study of Ruangwa District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to investigate the effects of centralised recruitment approach in the rural district which is perceived to bring more human resources problems related to recruitment of lower cadres staffs in the rural districts. The selected area of the study was Ruangwa district and the targeted respondents were 170, however the study received a positive response from 150 respondents. The study utilized both qualitative and quantitative approach in collecting data. Thus the data were collected through questionnaires and interviews, and analyzed by using Microsoft-Excel and SPSS version 16. The results of the study revealed that centralised recruitment approach has brought many effects in the rural districts especially in recruiting lower cadres staffs of which include abscondment, turnover, failure to meet human resource demands (long time unfilled vacancy) and remove of local authority autonomy in recruitment. Thus centralized recruitment approach perpetuates and intensifies the shortage of employees in the rural districts especially staff cadres under the study. Basing on this fact the study provide a call to the government to reinstate hybrid recruitment approach to be used for recruitment of public employee's especially lower cadre's staff in the rural districts. This is due to the fact that hybrid recruitment approach incorporates the "best" of both decentralized and centralized recruitment approach.

Greeperson, Abihud (2013) *The impacts of the health and safety programmes on the performance, at Arusha Airport Authority*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to assess the impacts of the occupational health and safety programmes on organization performance, a case study of Arusha airport authority. The study was centered on examining the management processes that's shows commitment on health and safety programmes, the health and safety management systems within an organization context, the contributions of occupational health and safety programmes on performance, and identify the challenges affecting the implementation of health and safety programmes at workplace. A case study approach was used and 31 respondents were sampled, however 23 responses were received. Semi-structure interviews and self-administered questionnaire with both open-ended and close-ended questions was used to collect data. Data was analyzed using Microsoft excel and presented by frequency tables, charts and description. The results from the analysis of respondents revealed that there was a reasonable impacts of occupational health and safety programme to the organization. However, there were challenges which hinder the 100 percent of successful occupational health and safety at Arusha airport authority. Training and education, involvement of staffs, conforming to the budget, and motivation were recommended by the researcher.

Temba, Mary (2013) *The assessment of service quality and customer satisfaction using SERVQUAL Model: The Case Study of Tanzania Telecommunications Company Limited (TTCL)*. Masters dissertation, The Open University of Tanzania.

Abstract

Service quality and customer satisfaction are very important concepts that companies must understand if they are to grow and remain competitive in the business environment. It is very important for companies to know how to measure these constructs from the customers' perspective so as to understand their needs and satisfy them. Service quality is considered to be very critical to any modern business because it contributes higher customer satisfaction, profitability, reduced cost, improved customer loyalty and retention. The main purpose of this study is to assess customer satisfaction and service quality using SERVQUAL model within TTCL working environment. Other purposes include how customers perceive service quality; identify service quality dimensions that contribute to higher satisfaction, factors hindering customer satisfaction and what should be done to improve customer satisfaction for TTCL customers. A questionnaire was designed and distributed to respondents using a convenience sampling technique for TTCL customers. The analysis carried found that, the overall service quality perceived by customers was not satisfactory; means customers expectations exceeded perceptions. Also analysis revealed that TTCL Customer Care, Network Coverage, Voucher availability, handsets flexibility and air time charges are the critical factors that hinder satisfaction. As far as theory is concerned findings reveals that SERVQUAL model is not the best tool to use in measuring service quality for TTCL because the dimensions were negative gap. This study contributes to the already existing studies examining service quality within TTCL using SERVQUAL model. It also provides empirical results that guide other telecommunications companies on the corrective measures that lead to respective companies significant growth.

Tirweshobwa, Rosemary Josephat (2013) *The impact of motivation on national employee performance in the United Nations Organizations: A case of the United Nations World Food Programme in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at investigating the impact of motivation on the national employees' performance in WFP Tanzania. Specifically, the study sought to examine the extent to which financial oriented factors motivates employees performance, investigate the immediate non financial oriented factors that affect employees performance and evaluate WFP working environment and its impact on employee's performance in the Country Office. To achieve these objectives, case

study was used involving WFP Tanzania. Data were collected through semi structured questionnaire, interview, observation, focus group discussion and documentary source. SPSS was used in data analysis in constructing simple frequencies tables and figures for comparison and provision of results in a descriptive and comparative manner. The findings of this study revealed that employees were generally satisfied with their jobs. Conducive working environment, adequate working tools/equipments, performance recognition/honor, challenging job and good working relationships are issues which contributed to that satisfaction. However, concerns were raised such as, limited career development opportunities, nonexistence of loan & promotion, insufficient health benefits coverage, limited trainings and minimal salary increase in base pay. This study recommends that WFP should improve staff skills by strengthening capacity building considering departmental requirements and organizational needs to increase employees' motivation, productivity and improve the chances of retaining the best talent. Moreover, team building should be a constant goal to cement working relationship, make employees motivated and improve productivity.

Ugula, Kitandu Paulo (2013) *The Competitiveness of Social Security Schemes in Tanzania Mainland*. Masters dissertation, The Open University of Tanzania.

Abstract

For the purpose of enhancing the government's core objective of social protection, Tanzania prepared a Social Security Policy in the year 2003. Adhering to the Policy in the year 2008, the Government of Tanzania enacted the Social Security (Regulatory Authority) Act. Among others the Act provides that every employer in the formal sector shall be required to register his employees with any of the mandatory schemes, provided that it shall be the right of the employee to choose a mandatory scheme under which the employee shall be registered. This provision provides some flexibility to employees to choose the scheme suiting them thus creating a ground of competition among the schemes. This study has established that beside the availability of the Social Security Policy, the establishment of the Social Security Regulatory Authority and the existence of the social security laws, the Tanzanian social security schemes are competitive to each other though there are factors which are attached to each social security scheme to be distinguished to the other. The study has established that factors like the legal framework governing the social security schemes, their operations, the ways these social security schemes promote and protect the interests of their members and their sensitisation activities play major roles in their competitiveness.

Wilfred, Consolata (2013) *Evaluating the State of Loan Repayment on Management of Microfinance Institutions: A Case of National Microfinance Bank, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research has examined the way loans repayments are managed at the National Microfinance Bank Headquarters Dar es Salaam. The idea came up as a result of analyzing loan repayments basing on facts found through Observation, Interviews and Document analysis conducted in the department concerned revealed the need to understand fully the management of loan repayments and how to improve the same. For the effectiveness of the research, the researcher used a research design and data collection and analysis were used to arrange the information in such a way that enabled the researcher to come up with the reliable recommendations and conclusions. Different methodologies were employed which were research design, study population, sampling design, research instruments and analysis of data where the researcher used pie charts, and presentation done in bar graphs. It was realized that the performance of any micro finance institutions as far as loans are concerned depends on its existing loan process or rather policy at any given time period thus NMB use loan process to evaluate the credit worthiness of its customers hence this has enabled the bank to run smoothly and effectively. It was also found out that NMB uses collateral/security policy which helps them to rate the credit worthiness of its customers. Collateral policy also helps the bank to reduce the defaulters and the NMB keeps and check the financial records of their clients. Despite the good performance of NMB due to its credit policies, the bank had however faced some challenges' which had hindered their operations hence this has caused bad debts in the bank. These are improper appraisal, conmen, poor supervision, political influence, weak legal system, diversion of funds, non- compliance and poor payment.

Muze, Rosemary W (2014) *Assessment of Motivation and its Impact on Employees' Performance in Goal Attainment: A Case of Vodacom Tanzania Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

Generally, the study intends to assess the influence of motivation on employees' performance in goal attainment. The study was carried out in Dar es Salaam. The objectives of the study were: to assess the criteria, which are being used by companies in motivating their employees; to examine the obstacles, which face companies in motivating their employees; and to assess the impact of motivation on employees' performance. A case study design was done using a sample of 63 employees. In collecting the primary data, the study used questionnaire and

interview tools. Data was analyzed by using Statistical Package for Social Sciences (SPSS) and tables and figures were used to present data. The study found out that provision of a positive working environment for employees is a major criteria used by the company to motivate its employees. Also, the study also found out that, employee turnover as the main challenge or obstacle in motivating employees at the company. The study concluded that there are various criteria used to motivate the employees. These involve provision of a positive working environment, recognition, reward and reinforcing the right behavior, employee relationship and developing skills and other potential. The study recommends, among other aspects, that Human Resource Department need to implement motivational activities at the workplace.

Yazidi, Juma (2013) *Impact of Exchange Rate on Trade Balance*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the relationship between exchange rate changes and trade balances in Tanzania for the period 1970 to 2010. The null hypothesis is that there is no relationship between the exchange rate and trade balances. To avoid spurious regression problems, the data were tested for stationarity and Cointegration. Augmented Dick -Fuller (ADF) tests show that the series were non stationary at Level but all of them are stationary at their first difference. The Engle granger Cointegration Test shows that there is a long run relationship between Trade balance, Exchange rate, Tanzania's GDP and World income. Our findings are as follows Exchange rate; World income and Tanzania's GDP have positive relationship with Trade balance. This means that Tanzania can depreciate Exchange rate to improve its Trade balance.

Suta, Damas Dominick (2013) *The relationship between job satisfaction and Employee turnover in selected Secondary schools in Shinyanga Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Employee turnover as a term is rudely used in business circles. Although several studies have been conducted on this topic, most of the researchers focus on the causes of employee turnover but little has been done on the examining the sources of employee turnover, effects and advising various strategies which can be used by Managers in various organizations to ensure that there is employee continuity in their organizations to enhance organizational competitiveness. This study examines the relationship between Job satisfaction and employees turnover among secondary

school teachers. The study hypothesized that there are significant relationship between job satisfaction and employees turnover at different demographic factors. The research examines the sources of employee turnover, effects and forward some strategies on how to minimize employee turnover in organizations. Two research instruments were used to obtain data: A questionnaire, and Interview. A total of 50 respondents were randomly selected as the sample of the study and data were analyzed by “statistical package for social science” (SPSS) and the test involved is FACET. The findings of the study show that majority of the respondents are 30 years old and above. Moreover, 72 percent of the respondents have been working as teachers for more than 3 years and above and 28 percent of the respondents have been working as among decision and policy making in education sector for more than 7 years and above. The result of job satisfaction and employee turnover generally support the hypothesis. These findings show that the related factors of job satisfaction should have given attention to retain employees in the organization. Some suggestions have been recommended for the organization and for the future research to be more complete and comprehensive.

Nogath, M. C. (2014) *The Impact of Service Quality on Customer Satisfaction in Banking Industry: A Case Study of Crdb Bank in Njombe and Iringa Regions*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this dissertation is to gather more knowledge about the impact of service quality on customer satisfaction in CRDB Bank Ltd in Njombe and Iringa. Nowadays the market of the services providing firms is highly competitive and the expectation of the customer is increasing. The firms are required to focus more on the services they provide to satisfy the customer in order to achieve the goal of an organization. The main purpose of this dissertation is to investigate on effect of services quality on customer satisfaction. The study is qualitative research in nature. Structure and unstructured questionnaire are used in order to collect the data. The theoretical framework used in this paper is SERVIQUAL model developed by Parasuraman (1998). The findings of the study indicate that the customer of the CRDB Bank Ltd was satisfied with the services provided. But respondents ask for CRDB Bank to expand to more places in Southern parts of Tanzania because of the high satisfaction of their service. It shows that the better services providing company can get advantage of market share from Industry are belonging. The service quality model can help the banking sector of Tanzania to build a strong market and the service provider can get advantage from providing better services.

Said, Said A. (2013) *An Assessment of the Contribution of Training in Raising Work Efficiency in the Zanzibar Public Sector. A Case of the State University of Zanzibar.* Masters dissertation, The Open University of Tanzania.

Abstract

The quality of human resource is an asset to any organization and as a result training has become an issue of great concern to every organization. Several organizations meet their needs for training in an ad hoc and haphazard manner. Others set about identifying their training needs, then design training activities in a rational manner and finally assess the results of training. This study, sought to assess the contribution of training in raising work efficiency in the Zanzibar public sector using the case study of SUZA. It attempted to explore the perceptions on the importance of training, to examine the training capacity that can meet the public service requirement, to determine the factors affecting training programs to the public servants and to find the accurate measures that could enhance the effectiveness of training programs for public sector employees. Both qualitative and quantitative methods were used. The study used interviews, questionnaires, and documentary review to elicit information from the sample and data were analyzed through SPSS Software Version 16.0. A sample of 70 respondents was obtained (40 respondents from SUZA members of staff and 30 respondents from SUZA trainees). The findings revealed that, there is still a problem of training programs in the training institutions and even other public organizations. The main challenges are lack of training policy in the learning institutions and other public organizations as well as financial constraints such as limited fund and bureaucracy to conduct an effective training. Furthermore, training programs in some cases fail to achieve the development goals of employees and the organization at large due to lack of an assessment of training needs in public organizations. The study recommended to the University to improve the management capacity by conducting several seminars, workshops and other management development programs. Also, to maintain equitable participation in training between line and supporting staff, development and effective implication of training policy, conduct an assessment training needs, recruitment of enough qualified lecturers, good relationship between trainers and trainees, and the availability of modern training facilities.

Sizya, Titus (2013) *The Effectiveness of Warehouse Receipt System on Improving Smallholder Cashewnut Income in Tanzania:Case study of Tandahimba District.* Masters dissertation, The Open University of Tanzania.

Abstract

Tanzania introduced the Warehouse receipt system in coffee and cotton and later on in cashew in 2007 after the introduction of Warehouse Receipt Act number 10 of

2005 and its regulation of 2006. The introduction of Warehouse receipt system is part of the implementation of National Strategy for Growth and Reduction of Poverty (NSGRP), focuses on improving the livelihood of the people living in cashew producing Districts, For instance, over 95 percent of people in Tandahimba District depend on cashewnuts for their living. Despite of the fact that the Warehouse receipt system its aim is to assist smallholder cashewnut farmers to improve their income, but the study shows that the relationship between Warehouse receipt system and Income of smallholder cashewnut farmers is weak, this questions the effectiveness of the Warehouse receipt system which is the main objective of this study. The study used descriptive survey combining both qualitative and quantitative methods employed documentary review, semi-structured questionnaires, key informants interviews and focus group discussion in the area of study that is wards of Mahuta, Nahnyanga and Kitama. The study revealed that despite of the fact that the introduction of Warehouse Receipt system in cashewnut increased the price of cashew per kilogram from the average of Tshs 800/= to 1200/= for cashewnut seasons 2010/2011 and 2011/2012 but the income of smallholder farmers remained domant which is the parameter measure of inefficiency and ineffectiveness of the warehouse receipt system in Tandahimba District. The study suggested that effectiveness of warehouse receipt system can be improved by putting in place rules and regulations which will minimize the cost of running the warehouse receipt system in favor of improving the income of smallholder farmers.

Bushiri, Christabella Peter (2014) *The impact of working environment on employees' performance, the case of Institute of Finance Management in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

Organizations must step outside their traditional roles and comfort zones to look at new ways of working. They have to create a work environment where people enjoy what they do, feel like they have a purpose, have pride in what they do, and can reach their potential. The study aimed to assess the impact of working environment on employees' performance at Institute of Finance Management in Dar es Salaam Region. For the purpose of this study, descriptive research design was used. Simple random sampling technique was respectively used to select the respondents for the study. Respondents for this study were fifty (50) made up of twenty-five (25) senior staff and twenty-five (25) junior staff. Structured questionnaires were used for data collection. The study findings indicate that, organization working environment had an impact on members as far as respondents are concerned. The study also revealed that employees' will improve their performance if the problems identified during the research are tackled by the management. The problems are flexibility of working environment, work noise distraction, supervisor's interpersonal relationship with subordinates, presence of job aid, the use of performance feedback and improve of

work incentives in the organization so that to motivate employees to perform their job. In conclusion based on the findings the study recommended that, the organization needs to have periodic meetings with employees to air their grievances to management and serve as a motivating factor to the employees. Management should find ways and means of communicating their goals and strategies to their employees in order to achieve what the organization is in business for, its mission and vision.

Gervas, Gasto Lyengi (2016) Factors Influencing Employees Turnover in the Private Schools: A Case of St.Mary's International Schools. Masters dissertation, The Open University of Tanzania.

Abstract

Development of the country is linked to the state of its citizen being employed and hence involved in the production which contributes much to the economy. However, many employment opportunities are largely created in the informal sector whose rate of growth may be higher than that of the formal sector. In recent years, the private sector in general has faced the challenge of employees' turnover while administering good payment system, benefits, good working environment, institutes motivation and attraction. This study aims at identifying the factors influencing employees' turnover in the private schools, with St. Mary's. International schools as a case study. The specific objectives of the study aimed at determining the factors influencing employees' turnover at St. Mary's International schools, to determine the rate of turnover and lastly to assess the strategies employed to reduce or cut down the staff turnover. The data collection employed in this study includes the use of questionnaires, interviews, document review from the firm (secondary data) have been used to get the relevant information about the study. The findings revealed that salary, job dissatisfaction, lack of motivation, poor working environment and other related factors are the most influencing factor leading to employees' turnover in private schools. The, rate of turnover in 2010 was 7% and has been increasing since then until a rate of 44% for the year 2014. This means the rate grows by 3 to 10% every year which is the serious problem towards the growth of schools. Serious strategies should be adopted in order to reduce the incidence of labor turnover such as restructuring salary scales, motivating high performing employees, as well as ensure all staffs are well paid.

Chao, Nogath Morgan (2014) *The Impact of Service Quality on Customer Satisfaction in Banking Industry: A Case Study of CRDB Bank in Njombe and Iringa Regions*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this dissertation is to gather more knowledge about the impact of service quality on customer satisfaction in CRDB Bank Ltd in Njombe and Iringa. Nowadays the market of the services providing firms is highly competitive and the expectation of the customer is increasing. The firms are required to focus more on the services they provide to satisfy the customer in order to achieve the goal of an organization. The main purpose of this dissertation is to investigate on effect of services quality on customer satisfaction. The study is qualitative research in nature. Structure and unstructured questionnaire are used in order to collect the data. The theoretical framework used in this paper is SERVIQUAL model developed by Parasuraman (1998). The findings of the study indicate that the customer of the CRDB Bank Ltd was satisfied with the services provided. But respondents ask for CRDB Bank to expand to more places in Southern parts of Tanzania because of the high satisfaction of their service. It shows that the better services providing company can get advantage of market share from Industry are belonging. The service quality model can help the banking sector of Tanzania to build a strong market and the service provider can get advantage from providing better services.

Chimwejo, Evans (2014) *Assessment of excessive importation over exportation of garments for the development of Tanzania economy, a case study of Ministry of Industry and Trade*. Masters thesis, The Open University of Tanzania.

Abstract

This study was carried out at Ministry of Industry and Trade, aiming at assessing the excessive importation over exportation of garments for the development of Tanzania economy. The study was designed as a case study to cut across Ministry of Industry and Trade, and purposive/judgemental sampling technique was used to select the study units. In this study personal observation, interviews, questionnaire, and documentation in data collection were used. The study revealed that importations of garments exceed its exportation and this can be threat to the development of Tanzania economy. Moreover, the quality of domestic garments are of low quality compare to those from abroad. By increase in importation while exporting less the level of economy in our country will decline over time which can lead to poor development. By this case, the study recommends for making further improvements in the investment climate, improve human capital, encourage technology transfer, and imposition of tariffs on imported garments so as to reduce deficiency between importation and exportation of garments.

Simon, Peter P. (2013) *Assessment of the effectiveness of motorcyclists training Program in reducing road accidents in Tanzania (a case of Mwanza)*. Masters dissertation, The Open University of Tanzania.

Abstract

This study has objectively focused on assessing the effectiveness of motorcyclists training program in reducing road accidents. With the specific objectives of assessing the motorcyclists training programs curriculum, assessing the competence of staffs providing training to motorcyclists and determining the attitude of motorcyclists towards training. The problem being the increase of road accidents involving motorcycles as a result of lack of training on road safety by motorcyclists. The study based on descriptive research, was conducted in Mwanza region with all its districts involved in this study. The study involved a sample of 367 of commercial motorcyclists, formally and informally trained. It also involved interviewing of instructors from driving schools and officers from traffic department of Mwanza police force. It was concluded that the curriculums have got accredited time and contents however there is no standard curriculum for motorcyclists training program in Tanzania, Motorcyclist's instructors are competent and qualified. Formal training was perceived by respondents to be an effective remedy for reducing motorcyclists' accidents. It is recommended that, training institutions in Tanzania should sit together to set standard curriculum and Institutions should find means to increase training facilities and equipments. Government should make advertisement on TV and radio on the importance of training. While police force should continue to enforce the law on road use so as to make sure that all motorcyclists riding on road with other traffic have got training.

Issa, Hasnu M. (2014) *Factors Influencing the Performance of Small and Medium Enterprises: A Case of Case of SME's in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Over the years, SMEs sector had played a critical role in developing Tanzanian economy through creation of employment opportunities, income generation, equitable distribution of income whence contributing towards poverty alleviation. However, this sector suffers a number of challenges in domestic and global market competition, despite varieties of opportunities that appear along the way. Currently, SMEs in Zanzibar face traditional hardships in finance, management skills, poor cash flow, deficit in accounting and several problems that hinder them from achieving good performance. The main objective of this research was to identify factors influencing the performance of SMEs in Zanzibar. In realizing this objective, the research used questionnaires as a method to collect key data from different SMEs and other stakeholders. Study findings indicated that there are several factors influencing the performance of SME; these include financial support, cash management, technology used and management capability and skills. The study recommends that SMEs in Zanzibar should strongly focus on looking for financial entities to have customer satisfaction by providing high quality and affordable

products and services. This can be achieved through increased good financial support, improved management skills, provide good services, and multiple functions, reducing cost the products (Service cost) and enhancing promotional pricing.

Simba, Alfred (2013) *The Role of Microfinance Institutions in Enhancing Women Entrepreneurship; The Case Study of FINCA in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focuses on the assessment of contribution of small loans in enhancing the economic empowerment to women micro-entrepreneurs obtaining loans from MFI's whereas FINCA in Kinondoni Municipal was used as the case study. The study aimed to assess whether small loans contribute to women economic empowerment in relation to their current socio-economic activities they engage in and also to determine relationship between credits offered by FINCA and the empowerment attained by women entrepreneurs receiving such credits. The sample were collected from women entrepreneurs obtaining loans from FINCA offices in Kinondoni by questionnaire where as about 50 questionnaires were administered and also from management staffs where as data were collected through interview. The study revealed that the loans given by FINCA have impact in women entrepreneur's lives as agreed by 98% respondents as it enables them to grow as business women and also workers in the society. This included improvement in access to financial capital, health, diet, community respect and self esteem as well as education which all together contributes to empowerment as agreed by a total of 64% respondents. The positive Pearson correlation of 0.648 was obtained between credits offered by FINCA and women economic empowerment which indicates large strength between the variables with coefficient of determination of 0.42 (42%). The study recommends that seminars and trainings should be given to women entrepreneurs on how to effectively manage the loan, also the MFI's should establish 50,000 Tsh. as the minimum loan amount that micro entrepreneur can take so as to enable them to access the and use financial opportunity they provide.

Zonga, Salma Haji (2013). *An investigation of Local Government Authorities employees' attitudes towards retirement*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was undertaken to investigate the local government employees' attitude towards retirement. The specific objectives were: (i) to identify the attitudes of local

government workers towards retirement (ii) to find out whether there is a difference in attitude towards retirement between female and male employees; and (iii) to find out whether there is a difference in attitude of employees towards retirement across age, income, marital status, education, and time to retirement categories. The study utilized descriptive survey based on 50 employees conveniently sampled out of Kinondoni Municipal Council's healthcare employees at Mwananyamala Regional Referral Hospital. Data analysis was carried out by comparing means of mean scores on attitudinal statements using independent sample t- test and one way ANOVA. The results indicate that employees view retirement as a fact of life, an attainment of self actualization and it is worthwhile if one plans well for it. They are even willing to offer themselves for seminar and counseling opportunities as a way forward to learn and prepare for it. Moreover, the study finds significant differences in attitudes towards retirement across age, time to retirement, level of education and level of income categories ($p < 0.1$) Basing on these findings, it was concluded the overall attitude of local government authority employees is generally positive, but vary with such socio-demographic variables. Basing on the results of this study, there is a need to develop coherent and holistic policy of pre and post retirement training and counseling for employees. Such policies will not only improve the overall attitude of workers towards retirement but also enhance their preparations towards challenges of post retirement life. It is therefore recommended that the Local Government Authorities should encourage employees to develop themselves academically as well as to adopt better saving habits and income generating activities. Pension schemes also need to have better formulae for pension benefits coupled with robust investment policies so as the returns may support better benefit payment to employees.

Alfred, Bahati (2014) *Impact of Computerized Accounting on Performance of Payroll Accounting: Case Study of Urban Water and Sewerage of Authorities*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined the impact of computerized accounting system on performance of payroll accounting in Urban Water and Sewerage Authorities. The study aims to assess the performance of payroll accounting after adoption of Computerized Accounting system and to identify the positive and negative impact of adoption of Computerized Accounting system in performance of payroll accounting in UWASAs. The study made use the primary data collection which includes questionnaires and personal interview ,also the secondary data collected from official document of UWASAs, various research work on computerizes accounting system, accounting journal, text books and Open University of Tanzania Library. The main findings indicate that adoption of CAS in accounting practice has both positive and negative impact. Based on this findings its recommended that the

UWASAs should continue to adopt the use of CAS, providing training to the staff of Finance and Human Resources on how to use computerized accounting software package, and to put security mechanism to prevent losses of financial data or risk of fraud.

Sangali, Peter Daniel (2013) *Comparative Analysis of Financial Performance of Saving and Credit Cooperative Societies In Kisarawe District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to compare the financial performance of employee and community based saving and credit cooperatives societies in Kisarawe district. Indicators of financial performance were size of a SACCO, capital, operating expenses, liquidity, and loan to members ratios. The population was a sample of eight SACCOS operating in Kisarawe district; three of them are employee-based while the remaining five are community-based SACCOS. The researcher employed secondary data method of data collection. Secondary data included annual SACCOS' reports and only audited financial statements for individual SACCOS for the period 2008-2011 were used. The findings of the study revealed that E-SACCOS exploit more efficiently economies of scale than C-SACCOS that is the former enjoy more cost advantage which arises with increased output of total assets than the later and thus E-SACCOS perform better financially than C-SACCOS. E-SACCOS have smaller amount of cash to lend to members, that is smaller working capital than CSACCOS and therefore the former perform better financially than the later. CSACCOS have a better sound capital position and are able to pursue business opportunities more effectively and have more flexibility to deal with problems arising from unexpected losses, thus achieving more increased profitability than ESACCOS. Therefore E-SACCOS performed better financially than C-SACCOS in terms of size of a SACCO, operating expenses and loan to members, but C-SACCOS performed better financially than E-SACCOS in terms of liquid investment and capitalization.

Chundu, Philomena Patrick (2014) *Determinants of SACCOS' Financial Sustainability in Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

A continuing problem facing SACCOS is how to attain financial sustainability. Different study has been conducted but no one conducted in Ilala Municipality. Identification of the determinants of SACCOS' financial sustainability was not done. This study aimed to bridge this knowledge gap. The study used both qualitative and

quantitative research methodology. Data was collected through questionnaires and interviews from respondents who selected through purposive and convenience sampling techniques. Collected data was analysed through SPSS software. The study found that portfolio at risk, the cost per borrower and operating self-sufficiency were among the major factors that determine financial sustainability of the surveyed SACCOS. The study noticed that majority of SACCOS have their portfolios at risk of default, while only few of them are close to being self sustaining operationally. However, this study strongly qualifies that the surveyed SACCOS are highly efficient in absolute terms because they spend below the African average cost per borrower. Other factors determining MFI sustainability were productivity and delinquency rate. This study makes contribution to the knowledge by recommends reduction of default in loan repayment by monitoring borrowers regularly so as to ensure that they use the loans they received for the agreed and intended objective. Moreover, relevant and comprehensive training should be provided to loan officers.

Kaduka, Samuel Henry (2014) *Determinants of Customer Satisfaction in Tourism: A Case of Kilimanjaro National Park, Marangu Gate-Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Customer satisfaction is the leading goal and measure of success of the modern company, and its measurement is one of the most important tasks of management. Lack of knowledge on the level of customer satisfaction/dissatisfaction is causing the failure of many companies. This study identifies components of customer satisfactions at Kilimanjaro National Park, Tanzania. The study adopted qualitative method for data collection. Data were collected from KINAPA visitors, TANAPA and KINAPA staff, and tour guides from July 16-28, 2012.. Data were analyzed using SPSS version 17.0 to estimate the main scores and percentage. The findings reveal that five main factors are considered important for determining customer satisfaction at KINAPA. The most important were Speed of clearance, Communication, Security, Cleanliness, staff and tour guides Skills. These results correlated with SERVQUAL items of tangibility, reliability, responsiveness, assurance and empathy. These service quality determinants can positively impact business performance if they are well implemented in the organization. Managerial and theoretical implications are drawn and discussed in the study findings

Nziku, Dismas (2013) *Assessment of financial incentives on employees performance: a case of Tanzania Posts Corporation and National Insurance Corporation of Tanzania Limited - Mtwara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

Financial incentives are vital factor towards corporations' achievements in terms of performance, efficiency, productivity and effectiveness. This does not assure corporations existence but also guarantees continual provision of services to the customers so as to meet their vision and mission. This research was conducted to examine the effectiveness of financial incentives towards employees work performance in the Corporations a focus of Tanzania Posts Corporation and National Insurance Corporation of Tanzania Limited – Mtwara Region. In the sample of study constituted one hundred (100) respondents, both qualitative and quantitative data were gathered through questionnaires which were personally administered. Independent and dependent variables were used to measure the aspect at which the financial incentives stand as the driving force towards employees' performance. For this case, financial incentive kept as independent variable, whereas employees performance regarded as dependent variable where the performance of the employees depend on the external driving force which is the provision of financial incentives to the staff. On the other hand the study has covered the gap that left by other researchers conducted similar study, which ignored to describe the relationship between financial incentives as the driving force towards employees' performance in the corporations. Most of the studies are diverging to explain the concept of relationship between “financial incentive” as independent variable and “employees' performance” as the dependent. Instead are trying to explore the relationship of other similar variables.

Kundi, Andrew Morris (2013) *Factors Influencing Customer's Satisfaction in Urban Public Transport in Tanzania, “A Case Study of Public Transport in Kigoma-Ujiji Urban*. Masters dissertation, The Open University of Tanzania.

Abstract

Study focus on assessment of factors influencing customer's satisfaction in urban public transport in Kigoma-Ujiji municipal, Tanzania. The study was conducted in four categories (drivers, conductors, passengers and students and KIBOA staff) within Kigoma-Ujiji municipal. The main objective of the study was to assess factors influencing customer's satisfaction in urban public transport in Tanzania; particularly in the Kigoma-Ujiji municipal in Kigoma Region. The research methodology was designed to collect data from 126 respondents where by using different research tools including questionnaires, interview and observation.

Collected data from study was analyzed by using SPSS software 16.0 versions. The research findings shows that price setting is determined by number of public vehicle available, number of route scheduled, number of passengers available for each route, maintenance expenses of the vehicles and running costs in terms of fuel and labour. The prevailing of these factors enables customers to be charged reasonable prices and being satisfied. Those factors identified stabilized public transport and being vital to their daily usage as a public transport in Kigoma Ujiji – Municipal and other rest of cities/towns within the country. Therefore, it is recommended that management required to make sure that number of public vehicle required are available, number of routes are properly scheduled, number of passengers for each route is known, and maintenance expenses of vehicles are minimized as well as running costs in terms of fuel and labour, handling of pregnancy women, disables and sick people are carefully handled and avoid bad languages to customers. Passengers should pay fare accordingly, and avoid abusing language, habit of smoking and over drinking while travelling.

Mwinyimvua, Abdallah Mohammed (2013) *Factors Promoting Labour Turnover in the Commercial Banks: The Case of the National Microfinance Bank*. Masters dissertation, The Open University of Tanzania.

Abstract

The motivation for doing this study emanates from the ongoing labour turnover problem in NMB Banks. The contemporary business climate has been found an increase of demand on NMB Bank to attract and retain quality employees with technical skills, experience and knowledge. The pressure of NMB Bank to attract and retain employees as a remedy for excessive labour turnover has been compounded the problem as well as cost is concerned. The objective is to identify the factors promoting labour turnover at NMB Bank. Therefore in order to achieve this objective, the study employed primary and secondary data methods. The primary data were collected by using interviews and questionnaires which were asked and distributed to employees. The secondary data were collected from various sources like, journals, magazine, brochures and reports. The data were analyzed and the findings indicates that, managerial controllable factors like a need for more pay, better career move, more security, opportunity to develop skills, better working conditions, poor relationship with peer, personal illness, mistreatment of employees and lack of involvements in decision making, contribute the labour turnover at NMB Bank. In additional to that, demographic factors like level of education, age, marital status, sex and working experience were identified as contributors in turnover amongst employees. The general implication drawn from the findings is that, the retention strategies ineffective and inefficient. Therefore the new initiative of the NMB Bank management to redesign HRM policies that will achieve positive behavioral, performance and financial outcomes.

Barongo, Wilfred Modest (2013) *Factors Contributing to Nonperforming Loans in Non Banking Institutions in Tanzania: A Case of National Security Fund*. Masters dissertation, The Open University of Tanzania.

Abstract

Pension Funds' statutory contributions from members must be prudently invested to conserve money value and those members are availed with benefits when they fall due in the future. One of the frequently given reasons for inadequacy of benefits in Tanzania is inappropriate investment such as loan provision which mostly result into nonperforming loan. The case study was carried at NSSF head office, Kinondoni and Ilala Regions offices in Dar Es Salaam City to investigate the factors contributing to nonperforming loan in non-banking institutions in Tanzania. The specific objectives were, to assess efficiency and usefulness of loan appraisal techniques used for qualifying borrowers, examine investment officers' performance on assessing borrowers and examine loan policy efficiency as guiding tool for decision making. The study found out that the inadequate investment analysis, government intervention, few loan/investment officer compared to the workload, lack of knowledge on investment appraisal techniques for investment officers, inefficient loan policy as well as inefficiency of monitoring mechanism in assuring timely loan repayments are factors leading to increasing trend of nonperforming loans. Therefore recommended that the organization should limit investment in the loan portfolio by providing loans to the project with attractive returns but with low risks (minimal), to conduct constant monitoring and evaluation (investment auditing) for each investment as well as to equip loan/investment officer with different loan appraisal skills by ways of training. From the management point of view loan recovery should not be relaxed by a single moment. Relaxation mostly is observed in nationalized financial institutions therefore it is recommended to engage recovery agency.

Kanyangu, Ruth Michael (2014) *Factors contribute to early marriage among teenagers in rural areas in Kasulu District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to explore on factors contributing to early marriage among teenagers in rural areas in Kasulu District Council specifically Nyakitonto, Nyamnyusi, Buhoro and Nyachenda Wards. The methods used to get sample area which covered four wards of Kasulu rural, Buhoro, Nyakitonto, Nyachenda and Nyamnyusi included cluster sampling. Simple random sampling was used to get 100 respondents who were female and male representing others in these wards. Moreover purposive sampling was also used to get answers from District Executive Director and Ward Officers from the respective wards under the sampled

area. Research instruments used to collect data were questionnaires, interview guides and Focus Group Discussion (FGD) whereby girls, district council Officers and Ward Officers were contacted to get the reality. Then factors which contribute to early marriage among teenagers in rural areas revealed to be; Inadequate sex education, Peer pressure, Conformity, Influence of mass media, Lack of transparency, Shame, Traditional milestone, Unemployment and Globalization. It is recommended that Government through the Ministry of health and social welfare and the ministry of Community development gender and children affairs may conduct programmes in both rural and urban areas concerning early marriage and HIV/AIDS infections especially by addressing the factors which contribute to early marriage and also involving teenagers in decision making that can change community mind set to abandon that practice.

Kapwani, Gaspar Alphonse (2014) *The contribution of Microfinance Institutions on the Economic Performance of SMEs in Tanzania. The case of Kisaccos-Kitunda and Jiendeze Group-Ketumbeine*. Masters dissertation, The Open University of Tanzania.

Abstract

This study presents an assessment on the contribution of the microfinance loans to SMEs in Tanzania. The research was conducted in Dar es Salaam and Arusha-Kitumbeine where the representative sample of 77 SMEs, 6MFIs` workers and 3 MFIs leaders were randomly selected. The data was collected using different tools such as questionnaires, interviews, documentary review and observation. The findings from the study have shown that there is no progress of SMEs at the enterprise level as claimed by more than 60%, the reasons behind this failure have been attributed to the poor national economy and the borrowers do not inject the capital on the enterprises but on different fixed assets. However, other parameters at household levels, affordability of home needs, ownership of fixed assets and community development support have improved for both MFIs workers SMEs owners. In general MFIS loans despite of the negative impact at enterprise level appear to have positive contribution to the development of the borrowers. Regarding the availability of loans the results have shown that the loans are available but are given upon fulfilling the requirements and at an established increasing rate set by the MFIs. The main challenges facing SMEs in Tanzania include lack of sound entrepreneurial skills among the practitioners. Despite of the seminars and workshops orgasined by the MFIs the skills acquired to the borrowers appeared to be rote and lacking basic skills. Since the members are mostly primary schools level then there is a need of starting entrepreneurship study at primary level throughout to tertiary levels. Poor national economy and frequent inflation were pointed as obstacles to the progress of SMEs so, the government is advised to find the ways of building stable economy.

Bugalama, John (2013) *Factors affecting Capital Market Development adaptation in Tanzania: A Case Study of Dar es Salaam Stock Exchange (DSE)*. Masters dissertation, The Open University of Tanzania.

Abstract

Capital markets and specifically DSE aim to achieve broad bases of the share ownership and provision of investment culture in the country. Although some efforts have been put to inculcate investment culture in the country the pace is still low which is associated with low public awareness. The main objective of the study was to examine the factors that influence capital market development adaptation in Tanzania. Survey research design was used in the methodology. A sample size of 35 respondents was involved. Data collected was analyzed by SPSS computer software. The findings showed that; (80%) of respondents stated that the factors that influence capital market development adaptation included; geography (location of regional markets), risk of market imperfections and illiquidity which are poorly defined regarding the legal rights of investors. Moreover, (82%) of respondents stated that investor base which is still small affected capital market development; while (82%) of respondents highlighted the country risk from the risk of macro- economic performance and policy errors (85%) influenced capital market development adaptation. The study concludes that, for capital markets to flourish they require effective institutional, regulatory and legal infrastructure to specify and enforce disclosure standards for all companies issuing securities. However, stakeholders should be encouraged to merge with other strategic partners and investing on areas that are more profitable while DSE providing mass education on capital markets through radios, television and internet facilities and enhancing fiscal incentives to investors (both domestic and foreign) in order to have adequate products and listed companies.

Felician, Beatrice (2013) *Evaluation of Asset Allocation Strategies used by Tanzanians' Pension Funds and determinants of their choices*. Masters dissertation, The Open University of Tanzania.

Abstract

This study evaluated asset allocations strategies of the Tanzania's pension funds in order to identify the allocation strategies and find out whether or not they conform to the modern portfolio theory (MPT). The study was exploratory in nature. A total of 12 respondents from four Tanzanian pension funds were responded to a questionnaire. Findings revealed that Tanzania's pension funds relied heavily on the SSRA guidelines as well as the funds' internal investment policies and guidelines when allocating funds to investment assets. The allocation strategies varied from Fund to Fund and had some aspects of the strategic, dynamic, and tactical asset

allocation strategies. Most of the pension funds preferred the buy-and-hold strategy and little attempt was made towards application of optimization techniques as suggested by the modern portfolio theory. The study calls for periodic reviews of such policies and guidelines to make them relevant to the fast changing investment and market conditions, as well as having training programmes in place for building the capacity of fund managers towards optimizations techniques.

Manongi, Neema (2013) *Impact of Microfinance Institutions in Development of Textile Industries in Tanzania: The Case of PRIDE Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to assess the role of financial institutions in the development of Small and Medium Enterprises (SMEs) in the garment sector and propose strategies for enhancing accessibility of micro financing to SMEs in the textile industry. The target population for the study consisted the garment sector SMEs particularly women in the Batik business within the study area. The sampling procedure utilised was the purposive sampling based on one stage where respondents were chosen through a random sampling technique. The sample comprised of 85 SMEs in the garment sector and Managers from PRIDE Tanzania. Qualitative and quantitative primary data were obtained through questionnaires and interviews. Quantitative data analysis used descriptive statistical procedures using frequency distribution. Secondary information was also used as received from various microfinance internet-based databases and available literature sources. Findings depict that the MFI plays a major role in development of SMEs in the Textile Industry with notable accessibility by the youth and women entrepreneurs. Also the researcher concludes that, PRIDE is generally fair when providing funding, however the interest rates charged by the institution was found to be a deterrent to potential SME clients and a significant factor in credit repayment defaults by subscribing low-income earners and micro-business owners in the garment sub-industry. In view of the observation made during the study, the researcher recommends that PRIDE TANZANIA should review its interest rate policy and propose for more affordable and sustainable rates for small scale business owners.

Alfred, Kajonga Joel (2013) *Determinants of Employees' Violation of Disciplinary Rules in Public Sectors in Tanzania: A Case of National Insurance Corporation (N.I.C) Tanzania Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The study is designed to assess the determinants that lead to employees' violation of disciplinary rules in public sectors in Tanzania, a case of NIC. The study was

conducted in NIC Headquarter in Dar es Salaam. The general objective of the study is critically to appraise and examine the determinants that lead to employees' violation of disciplinary rules in public sectors specifically NIC. Workers they need to be disciplined so that they can develop positive attitudes toward work. Disciplinary problems are common in public sectors. If supervisors are to be effective, they must be able to use discipline effectively. The study is designed to find out what determinants are leading workers in violating of disciplinary rules at NIC. The study has been organized in five chapters. Chapter one (introduction), Chapter two (literature review), Chapter three (research methodology), Chapter four (data analysis and presentation of findings), and Chapter five (findings, recommendations, and conclusions). The study was employed qualitative methods of data collection. Specific methods' which was used in this study includes documentary analysis, questionnaire and interview. The study finds that all workers have a right to be informed what the rules are and why they should be obeyed, the organization's structure of justice should clearly determine the penalties, and all managers have the responsibility to demand the compliance to rules from their subordinates. National Insurance Corporation they have to make the rules open to the employees especially those of lower level.

Kwigize, Moshi N. M. (2013) *The Challenges Facing Open Performance Review Appraisal System (OPRAS) in Public Institutions in Tanzania. A Case of Kigoma Ujiji Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was done in Kigoma Region. The general objective of the proposed study was to investigate the challenges facing employees' performance appraisal system in Kigoma/Ujiji Municipal Council; A Case of Kigoma Ujiji Municipal Council and thereby suggests the transformative approaches to address the situation. The study used questionnaire method, interview guide and documentary review as the methods of data collection. Basing on data analysis, Presentation and discussion; tables, figures and the summary of the findings were used. The findings revealed that, there is an existing program of doing employee performance appraisal in Kigoma Municipal Council which has been exercised annually as other public sectors do. However, the results show that employee performance appraisal program in the field of study is not conducted successfully. It was exposed that the most notable challenges that faced programs are: biasness whereby there is unfair performance appraisal, employees do not understand their performance objectives clearly and they do not get enough performance objectives information, there is no good relationship between supervisors and their subordinates, the performance appraisal programs are managed poorly, after performance appraisal employees are not motivated at a reliable time, The study recommended that, there should be a clear performance appraisal system and insure good supervision when subordinates fill in

the OPRAS forms every year and Supervisors should provide rewards such as; promotion, demotion, increments and recognition.

Ramadhani, Shaibu (2014) *Factors influencing job satisfaction and turnover intentions in commercial Banks*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to assess the factors influencing employees' job satisfaction and intentions to turnover in commercial banks in Tanzania. A cross-sectional quantitative design was used to answer the research objectives. A Questionnaires with three sections- a 36 – item scale designed to capture various aspects of job satisfaction, 4 – item scale to capture employees' intention to leave and a number of demographic and job characteristics, were used to collect data from employees of 17 NBC bank branches situated in the city of Dar es Salaam. With 107 useful questionnaires, descriptive statistics, analysis of variance (ANOVA) and multiple regression analysis techniques were used to analyze the data. The findings of the study show that the age, education, job position and length of service categories of the employees, significantly predicted their intention to leave, while gender did not. In addition, age, job position and length of service categories of the employees significantly predicted their level of job satisfaction. Furthermore, the study revealed that job satisfaction and some of the demographic variables specifically gender and length of services has a significantly negative relationship with intention to leave. The findings of the study imply that, the greater the job satisfaction the less likely is the turnover intention. Accordingly, employees who are satisfied with their job will have less or no intention to leave. The results of the study therefore can be used as the basis for decision-making concerning employees' welfare, drafting retention strategies and future human resource planning and development.

Masoud, Edgar Leonard (2013) *The Impact of Organizational Culture on Employee's Performance: The case study of Tanzania Electric Supply Company Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The primary purpose of this research is to understand the definition, conceptualization, and assessing the impact of organizational culture on organizational performance and also to examine the relationship between culture and performance. The study adopted the interpretive pattern and used questionnaire in collecting the data. A total of 109 copies of questionnaire were distributed to various company officers. Since the data were based on nominal scale, simple percentage and Chi-square methods were used to compute and analyze the stated hypotheses.

The findings showed that there is a significant relationship between culture and organizational performance. The findings also showed that exogenous variables such as the nature of the economy and polity have more impact on organizational performance than endogenous variables such as size, organizational culture, organizational structure and technology. The results of the analysis of the cultural variables showed a high level of commitment to work, low level of labour turnover and absenteeism, positive beliefs about work, positive work values, attitudes, and norms. And that culture is not going to matter in performance unless managers understands it and know how to translate this connection into action. Based on the research conclusions made in this study, some recommendations were offered for possible consideration by TANESCO.

Mbogo, Amani (2013) *Impacts of Motivation on Employee's Performance in the Public service: A case Study of Ilala Municipality in Dar-es-salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to assess the impact of motivation on the employee's performance in the public service in Tanzania. The qualitative research and quantitative approaches were applied. The data was collected using questionnaire from a sample size of 30 correspondents through questionnaire in Ilala Municipal Council. Questionnaires were distributed to employees and they were able to answer it. Data was analysed by using SPSS. The findings were as follows, good wages chosen by the correspondents as mostly factor that can help for motivation and to be part of a job as the least factor. Mostly correspondents said relationship can help to motivate employees because good relationship help for the productivity to increase in the sector, also the correspondents said motivational incentives encouraging employees to perform efficient and effectively toward achieving goals. Mostly correspondents said lack of incentives contribute to poor performance due to that incentives are important for the employees to see their value in the offices. Mostly correspondents said motivational strategy which is the mostly is promotion and least is bonus. Mostly correspondents said compensation, bonus and reward are the same in motivation types because all employees like to be rewarded. Also correspondents said high salary will make for the employees to perform well in the organization. The recommendations are as follows which the government should do, to increase salary to employees, to provide good relationship between employees and them, to build good environment for working places for employees, to make sure every time they reward employees, and also to training new employees who are coming to work in the organization and for those who are moving from one position to another.

Mhando, Issa Bakari (2013) *Factors Influencing Job Satisfaction and Labour Turnover in the Mining Industry of Tanzania: The Case of TANCAN Mining Company*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated factors influencing job satisfaction and labour turnover in the mining industry of Tanzania. The study was carried at Tancan in Geita region. The study was guided by the research objectives that were, to investigate whether gross pay (salary and fringe benefits) has bearing effects on employees' job satisfaction and labour turnover; to investigate if opportunity for advancement has bearing effects on job satisfaction and labour turnover; to identify if company policies has a bearing effects on job satisfaction and labour turnover; to determine whether achievement has a bearing effects on job satisfaction and labour turnover and to assess if communication has a bearing effects on job satisfaction and labour turnover. The study was guided by the application of theories such as content theory, process theory and situational theories. The study used an exploratory research design and employed a case study strategy conducted at Tancan. It explains the relevant methods and the suitable tools used to collect and analyze data in the study field. From the findings, the researcher found that the mining sector favors employee's satisfaction however labour turnover still exist. The report recommends improved policy formulation and improves staff relationships.

Rutachururwa, Evelius E. (2013) *The Contribution of Employees' Motivation on Organization Performance: A Case of Tanzania Electric Supply Company (TANESCO) Limited*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to identify the factors influencing employees' motivation and organization performance in TANESCO, Assess the role of employees' motivation on organization performance and analyze the ways to improve employees' motivation in TANESCO. The study employed descriptive research design and simple random sampling. A sample size 200 respondents was used in this study. The method of data collection is questionnaires, interviews, observations and documentary. However qualitative method of data analysis was used. Furthermore employed computer software knows as Microsoft words and MS Excel. The study found that motivated employees' play an important contribution in increasing high productivity and profitability, reduce labour turnover and absenteeism and increase morale of work in TANESCO. Also the study revealed that, good incentives schemes, good welfare schemes, good environment condition and job enlargement are the factors influencing employees' motivation in TANESCO. However the study found that, the role of employees' motivation in TANESCO is to improve output and loyalty, improve level of efficiency,

employees' satisfaction and stability workforce. Furthermore the study found that ways to improve employees' motivation in TANESCO is equitable rewarding system and training, promotion and improve communication and transparency. Basing on these findings it is recommended that, TANESCO management should review staff salary accordingly; apply equitable promotion, training, bonus and makes availability of work equipments in order to motivate the all employees'. Highly motivated employees' was considered as a core element in running a successful business.

Edward, Marecha (2013) *The Impact Of Multiple Pricing Strategies On Consumer Purchasing Behavior: The Case Of AIRTEL and TIGO Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Multiple pricing strategies have grown to be the major pricing strategy practiced by major telecom operators in Tanzania. The study is on the impact of multiple pricing strategies to consumers purchasing behavior and looking at the role of this strategy to company performance. Tigo and Airtel Tanzania were used as a case study. Various literatures were consulted to get the theoretical and empirical thoughts of prominent authors about the subject to help the researcher craft and refine his methodology. Questionnaires and documentation were the key methods of data collection supported by interviews. Both primary and secondary data were collected and were analyzed using qualitative and quantitative techniques. The findings shows that both operators do not actually plan the pricing strategy to deploy but they just react from the market force. The finding prove a significant impact of the practiced multiple pricing strategy to on consumer behavior where during the initial stage the strategy show a positive impact to consumer and company performance. Looking at the year 2007, which was mainly the beginning of this strategy, Tigo increase customer base by almost 127%, this was a remarkable performance. However, as the time goes consumer create a strong onnet community as a family and friends, the evidence to this is the decline in offnet traffic contribution from 31% in 2006 to only 4% in 2011. This has results into revenue decline in among the operators. The researcher recommends that this strategy can only be used as a short-term strategy for quick results or it should be supported by other pricing strategies or consumer loyalty schemes for long-term results.

Cheruiyot, Simon K. (2013) *An Investigation into Factors Affecting Implementation of The Balanced Score Card in State Corporations in Kenya: A Case Study of Kenya Bureau of Standards*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed to investigate factors affecting implementation of balanced scorecard in state corporations in Kenya, a case study of Kenya Bureau of Standards

(KEBS). The specific objectives were; to assess the mechanisms in place within the organization aimed at having successful implementation of balanced Score card; to determine whether job description, management employees' supervisions and allocation of financial resources affect successive implementation of balanced score card. The study adopted a descriptive research design, the study population comprised of 120 staff working at the Kenya Bureau of Standards (KEBS). The study applied a probability sampling design and stratified random sampling technique to select a sample size of 60 respondents. The data collected through questioning method where questionnaires were used as the main data collection instrument. The study used descriptive and inferential statistics to analyze the gathered data using a Statistical Package for Social Scientists (SPSS). The analyzed findings were finally presented in tables. The study found out that implementation of balanced score card in many Kenyan state corporations was the major problem that also affected the level of state corporations performance in terms of effectiveness and efficiency in service delivery. The study drew conclusion that the key notable factors hindering the success of BSC implementation in includes; poor employees job description, low level of top management support, poor employee supervision and inadequate financial resources. The study recommended that the management should undertake effective job analysis in order to effectively carry out employee's job description. The implementation of a BSC should always be organized as a separate project should follow the nine steps as outlined by Balanced Score Card Institute.

Mhanga, Jimmy's. (2013) *Assessment of Factors that Hinder Women Entrepreneurs on accessing Micro-Financing Credit. A Case of Kyela Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of the study was to assess the factors that hinder women entrepreneurs on accessing micro financing credit in Kyela Rural District; while specific objectives of the study were; To identify the social-economic factors that drive women entrepreneurs on accessing micro-financing credit; To examine the competence of women entrepreneurs on accessing micro finance credit in their SMEs; To identify constraints and barriers to women entrepreneurs on accessing micro-financing credit; To assess the innovative measures they adopt in overcoming these constraints and barriers towards accessing on micro financing credit; And to determine the extent of women entrepreneurs on accessing micro –financing credit in Kyela Rural District. The major findings indicate that 99.1% of the respondents use micro financing credits services than before joined. 87% of the respondents fulfill their livelihood after accessing MFCs. 93.4% of the respondents to them the interest was high. For those who said the interest rate was high were asked if the interest rate was high why were they still accessing loans. 85.6% of the respondents

were able to repay principal and interest rate and their loans. The following recommendations were pertinent; to use MFCs as alternative approach to reach poor women entrepreneurs. Capacity building was very important to the most women entrepreneurs so as to give the strength and ability on accessing micro financing credit so as to eradicate low standard of the life in Kyela rural district.

Kajiru, Jackson J (2014) *The Effectiveness of Human Resource Strategies in Local Government Authorities: A Case of Babati District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

Local government authorities are operating in a challenging environment where providing services is not the only goal that precludes their existence. It is evident that competition is not only the features of the private sectors, but also local government are now days competing themselves in the public sphere, and are competing with the private sectors in terms of standard of services they provide. It is therefore inevitable for local government to adopt HR strategies concept in service delivery. The purpose of this study was to establish the effectiveness of HR Strategies for local government authorities in Tanzania, with the case s of Babati District Council in Manyara Region. The sample of 150 respondents was involved in the study where 144 were staffs and six were councilors. The finding revealed that, HR Strategies have still gained prominence in use local government authorities in Tanzania and it has to some extent helped local government accomplish its goals. However there have been some challenges and opportunities in the practice of HR Strategies example, poor participation of staffs and other stakeholders (councilors) in formulation, implementation and review of human resource strategies and centralization of some HR Strategies to central government. The researcher recommends that, local government have to be given autonomy to set and implement their programmes in response to the community priority. Also capacity building should be regularly provided to local government staff and leaders so that they can be in positive to undertake and coordinate their strategies effectively.

Masanja, Perpetua (2016) *The Impact of Families Matter Project on Parent-Child Communication : Case Study of Mbagala- Temeke District in Dar es Salaam Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the effectiveness of Families Matter! Project in enhancing parentchild communication on sexual related matters using a quasi-experimental study design. The project was implemented by TMARC and Health Promotion Tanzania (HDT) focusing on Sexual and Reproductive Health (SRH) behavior of the

adolescents and consisted of 4 communities in Mbagala kuu ward-Dar es Salaam. The study sampled 200 respondents from beneficiary communities and another 200 respondents from control communities. Purposive sampling technique was used to sample the respondents from treatment group while random sampling was used to select the respondents from the control group. The main research instrument used in this study was Focus Group Discussions (FGD) and interview guide. Frequency tables and graphs were used to present the research findings. The findings led the researcher to conclude that the implementation of Families Matter Project was an effective approach in enhancing positive parenting and parent-child communication about sexuality and sexual risk reduction in the treatment communities. Thus, the study did impact the beneficiary communities ranging from enhanced family environment, adolescents abstinence from sex, delay in sexual debut, to increased children self-efficacy including increased school attendance and dramatic decrease of the pregnancy cases. Moreover, project beneficiary communities would like to see the Families Matter Project sustained and scaled up to reach other communities in Tanzania. Since Families Matter! Project has been implemented in Tanzania for the first time; it has provided some important lessons for future implementation and scaling up. It has provided opportunities for partnerships between key health stakeholders, the media and local community leaders for effective parenting education.

Maselle, Richard (2016) *The Effect of Capital Structure on Profitability of Listed Manufacturing Companies in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Researcher used this study to measure the effect of capital structure on Performance of Public listed companies in DSE Tanzania using a panel data of six companies during the 5 year period, from 2009 to 2013 which created 30 observations. Panel data for the selected companies were generated and analyzed using fixed effect regression statistical technique to test the relationship between capital structure variables and return on asset and random effect used to test the relationship between capital structure variables and return on equity. Variable computations were conducted with the assistance of STATA computer software and the results of the study revealed the mixed results, a negative relationship revealed between debt to equity ratios and return on equity while Debt to asset ratios indicated a positive relationship with return on equity when random effect regression used. The overall results revealed that capital structure has a positive impact on company profitability while some of capital structure variables with combination of debt to equity indicated a negative relationship with company profit and other capital structure variables with combination of debt to assets indicated a positive relationship with company profit Correlation and regression models indicated a positive relationship between debt to assets ratios and company profit. In terms of ROE and ROA while

only debt to equity ratios showed a negative relationship with ROE as indicated by both methods. The study recommends that managers of manufacturing companies should increase the reliance on short term debt to asset ratios as a source of finance because they have much influence on profit generation on both return on equity and return on assets. Debt to equity ratios were the only variables which indicated a negative relationship with company profit in terms of return on equity, for that case managements should reduce the use of these ratios although other remaining ratios has to be increased because they also indicated a positive relationship with all profitability ratios

Makarabeka, Kandore Kassim (2013) *Assessment of the Impacts of Access to Personal loans on the Well being of Borrowers, Particularly in TPDF Personal loans in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study paid attention to the ‘Assessment of the impacts of access to personal loans on the well being of borrowers, particularly the study intended to determine the extent to which TPDF members accessed personal loans, the existed wellbeing of TPDF Staff, the way how the existed well being of TPDF staff was associated with access to personal loan facilities and the factors influencing the decision by some of the staff not to access these personal loan facilities. The research areas from which the sample was selected were identified from the research population by cluster method. The research population of this study is approximately 27,000 people; employees of the TPDF available in various units (clusters) in Tanzania. Simple random sampling was used in choosing respondents for inclusion into the sample. Primary data sufficed the research requirement. Main data collection methods were questionnaire and interviews. Findings of the study revealed that though majority borrowers can show the extent of personal loans contribution to their assets, statistically there is no association between personal loans and borrowers’ assets. That statistical implication was also justified by the big disparity of assets ownership among borrowers. Another important observation was that assets are evenly distributed among non borrowers. The study concluded that basing on these findings it is hard to associate with confidence personal loans to the existing well being. The study suggests that for the betterment of borrowers, some personal loans terms should be improved; borrowers should be educated on possible negative effects of loans, better reasons for borrowing. It also advised financial institutions to move closer to borrowers and establish better complaint handling procedures.

Makyao, Rose Ignas (2013) *Challenges Facing Handicraft Businesses in Implementing Promotion Strategies for Their Products*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine challenges faced by handicraft businesses in implementing product promotion strategies. It was specifically focused on strategies, effectiveness of the strategies and the challenges in implementing the promotion strategy. Descriptive approach was adopted that enabled researcher to apply various methods of data collection and analysis where questionnaires were used for data collection while tabulation and graphs were put into use for data analysis. Data were gathered at Makonde Handicraft Village which is located at Mwenge area, along Sam Nujoma road and Tingatinga Arts Cooperative Society, Oysterbay. The major findings showed that personal selling is the effective strategy and the other promotion strategies like newspapers, radio, billboards, television, magazine, public relations, email and internet use, personal selling and trade fairs are not commonly applicable. Government negligence, exploitation, lack of training, lack of financial support, lack of promotion assistance from stakeholders, tax related complaints, expensive working tools, inability to engage with ICT and lack of ownership to the working places were the most critical challenges facing these businesses. Other striking results include the finding that the handicraft sector is dominated by owners/operators with low education level and is also attracting extremely few youngsters, a threat to its future sustainability. The study recommends that the Government through its relevant ministries, departments and agencies should come forth with support or policies that would create an environment for all stakeholders, including financial institutions, training institutions, and NGOs, to lend a helping hand in promoting skills development in the area as well as the promotion of handicraft businesses and products.

Maselle, Richard (2016) *The Effect of Capital Structure on Profitability of Listed Manufacturing Companies in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Researcher used this study to measure the effect of capital structure on Performance of Public listed companies in DSE Tanzania using a panel data of six companies during the 5 year period, from 2009 to 2013 which created 30 observations. Panel data for the selected companies were generated and analyzed using fixed effect regression statistical technique to test the relationship between capital structure variables and return on asset and random effect used to test the relationship between capital structure variables and return on equity. Variable computations were

conducted with the assistance of STATA computer software and the results of the study revealed the mixed results, a negative relationship revealed between debt to equity ratios and return on equity while Debt to asset ratios indicated a positive relationship with return on equity when random effect regression used. The overall results revealed that capital structure has a positive impact on company profitability while some of capital structure variables with combination of debt to equity indicated a negative relationship with company profit and other capital structure variables with combination of debt to assets indicated a positive relationship with company profit. Correlation and regression models indicated a positive relationship between debt to assets ratios and company profit. In terms of ROE and ROA while only debt to equity ratios showed a negative relationship with ROE as indicated by both methods. The study recommends that managers of manufacturing companies should increase the reliance on short term debt to asset ratios as a source of finance because they have much influence on profit generation on both return on equity and return on assets. Debt to equity ratios were the only variables which indicated a negative relationship with company profit in terms of return on equity, for that case managements should reduce the use of these ratios although other remaining ratios has to be increased because they also indicated a positive relationship with all profitability ratios

Masanja, Perpetua (2016) The Impact of Families Matter Project on Parent-Child Communication: Case Study of Mbagala- Temeke District in Dar es Salaam Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the effectiveness of Families Matter! Project in enhancing parentchild communication on sexual related matters using a quasi-experimental study design. The project was implemented by TMARC and Health Promotion Tanzania (HDT) focusing on Sexual and Reproductive Health (SRH) behavior of the adolescents and consisted of 4 communities in Mbagala kuu ward-Dar es Salaam. The study sampled 200 respondents from beneficiary communities and another 200 respondents from control communities. Purposive sampling technique was used to sample the respondents from treatment group while random sampling was used to select the respondents from the control group. The main research instrument used in this study was Focus Group Discussions (FGD) and interview guide. Frequency tables and graphs were used to present the research findings. The findings led the researcher to conclude that the implementation of Families Matter Project was an effective approach in enhancing positive parenting and parent-child communication about sexuality and sexual risk reduction in the treatment communities. Thus, the study did impact the beneficiary communities ranging from enhanced family environment, adolescents abstinence from sex, delay in sexual debut, to increased chil-

dren self-efficacy including increased school attendance and dramatic decrease of the pregnancy cases. Moreover, project beneficiary communities would like to see the Families Matter Project sustained and scaled up to reach other communities in Tanzania. Since Families Matter! Project has been implemented in Tanzania for the first time; it has provided some important lessons for future implementation and scaling up. It has provided opportunities for partnerships between key health stakeholders, the media and local community leaders for effective parenting education.

Said, Simon Khamis (2013) *The roles of Internal Audit Function in enhancing Risk Management at ZSSF*. Masters dissertation, The Open University of Tanzania.

Abstract

The study attempted to discover the role of Internal Auditors in enhancing risk management at ZSSF. The analysis reviews the internal audit status on risk management, the impending factors hindering the performance of internal audit function and the safeguard needed to be built to enable internal audit function at ZSSF. The study has gone further to review audit practice in the United Republic of Tanzania with special reference to Zanzibar. Quantitative primary and secondary data collection has been used in this study through qualitative collection approach. A questionnaire was used as the primary data collection tool for ZSSF employees. The secondary data used in this study consists of Zanzibar Controller and Auditor General Report, ZSSF Act No. 9 of 2002 and ZSSF Annual Report. ZSSF Internal Audit Function is not performed effectively and efficiently towards enhancing risk management as required by prevailing Internal Audit Standards. Main challenge faced by ZSSF Internal Auditors is that they are not assessing and promoting risk management and internal control. They do not seem to play their roles in testing whether the organisation conforms with regulatory and standards of compliance. This argument is supported by the fact that ZSSF has not submitted Audited Accounts to the Controller and Auditor General for some time. The challenging part observed is that, ZSSF Internal Auditors report to Managing Director even when find out officials lose integrity which leads to lack of accuracy and reliability in cost management.

Mkabakuli, Saidi Ahmed (2013) *The Impact of Foreign Labour Movement in Tanzania: A Case of Media Industry*. Masters dissertation, The Open University of Tanzania.

Abstract

This research was aimed at assessing the Impact of Foreign Human Resources in Tanzania. A Case of Media Industry in the Tanzanian context, where the researcher tried to single out his sources of the study by studying careful his collected materials/data. The study used most of government departments dealing in one way or another with foreign human resources as main respondents of the study. The methodology used to collect data from respondents included tools such as questionnaires, interviews, observation and documentation. Then findings of the study were analyzed and presented differently depending on the nature of the data analysed. The researcher used tables and pie charts to present the discussed findings. The study found out that the contributions of the foreign human resources in Tanzania's economy influences indigenous journalists to adopt the new technology brought by these foreigners and innovation as well. Moreover, the study found that these foreigners are characterised by the hardworking spirit and creativeness toward their works. However, it is anticipated that their existence may lead to sedition and unemployment as they may have the hidden agenda on they are writing their stories. Moreover, they can cause unemployment as they take position that might be taken by qualified Tanzanians. Hence, in order to retain the required status, the study recommends that the government should put in practice a sensitive mechanism that will monitor them. On the employment side the researcher recommends that, there is no need to employ them in areas where Tanzanians fit.

Mkama, Belinda Mungele (2013) *An Assessment of Banking Succession Planning in Ensuring its Continuity*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out to evaluate the implementation of succession planning in ensuring continuity. Although, succession planning is essential to the future survival of organizations, in most cases organizations continue to select the leaders through crisis management. Many organizations in Tanzania are reluctant to have formal succession planning and do not have resources to invest in succession planning implementation. This case study was conducted at Mkombozi Commercial Bank Plc. The implementation of succession planning was evaluated in terms of objectives, top management participation and support, needs-driven assessment provision of mentoring programs, focus on individual attention and extension to all levels of the organization. The study employed questionnaire and interview in data collection. The data were analyzed using descriptive statistics such as percentages and means. The results of study showed that majority of the respondents are highly satisfied with the way succession planning is implemented in their organization. For a successful implementation of a succession plan; whether formal or informal, management support is important from its initial stages. Provision of mentoring services and involvement employees at all levels ensures the continuity of succession planning. It is recommended that before drafting succession planning

policies and procedures it is important for an organization to clearly define the objectives of succession planning and management.

Mohamed, Bahati Ramadhani (2013) *The Influence of Motivation on Job Performance Among Primary School Teachers in Public Schools: The Case of Kongwa District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study attempts to review the influence of motivation on job performance among primary school teacher in public school targeted Kongwa district council Dodoma, Tanzania .The objective of the study is to investigate the influence of motivation on job performance among primary school teacher in public schools. The research collected primary data by using a questionnaire and observation .The data has been analyzed by using statistical package for in table which enabled the researcher to make a logical and valid conclusion. The population studied included teachers from various schools selected who were needed in order to make it meaningful for the benefit of all professionals in management. The study has identified various factors that motivation influence job performance. Those factors have been identified from employee's responses towards study question. Where as factors are availability of relevant syllabus, housing facilities and the amount paid as other allowances in a month contribute to better performance or underperformance of employees. Thus the study has come up with the finding that the influence motivation of job performance. The main findings shows that teachers performance might be affected by other social and external variable factors such as employers' irresponsibility which in turn is the undesirable results of students in national exams done. Conclusively, teachers' performance did not mainly depend on motivation and in constant the study confirm the theory of Self Determination Test that the social environment can foster or hinder the core sell's natural inclination to fully actualize one's potential. It was found that there was a weak positive and significant correlation between satisfaction with provision of motivational factors and teacher's job performance.

Moragwa, Gertrude M. (2013) *The Effects of Selected Factors on the Quality of Services Provided by Telecommunication Service Providers in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the effects of selected factors on the quality of services provided by telecommunication service providers in Tanzania. The study was conducted in Dar es Salaam, with respondents drawn from the three municipals of the city. The population involved in the study included stuff from the telecommunication industry as well as customers in the industry. The study found

out that factors such as product price range, effective communication and customer care all have impact on service provider's quality of service, customer satisfaction as well as customer's choice/ preference of telecommunication service provider. From the findings, the study made a number of recommendations as follows; industry stake holders to invest in innovations and new technologies to meet customer's changing needs, development of convenient dimensions of service provisions and promotion of customer service to enhance customer satisfaction.

Mpili, Mohamed Ally (2013) *Investigation of Availability and Uses of Financial Statements in Small Businesses in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was done to investigate availability and uses of financial statements in small businesses in Tanzania, the case of Dar es Salaam region. The study involved survey of 92 SMEs located in Dar es Salaam. Descriptive analysis and multiple regression analysis were employed to establish quantitatively factors influencing preparation and uses of financial statements by small businesses. Factors determining preparation and uses of financial statements includes entrepreneurship knowledge, uses of collateral during securing loans and need for uses of financial statements for business decision. Furthermore, statistical evidence proved that understand financial statements, enough capital and level of education which determine firms profitability were also significant factors influencing the preparation and use of financial statement by SMEs. Additionally, the use of financial statements for decision making may also depend on type and nature of decision itself as well as nature of business in relation to decision under consideration. The implication from the study findings is that there is need to integrate approach to study financial management and decision making in entrepreneurship courses as capacity building to enable effective operations of SMEs.

Mpogolo, Isaac Agust (2013) *Efficiency Analysis of Operational Performance of Container Terminals of Sea Port, the Case of Dar es salaam Port*. Masters dissertation, The Open University of Tanzania.

Abstract

The growth of containerization in international trade, has created many problems for ports, i.e. higher requirements on terminals and infrastructure. Many container terminals are reaching their capacity limits and increasingly leading to traffic and port terminals congestion. With this in mind, the efficiency of container ports and terminals has become more ever important worldwide. It has been ascertained that

port of Dar es salaam faces several challenges on efficiency and operational performance at its container terminals. Some of the challenges are; queuing of ships at outer anchorage waiting for berthing, congestions at yard storage area, causing delays on ship and slow yard delivering processes. The solution to increase capacity, either physical expansion or better utilization of resources, are often employed to alleviate the congestion and bottleneck problems that constrain the terminals performance. The situation call for alternative methods in solving the problems that weaken container terminals performance that are needed by management to increase capacity in terminals. This study tried to investigate and attempt to solve some of the problems that are leading to inefficiency operations at container terminals. The study was conducted on a sample of two terminals, TPA and TICTS terminal, the information was collected through survey with a broad base of qualitative and little quantitative information about various characteristics of ports in terms of port infrastructure, maritime services and operational performance as the key factors for productivity and efficiency measurements. Much of the research has been focused on the marine interface or ship operations side of a container terminals, which leaves room for further research on the land-side interface where yard congestions contribute more to poor ship operations and overall terminal performance.

Msanze, Ndabahaliye Samson (2013) *An Assessment on the Impacts of Employees Ethical Conducts to Organization Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is intended to assess the impacts of employees ethical conducts to organization performance. For quite some time now, public organizations have been viewed as a liability to the tax payers rather than an asset. This is because of low productivity, erosion of work ethics, indiscipline, blatant violation of rules, regulations and procedures, weak control and corruption have been observed as common features in their services rendering activities. Statistically DAWASCO has failed to comply with 81% of the set performance targets. Major failures were observed in the areas of water losses, collection efficiency, and water pressure to customers. This unstable performance of public organizations in Tanzania particularly DAWASCO and the increased reports on unethical conducts by respective employees create a question as to whether the two have any related impact on each other. Researcher collected data by using a questionnaire as well as the survey monkey software, also employed semi-structured Interviews, and documentary analysis which were flexible as well as sensitive to the social context. Data were quantitatively analyzed using computer software, Statistical Package for Software System (SPSS) version 16. The study revealed that there was a significant relationship between employees' ethical conducts and organization performance. The relationship was significant in unethical conducts which results into poor

performance of the organization. The assessment concludes that, organization performance is interplay of variables and that employee's ethical conduct plays a role in organization performance but is not the major role. On the basis of the findings, it is argued that organizational performance is a function of variables and not only employee's ethical conducts.

Mttoi, Dorice Alex (2013) *Influence of Motivation on employees retention in Public Organizations; A case study of Tanzania Ports Authority*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is aimed to explore the influence of Motivation on employee retention in public organization. Tanzania Port Authority (TPA) was used as a case. The research methodology employed by this dissertation included both primary and secondary data. Structured questionnaires and interview were exploited to collect Data. Data analysis was done using multivariate techniques with help of statistical packages. Different motivation factors and employee retention theories were discussed to guide the Study. The findings show that motivation factors are vital instrument of retaining employees in public Organization. In summary finding of this study reveals that 97.4% of respondent agreed that job security as influence of employee retentions, 93.4% agree with increase salaries, 80.7 % with responsibilities while 72.4% agreed with working environments. According to the finding of this study, TPA management is recommended to make improvements in several aspects. First to create employees awareness about all human resources strategies initiated by let them known. Most of HR strategies initiated are not known especially those issues concerned employee's motivation. Secondly, indentify other motivations factors which also are vital to employee's retentions. Thirdly management is asked to create employee involvements in the initial stage of setting employees retention strategies. Lastly is recommended to review those rules and regulations those which led to controversial to the HR strategies especially those which leading to employees motivations.

Mubondo, Barabona Thomas (2013) *Factors Contributing to High Staff Turnover in Non-Governmental Organizations in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Staff turnover refers to the rate of employees leaving an organization or a position in a year. It is a common phenomenon in an organization but when the rate is high there would be an adverse impact on an organization's performance. The objective

of the study is to provide information on factors causing high staff turnover in non-governmental organizations in Tanzania. The method used was to interview respondents from sampled nongovernmental organizations at various levels. Methodology used for data collection was interviews questionnaires and documentation. The findings indicate that staff turnover in NGOs in Tanzania is over 40%. The high staff turnover rates not only affect replacement costs, but it negatively affects employee morale and productivity. The findings reveal poor policies and structures; a decrease in motivation, commitment, quality and quantity of work output, tense work relations and lack of communication. The author recommends that NGOs must have clear policies and procedures which are communicated to all staff and clear understanding of organizations mission, vision, strategies, and clear job descriptions. Also knowing available financial and non-financial packages promotes attachment to the organization and retain staff. The issues of managers playing a leadership role and allowing feedbacks from stakeholders is also important for effective staff retention. The finding could be used for reference in developing new policies and structures.

Ngopa, Sosthenes Steven (2013) *Factors Influencing Internal Audit Operations In Electoral Bodies: An Empirical Analysis of Tanzania Electoral Commission*. Masters dissertation, The Open University of Tanzania.

Abstract

The main concern of this study was to analyse factors that influence internal audit operations in electoral bodies. Specifically, the study aimed at identifying the extent to which internal audit standards are adhered to at NEC; find out challenges facing effectiveness in internal audit at NEC, as well as find out how best the challenges can be addressed. The study was carried out in Dar es Salaam, at the NEC headquarters. The findings revealed inadequacies in adherence to internal audit standards, as indicated by a number of factors, such as failure to carry out internal audit regularly, lack of professional qualifications among internal auditors, as well as lack of objectivity in the internal auditing exercise. From these findings, it can be revealed that these inadequacies are a threat to the whole issue of accountability and good governance. The findings also revealed various challenges hindering effectiveness of internal auditing, such as lack of independence from employer, inadequate skills among internal auditors, inadequate facilities at the internal audit department, inadequate funds to carry out internal audit, inadequate cooperation among staff, limited transparency and openness, as well as lack of commitment from management staff to be the major challenges. In particular, lack of independence and autonomy from the employer are notable bottlenecks. The respondents gave a number of recommendations on strategies to adopt in order to enhance effectiveness in Internal Audit at NEC.

Abtwalib, Naima (2015) *Factors Causing Secondary School Teachers' Delay in Reporting and Not Staying Long After Reporting in Their Work Stations in Tanga District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Tanga City Council to investigate the factors causing secondary school teachers delay in reporting and not staying long after reporting in their work stations. The first objective was to find out proportion of reporting and non-reporting teachers for the last four years, 2011-2014. Secondly finding out how long teachers take to report in work stations. Thirdly to investigate reasons given by teachers for late reporting and not staying long in the work stations after reporting. Fourthly determination of time for teachers staying before quitting their first station. A survey research design was used. The researcher used quantitative descriptive statistics. The sample of this study included six public secondary schools, 173 teachers, 6 heads of schools and 6 academic officers, 6 ward education officers, 1 District Secondary Education Officer, 1 Teachers Service Department (TSD) officer and 1 Teachers Workers Union (CWT). Non probability sampling was used for selecting the sample. Purposive sampling techniques were used to get respondents. Teachers available on material day responded to questionnaires. Data were obtained through structured interview guides and various district educational records. The study shows that, there was an acute shortage of science subject teachers in the district, also there was a delay of teachers reporting in their work stations. The leading reason for teachers' late reporting involved lack of interest in geographical location while the reason for teachers not staying long after reporting in their work stations was poor working conditions which together contribute to teachers' deficit and students' poor performance. It was recommended that government should create conducive and attractive working environment which could attract the qualified candidates to report and stay long in their working stations.

Zalwango, Miriam (2014). *The role of motivation in enhancing the performance of teachers in private primary schools, A case of St. Mary's Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

Teachers' motivation has become an important issue given their responsibility to impart knowledge and skills to learners. Consequently, the study investigated the role of motivation in enhancing performance of school teachers in private primary schools in Dar-es-Salaam. The broad objective of the study was to investigate the role of motivation in enhancing the performance of private primary school teachers using a case of St. Mary's schools. Specifically, the study aimed at identifying the

indicators of motivation, examining the factors influencing teachers' performance and the impact motivation had on the performance of teachers. A descriptive survey design was adapted where a total sample of 50 respondents including head teachers was consulted. Primary data was collected using structured questionnaires as well as informative interview guides for head teachers from the different campuses and both qualitative and quantitative data was collected using tabulation. However the research findings revealed that the performance of teachers was good despite the inadequate motivation. The teachers generally performed their duties and activities with high morale with evidence on early reporting to work, regular tests, participation in school activities among others. In order to improve the performance of teachers at work, the study recommended salary increments to teachers to match the high standards of living, recognize good work, improve on available facilities and among all, aim at accomplishing set goals.

Lekusye, Kassim Mzee (2016) The Determination of Health and Safety Performance and Compliance in Construction Industry. Masters dissertation, The Open University of Tanzania.

Abstract

Of recently, Tanzania has been experience sizeable growth of construction sector heightened by great demand in residential houses, office spaces, among others. This increased employment and equipment use and technological changes, on construction sites. Workers, at sites are very prone to accidents, injuries, and ill health. The objective of this study was to determine compliance and performance of health and safety in the construction industry, focusing the contractors' workplace sites. Researcher studied the stakeholders' role in relation with contractors' compliance and performance for Health and Safety. Contractors are required by Law to ensure workplaces are safe and free of ill health. The study has used qualitative and quantitative methods with the use of a descriptive research design. Research looked purposive sample space of building contractors conveniently based in Dar es Salaam. Data were collected by use of Questionnaire and interviews including field observations of health and safety activities. The research finding has revealed that stakeholders regulatory role to health and safety management system is greatly poor, contractors' performance and compliance to H&S were also found poor, and underlying causes being implementation costs being high, organizational system, and individual system, institutional system, and working environment system, among others. It was seen that responsibility of health and safety are totally left in the hands of contractor alone, with total less concern of client and other key stakeholders. On the other hand clients and consultants are poorly aware of their implied role, with a perception of H&S as costly item. Author recommended that stakeholders should be responsible in all levels of project execution phases, client to

be legally involved, H&S personnel courses to be extend to other colleges including universities.

Mumi, Ayub Masali (2013) *Assessment of Effectiveness of Warehouse Receipt System in Cashewnut Marketing in Tandahimba District*. Masters dissertation, The Open University of Tanzania.

Abstract

The intention of the study was to assess the effectiveness of warehouse receipt system (WRS) in cashewnut marketing in Tandahimba district. Field data were collected from May to July 2013. The study used both primary and secondary data and they were analyzed using SPSS computer program. The study found that WRS had brought some small improvement in farmers' income. It was shown that what farmers were getting after introduction of WRS in cashewnut marketing was slightly higher than before. This was achieved by enabling farmers to get better prices for their produce and gain access to credit from commercial banks. It was also found that farmers were paid in installment basis although majority of them did not like the mode since it associated with loss of money and time on frequently chasing for their payments. It was also agreed that WRS was protecting farmers against price fluctuation. When prices fell warehouse(s) used to stock RCN till the time when prices go high and sell at better prices for the farmers to set high income. Lastly the study found that market constraint experienced by farmers due to introduction of WRS were minimum price setting, lack of transparency in the system, improper measurements of the RCN, and lack of sufficient storage facilities in warehouse. The study recommends that farmers should continue using WRS since the system is effective at improving their household incomes in the near future. They should be patient and pay more attention to the quality of their produce.

Doctoral Theses

Gustave, Tombola Masereri (2012) *Corporate Governance and Performance of Microfinance Institutions: A Case Study of Rwanda*. Doctoral thesis, The Open University of Tanzania.

Abstract

Being a developing country, Rwanda is struggling with the culture of saving and credits by poor but economically active population. Given that this portion of the population generally does not access the classic banking system, it becomes client of the microfinance institutions to grow up their culture of banking. The microfinance

institutions mobilize savings from its clients and use the savings to finance the economic activities of their clients in form of loans. In 2006, some MFIs failed to reach their performance due to many factors most of which have not yet been researched. The study was led by one question which states thus: Is there a link between corporate governance is linked to the performance of MFIs. Whilst there have been many studies carried out to determine whether there is a link between corporate governance and corporate performance, the evidence appears to be fairly mixed. To show evidence of good performance, MFIs have to reach out to all places in the country and impact on the lives of their clients and to ensure their own sustainability. Given the fact that corporate governance is a new and wide concept, the researcher considered some of its components such as board size, board composition, non-CEO duality and the supervision of MFIs to assess the performance of MFIs in Rwanda. The researcher used survey methods using a questionnaire, an interview and focus group to gather data to be used for finding out the correlation between the corporate governance and the performance of MFIs in Rwanda. The questionnaire designed by the researcher was found to be valid and reliable through the review of peers in universities in Kigali and the Cronbach's Alpha yielded a reliability coefficient of .949. The probabilistic and non-probabilistic sampling techniques were used to collect data. Simple random sampling technique was selected as probabilistic technique while judgemental and quota sampling techniques were selected as non-probabilistic techniques. Using descriptive statistics like frequency and correlation calculations thanks to the cross tabulation, the relationship between corporate governance and performance of MFIs in Rwanda was found. The researcher concluded that some components of corporate governance have a correlation with the performance of MFIs in Rwanda and others have no correlation with the performance of MFIs in Rwanda. For the board size and corporate governance and the performance of MFIs, the results were mixed. The findings on the correlation between board composition and performance of MFIs were also mixed. The same thing applies for the supervision of MFIs and their performance. The researcher found that there is correlation between the non-CEO duality and the performance of MFIs in Rwanda. Future researchers may tackle the link between other aspects of corporate governance and the performance of MFIs.

Mushi, Ally Shabani (2015) *Profitability of Smallholder Sugarcane Farming Systems in Tanzania: A Comparative Analysis Between Block Farming and Traditional Farming Systems in Morogoro*. Doctoral thesis, The Open University of Tanzania.

Abstract

There is circumstantial evidence that smallholder sugarcane farming systems have substantial effect on the profitability of smallholder farmers. Primary data collected

through semi structured questionnaires administered to a random sample of smallholder sugarcane farmers in Morogoro region were analysed by T-Tests, One way ANOVA, Tobit regression and Spearman's rank correlation tests all at $p = 0.05$ to comparatively assess differences and effects of hypothesized factors on profitability between Block Farming System (BFS) and Traditional Farming System (TFS). The effect of profitability of the farming systems on loan repayment rate (LRR) has also been analysed. BFS appears to be significantly more effective than TFS on both profitability and loan repayments. Profitability, expressed as a ratio of operating income to revenue, is significantly higher by 17% in BFS ($M = 0.56$) than profitability achieved through TFS ($M = 0.39$). Yield, price and cost have significant effects on profitability of both BFS and TFS. Effects of land size and sucrose were found not to be significant on BFS but significant on TFS. Correlation between profitability and LRR is significantly high on both BFS, $r(7) = 0.84$, $p = 0.04$, and TFS, $r(68) = 0.79$, $p < 0.0001$. LRR through BFS ($M = 0.96$) is significantly higher by 20% than LRR through TFS ($M = 0.76$). Reviews of the Agriculture and Livestock Policy and the Microfinance Policy are recommended. Generic model, FSP-M has been developed and recommended for future studies of profitability. Studies on how sucrose content is measured and its relation to sugarcane price setting is suggested. Also studies on factors affecting loan repayments among smallholder farmers as well as on institutional effects of microfinance institutions on loan repayment are recommended.

Nguvava, Heriel Emanuel (2015) *Transaction cost determinants of credit governance structures of commercial banks in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

The general objective of this research was to assess transaction cost determinants of credit governance structure of commercial banks in Tanzania. Structured questionnaires for survey were administered and sufficient data was obtained for analysis. A quantitative descriptive design was adopted by the current study. Due to inability to determine sampling frame for this sample population, a non-probabilistic (purposive) sampling technique was followed. Descriptive statistics, linear regression model, binary logistic regression and multinomial logistic regression models were employed for analysis. Study findings revealed that, urban based credit customers can be easily identified, their information gathered and monitored, commercial banks preferred dealing with them directly because they involves low credit transaction costs. On top of that, current study revealed four different credit governance structures that may be used by commercial banks to penetrate rural based credit market without fear of high transaction costs. These modes of CGSs might be used to absorb transaction costs, allow commercial banks credit operations scale up to rural areas and easy accessibility of credit facility to

majority of Tanzanians. Further the study revealed credit monitoring and enforcement costs to be the highest category of TCs under commercial banks credit operations in Tanzania. Time costs, transport costs, local authority fees, meeting facilitation costs, lawyer fee, business viability measuring, food and refreshments costs, contract breaching costs, case filing costs, third party hiring costs, tips and other charges were revealed as specific elements of transaction costs used as determinants of choice of an efficient credit governance structure of commercial banks in Tanzania.

Taufik, Halima Ramadhan (2014) *Assessing Impact of Job Description on Employee's Performance in Public Organizations: A Case Study of the Zanzibar Electricity Corporation (ZECO)*. Masters dissertation, The Open University of Tanzania.

Abstract

Job description defines essential tools that circumscribe an employee's profile relating to his/her particular job. Despite the fact that job description is crucial for efficient work performance in any institution, previous researchers found that in many organizations employees complain for having ineffective or non-existence job descriptions. The existence of the problem warrants researcher to undertake this study and assessing impact of job description in ZECO, in relation to increasing performance of employees. Various methods of data collection were used such as interviews, questionnaires and documentation. The results show that 38% of the respondents did not have effective job descriptions that were in line with their responsibilities and qualifications. Also, the study revealed that 97% of the respondents agreed that they needed job descriptions which indicate working conditions to increase their performance. Problems leading to poor performance among the workers are related with absence or unclear job descriptions with unspecified working conditions during recruitment process, poor involvement of workers in decision making process and underutilization of skills acquired by employees. The study recommend that in order to redress the situation and increase performance related to Job description, ZECO should formulate effective job descriptions which would include job specification, job qualification, working condition and responsibilities of the employees. The study found the need to redesign scheme of service and job descriptions according to the situation, establish employment policy in line with job description, to ensure availability of job analysts and to establish HR policy to reduce brain drain of qualified employees who go for green pastures elsewhere.

Mathias, Lalika Severine (2015) *An Assessment of the Implementation of Open Performance Review and Appraisal System in Local Government Authorities: A Case of Morogoro Municipal Council*. Doctoral thesis, The Open University of Tanzania.

Abstract

The study was done in Morogoro Municipal Council (MMC). The main objective was to assess the process of Open Performance Review and Appraisal System (OPRAS) implementation in local government authorities, in the light of administrative culture. The study employed a cross-sectional design, in particular a case study. The sample size was 389 respondents administered with questionnaires, from 3,505 populations. The sample also involved heads of department, units, the Municipal Director (MD) and leaders of TALGWU in interview. There were medical and teaching staff selected to participate in Focus Group Discussions (FGD). The results of study found that OPRAS is the only appraisal system which was used to appraise the staff in MMC. It was found that respondents' levels of education had influence on commitment to OPRAS implementation, followed by lack of resources which had a negative effect. The study also found that OPRAS implementation would do better if working facilities were available, and the teachers pointed out that increased log books, teachers' houses, school library services and stationeries would facilitate the process of OPRAS implementation. Other resources pointed out as necessary were enough human resources, copies of OPRAS forms, funds for transport allowance and workers' training; feedback on staff performance and good working environment. The influence of administrative culture was also said to have impact on OPRAS implementation. However, it was concluded that OPRAS still has positive results for improved performance. The study recommended for training, consistency in using OPRAS forms, giving feedback and availability of facilities for implementation of activities entered into agreement between supervisors and subordinates.

Mboya, John Rogath (2015) *Determinants of Competitive Advantage in Textiles and Apparel Industry in Tanzania: Application of Structural Equation Modelling*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study aims at investigating key factors that determine competitive advantage in Tanzania using Structural Equation Modelling (SEM) method. The study uses cross-section survey design and non-probability sampling method; and data were collected from Dar es Salaam, Arusha and Tabora using a case study of textile and apparel industry. The sampling unit used were the employees of the industry knowledgeable on industry dynamics and with at least college education. The study proposes two

inter-related micro and macro competitive advantage models. In the first place, exploration of the key underlying dimensions of both models was done using Exploratory Factor Analysis. Thereafter, based on the extracted principal components, SEM method using Confirmation Factor Analysis was used to find out whether the parameters of the micro model that involve Porter's Five Forces, Value Chain Management practices and Core Competencies; and macro model involving Porter's Diamond Model, produces significant CFA fit indices. The major findings are that, both the micro and the macro models are confirmed to be determinants of competitive advantage in Tanzania, as predicted by the theory. Furthermore, the results demonstrate linkage among the determinants. The diamond conditions, value chain management practices and core competency are indeed measures of competitive advantage. The determinants are considered to be key inputs for the strategic fit in the design of sustainable competitive advantage strategies for firms. Furthermore, the textile and apparel industry and government need to collaborate to improve diamond conditions to provide enabling environment necessary for competitive advantage. Lastly, with some adjustment, the model can also be replicated to other industries as well, in improving their competitive advantage.

Tadei, Stella (2014) *Effectiveness of Financial Control Mechanism on Effective Management of Income Generating Activities in Public Universities: A Case of The Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was to examine the effectiveness of financial control mechanism on effective management of incomes from income generating activities performance to public universities in Tanzania particularly at the Open University of Tanzania. The data were collected from individual interview using questionnaire. Descriptive statistics such, frequency and percentages analysis were employed to analyze financial control mechanism and type of income generation activities on the effectiveness management to the public universities. The data analyses were used to identify the major activities to the performance of income generating in public universities in Tanzania. A broad study was done with regards to the various variables showing how each of them affects performance of income generating activities. Results obtained from the study indicated that the income generated was classified by the nature of the activities: fee collection, Consultancy, short and long courses Training, on rental collections, rental fees charged and hiring of University premises example of hall, canteen are effective income. The results obtained further showed that majority agree that corporate governance or good governance is a structures, systems and process that provide direction, control and accountability for public universities. The study concluded by making suggestions which could improve income generation activities in the study area and in Tanzania as a whole.

Therefore, policy aimed to accelerate national income development in financial management could be successful if the aforementioned control mechanisms for the public universities are taken in to consideration.

Kahungya, Elibariki Funga (2016) *Effects of Motivation on Employees Performance: A Case of Vice President's Office in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study attempts to assess the effects of motivation on employee performance using field data collected at Vice President's Office in Dar es Salaam. Correlation technique was employed to find out the relationship between two variables. Regression technique also was used to find out to which extent one variable affect the other using coefficient results. Correlation results for salary is 0.589, Transport benefits 0.421, medical benefits 0.395, extra duty allowance 0.421, carrier achievement 0.562, promotion benefits 0.672 and correlation for recognition is 0.407 which reveal existence of positive relationship between motivation and employees' performance and therefore implying that the increase in motivation will lead to increase in employees' performance. This situation insists on increasing attention to employee motivation practice in order to improve employee performance. The findings suggest enhancement of current motivation package by incorporating both intrinsic such as promotion, recognition, support for carrier achievement and extrinsic motivation factors such as salary, extra duty allowance, transport allowance, medical benefits will help optimum utilization of human resources as well as increasing employees' performance. Furthermore there is pressing need to develop organisation motivation policy that will help the VPO management properly handling motivation function.

Mushi, Ally Shabani (2015) *Profitability of Smallholder Sugarcane Farming Systems in Tanzania: A Comparative Analysis Between Block Farming and Traditional Farming Systems in Morogoro*. Doctoral thesis, The Open University of Tanzania.

Abstract

There is circumstantial evidence that smallholder sugarcane farming systems have substantial effect on the profitability of smallholder farmers. Primary data collected through semi structured questionnaires administered to a random sample of smallholder sugarcane farmers in Morogoro region were analysed by T-Tests, One way ANOVA, Tobit regression and Spearman's rank correlation tests all at $p = 0.05$ to comparatively assess differences and effects of hypothesized factors on profitability between Block Farming System (BFS) and Traditional Farming System

(TFS). The effect of profitability of the farming systems on loan repayment rate (LRR) has also been analysed. BFS appears to be significantly more effective than TFS on both profitability and loan repayments. Profitability, expressed as a ratio of operating income to revenue, is significantly higher by 17% in BFS ($M = 0.56$) than profitability achieved through TFS ($M = 0.39$). Yield, price and cost have significant effects on profitability of both BFS and TFS. Effects of land size and sucrose were found not to be significant on BFS but significant on TFS. Correlation between profitability and LRR is significantly high on both BFS, $r(7) = 0.84$, $p = 0.04$, and TFS, $r(68) = 0.79$, $p < 0.0001$. LRR through BFS ($M = 0.96$) is significantly higher by 20% than LRR through TFS ($M = 0.76$). Reviews of the Agriculture and Livestock Policy and the Microfinance Policy are recommended. Generic model, FSP-M has been developed and recommended for future studies of profitability. Studies on how sucrose content is measured and its relation to sugarcane price setting is suggested. Also studies on factors affecting loan repayments among smallholder farmers as well as on institutional effects of microfinance institutions on loan repayment are recommended.

Swai, Lazaro (2014) *The Impact of Privatization on Employees' Quality of Work Life: the Case of Tanzania Breweries Limited and Tanzania Electricity Supply Company Limited*. Doctoral thesis, The Open University of Tanzania.

Abstract

The study investigated how Privatization affected employees' Quality of Work Life (QWL), taking queue of the Conditions of Work and Reward System dimensions. Case studies drawn from Tanzania Breweries Company Limited (TBL) and Tanzania Electricity Supply Company (TANESCO) were chosen; representing respectively, Public Private Partnership (PPP) and Management Contract modes of privatization. The study used a Qualitative research Design adopting the Rapid Assessment Methodology (RAM). The approach combined simultaneously the methods used in qualitative and quantitative designs in data collection, analysis and presentations. A sample study ($n = 340$) was targeted, in which ($n = 246$) responded accounting for response rate of 72.5%. Data were collected from TBL branches in Arusha and Dar es Salaam, while TANESCO's branches in Arusha, Dar es Salaam, Ilala, Kinondoni and Morogoro Kidatu Hydroelectricity power generation station, were covered. The findings revealed significantly positive impact on employees' QWL, with regard to Conditions of work attributes of organization of work, health and safety and supervisors – employees' relationships. On the negative side, conditions of work became more precarious, characterized by heavy work load, stress, and tight work schedules. On compensation, the study revealed positive results with regard to pay structures and components, better services accessed to some employees post privatization and involvement in pay and benefits negotiations. On the negative side compensation had created high income differentials, pay

inequity and unfairness and lack of some services hitherto accessed to some employees. It was not possible to draw robust conclusions that linked QWL exclusively with privatization, but with several other factors including the nature of the organization, the style and philosophy of management, the individual's position in the organization and nature of business. The implications of the findings pointed to the necessity for managers to formulate HRM friendly policies and practices that would further both the interests of the organization and better employees' QWL. The study recommended for a study along the same lines with a much larger sample of organizations and covering wider.

Faculty of Law

Masters Dissertations

Msigwa, Yoely Lunoso (2012) An Analysis of the Law on Investigation of Criminal cases and Violation of Accused Rights: Case study Kinondoni District in. Mastersdissertation, The Open University of Tanzania.

Abstract

The law in Tanzania does not provide adequate safeguards to ensure that prosecution of those individuals accused of coming the kinds of acts described as criminal does not involves excessive violation of their basic rights and freedoms entrenched in the Constitution (Bill of Rights). This is because the introduction of Bill of Rights into the Constitution was intended to expand the potential capacity for respect for human rights, basic freedoms, democracy, rule of law, political transparency and good government. At the present moment Tanzania is undergoing profound transformations in its political, social and economic reorganization. This in turn, has resulted in many areas of life coming under legal regulation. The current changes require that the conduct of the state, and especially, that of its law enforcement officials- the courts, the police force, the security system and the prisons should now be judged in the light of human rights and democratic reality. In order to ensure that fundamental rights and freedoms of accused persons are safeguarded, the activities of the institutions named above must be performed within the legal frameworks of the laws which established them and, further must accord with the various international instruments on Human Rights which Tanzania has signed and ratified. The laws which establish them are the 1977 Constitution of the United Republic of Tanzania as amended from time to time, the Police Force Ordinance, the National Security Act, The Criminal Procedure Act, the Prison Act and Evidence Act. The

International Instrument is those that are compiled in Human Rights: A Compilation of International Instruments and consist of: (i) Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, (ii) Regulations on Principles of Effective Prevention and Investigation of Extra Legal, Arbitrary and Summary Execution, (iii) The convention on the Rights of the Child, and (iv) the African Charter on Human and Peoples Rights. The International Instruments incorporate the sum total of norms accepted by the International community to regulate relations amongst states vis a vis their subjects and are also an important source of criminal procedure, especially in the sphere of human rights promotion and protection. This paper seeks to examine and discuss in some detail how prosecutors in this country are supposed to perform their work efficiently while, at the same time, having in mind respect for and promotion and protection of the basic rights and freedoms of those they allege to be criminals.

Mushi, Martin Emilian (2015) *The Efficacy and Challenges of Environmental Impact Assessment in Tanzania. The Law and Practice*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation generally focuses on the efficacy and challenges of environmental impact assessment (EIA). The scope of this dissertation covers Tanzania whereby Environmental Management Act, 2004 and Environmental Impact Assessment and Audit Regulation, 2005 is applied. The dissertation critically analyse the provisions dealing with EIA and the practice of which EIA study has undergone. Chapter one deals with the introductory aspects of dissertation by providing out the basics such as definition of key terminologies, significance of the study, research questions and objectives. Chapter two, deals with the existing knowledge on the laws governing EIA and the procedures of conducting EIA. Chapter three deals with the analysis of research topic by pointing out efficient provision and challenges facing it, this chapter answers research questions whether the law governing EIA are efficient or not, it also points out challenges facing it. Chapter four which is the last chapter of this dissertation deals with the conclusion where by it concludes the whole dissertation by stating the position of the laws and it also provides for the recommendations in order to combat the challenges which have been stipulated in earlier chapters.

Saad, Fatma Masrur (2014) *An Assessment of Birth Registration in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This study seeks to explore the relevance of the birth registration in Zanzibar for planning and maintaining the government statistics for its citizen identification and for giving priority of service and opportunity offered by Zanzibar government. The research addresses the notion of Registrar General Offices 'RGO's' role in birth Registration and record keeping process in helping and improving the reduction of the number for late birth Registration and minimize, the opportunity of fraud. In addition this research deeply examines the late registration problem and gives analysis that drive to the solution that could assist RGOs to provide quality and standard service. The study used questionnaires in gathering data and Statistical Package (Social Sciences Software 'SPSS' Ver.12) was used to analysis data. The finding of the study reveal that late registration is not the only the factors that causing fraud in birth registration but there are other factors such as improper authorization, contradiction of the policy between key actor (RGO's) and other institutes that issue different kinds of government identification Card (ID) (Zanzibar Identification Card "Zan ID, Zanzibar Social Security Fund "ZSSF", Zanzibar Election Commission "ZEC" and high court of Zanzibar), disintegration of data related to birth between different Institutes and education for the key actors. The study has been able to achieve its objectives as evidenced in a synthesis of literature and an empirical survey and accordingly the conclusion were drawn. The hypothesis was proved that the poor data record keeping could lead to opportunity of fraudulent birth certificate, which is the problem of RGO's and supported by improper authorization, which was strongly recommended to be considered made in the concluding chapter.

Kimaryo, Justin Kanute (2015) *The Role of Intellectual Property Law in Promoting Economic Growth for Small and Medium Enterprises (SMEs) in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This thesis examines the role played by the law of intellectual property in promoting the economy of the state. The general argument is that the small and medium enterprises sector (SMEs) in Tanzania has not fully exploited the benefits of the intellectual property and as such, they continue to be poor, hence a need to find solution for this problem. The work is divided into six chapters. Whereas chapter one deals with the general introduction and description of the study, chapter two discusses the concepts and background to the development of intellectual property (IP). While chapter three is an eye on contribution of IP to the SMEs development, chapters four and five look at IP as an important tool for economic growth for SMEs, taking a comparative experience from selected countries. Chapter six concludes the work by providing a conclusion, observation and recommendations aimed at improving the intellectual property regime for socio – economic development. Conclusively, the researcher is of the view that despite IP being very

important tool for any SME development, the opportunity has not been well exploited by our SMEs, hence recommendations at the end of this paper, for improvement.

Maleta, Ramadhani Ally (2014) *Effectiveness of the 2010 Beijing Convention and Protocol in Addressing Aviation Security Threats*. Masters dissertation, The Open University of Tanzania.

Abstract

Following the September 11 terrorist attacks in America and the occurrence of other new and emerging threats to civil aviation, the international community has been faced with the harsh reality in the field of aviation security, hence, several legal attempts were made to address such aviation threats. Consequently, the International Civil Aviation Organization (ICAO) in its 37th Diplomatic Conference of 2010 held in Beijing, China, adopted two new international legal instruments namely; Convention on the Suppression of Unlawful Acts Relating to International Civil Aviation (Beijing Convention of 2010) and Protocol Supplementary to the Convention for Suppression of Unlawful Seizure of Aircraft (Beijing Protocol of 2010). This study reviews the historical background to the development of international air law on aviation security and further assesses and analyzes in detail the provisions of the Beijing legal instruments in comparison with the previous treaties. Finally, the key question of whether or not the new Beijing Convention and the Protocol are adequate and effective in combating threats to aviation security is addressed through doctrinal research. In this regard, information was collected from various primary and secondary sources of law including books, articles, conventions, protocols, statutes and internets. Further information was gathered from various aviation stakeholders including aviation experts, security staff, lawyers, passengers, ground handlers, crews, regulators, airline and airport operators. From the information collected, the study comes up with conclusion, observations and recommendations which may be useful in addressing new and emerging threats to aviation security.

Jilugu, Ritha Lazaro (2014) *The Impact of The National ICT Backbone In Telecommunication Industry In Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research looks into the impact of the National ICT broadband backbone in Tanzania which was launched in July 23rd, 2009. The National ICT broadband backbone has been managed and operated by Tanzania Telecommunications Company Limited since its launch up to now. The research will look on the types of contracts entered between telecommunications operators/ ISPs and Tanzania Telecommunication Company Limited (TTCL) during the lease of the bandwidth. It

will also focus on the policies if any and regulations related to the lease of the bandwidth from the National ICT broadband backbone as provided by the Tanzania Communication Regulatory Authority. The researcher will suggest on what to be done and what type of policies to be made so as to act as the guidance between both broadband service providers and customers in leasing of the bandwidth. The researcher will also look on the National ICT broadband backbone present in other countries and compare the type of service from those countries and Tanzania. Policies from other countries will also be compared to policies in Tanzania. If policies in Tanzania do not exist, suggestion on new policies will be given based on the existing policies in other countries with amendments for them to be suitable to be used in Tanzania. The research will discuss on different papers provided by the International Telecommunication Union on the issue and how it guides regulatory authorities of different countries in providing such service in general. Finally the researcher will look into the economic benefits that the National ICT broadband backbone provides in Tanzania and other countries as large. The research will be divided in a total of five chapters which are context of the study, literature review, research methodologies, recommendations, and summary and conclusions.

Faki, Abdalla Haji (2014) *Cybercrime And Analysis Of Laws: A Case Study Of Zanzibar Legal Issues*". Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is specially based on the researcher study about the cybercrime and analysis of laws: a case study of Zanzibar legal issues. The data collected through interviews, internet and library research with focus on the issue of cybercrime in Zanzibar ; the data was collected from different institutions called Director of Public Prosecution (DPP), High court of Zanzibar, Zanzibar Attorney General Chamber and Ministry of Constitution and Legal Affair, Zanzibar Law review Commission, Police Headquarter and MwembeMadema Police Station, Peoples Bank of Zanzibar, Zanzibar Telecommunication Company ltd, Ministry of Infrastructure and Communication and The State University of Zanzibar. The study will help to fill the gap between laws and cyberspace in Zanzibar and bring benefits to the responsible institutions to initiate legislation specific for cybercrime and amend our laws to meet the requirement in a life of digital technology. Also, the study boarded in studying experiences of international legal response and regional legal frame work in order to identify importance of the innovation and challenges faces the field. And last give the recommendation on issue required to solve the challenge on current legislation.

Abarrass, Safia Hija (2014) *Minor Incapacity to Contract in Electronic Commerce and its Legal Implications in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Since 1990's Tanzanian government has liberalized its economy, from that it experience changes and developments in different sectors including the ICT sector. Actually, Tanzania has not left with the technological changes happening in the world although under legal regime there are no changes. The situation should not act as barrier to this branch of technological advancement. This dissertation specifically based on electronic commerce and minor incapacity to contract and its legal implication in Tanzania. Chapter one contains the background of the issue minority incapacity and its legal implication in electronic commerce. It traces the traditional way of contract formation ie. paper based contract and the changing and development of technology and the outcome thereof. It also contains literature review of various writers who have written on the topic of minority incapacity under development of technology. Chapter two contains literature review in details starting with introductory part of the research problem, the issues pertinent to minority incapacity under modern world of technology is discussed to. Chapter three discusses the methodology employed in this dissertation which include online libraries also interviews from several children and adolescents especially in the internet café, games shops and Primary and Lower secondary Schools, interview with parents and teachers was also undertaken. Chapter four provides for analysis and discussion of the findings including, legal framework, legal implication, proposal for changing the laws and reexamine the minority doctrine. Chapter five covers observations, recommendations and conclusions about electronic commerce and the question of minority incapacity in Tanzania and the way forward.

Mubanga, Clement Bernardo (2014) *Locals versus Foreigners: The Simmering Discontent of Employment of Foreigners in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Overtime there has been growing complaints from the general public on employment of foreigners. Regulatory bodies are prone to these complaints. It is claimed that amid the growing gap of unemployment among the locals, foreigners are seen undertaking jobs that can be manned by the locals. The legal framework on its side sets two conditions with regard to employment of foreigners. First, that foreigners should be employed only in those areas that are short of local expertise. Second, that in case a foreigner is so employed, skills transfer to his/her local counterparts should be made a necessity. This study aimed at assessing the functioning of the legal and regulatory framework of employment of foreigners. It also sought to find out the truth as to whether foreigners are displacing local jobs. The study was done in Dar Es Salaam while focusing on Tanzania mainland through purposive sampling of respondents from key regulatory bodies and companies actively involved in employment of foreigners. It was found that the legal and

regulatory framework is not efficacious thus a need for enactment of a comprehensive law. On the other hand, further research was found to be of necessity to establish the truth whether foreigners are displacing local jobs to the extent of widening the gap of unemployment among the locals.

Maleta, Ramadhani Ally (2014) "Effectiveness of the 2010 Beijing Convention and Protocol in Addressing Aviation Security Threats. Masters dissertation, The Open University of Tanzania.

Abstract

Following the September 11 terrorist attacks in America and the occurrence of other new and emerging threats to civil aviation, the international community has been faced with the harsh reality in the field of aviation security, hence, several legal attempts were made to address such aviation threats. Consequently, the International Civil Aviation Organization (ICAO) in its 37th Diplomatic Conference of 2010 held in Beijing, China, adopted two new international legal instruments namely; Convention on the Suppression of Unlawful Acts Relating to International Civil Aviation (Beijing Convention of 2010) and Protocol Supplementary to the Convention for Suppression of Unlawful Seizure of Aircraft (Beijing Protocol of 2010). This study reviews the historical background to the development of international air law on aviation security and further assesses and analyzes in detail the provisions of the Beijing legal instruments in comparison with the previous treaties. Finally, the key question of whether or not the new Beijing Convention and the Protocol are adequate and effective in combating threats to aviation security is addressed through doctrinal research. In this regard, information was collected from various primary and secondary sources of law including books, articles, conventions, protocols, statutes and internets. Further information was gathered from various aviation stakeholders including aviation experts, security staff, lawyers, passengers, ground handlers, crews, regulators, airline and airport operators. From the information collected, the study comes up with conclusion, observations and recommendations which may be useful in addressing new and emerging threats to aviation security.

Mushi, Amalia Ludovick (2014) *Impact of E-commerce on the Legal Regime in Tanzania. A Case Study of the Law of Contracts in Tanzania vis-à-vis on-line Contracts made in Dar-es-Salaam Region.* Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to make an analysis on the impact of e-commerce on the contracts made in Tanzania. The specific objectives are to identify the problems

that surface the on-line contracts made in Tanzania which contradicts the provisions of the Law of Contract Act of Tanzania. Additionally the study looked at other laws which are affected by the on-line contracts made between the public, private, and international organizations in Tanzania give recommendation and conclusion. The researcher selected Dar –es –Salaam Region the capital city of Tanzania as the areas of study because most government departments are found in Dar-es-Salaam and many business activities being public or private are carried out in the same city therefore it is easy to access necessary information. The study found that the legal system of Tanzania is mainly based on common law principle where the formation of contract requires four main elements namely; offer, acceptance, consideration and intention to create legal relations. The foregoing elements are badly affected by modern technology that necessitates use of on-line business transactions. The problem is amplified by the legal requirements for writing and handwritten signatures in relation to offer and acceptance. Where in e-contract, contract as an agreement is created and signed in electronic form. Under traditional rules of contract which is rigidly applied in Tanzania, contracts for sale of any goods shall not be enforceable unless memorandum in writing of the contract is made and signed. The study found out that although the government of Tanzania has effected some amendments in the Law of Evidence to enable the documents produced electronically by computers and other electronic devices which can produce bank documents in the like manner; this is insufficient because only bank documents are recognized by such amendments.

Shigella, Elisha Elias (2013) *The Effect of E- Commerce on Tax Laws in Tanzania (The Case Study of Income Tax and VAT Laws Administered by the Tanzania Revenue Authority)*. Masters dissertation, The Open University of Tanzania.

Abstract

Income Tax and VAT laws are among several domestic legislations administered by the Tanzania Revenue Authority; which is a statutory body established in the year 19961 as a semi-autonomous body charged among other things with the major function of collecting and accounting for all taxes due to the central government. Like in many African countries, collection of taxes in Tanzania is governed by legislations dated back during colonial era² when were enacted to operate under conversional commerce as opposed to e-commerce. Income Tax being a direct tax on income and VAT being an indirect tax imposed on every goods or services consumed, the two taxes essentially touch whatever income is generated, and whatever goods and services produced, consumed or rendered, except where specifically exempted by law. This paper therefore seeks to examine what has been the effect of e-commerce in Tanzania in relation to the two types of taxes. Does it has corresponding effect to the laws governing collection of such taxes; what are the measures put in place for such laws to operate smoothly?, what are the noticeable

obstacles in implementing such laws?; what is its impact to such tax laws and what is the solution?. These are some of the questions this paper seeks to answer and provide possible solution and recommendations to such issues associated with e-commerce prevalence in Tanzania in respect of the two proposed tax laws. 1 Established by an Act of the Parliament no. 5 of 1995, CAP 399 2 Most of the Legislations have undergone several modifications or amendments to suit the circumstance of country.

Shulla, Greenson Jerald (2013) *An Overview of Legal & Institutional Response to Cybercrimes in Tanzania: Legal & Institutional Challenges on Combating Cybercrimes on Mobile Money Transfer & Payments; Case Study Dar-Es Salaam City*. Masters dissertation, The Open University of Tanzania.

Abstract

Mobile money transfer and payments via mobile phone device has emerged as a significant substitute platform of undertaking financial transactions against the traditional conventional banks and internet. The study aimed to examine the clarity, adequacy and effectiveness of the current Laws and institutional Framework on response the challenges posed by related computer crimes involved in the platform, addressing problems facing customer, banks, mobile operators and public in general and proposed a suitable legal and institution framework that will be adequate and accommodate technologies changes. The study found that, there is a substantial amount of literature on cybercrimes Laws generally, however there is a dearth of Literature on mobile money transfer and payments services via mobile phone issues. The research conducted through qualitative method in order to collect information on the following methods; interview, observation and questionnaires. A total of 40 respondents were involved during research; magistrates court, public Prosecutors, police officers, banks staff and others. The researcher found out that in spite of having laws and institutional frameworks that dealing with IT, Telecommunications and Financial transactions in Tanzania, still has inadequacy and ineffective on legal framework, lack of skills and capability of staffs to investigate and prosecute cyber cases. The researcher recommended that, since the mobile money transfer and payments have proved to be an important financial transaction to unbanked and rural areas, it is a right time for the government to enact new laws and restructure its institutions so as to protect the interest of the stakeholder within the platform.

Chuwa, Humphrey (2014) *Analysis of the Law Governing E-Commerce in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Technology is an essential tool in development of any nation; electronic commerce is currently booming in Tanzania and the rest of the world. There have been dramatic increase in transaction and trades which use or performed electronically. The current laws under the commercial laws in Tanzania, as identified in this study, assume the existence of paper based records and documents should bear signatures for legal recognition. Still in Tanzania there is no legal framework that support this new era. It is dangerous to accept that without having proper laws to guide that kind of development. The study guides the reader in understand the current structure of e-commerce and the proposed one with their benefits and challenges. The study also discussed some cases and crimes related to e-commerce and ICT which were directed to the court of law but it's sad because the judgments were not balance due to lack of laws concern e-commerce in Tanzania. Furthermore, the study come up with a conclusion and recommendations; generally there is a need for a re-examination and revision of the fundamental principles of the commercial laws in Tanzania to accommodate business and contract conducted in electronic form. Also legislature should work with experts, consumers and e-commerce users to come up with number of legal support in order to maintain and improve e-commerce and technology as whole. The study recommends enactment of a comprehensive legislation which gives electronic transactions legal recognition, including evidence generated in electronic form. The proposed legal framework for recognition of electronic evidence in Tanzania would create the dependability and certainty for computer -related transactions vital for growth of e-commerce.

Mutakyahwa, Charles (2013) *The Contribution of Intellectual Property Rights to the Economic Growth in Developing Countries: The Case of Tanzania*,. Masters dissertation, The Open University of Tanzania.

Abstract

This thesis deals with the contribution of the intellectual property rights to the economic growth of developing countries, taking Tanzania as the case study. In the main, it discusses whether the international legal framework providing for intellectual property rights aims at having strengthened economies in the developing countries or otherwise protects economic interests of developed countries at the detriment of the former, by simply reducing them mere markets of industrial products from developed countries. Further, the thesis discusses the efforts laid down by developing countries against the developed ones, to have intellectual property rights' intended good on a balanced equation, for the benefit of all. Furthermore, on a specific accent, the thesis explores the Tanzanian situation, with regard to the legal framework providing for intellectual property rights. This aims at establishing whether non beneficial or otherwise, extracted from intellectual property rights, depends on the Tanzania legal regime or imbedded within the hidden intents of the international intellectual property rights systems. In this regard,

the thesis chapters are as follows: Chapter One: the general introduction; Chapter Two: genesis of intellectual property rights; Chapter Three: the intellectual property organizations and their mandate for economic growth; Chapter Four: the Uruguay Round Negotiations and reactions from the developing countries; Chapter Five: the contribution of intellectual property rights to the economic growth; and Chapter Six: the general observations, conclusions and recommendations.

Mwingira, Anipha Abass (2013) *Elimination of Cybercrimes in Tanzania: Law and Practice*. Masters dissertation, The Open University of Tanzania.

Abstract

The focus of this research was to examine how the existing penal laws can be used to combat cyber crimes in Tanzania. It sought to examine the efficacy of the legal framework in combating cybercrimes in Tanzania. In the course of conducting this research, various methods were used. The main ones were library research and field work. Various individuals were interviewed as reflected in the text. The aim was to get data, cases, and views in relation to the subject of this study. It was observed that today's society has been dependent on computer and computer networks – the Internet. In other words, nothing so far can be done without computers. Criminals on the other hand have made use of the technology to perpetrate their ill motives. In other words, dependence upon technology has made electronic offences to increase. The analysis made in so far as the Penal Code of Tanzania is concerned is that it is not keeping pace with technology. Its provisions as discussed show that they are paper and physically based. It is argued that, endeavor of law making machinery of the nation should be in accordance with mile compared to the fraudsters, to keep the crimes lowest. Hence, it should be the persistent efforts of rulers and law makers to ensure that governing laws of technology contains every aspect and issues of cyber crime and further grow in continuous and healthy manner to keep constant vigil and check over the related crimes. It is for this reason that the Penal Code should be amended to provide for criminal activities conducted using computers and computer networks. The offences that should be introduced in the Penal Code are hacking, illegal access to computers and computer networks, fraud committed using computers and computer networks, money laundering and related crimes, identity theft, and many others in this respect.

Haji, Masoud Mohammed (2014) *Mobile Phones Usage to the Right to Privacy to Society in West Urban Region of Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Admittedly, the right to privacy is being invaded from the advancement of Information Communication Technology (ICT). The modern mobile phone technology has brought big fear toward the right to privacy in Zanzibar society. Prior to this ever widening telecommunication industry individuals to a large extent had not engaged in privacy violations while using mobile phones. This dissertation is a presentation of study dealing with right to privacy while using mobile phones. Likewise, it investigates the mobile phone users' practices which are the outcome of poor privacy policies as well as lack of legislative protection on privacy. The role of ICT in our society continues to change at this age, with this technological development has brought effects to the people way of living. Apparently, the increasing uses of mobile phones to access internet facilities are vividly witnessed in the society. The infringement of the right to privacy on the mobile phones is a significant drawback and that individuals have right to an adequate protection to their private lives. It is a pertinent at juncture to admit that the policy makers as well as the administrators to realize the necessity of establishing privacy policies and laws in order to ensure proper management of mobile phone usage so that the right to privacy will have significant protection.

Rukazibwa, Masoud Hamidu (2014) *Consumer Protection in Digital Content Products in Tanzania and its implication to the Seller against dishonest Consumer: A Case Study of Music CD and DVD business in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research assessed and examined the existing sale of goods and consumer protection laws in Tanzania in protecting the consumer of digital content products and also looking on some technical implication on remedies available under Tanzanian Sale of Goods laws and when applied as in St. Alban's case of UK which extended the protection in ordinary goods to the digital content products when are in defective. The objective of the study was to assess, examine and identify the lacuna/gap to the existing Tanzania laws on sales of goods which impliedly provide for consumer protection in digital content product supplied in tangible medium like music CD and DVD and examine the implication to the seller against dishonest consumer who may copy digital product and seek to return it. The study was based on case study approach where by various report, literatures and interview on consumer protection in digital content product in Tanzania were assessed and seller of music CD and DVD were interviewed on the matter. During literature review it was observed that different writers wrote on consumer protection in digital content products in Europe particular in UK and there was neither of writers wrote on the seller remedies against the possible dishonest consumer nor in the related topic. It was concluded that the consumer of digital content products in Tanzania expressly are not protected as relevant laws do not until St. Alban's case of UK is adopted by

Tanzania courts consumer of digital content products will be protected. The study recommended the sale of good laws in Tanzania to be amended and expressly extend the protection to the digital content products and also suggested only the remedies to the fault supplied digital content to be replacement.

Moremi, Payas R. (2013) *Legal Dimension of the Role of African Union and United Nations in Conflict Resolution in Africa*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines the legal dimensions as to the role of the AU in conflict resolution in Africa specifically on the point of its ineffectiveness and capability in the region to implement its objectives related to conflict resolutions vis-à-vis the UN mandate and other related factors. The study shows how impartial does the regional arrangements can be adhered by the UN or regional organizations much as conflict resolution is concerned as per the UN Charter of 1945, to demarcate clearly the legal position input of priority to resolve the African conflict problems in future. This thesis employed both qualitative and quantitative research designs. Data were obtained through questionnaires, interviews and document review respectively. The findings reveal that, the legal dimensions of the role of AU over the conflict resolution in Africa becomes incapable for the factors including the superiority of the UN mandate under the Security Council to maintain international peace and security, also alienation of the AU member states participation in peace-basket over conflicts management and resolution in Africa. The study found that conflict of obligations and interests of the member states in the AU at the same time in UN under *pancta sunta servanda*, reflects stagnation of smooth intervention of conflicts in the region. This study recommends that, to successful conflict resolution and sustainable relative peace in Africa, the International legal commission must review and or reconstructs Article 33 and 52 of the UN Charter for the regional conflict arrangements to be bonafidely accommodated regionally to their desired resolutions. The AU and member states must be given first priority as to legal dimension to handle regional conflicts in their solidarity and interest.

Shilatu, David Lumelezi (2013) *The Role of Electronic Signatures in Countering Diesel Theft in Manufacturing Sectors a Case Study of TPC Limited*". Masters dissertation, The Open University of Tanzania.

Abstract

In this work the researcher has divided his work in five chapters and to be specific under chapter one the research is mainly divided into introduction where the researcher is introducing the matter for discussion and, it is explained inhere that security has become an issue all over the world and with the development in science

and technology, manufacturers are urged to use electronic signatures to counter these problems. Furthermore in this part of the work the researcher explain the background to the problem explaining that in Tanzania Electronic Signatures have got no legal backing and hence, a need to have our relevant legislations amended. The researcher went on further into putting it clear that, at the time of writing this paper there have been no law or a proposed bill to address the problem and hence for the purposes of clearing this hurdle as to the application of electronic signatures, amendment need to be effected to the Tanzania Evidence Act, The Penal Code, The Civil Procedure Code, The Bank Of Tanzania Act, The Criminal Procedure Act and all other relevant laws that are key in the operation and recognition of electronic signatures. In Chapter two the paper explains as to the meaning and role signatures and the way on how the same has been applied in Tanzania, in this part of the research the researcher further defines what it is electronic signatures and types of electronic signatures, in this part as well it is explained the way on how electronic signatures have been legally recognized in other jurisdictions at national level. Chapter three explains advantages and disadvantages of electronic signatures as a means to try and control diesel theft in the manufacturing settings, in this part a series of advantages and disadvantages are given out to try and put is clear that, technology has its pro and cons.

Makame, Mwajuma Sungura (2013) *The Effectiveness of Intellectual Property Laws in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

Intellectual Property has emerged as a fundamental part of the new development in the world, it has a potential to add a higher value to creator and inventors in developed as well as in developing countries. Internationally the nature of intellectual is enclosed with the procedure of Trade Related Aspects of Intellectual Property Law (TRIPS). The research objective is to assess and evaluate the effectiveness of intellectual property laws in Zanzibar, to identify the position of intellectual property in Zanzibar, to determine the degree of public awareness of protection of creators of intellectual property inside and outside of the country and to examine the performance of rules, regulations and policies that protects the inventors and creators of intellectual property in Zanzibar. The researcher found out that in spite of having intellectual property that are copyright and industrial property in the country the major challenges exists are lack of effectiveness of legal framework, skills, government policy and laws that causes suffering loses to the creators and inventors through audio video, software and video piracy with little legal alternative. The researcher recommends that the government should reforms the Intellectual property laws and policies in order to cope with International intellectual property development and also to increase understanding and awareness of intellectual property to different people.

Chikwindo, Noel John (2013). *The Impact of ICT in Contract Formation and E-commerce Development in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The Impact of ICT in Contract Formation and E-commerce Development in Tanzania is the title of this dissertation. This title was chosen basically focusing on the undisputed fact that the use of ICT has currently rapidly increased to the fact that at least every day life has been next to impossible to an individual without the use of equipment such as mobile phones, computer, laptop, automatic machine used in a particular system etc. We daily communicate and normally we either send or receive information in various forms. Communication has shifted from the old paper based to the modern electronic form in such a way that e-mails, websites, EDIs, mobile phones, etc have been highly used as the most preferred ways of communication particularly between those who are far away from each other. Internet has catalysed the speed of communication as it has now been faster, efficiency and trustworthy. This dissertation has five chapters whereby chapter one contains the basic concepts on ICT and Contracts, second chapter on the development of communication process, third chapter, contract formation practices, fourth chapter, electronic contract formation and the findings of the study. Lastly is chapter five which presents the conclusion and recommendations. In the dissertation, it has been found that among others, ICT revolution in Tanzania has not been fully legally recognized and that, what is present in the country is the application of electronic communication by Tanzania particularly those in urban areas without being protected by any strong law. ICT has made the government to initiate a number of national ICT projects so as to rescue the country from continuing being backward in the utilization of the electronic communication to facilitate government activities, electronic contract formation safety and e-commerce development in the country.

Chitanda, Hatiya (2013) *Assessment of Legal and Practical Challenges Affecting Mobile Banking: Case Study of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is about the improvement of mobile banking in Tanzania, particularly, mobile phone banking. The impact of advancement of mobile banking in Tanzania has a direct relationship with the development of legal framework. The focus is on the potential legal and practical assessment of the mobile banking services in Tanzania. Specifically, this dissertation looks at the ways in which legal framework; policies and laws fail or succeed solving the legal and practical challenges in relation to the mobile banking in Tanzania as a case study. This dissertation shows the current status of the regulations, policies and laws in Tanzania

and its legal and practical implications towards bridging the mobile banking services. It also suggests ways in which the Bank of Tanzania (BOT), Banks, Mobile phone companies providing mobile banking services, the Government and other stakeholders can approach to resolve current legal and practical challenges facing the sector with a view of improving E-money industry in the world, particularly, the use of mobile banking. The findings in this dissertation highlight the weaknesses in the legal framework of Tanzania in relation to mobile banking services. The dissertation concludes by offering recommendations which are believed to be useful to consider when approaching improvement of legal framework in relation to the mobile banking services in Tanzania. The recommendations are given as a way towards improving the legal framework and security in mobile banking industry.

Michael, Mateja (2014) *Assessing Crime Prevention by Tanzania Police Force: A Case of Chamwino - Dodoma*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at analysing causes that influence the achievement of Tanzania Police Force to Prevent crime, assessing the indicators which show the success in the prevention of crime, to examine the methods used by Tanzania Police Force to combat crime, and to determine the challenges that Tanzania Police Force face. The methodologies used to collect data were both qualitative and quantitative nature, about 75 respondents were interviewed. In general the findings in the first objective recognized that, community Policing and government assistance, spirit of commitment to some police officers and good administrative system of the Force, were analysed as the causes that influence achievement to prevent crime. Also the findings in objective two picked out the indicators which show the success in the prevention of crime as, public trust and confidence over the Force, reduction of fear of crime, material and moral support from the community and number of crime reported, Likewise the findings in objective three reveal the methods used by Tanzania Police Force to combat crime which are, Community Policing, Police operations, the use of Forensic science, the use of field force unit, the use of ant robbery section, and the use of diplomacy, and education to the community. Furthermore in objective four the findings show the challenges that Tanzania Police Force face which are, insufficient resources, negative perception by the public, poor forensic capacity, discriminatory environment of Tanzania's law, poor accountability of Police Human Resource Department, and corruption. The government, Police and community at large should together participate in the process of crime prevention because crime is the threat to public and individual safety.

Mukoyogo, Frank (2013) *Intellectual Property as a Tool for Economic Development in Tanzania-The Case of Copyright Protection*. Masters dissertation, The Open University of Tanzania.

Abstract

It is now widely acceptable that copyright protection and intellectual property in general can be an effective tool for economic development through innovation and employment creation. However, just like any other developing country, the potential of intellectual property has not been used effectively to bring positive impact to the national economy. This study therefore sought to assess the existing legal framework of copyright protection in Tanzania in order to identify any weakness, and if available, assessing their implications they might have towards the growth of copyright related industries in Tanzania. In this research, data was purely based on documentary review. During the last decade, considerable steps have been taken by the Government of Tanzania in regulating copyright protection. This follows the accession of the Berne Convention in 1994, and five years thereafter followed the enactment of the Copyright and Neighboring Rights Act, 1999. However, it was revealed that copyright related matters in Tanzania are politically handled, with key stakeholders demonstrating lack of commitment and/or seriousness, little knowledge, limited financial resource and the poor performance of Copyright Society of Tanzania, which is basically attributed to its legal framework. In line with the findings, the study recommended the need of reforming the Copyright Society of Tanzania, through separation of the two functions (i.e. as a copyright office and a collective management organization); the need to undertake a comprehensive study on the role of copyright protection, and intellectual property in general; and the need of having education and awareness programs to key stakeholder of copyright law in Tanzania, particularly the law and policy makers.

Mwakasanga, Nicholaus Livingstone (2015) *Poachers Torture and Human Rights in Tanzania: a Case Study of Namtumbo District*. Masters dissertation, The Open University of Tanzania.

Abstract

For many years since the Tanzania Community intended to address the problem of Poachers Torture, ordinary citizens have been very suspicious on the effectiveness of the fact that despise of existence of prohibition the rate of torturing in its various forms is increasing. This thesis sets out to evaluate and review the applications and efficiency of some of existing laws and suggesting possible ways of closing away with repugnant provisions. The thesis covers a short production on the meaning of torture, element, reasons, method, experience of torture in Tanzania and testing three research questions. Furthermore the thesis examines causes, combat of torture, and

critical analysis of collected data and lastly, it summarizes the findings, conclusion and recommendations.

Mhagama, Martin Jonas (2013) *An Investigation of the Duty of States to Prosecute International Crimes and the Question of Amnesty*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the duty of States to prosecute international crimes and the question of amnesty, with a focus on Africa as a case study. The study focuses specifically on the controversial question of granting amnesty to perpetrators of international crimes. Principally, international law both customary and conventional, imposes on states the duty to prosecute and punish international crimes while amnesty does not bar the prosecution of persons responsible for international crimes. The obligation to prosecute accused persons and punish those found guilty for international crimes arise from International Conventions to which a state is party. These include the 1949 Geneva Conventions and 1977 Additional Protocols, the Conventions on the Crime of Genocide and Convention against Torture and Other Cruel. Others are the Inhumane or Degrading Treatment or Punishment, The Rome Statute of the ICC and Human Rights Conventions like International Convention on Civil and Political Rights. States' obligation to prosecute and punish those responsible for committing certain violations establishes a minimal requirement of accountability from the idea that prosecution tied to punishment is the best method in all circumstances for achieving the legitimate goals of a criminal justice system. On the other side of restorative justice, only those amnesty laws which are promulgated for the purpose of ending or preventing a war or a protracted period of serious violence or otherwise to facilitate social transition and reconciliation and not those granted in order merely to shield former leaders from criminal liability have been considered as legitimate. It is now apt to conclude that amnesty cannot prevail over prosecution particularly where international crimes are involved.

Mbanzibwa, Renatus (2013) *Cultural and Economic Factors Contributing to Students Dropout in Community Secondary Schools in Longido District*. Masters dissertation, The Open University of Tanzania.

Abstract

There has been a great concern about school dropout, particularly among secondary school students. This study sought to investigate the cultural and economic factors contributing to students' dropout in community secondary schools in Longido District. Specifically, the study sought to, examine the influence of the rites of passage on students' dropout, examine how poverty determine dropout, find out if

nomadism contributes to students' dropout and examine students' dropout by class level from 2007-2013 in community secondary schools. A total of 32 teachers were administered with structured questionnaires whereas four heads of secondary schools, three Ward Education Officers, and one District Education Officer was interviewed. School dropout documents were obtained from four strategically selected schools. Results showed that rites of passages caused 43 percent of dropout. It was followed by poverty (10 percent) while nomadism (6 percent) was rated in the third position. Altogether, these factors accounted for 59 percent of dropout. Non-cultural and economic factors led to 41 percent of dropouts. The levels of school dropout were 42, 28, 16, and 14 percent at Ketumbeine, Namanga, Longido and Engarenaibor secondary schools' respectively for classes enrolled from 2007 - 2010 and graduated in 2010 - 2013. It is recommended that serious efforts be made to encourage the society to change some of the cultural practices which negatively affect education. The author is of the opinion that promotion of mixed economy could lead to reduced dropout as it results into permanent settlement

Mwinyimvua, Haider Twahir (2013) *The Emergence of Mobile Banking and its Legal Implications in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is specifically based on the researcher's study about the emergence of Mobile Banking and its legal implications in Tanzania. The data was obtained through interviews and library research with focus on the mobile banking; the data was obtained from BOT, TCRA, commercial banks, MNOs, bank and MNO customers, mobile agents, experts in IT, finance, banking and lawyers. The results of this study have revealed that the advent of mobile banking in Tanzania has brought immense benefits to the country, however there are a number of legal challenges which the innovation is facing and the law has shown some lacuna which need to be addressed. Therefore, the study embarked on long journey in studying experiences of other jurisdictions and our current legal framework, pinpointing the significance of the innovation and the challenges it faces; thereafter recommending what is required to address the current legal challenges.

Mamba, Elizabeth Andrew (2013). *Assessing the Relevance of the Existing Legal Regime in Tanzania for Data Protection*. Masters dissertation, The Open University of Tanzania.

Abstract

Tanzania is among countries embarked upon the use of ICT for national development. One of the major challenges is cyber security, which if not dealt with;

it results into undesirable adverse consequences. The research examines Tanzania's efforts in overcoming the challenges in a legal perspective and make necessary recommendations for drastic measures to be taken. Chapter one introduces the research work, giving the essence of personal data protection. The statement of the problem is that cyber security in Tanzania is poor to date despite the country indulging into the use of ICT as a fact of life. The background of the existing problem is identified as lack of relevant laws to match with e-crimes compelling law enforcers to use traditional laws. The government's hesitant behaviour is also a backdrop of the problem. The main objectives of the study are to critically examine the Tanzanian position on personal data protection and assessing the existing legal framework and the extent of cyber crime. The study is significant to point out the risks of failure to install a sound legal framework and recommend measures to be taken. Chapter two discusses personal data protection issues, nature of data, supply, processing, storage, its flow, control and its use. Chapter three covers research methodology which involved text books, statutes, journals, and other online materials plus personal interviews. Chapter four gives current status of cyber security in Tanzania resulting from the research. The status of cyber security in Tanzania is confirmed to be still poor for lack of the necessary legal framework. Personal data protection is absent putting privacy rights at a menace. Chapter six makes observations, recommendations and conclusions of the research work, recommending for radical measures for the Government to formulate a sound legal framework for information security and enact personal data protection law.

Kassala, Adalaide (2013) *Electronic contract in perspective of consumer protection and its legal implication under Tanzania laws*. Masters dissertation, The Open University of Tanzania.

Abstract

The main concern of the research study was to examine the legal basis for electronic contract in Tanzania as well as on how consumes rights could be protected like any other contract (Traditional Contract). The major problem which were being examined are : a ascertainment of e- contract terms conditions that e- contract seems to be one way contract e- contract terms and conditions dictated (dominated by one party (seller) no opportunity for negotiation , that in other words whether the consent has been given i.e. consensus and item requirement on terms and conditions of the e-contract , and that without it the other party who are customer / buyer / consumers are in jeopardy or jeopardized their rights or interests directly or indirectly. With the development of e- commerce in Tanzania e -contract Tanzania , e-contract within business community in Tanzania seems to be part and parcel of business transactions, parties in electronic transaction enter into contractual arrangements with external world through websites / electronic and email , the business

environment which is yet unfamiliar / not suitable with Tanzanian , the level of development as well as the existing legal framework. When is communication of offer and acceptance in e- contract concluded, whether parties meet at consensus ad idem in electronic contract , that is consent on terms and conditions of contract or is a one way contract where terms and conditions of contracted by seller manufacture or supplier, In brief the existing laws favor traditional contract whereby consumers are well protected unlike e-contract which yet to be recognize by the existing law hence consumers rights being in jeopardy ,on traditional contract being in a written form while e-contract that is soft copy in real situation the existing contract law in Tanzania (Law of Contract Act) provide for guidance in contract and no specific law to deal with e-contract hence difficult to respond effectively in technological changes. and thereof , the laws governing contracts in Tanzania should be amended to suit meet technological changes we should remember that the society is dynamic hence laws charge as per changes expensed by the society.

Luwungo, Isac (2014) *Assessing Challenges of E-Waste Management Regulations in Tanzania; Case of Dar Es Salaam City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study look at the challenges of Electronic-waste management from Regulatory Framework perspective with focus on mobile phones related wastes. E-waste management system incorporates different stakeholders throughout the entire life cycle of electrical and electronic equipment (EEE) –importers/ producers, users/consumers, distributors, collectors and recyclers. The efficiency of the system depends much on the environmental awareness and effective activity of each of the stakeholders on their responsibilities under the guidance of the legislation and regulatory framework governing that particular society. Hence, efficient legislation and regulatory framework governing e-waste management is more likely to be affected by policy formulation across different stakeholders. The research study reveals initiatives taken by the government involves ratification of the international treaties, formulation of regulatory documents like National Environmental Policy, National ICT Policy (2003), Small & Medium Enterprises (SMEs), Environmental Management Act (Cap.191) of 2004 and its regulations notably regulation on management of hazardous wastes, National Energy Policy (2003), Sustainable Industrial Development Policy (SIDP) and National Trade Policy (2003). Nevertheless, none of these Policies present clear guidelines as far as E-waste is concerned. The study results shows that Tanzania lack not only appropriate technology and knowledge for environmentally sound recycling of e-waste but also the best legislation and regulatory documents to better manage the wastes being generated. The need to have an efficient regulatory system in place for e-waste management is inevitable.

Lyimo, Herman Clement (2014) *Legal and Practical Problems Relating to Insurance Claims and Settlement of the Claims in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study looks into practical and legal problems relating to insurance claims and claims settlement in Tanzania. It is hypothesized that, the laws relating to insurance claims and claims settlement favour insurers more than the insured. Three insurance companies purposely selected were included, namely the National Insurance Corporation (NIC), Phoenix Insurance Company and Jubilee Insurance Company. Data was collected through Interviews with the insurance companies' officials (insurers), focus group discussion with insurance customers (the insured) and documentary review and analysis. The findings confirmed the hypothesis that, laws relating to insurance claims and claims settlement favour insurers more than the insured. The confirmation of the hypothesis is based on a number of facts, of which few are advanced herein. First, laws relating to insurance claims and claims settlement tend to ensure that, the insured pay premiums to insurance companies long enough before they can be paid their losses insured. In this regard, the laws consequently tend to exempt people with health problems from insurance coverage. Similarly, the laws impose conditions and punishment to the insured upon policy breaches, but remain silent on the part of insurers. For instance, the laws may specify penalties for non-complying insured, but may simply declare insurers as guilty without specifying any measures against them. The laws also specify the time within which insurers should settle claims in favour of the insured, while at the same time enabling insurers to avoid their responsibilities. Secondly, stakeholders, including the government, Non-government organizations, politicians and human rights activists should push Government to amend unbalanced insurance policies and legislations.

Kaijage, Chrispin (2013) *Effectiveness of Mobile Banking Phone Companies Strategies on Promoting Safety of Customers Money in Tanzania: Case Study of Vodacom M-Pesa, Tigo Pesa and Airtel Money Operations in Mbeya Region, 2008-2012*. Masters dissertation, The Open University of Tanzania.

Abstract

This work investigate the effectiveness of strategies used by mobile phone banking companies in Tanzania to ensure that there is maximum possible safety of customers money, through preventing loss of customers money through frauds by mobile phone banking employees, and incorrect entry by customers who use a network of mobile phone banking system. The study was motivated to be undertaken to increase

number of customers who lose their money through a network of mobile phone banking system, and also through increasing amount of money of customers that is lost through increasing amount of money of customers that is lost through the network of mobile phone banking system in Tanzania. The study area was Mbeya region, and used a sample of three mobile phone companies which offer the services of mobile phone banking, namely Vodacom, Tigo and Airtel. The study used a field sampling survey method, and a combination of primary and secondary data. Primary data was collected through a combination of questionnaires, interviews and observations methods from customers duties of sending money, and at normal interviews when customers explains what they have encountered. Also an interview was done with the management of the Bank of Tanzania (B.O.T) and the Tanzania Communications Regulatory Authority (T.C.R.A) as the main regulators. Again interviews were done with selected commercial Banks in Mbeya city which use partnership mobile banking services with mobile phone companies, these were CRDB, NMB, Stambic and Barclays. The study found that since the year 2008, more customers in Mbeya region and other parts in Tanzania have been losing huge amount of money through frauds done by employees of mobile phone companies and incorrect entry by both customers and employees of the companies, hence causing customers to incur huge financial loss.

Maruma, Zahra Abdallah (2013) *Legal And Institutional Challenge Facing E-Commerce in Tanzania: Case Study of Law of Contract Act and Sale of Good Act*. Masters dissertation, The Open University of Tanzania.

Abstract

This study presents an assessment on the existing commercial laws in Tanzania particularly the Law of Contract Act and the Sales of Goods Act, whether they ensemble with Information and Communication Technology (ICT) revolutions. The practicing of electronic commerce in Tanzania today is very common. Tanzanians enter into commercial agreements within the country and outside the country through online transactions via internet. While online commercial transactions are flourish speedily the existing commercial laws are said to become a major challenge to e-commerce. The Sales of Goods Act enacted before independence in 1986 and Law of Contract Act enacted in 1961 after independence which are the main laws of the country govern contracts together with principles established by courts of the land through case laws is still enforce contracts so far and there is no any amendment of the said laws apart from the technology advancements which changed the modes of contractual arrangements today. The said laws have been analysed herein to see as to what extent they are in support and not support of e-commerce in Tanzania.

Abstract

The internet is now an open network in e-transactions but in turn has made all stake holders in this field including courts to have a new outlook with e-contract and e-evidence. When a dispute arises on admissibility and validity of evidence in courts at this electronic age in respect of a business, be it small or big, done through internet by way of e-transactions, rules of e-transactions must be in place. The introduction of the new electronic technology has resulted into intra-jurisdiction issue(s), but has left Tanzania Laws behind. International businesses through electronic technologies affect also national laws and dispute resolution mechanism. This study will try to show how technological advancement had an impact in our existing laws especially in deciding admissibility and validity of e-contract and e-evidence in courts after changes have been made in our laws so as to incorporate e- evidence in dissolving commercial disputes. The research looks further on court approaches used in some of the cases in Tanzania which recognized and which refused electronic transactions before and after enactment of new rules or amendments of the law. In the process, the paper reveals colonial and post colonial laws together with guidance from other jurisdiction and international instruments used in dealing with digital evidence in order to go hand in hand with technology development. Chapter one is introductory remarks which briefly deals with background of the problem, scope and significance of this study, research objectives and questions, hypotheses and research methodology. Chapter one also provides a literature review from selected writers on the subject. Chapter two gives a comparison analysis of contract law in UK and Tanzania and recognition of digital evidence. Chapter three analyses the liability and types of paper based and digital contacts. The study in this chapter revisits our law of evidence and analyses concepts in traditional contracts as well as electronic contracts based on the approaches used by courts in admitting or rejecting digital evidence. The chapter also reveals legal implication of digital transactions in so far as courts are concerned and proposes approaches to the problems within the wider concept in the international conventions on trade. Chapter four gives a brief picture of commercial contract in international and national level. This chapter also gives some thoughts on the importance of UNCITRAL Model Law especially on relevancy of CISG in the field of e-commerce. Further, this chapter discusses briefly on limitation and various approaches by courts in admissibility and validity of e-evidence and e-contract in Tanzania. Furthermore, the chapter reveals and analyses inconsistencies in approaches by our courts and suggests a comprehensive taxonomy on admissibility of digital evidence as used in other jurisdictions and principles involved in international instruments. Lastly, chapter four discusses a universal accepted classification on admissibility of digital evidence based in this study.

Chapter five shows the findings, recommendations and conclusion of the study as well as brief analysis of cross cases findings, issue of legislations challenges, intra-jurisdiction issues, policy matters and methodology of this research. Lastly, the chapter presents most comprehensive studies on the subject currently in vogue in other jurisdictions on digital transactions and future study to be done.

Mubanga, Clement Bernardo (2015) *Locals versus Foreigners: The Simmering Discontent of Employment of Foreigners in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Overtime there has been growing complaints from the general public on employment of foreigners. Regulatory bodies are prone to these complaints. It is claimed that amid the growing gap of unemployment among the locals, foreigners are seen undertaking jobs that can be manned by the locals. The legal framework on its side sets two conditions with regard to employment of foreigners. First, that foreigners should be employed only in those areas that are short of local expertise. Second, that in case a foreigner is so employed, skills transfer to his/her local counterparts should be made a necessity. This study aimed at assessing the functioning of the legal and regulatory framework of employment of foreigners. It also sought to find out the truth as to whether foreigners are displacing local jobs. The study was done in Dar Es Salaam while focusing on Tanzania mainland through purposive sampling of respondents from key regulatory bodies and companies actively involved in employment of foreigners. It was found that the legal and regulatory framework is not efficacious thus a need for enactment of a comprehensive law. On the other hand, further research was found to be of necessity to establish the truth whether foreigners are displacing local jobs to the extent of widening the gap of unemployment among the locals.

Nagai, Melamari Simon (2013) *The Challenges and the Need of Legal Framework for Data Protection in Tanzania: Case Study of Tanzania National Identification Authority (NIDA)*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this Research was to analyse various Legislations, Policies and Regulations if any, and find out if there is any Lacuna in their attempt to cover issues related to Data Protection and Privacy at large and partly to issues related to National Identification systems in particular. In doing so, the Researcher chose National Identification Authority (NIDA) of Tanzania as a Case Study mainly because NIDA has brought about new system of National Identification and has conducted registration and identification of persons. Findings has shown that there

are lacuna in various Legislation touching on Data and Privacy protection in Tanzania and also there is no a piece of Legislation which is enacted to exclusively deal with Data Protection and Privacy matters exclusively, only that there are scattered pieces of Legislations each attempting to provide for data and privacy protection. In the Conclusion and Recommendations, the Researcher has recommended NIDA as the Creator and Controller of the Database of the National population Register and it intends to interface with other stakeholders, some Government Institutions and other Private Institutions, the protection of that interfaced Data would be sound and promising in the presence of Data Protection Act as those provided with such information will know their role and limitations as Data Processors. And Lastly, this Research has opened doors for other Scholars to venture more and come up with new findings regarding the Data Protection Legal Framework existing in Tanzania.

Sitta, Benjamin (2013) *An Assessment for the Need to Review the Tanzanian Copyright Law to Tackle Modern Day Piracy Challenges*. Masters dissertation, The Open University of Tanzania.

Abstract

This research analyses the effectiveness of the copyright law and system in the modern day piracy. The work is built on the hypothesis that the current copyright law is inefficient to tackle the modern day's piracy. This is because of the various shortfalls noted in the act. The shortfalls are noted by looking at the Copyright and Neighbouring Right Act. The analyses are also done by looking at the other jurisdictions laws especially the US and UK laws on copyright. The shortfalls are noted apart for the fact that Tanzania is a member of various regional and multilateral frameworks on copyright. It is also found that there are no serious efforts to use the support from these various for a meaningful copyright protection in the modern era for the benefits of Tanzanian artists.

Ngassa, Grace (2013) *The Formation of Electronic Contracts in Tanzania; Law and Practice*. Masters dissertation, The Open University Of Tanzania.

Abstract

Since electronic advancement has become a global phenomenon, many countries in the world have been affected on the way they conduct business, the way they transact, and the way they communicate. The internet has proved to be the fastest means of doing business and communicating in the world. Most people, business people, traders, government departments, companies, government agencies have all switched to the use of electronic means of communications. In this regard; the law in place also need be updated to keep match with the advancement of technology in the world. In case the legal regime lags behind technological advancement, it should not

be taken as an excuse to realizing legal rights of consumers online. This study critically reviews the legal position and practice thereof of contracts which is formed electronically in Tanzania. The study contains the background of electronic contracts in Tanzania and what is the law on the issue. The study also traces the position of the law on contract formation and the consequences thereof; the study contains the review of various writers who have written on the topic of electronic evidence in various jurisdictions of the world. It contains the issues pertinent to the formation of electronic contracts and the legal status of the said contracts. This study discusses the methodology used, Questions used and libraries visited in the course of data collection. The study undertakes to observe, recommend and conclude on this study. In short summing up; what is important is, the electronic contracts are valid contracts equally as the paper based contracts, their electronic forms notwithstanding. This study has shown how consumers need to be protected, and that the government should work towards having a comprehensive law on electronic communications.

Doctoral Theses

Benhajj, Shaaban Masoud (2012) *Legal Challenges of Cross-Border Insolvencies in Sub-Saharan Africa with Reference to Tanzania and Kenya: A Framework for Legislation and Policies*. Doctoral thesis, The Open University of Tanzania.

Abstract

Although a substantial body of literature has developed in recent years in the area of cross-border insolvency, this scholarship has been dominated by scholars from the United States and Europe, so that a perspective from most of Sub-Saharan African (SSA) countries is lacking. This study addresses this perspective. It makes an in-depth examination and discussion of the challenges that SSA countries face in reform and application of cross-border insolvency law given the ever-growing multinational trade and investment. The study focuses on the risk of failure of SSA legislative processes to properly address the potential challenges of cross-border insolvencies in a manner that is sensitive to the local contexts and which provides a balance with international insolvency benchmarks. It examines cross-border insolvency theories; the global drivers for convergence of insolvency law through

global insolvency norms; and the implications for cross-border insolvency regulations arising from cross-border trade and investment arrangements, such as the bilateral investment treaties, before considering the state and future of the legislative frameworks of SSA countries. It then brings out the ‘pressures’ exerted on and issues that emerge in the consideration and quest for crafting a workable and appropriate cross-border insolvency framework for a SSA country. Notably, the current insights and the pressures from the global convergence may result in unsuitable legislative reforms as such insights and the global insolvency norms are not necessarily and directly relevant to SSA situations. The study offers the perspective that has hitherto been lacking in the current scholarship and provides a theoretical insight and understanding on how the crafting of a workable and appropriate legislative framework may be undertaken, taking account of local policies and providing a balance with the existing international insolvency benchmarks. The study underscores the significance and challenge of prioritising the local contexts in developing a functional cross-border insolvency framework.

Mashamba, Julius Clement (2013) *A Study of Tanzania’s Non-Compliance with its obligation to domesticate International Juvenile justice standards in comparison with SOUTH AFRICA*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study aims at making a comparative examination of the administration of juvenile justice systems in South Africa and Tanzania with a view to establishing the extent to which the Tanzanian Government has effectively honoured its obligations to domesticated international juvenile justice standards for the protection of the rights of children in conflict with the law. Divided into eight chapters, the methodology adopted by this study is the “legal centralism approach”, which centres on the laws that are made and enforced by the state. In this context, the study employed both field and library research; whereby relevant international human rights instruments and municipal laws were analysed in the context of data obtained from the field. In the main, the study has noted that, whereas South Africa has effectively domesticated international juvenile justice standards in the Child Justice Act (the CJA), Tanzania has not effectively domesticated those standards because provisions relating to children in conflict with the law as set out in Part IX of the Tanzanian Law of the Child Act (the LCA) are not sufficient to adequately protect the rights of offending children. As such, the thesis has recommended for the amelioration of this situation, including constitutionalisation of child rights and enacting a specific law to protect the rights of children in conflict with the law. The proposed constitutional and legislative reforms can help to spell out the juvenile justice system, prerequisite structures, procedures, specialized staff and premises for processing child offenders.

Faculty of Education

Masters Dissertations

Banele, Shima Dawson (2013) *Effects of Decentralization on Secondary Schools in Ilala Municipality*. Masters thesis, The Open University of Tanzania.

Abstract

This study explores the role of parents in decentralized secondary schools. It also assessed the factors within schools that contribute to students' academic performance in Ilala district; mixed method research design was used to solicit information through structured questionnaire and interviews. The findings reveal that most of the parents are not aware of their responsibility in students' secondary schooling although there are strong school boards which coordinate the efforts of parents and the schools. On the school based factors, the study found that there were many factors that schools could work on to raise students' academic performance including to ensure schools are fenced, teachers have houses near the school and students have necessary amenities such as laboratories and libraries. The study proposed that parents should voluntarily supervise secondary children to learn at school and home, should provide material support and participate well to all school activities.

Mhonyiwa, Juliana Masasi (2014) *Factors Influencing Poor Examination Performance in Commercial Subjects in Tanzania Ordinary Level Secondary Schools: A Case Study of Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored the factors that influenced poor examination performance in commercial subjects in secondary schools in Ilala Municipality, Dar-es-Salaam, Tanzania. It examined teacher's qualities in teaching commercial subjects, availability of teaching and learning resources in relation to commercial subjects, students' interest in commercial subjects and the extent to which commercial subjects are inspected, and how these affect performance in ordinary level examinations. The study used qualitative approach, using interviews, focus group discussion, observation and documentary data. Thematic approach was used in data analysis. The major findings were related mostly to teachers' qualities, as some of the teachers were not conversant with English language, as well as subject matter. One of the teachers was a diploma failure, and another did not study commercial subjects at A- Level. English language was also an obstacle for students and some of the teachers, as they could not communicate well with their students in class. Hence, they used mostly Kiswahili instead of English as the medium of instruction. Apart

from these factors, also teaching and learning resources were a problem; commercial subject textbooks were not readily available for students use. On top of these, old syllabus was used; there was no recent knowledge on the subject. Teachers lacked seminars and in-service training. These added to lack of intrinsic motivation among government teachers. The study recommended several remedies for that situation. Also the study recommended further research on the topic based on a large sample by using a survey research approach in order to generalize the obtained data to a large sample.

Hekela, Luklesia Pankras (2014) *Exploring Factors Contributing to Female Students Dropout Rates in Community Secondary Schools in Tanzania: A case of Mbinga District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the current study was to explore the factors contributing to female students dropout rates in community secondary schools in Mbinga District in Tanzania. The study used a qualitative approach involving a sample of four head teachers, forty secondary school female dropouts and their parents from four secondary schools in Mbinga District. Several research instruments were used including questionnaires, interviews and the documentary review of school records. Content analysis technique was used for the analysis of data. The findings showed that factors contributing to female students dropout rates include school facilities and socio- economic issues had an adverse influence on the school dropout rate of the female students. Insufficient school facilities influenced more female students to dropout from school. Some female students who wanted to leave school for marriage used to become pregnant as a shortcut. The parents` perception on value of education influenced parents` neglect on investment in their daughters` education for fear of pregnancy. On the basis of these findings, it was recommended to establish girls` re-entry programs to help those who terminate schooling because of pregnancy; to campaign for public girls` clubs at school level; establishing an effective enforcement law; and deployment of female teachers in rural schools to act as role models. There is a need also to change the societal negative attitudes and overall socio-economic issues hindering investment in girls` education.

Kaboma, Esther Stanley (2014) *Contribution of TASAF in Promoting Quality Secondary Education through Participatory Approach in Tanzania: A Case Study of Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Ilala Municipality. The objective of the study was to assess and evaluate the contribution of TASAF sub projects in promoting provision

of quality secondary education through participatory approach. Triangulation was applied by mixing qualitative and quantitative techniques. Interviews were directed to Senior TASAF Leaders. Questionnaire were directed to Local Government Leaders, Teachers and students, while focused Group discussions were conducted with 30 Local Government Leaders and School Teachers. The findings of the research revealed that 100% the respondents contacted were aware that TASAF operates effectively in their community and followed their policy guideline of always involving the people in identifying sub project and need identification. Some of respondents during focus group discussion revealed they also attend community meetings in which subprojects were identified. Nearly 100% of respondents noted that in some cases TASAF encounter challenges, which led to failure to deliver fund at the right time, and community not being mobilized in time, to play their role in the projects. It is therefore recommended that TASAF head office should specify time frame and feedback to community in order to enable the schools to demonstrate practically, avoidance of complicated procedures and include in its planning cycle binding calendar, deadlines against each benchmark by focusing few community demands which are manageable.

Kambugu, Nyamatekele (2014) *The role of play for early childhood development in Kinondoni*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the role of play for early childhood development in Tanzania; a study of selected early childhood centres in Kinondoni district. It applied qualitative approach where descriptive analysis was done. The study involved 42 and 12 parents and teachers respectively; teachers sample was obtained through purposive sampling from six selected early childhood centres and parents sample was obtained through random sampling. Questionnaires, interview and observation methods were used to collect data from the selected sample. The descriptive analysis was done and results showed that 95% of parents view play as a strong component of early childhood development and 66.6% of teachers reported to have play activities like sports day, study tours in their school time table/ calendar. The study further revealed that 84% of the visited centres have had enough rooms for the children to study with only 16% lacking enough rooms for the children to learn. 50% of the centres have play grounds and 33% were staffed with necessary equipment for children play. It further 35.7% of the visited households had play grounds staffed with toys like bicycles, balls, baby toys, car toys that encourage children to play and 64.3% lacked enough space as play ground with children playing along the corridors of their homes and on the surrounding local roads with no facilities for play which put them into risk of colliding with road users like motorcycles. It was concluded that the quality of play in early childhood development have far reaching impacts on child's mental skills, motor skills and

social skills development. The study recommended that the Ministry of Education and Vocational Training should put emphasis on all childhood centers to be equipped with enough facilities to encourage children play. Also recommended the study to be conducted across the country to see the status of childhood development centers.

Musa, Johari (2014) *Role of School Leadership in Motivating Teachers: A Case of Ilala Municipality, Dar Es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted to explore the views of teachers on effective strategies that heads of schools can use to motivate teachers; teacher personal factors leading to motivation; and school level factors leading to teacher motivation. Questionnaires and interviews were used to collect data from 120 teachers from 20 schools in Ilala district. The results of the findings have revealed that the most effective strategies for the heads of schools to use were; provision of teaching and learning materials and resources, involving teachers in decision making, awarding of token prizes to teachers who produced better results than other teachers, while personal factors leading to motivation among the teachers were interpersonal relationships (collegiality), sense of belonging, ability and interest in teaching and level of education. Further, the study found that school based factors leading to teacher motivation included conducive environment (good working condition), parents' involvement in school issues and learners' discipline. However, in the course of this study, there were some external factors that interfered with the school based strategies to motivate teachers, these included; delays of salaries, lack of incentives such as allowances and in some schools, work conditions were not quite favorable. This study recommends that heads of schools should ensure the improvement of school environment as well as bolstering teachers' capability to develop teaching and learning materials. The study suggests that the Ministry of Education and Vocational Training should ensure timely remuneration of teachers and devise a way to generate income that can be used to pay allowances for the teachers who work beyond the allocated time.

Mushwaim, Jovin Johnsen (2014) *Determination of Motivational Factors Affecting Secondary School Teachers' Professional Efficiency: A Case of Mvomero District*. Masters dissertation, The Open University of Tanzania.

Abstract

Teachers are prime resources of schools in enhancing good performance which in turn provides assurance for quality education. Despite that Mvomero District has

been doing its own best to facilitate teachers' professional efficiency by enhancing motivation, there have been shortcomings that many teachers have been inadequately motivated. The general objective of the study was to assess the motivational factors affecting teachers' professional efficiency in public secondary schools in Mvomero district. Case study research design was utilized in the methodology. A sample of 120 respondents was used. Data were collected using interview, questionnaires and analysed descriptively by using Statistical Package for Social Science (SPSS) software. The findings from the study indicated that, salaries have influenced teachers negatively as they seem to be unworthy of services rendered (80%), do not meet their monthly expenses and remain with nothing to save (90%). Promotion opportunities were available but lack or misplacement of documents due to negligence of officers led to promotion among teachers taking a long time (92%). Lazy or non performing teachers were warned and sometimes demoted as a sign for non-fulfilment of obligations (80%). However, there have been few or no houses for teaching and non-teaching staff, inadequate classrooms, desks, tables, playgrounds etc. were available, and do not match the requirements of a fully furnished school (82%). Delays of payment de-motivated teachers while decent and equitable salary need to be paid. It is recommended that salaries, promotion practices, rewarding system and teaching-learning environment need to be enhanced for both teachers and students in Mvomero District.

Kamete, Janeth M. (2014) *The Influence of Headmaster's Managerial Skills on Effective School Management: A Case of Public Secondary Schools in Mbeya – Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The Research is about the influence of the headmaster's managerial skills on effective school management. The study was guided by four research objectives; to assess the conceptual skills acquired by the of public secondary school headmasters, to identify the human skills acquired by the of public secondary school headmasters, to explore the communication skills acquired by of public secondary school the headmasters and to examine the leadership skills acquired by the of public secondary school headmasters. Different sources of literature review such as books, journals and theories and empirical literature studies were used. The study was conducted in Mbeya City covering 10 schools in Mbeya Urban. The sample comprised of 40 respondents and all 40 respondents responded. Data were collected through questionnaires and analysed through SPSS computer package. The results indicated that majority of the headmasters in public secondary school have managerial skills. The study recommendations, among others, were Secondary school heads need to employ their conceptual, human communication as well as leadership skills to encourage academic staff to improve on the quality of classroom teaching/learning by exposing students to competence based learning. The headmaster should employ

communication skills to convey the right message to their academic staff, regarding poor performance of students and its impact in economic as well as social development of citizens. The Government also should lay down a policy on managerial skills training for the head of schools as they do in other managerial levels in other organizations.

Ignace, Angel (2014) *Assessment of Heads of Schools' Strategies in Managing Conflicts in Secondary Schools: A Case of Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is on assessment of heads of schools' strategies in managing conflicts in secondary schools. Study objectives were: to examine the heads of school knowledge and skills in managing conflicts in secondary schools, strategies employed by head of school in managing school conflicts, To assess the effectiveness of strategies used by the heads of schools in managing conflicts and challenges they face in applying the strategies in conflict management, and to suggest measures that could be taken to avoiding future conflicts in schools. The study employed both qualitative and quantitative approaches. The research findings revealed that heads of school had little knowledge and skills on how to manage the conflicts. It was also that heads of school employed different conflicts management strategies in managing conflicts. Regarding the effectiveness of the strategies in resolving conflict in the public secondary school, all heads of school indicated that heads of schools had made effort to manage conflicts by using different strategies. It recommended that the District Education Office should organize seminars and workshops aimed at improving good rapport between heads of schools and their staff and building good working relations between them. It should also organize workshops for heads of school every vacation to enable them acquire or improve their leadership skills and conflict resolution strategies so as to improve their managerial effectiveness.

Mrinde, Natujwa Josiah (2014) *The Challenges That Single Parented Students Face In Attaining Secondary Education*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was designed to investigate the challenges that single parented students face in attaining secondary school education. The study was conducted in five government secondary schools in Kinondoni municipality. The study had three objectives with related tasks and questions. The study investigated the challenges encountered by single parented students in secondary school, how the challenges

affected their education attainment and possible solution to the identified challenges. Qualitative approach was used. Data collection methods included interview, documentary analysis and focus group discussion. The sample of the study included 50 single parented secondary school students, 05 heads of secondary school and 05 secondary school teachers. Data were analysed thematically and presented in form of narrative. Findings revealed that challenges that single parented students face in attaining secondary education are not only multiple but also complex. They are complex because no single challenge that stand on its own and be able to explain the challenge without connecting to the other. Therefore the challenges revealed are economic hardship, lack of parental care, lack of supervision and monitoring, lack of guidance and counselling and socialization. It was also revealed that these have affected single parented students' education attainment as they have poor academic performance, poor attendance, drop out of school, and engaging in bad behaviours. In the view of the findings it was recommended that single parent students who are living in economic hardship must be identified so as to be helped by the government in the payment of the fees. Also community, media, school administration are encouraged to offer guidance and counselling services to single parent students in order to encourage them to work hard and accept single parenthood and also to their parent on how best to rear these children,

Mrutu, Elias Martin (2014) *Issues to be Considered During Distribution of Teachers in Tanzania Secondary Schools: A Case of Temeke Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to identify and analyze issues to be considered during distribution of teachers in Tanzania secondary schools; a case of Temeke district. The data were collected through questionnaire survey, in-depth interview, documentary review, and focus group discussion. A sample of 80 respondents (20 in each school) was obtained using systematic sampling procedures. The quantitative data were analyzed using Statistical Package for Social Sciences (SPSS) Version 20 while qualitative data were analyzed thematically. The findings of the study revealed that the Temeke municipal has various policies and procedures for teachers' allocation in teaching posts such as: transfer by exchange of positions between the rural and the urban teacher and transfer based on the reasons like marriage or health problems. These policies and methods, however, were unable to solve the problem of teachers' distribution in rural and urban Temeke secondary schools. The study further established that availability of supporting services to teachers, social cultural issues, the geographical location, witchcraft beliefs, and superstitious, teacher gender, professional development, and diseases (HIV/AIDS) were issues that were highly associated with teachers' distribution in Temeke. Strategies to redress deployment and imbalance of teachers' distribution among rural and urban in Temeke secondary

schools were found to be introduction of incentives for teachers located in rural areas, introduction of financial bonus, incentives, applying forced transfer to teachers, and forced deployment system for teachers. The need to review the policies of teachers' distribution so as to ensure that there is a balance of teachers between rural and urban in Temeke was also suggested in this study.

Ngonile, Tulinagwe Andrew (2014) *The potential of Integrating Information and Communication Technology in Enhancing School Inspection in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to investigate the "Potential of Integrating Information and Communication Technology in Enhancing School Inspection in Tanzania". The study used the survey research design to collect both qualitative and quantitative data altogether to address the research sub-questions of the study. A sample of 56 respondents comprising 53 School Inspectors and three Chief Inspectors of Schools from Dar es Salaam zone office and Three Municipal offices (Ilala, Kinondoni and Temeke) participated in the study. Data was collected by using structured questionnaires, interviews, and observations schedule. Qualitative data was analyzed using Data Reduction Technique and quantitative data was analysed by using Statistical Package for Social Sciences (SPSS). The study has revealed that there is great potential for integrating ICT to enhance school inspection in Tanzania. This is due to the fact that majority of inspectors have basic ICT knowledge, reasonable access to important ICTs facilities even though this is by sharing existing facilities with colleagues in the office. More than half of the inspectors already use ICTs in their daily activities. However the findings of the study have shown that despite the potential of integrating ICT to enhance school inspection, there are a number of challenges that need to be addressed. The challenges include lack of knowledge specifically in the areas of MS Excel, power point presentation, email attachments, lack of regular training to keep school inspectors abreast of ICT integration in school inspection, and limited access to ICT by most school inspectors. Based on the findings, the study recommends regular development programme for school inspectors on ICT, adequate provision of ICT facilities and encouragement of school inspectors to apply ICT in their daily work.

Ngonyani, Devota Y. (2014) *An Assessment of the Local Government Support to Children with Mental and Hearing Disabilities in Songea Municipality Primary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the Local Government's support to children with mental and hearing disabilities in Songea Municipality Primary Schools in Tanzania.

Specifically, it explored the type of support received by the children, examined the needs of the children enrolled in primary schools and assessed stakeholder's views on the Local Government's support to primary children with disabilities. Qualitative research approaches were employed. The sample comprised 268 respondents involving school heads, academic coordinators; unit specialists which coordinate Special needs education, teachers, parents, children with hearing and mental disabilities. Questionnaires, interview guides and observation schedules were used as instruments for data collection. The study results showed that the Local Government supports both public and private special needs primary schools. The support include, employing and paying salary for teachers, providing funds for food and transport as well as teaching and learning devices. It was also found that children need health services, life skills training and friendly environment for learning. The study concludes that the role of Local Government in educating parents on the rights of every child to receive primary education is highly needed. It is recommended that MOEVT in collaboration with the Local Government authorities should review the primary school curriculum and make sure that every Tanzanian child receives primary education and appropriate life skills training.

Nicolao, Judith Simon (2014) *The Effects of Gender Stereotyping on Career Choice Among Secondary Students in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about the effects of gender stereotyping on career choice among secondary school students in Dar es Salaam, Tanzania. The study aimed at examining the knowledge of career requirements among secondary school students, as well as identifying behaviours associated with masculine and feminine gender. It was also examining the tasks associated with male and female gender. Data and other information on the study were collected from 300 form four students. The study employed primary and secondary methods of data collections. The data were analysed using cross tabulation and presented through the use of frequencies and percentages of respondents. The study found that respondents were knowledgeable enough about career choice requirements among form four students. They were able to identify subjects related to different professions. It was further found that gender differences in career choices among secondary school students were significant. While boys demonstrated hard work, girls demonstrated soft works. Moreover, it was found that traditional beliefs or culture had a great impact to career choices among boys and girls. The study recommends that since some students did not differentiate compulsory subjects from combinations subjects, education is needed to create awareness on this. There should be units in schools and government institution dealing with guidance and counseling for students. Moreover, gender education is needed in order to make boys and girls know themselves and therefore

make their career choices without considering their cultural made up behaviours. Again, the study recommends that society should not label some works for a particular sex.

Mgani, Valentino Ditrick (2013) *Leadership Styles and School Functioning: The case of Kilosa District Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the role of heads of schools in setting school goals, mission and vision, clarifying the paths to subordinates by removing obstacles that are stopping them to achieve desired performance and reward strategies used to motivate teachers and students, the case of Kilosa district secondary schools. The study was conducted under three research tasks which guided the study. Firstly, to find out whether heads of schools clarify schools' goals, mission and vision to teachers and students and know which way to go. Secondly, to find out if heads schools constantly monitor performance to remove impediments hindering students improved performance. Thirdly, to find out if school heads reward teachers and students as well as facilitate teacher's professional development in secondary schools. The study employed qualitative approach. Thus, it is qualitative enquiry. Data were collected from Kilosa District in Morogoro Region. Random and purposive sampling procedures were adopted to sample 39 respondents including heads of schools, teachers and students. Data were collected through interviews, documentary review and observation, and analyzed using content analysis technique. The findings revealed that most schools had neither strategic nor whole plans. Some schools had no clear goals, visions or missions. Rewards were provided to teachers and students basing on performances in academic and extra-curricular activities with a tendency of both teachers and students appearing to perform better in aspects which are rewarded and poor where they are not rewarded. The study suggests that heads of schools must clarify goals, missions and visions, monitor performance and reward.

Mavoa, Elias Paulo (2014) *Assessment of Learners Support System (LSS) for Self-Directed Learning (SDL) at the Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study explored how Leaner's' support services stimulate and sustain Self-directed Learning among students at Open University of Tanzania. The study analyzed the meaning students and lecturers attach to the concept on Learners' support and Self-directed learning; and contribution of learners' support to students' learning experience. The study was conducted at Korogwe town and Tanga

municipality in Tanga region. The sample composed of 50 respondents including 40 Open University of Tanzania students; 5 academic staff, 3 tutors and 2 non-academic staff at the Open University of Tanzania Tanga regional centre. The study employed simple random sampling techniques. Data were collected through interviews, observation and documentary review. Findings revealed that: Learners' support services played a greater role in enhancing students' Self-directed Learning. Lecturers and students had a notion of dependency in learning that dissolves self-directed learning behavior. Students had a correct description of self-directed learning such that learning is the learner's responsibility. It was revealed further that learners' support provided by the Open University of Tanzania did not satisfy students' needs. Most learners did not have appropriate self-directed learning skills. The study recommends the following: The Open University of Tanzania should provide adequate and appropriate Learning support that should enhance SDL. Students and lecturers should be trained on SDL skills; increase number of lecturers and tutors at the Director of Regional Centres' offices; and there should be display of proper organization of student support.

Mugoro, Johanes (2014) *Transport problems for students and their effects on attendance in community secondary schools in Dar es salaam city, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Regular school attendance is a crucial factor in education success. It is critically important since students who miss school or skip subject miss out on carefully planned sequences of instructions. This study investigates transportation problems for students in Dar es Salaam city. It focuses on the distance a student travels from home to school, students transportation cost and the effects of transportation problems on student school attendance. The data was collected using survey, in which random and purposive sampling utilized. Six hundred students and eighteen administrators from community secondary schools in Temeke Municipality participated in the study. The primary data was collected from students and school administrators by using questionnaires and face to face interviews respectively. Field survey took place in February and March 2014. Analysis of data employed triangulation whereby percentages have been used as statistical technique to analyze the data. The findings indicate that transportation system has significant effects on students' school attendance. Some students miss first periods in the morning, escape afternoon sessions as they try to get transport, skip school day due to lack of bus fare, beg for money and private cars assistance which put them into temptations and the traps of devils as well as harassment from bus operators. The study recommends that government should organize more than two wards which are adjacent to apply central place theory to build comprehensive secondary school to accommodate many students, the LGAs have to provide shuttle buses for the students to move to and

from the students' residence by appointing drop and pick points, to use space available in those community schools located in remoteness to build hostels or boarding schools, to enroll students based on the nearest schools where individual lives and to encourage good relationship between teachers and parents in order to reveal and report students who hide outside the school as well as to provide financial aid to students who unable to afford transportation expenses.

Musa, Johari (2014) *Role of School Leadership in Motivating Teachers: A Case of Ilala Municipality, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted to explore the views of teachers on effective strategies that heads of schools can use to motivate teachers; teacher personal factors leading to motivation; and school level factors leading to teacher motivation. Questionnaires and interviews were used to collect data from 120 teachers from 20 schools in Ilala district. The results of the findings have revealed that the most effective strategies for the heads of schools to use were; provision of teaching and learning materials and resources, involving teachers in decision making, awarding of token prizes to teachers who produced better results than other teachers, while personal factors leading to motivation among the teachers were interpersonal relationships (collegiality), sense of belonging, ability and interest in teaching and level of education. Further, the study found that school based factors leading to teacher motivation included conducive environment (good working condition), parents' involvement in school issues and learners' discipline. However, in the course of this study, there were some external factors that interfered with the school based strategies to motivate teachers, these included; delays of salaries, lack of incentives such as allowances and in some schools, work conditions were not quite favorable. This study recommends that heads of schools should ensure the improvement of school environment as well as bolstering teachers' capability to develop teaching and learning materials. The study suggests that the Ministry of Education and Vocational Training should ensure timely remuneration of teachers and devise a way to generate income that can be used to pay allowances for the teachers who work beyond the allocated time.

Sudy, Fredy Nathanael (2013) *An evaluation of the effectiveness of Primary Education Development Program on the enhancement of inclusive education for children with hearing and visual disabilities in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on effectiveness of Primary Education Development Program (PEDP) on the enhancement of inclusive education for children with hearing and visual impairment in Tanzania. The study addressed three objectives including the

extent to which the implementation of PEDP has improved the enrolment of children with hearing and visual impairment in the inclusive primary schools in Tanzania. The other objectives were; to examine challenges facing the teaching and learning materials for pupils with hearing and visual impairment in inclusive schools after the introduction of PEDP and finally assessing the adequacy and relevance of the teaching and learning materials for pupils with hearing and visual impairment in inclusive schools. The major findings revealed that the effectiveness of PEDP had little impact on the enrolment rates of the children with impairment in the inclusive classrooms in Tanzania. The teaching and learning for Children with Disability (CWD) in inclusive classrooms was facing challenges associated with lack of trained teachers for inclusive schools, poor school buildings design and lack of teaching and learning materials for CWDs. Also PEDP did very little to promote the teaching and learning resources for inclusive classrooms in terms of both adequate and relevance. The study recommends that the government and other partners to join their efforts in increasing enrolment rates for the CWDs. There is a need for training and in-service programs for teachers as well as increase teaching and learning resources for pupils with hearing and visual impairment in inclusive education.

Projest, Godfrey (2013) *The effects of Shortage of Teachers on Curriculum implementation in Community Secondary Schools in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to find out the effects of shortage of teachers on curriculum implementation in Community Secondary Schools in Bukoba Municipality. Therefore, the problem of the study was the shortage of teacher's on implementation of the Curriculum. The research design used in this study was cross-sectional survey aimed at collecting data from large number of samples of various categories at a particular time so as to describe the nature of the problem. The methods of date collection used were questionnaires, interview and documentary review. The major findings revealed in this research were as follows: the shortage of teachers seemed to be a major factor hindering the implementation of Curriculum as some subjects were taught effectively while other not taught at all, the shortage resulted into student indiscipline behavior where most of the time spent without teachers in classes is misused by student involving themselves in immoral behaviours such as love affairs. The researcher found that, the school administration used various strategies to alleviate the shortage of teachers such as the use of form six-leavers, part time teachers and remedial classes to reduce the problem. The study recommends on how to alleviate the shortage of teachers so as to implement the curriculum as required by the government through Ministry of Education and Vocational Trading, to make changes in teachers training so as to produce enough and competent teachers, the government to attract teachers through giving them

hardship allowance particularly those in peripheral areas and retain teachers in the teaching professional as well as teachers in the peripheral regions.

Ngunyale, Feida (2013) *Assessing the Achievement of Education and Training Policy on the Quality of Diploma in Secondary Education Programme in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The quality of teaching and learning process depends on the kind of educational policy a country has and its level of implementation. Since the inception of the Tanzanian Education and Training Policy (1995) in the past seventeen years, the government efforts have been to ensure provision of quality education at all levels. This was achieved through massive educational expansion and transformations occurring through country's educational strategic programmes to put Education and training Policy (1995) objectives into actions. During this period, many studies have been conducted to address different educational issues ranging from educational management practices, teacher education, classroom practices, and curriculum practices within the umbrella of educational expansion and provision of quality education at different levels of schools, Although there was no even a single study, which assessed the achievement of the policy on teacher education at different levels of schooling. The purpose of the study was therefore to assess the achievement of ETP and its challenges specifically on diploma in secondary education programme. The findings suggest that there are some significant achievements of ETP on the quality of diploma in secondary education programme. Despite the existing financial, infrastructural and resources challenges facing teachers' colleges in the effective implementation of 1995 ETP. The findings suggest that there are some significant achievements of ETP on the quality of diploma in secondary education. The study recommends teacher educator to be provided within service to improve their academic and professional activities .The study recommend for further research on achievement and challenges of ETP on the quality of primary , and university teacher education.

Myalla, Prisca Pascal (2014) *Assessing the impact of the duration of pre-service training on teachers work performance and teaching competences in Tanzania: The case of Nyamagana Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The current study assessed the impact of the duration of pre-service training and teaching competences they demonstrate after graduation. Three research objectives were addressed in this study namely; the influence of the duration of pre-service

training on teaching competences and work performance; the classroom management strategies demonstrated and the duration of pre-service training; adherence to professional ethics and duration of pre-service training. Case study design was used to suitably utilize qualitative approach in data collection and analysis. The sample size involved 101 respondents who were both purposively sampled and interviews, focused group discussion and documentary analysis methods were used to collect data. The findings revealed the time duration for pre-service training was a determinant for grade IIIA teachers' competency and teaching skills. Thus, the grade IIIA with two years training were more competent in their teaching and in planning lessons than grade IIIA with one year of training although they demonstrated similar classroom management strategies; the grade IIIA with one year training were lacking theoretical and practical skills for the making effective use of classroom management strategies. The study also discovered that both groups were found to involve themselves in misconduct and misdemeanour acts such as drunkenness and sexual relations with their students. It was recommended the government should avoid being inconsistent on the duration used to train pre-service teachers in order not to compromise quality; the government should introduce frequent in-service training of teachers; junior teachers be attached to senior teachers (mentoring) to promote the teaching profession and the government through Teachers Service Department (TSD) should inculcate to newly trained teachers ethical dimension with respect to professional code of conduct. In addition deliberate and stern measures should be taken to correct misbehaving teachers and to punish whoever does not wish to adapt to regain the reputation of the profession from the public eyes.

Ndafick, Engetraud (2014) *Secondary Education Development Programmes and the Improvement of Access and Quality of Education in Ilala District*'. Masters dissertation, The Open University of Tanzania.

Abstract

This research examines the contribution of SEDP to the improvement of access and quality education in Ilala Municipality. The study adopted a case study design. The research area of the study was purposely selected. Random and purposive sampling procedures were used to get sample of this study. A total of 214 participants were included in the sample. Interviews questionnaires and observation were used for data collection. Data were processed using SPSS. The findings show that the surveyed schools has been either built or improved by SEDP for example SEDP contributed much in increasing access by increasing the number of secondary schools from 8 before 2004 to 49 in 2009, in Ilala Municipality. SEDP Provided with various materials, like books, and magazines, were rarely found. Findings also revealed that although there were some improvements in the access and quality of education after the introduction of SEDP, the services offered did not meet learning and teaching

needs. The quality of education remained a challenge due to increasing rate of failures as Division Zero in national examinations at Form IV. There were few books, and space and furniture were inadequate. Findings shows that, The main problem found is low information and not having circular on the introduction of Ward Secondary Schools and unequal distribution of capitation grants. It is recommended that The government should ensure equal distribution of capitation grant among those government secondary schools, Government should allow the capitation given to schools to be utilized according priority Lastly, Education programmes like SEDP should include all education stakeholders,

Isanzu, Lujiga Tabitha Enock (2014) *The Influence of Non-Financial Incentives on Teacher Performance in Rural Primary Schools in Tanzania: A Case of Kisarawe District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the influence of non-financial incentives on teacher performance in rural primary schools in Kisarawe District. The study involved a sample of 72 respondents selected using purposive and random sampling techniques. Data collection instruments were interviews, questionnaires and documentary review. Qualitative and quantitative data analysis methods were used. Data presentation was done in a narrative form with direct quotations from the voices of the respondents. The findings revealed that medical services, presentable houses, transport, electricity, sufficient teaching and learning materials, availability of clean safe water, recreation and market places were mentioned to be the main motivators for teachers. However, the provisions were not adequate and some of them were not available. This was due to lack of a clear incentive policy on teachers both at District and National levels. The study revealed that there was a positive relationship between the provision of non-financial incentives and teacher performance. Based on the findings, it was recommended that the Government and the Council should formulate a clear policy on teacher motivation including; provision of cooking utensils, beds and mattresses for newly appointed teachers, frequent visits and meetings with fellow teachers to discuss challenges they face. There was also a need to allocate adequate financial resources at Council and community levels in order to increase teachers' access to soft loans. It was also recommended that a study on similar research area to be done to involve both public and private primary schools especially for comparative purposes.

Adilister Ishikaeli Kwayu., Adilister Ishikaeli (2014) *Perception of Secondary Students on School Rules and Regulations in Promoting Acceptable Behavior: A case of Moshi Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

This quantitative study examined the perception of secondary school students on school rules and regulations in promoting acceptable behavior. Specifically, the study determines the perception of secondary school students on school regulations and rules as means of making them good citizens. Purposive, stratified and simple random sampling techniques were employed to obtain 240 respondents. Data were collected through questionnaires. The study findings revealed that most of students were aware that school rules and regulations can make them good citizens; many realize that offenders were punished to encourage them to obey the laws; most agreed that school regulations and rules encouraged co-operation and harmony in school and the nation. Based on the results a conclusion is that most respondents have the perception that school rules and regulations promote acceptable behavior among secondary school students. The study recommends that school rules and regulations need to be emphasized and further studies are required to critically assess the content of school rules and recommend the best content that can produce quality citizenry.

Mkoga, Said Athumani (2013) *The impact of Public Private Partnership on quality education of secondary schools in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main aim of this study was to investigate the impact of PPPs on Quality of secondary education in the Bagamoyo district in Tanzania. Simple random sampling was used to select respondents in the field and the questionnaires were used and administered to selected respondents while purposive sampling was used to select schools. Various concepts of PPPs are analysed and models of PPPs that preferred for improving the quality of the delivery of education on secondary schools in the Bagamoyo district were clarified. The results of the empirical research support the conceptual analysis to the extent that public private partnership contributed to improving education quality through expansion of student access to schooling, delivering education to low-income families, financing school inputs and building school infrastructures and higher academic achievement. However, the running of Private schools normally depends on fees from students for offering quality education. Private schools set high fees to students that enabled them pay good salaries to teachers, building library with enough books as well as laboratories with

enough chemicals, attractive working conditions for workers/teachers, example housing, electricity, water services and other allowances. Low-income families could not afford to pay the fees set by such schools. The government therefore, should set salaries and allowances for teachers to motivate, attract and improve working environment such as housing, electricity and water supply, building library with enough learning materials as well as build laboratories with enough chemicals in order to increase quality education for the children that to large extent from poor families. In addition, certain conditions for the successful implementation of PPPs such as government must remain active in directing projects and programmes in education planning rather than handing-over to the partners and the Government should establish a national policy framework that will drive PPPs in the public service delivery Through PPPs, can be made attractive and intellectually stimulating.

Nchimbi, Polycarp Krisantus (2013) *Public-Private Partnership in Supporting Orphans in Primary Education in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated Public–Private Partnership in supporting orphans in primary education in Dar es Salaam Region, Tanzania. It identified strategies used by public–private partners in supporting orphan pupils in primary education. It examined how well the public-private partnership work in supporting orphans pupils in primary education and lastly it identified the modality for Public-Private Partnership to develop more effective ways for supporting orphan pupils in primary education. Both qualitative and quantitative research methods were employed to facilitate the study. Data were collected from a sample of 65 respondents. The findings revealed that the financing orphans to meet their needs for primary education was a combined effort from different education stakeholders. However, NGOs were leading in supporting orphan pupils, followed by the government, individuals, and CBOs. It was also revealed that the support offered to orphans pupils was inadequate to reach all the orphans due to the big number of orphans as compared to incomes from Centre Government. It is recommended that, supporting orphan pupils in primary education should be regarded as an investment for the country’s economic health and future political stability rather than consumption because orphans and vulnerable children potentially provides the future human capital. Therefore, the government, NGOs, CBOs, families and individuals should increase support for orphan pupils in primary education.

Paul, Laurent (2014) *The Effectiveness of Corporal Punishment on Eradicating Truancy in Secondary Schools: A case of Community Secondary Schools in Magu District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine the effectiveness of corporal punishment on eradication of truancy in community secondary schools in Magu district. The study was guided by three objectives that are: to examine the magnitude of truancy in community secondary schools in Magu district. Secondly was to identify types of corporal punishments commonly applied in community secondary schools in the study area, and the last was to establish a relationship between corporal punishments and increased truancy in community secondary schools. Methods used to collect data were questionnaires, interviews, focused group discussions, and documentary analysis. The study found that, using corporal punishments as means to eradicate truancy in community secondary schools is not effective, since the magnitude of truancy keeps increasing as teachers continued using it. Also, it was revealed that corporal punishments cause fears and low self confidence for one to continue with schooling. Moreover corporal punishment creates a big gap between teachers and students hence results to poor students' learning. Amongst types of corporal punishments used canes was found being popularly used than other types such as collecting stiff sand, slashing tall grasses and pulling out trees. Finally the study recommended on improving parent and community involvement in schools' problems, use of other proactive approaches such as guidance and counselling, use of participatory methods of teaching, and increase of extracurricular activities in schools.

Luambano, Sophia Benjamin (2014). *The Implementation of Constructivist Approach in Competency-based Curriculum: A Case of Geography Teaching in Selected Secondary Schools in Songea Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the implementation of constructivist approach in competency based curriculum, specifically in teaching and learning Geography in secondary schools. The assessment was guided by three research objectives: first, to evaluate the awareness of teachers and students on the constructivist approach in teaching and learning process; second, to find out how teachers apply constructivist approach in the attempt to develop learner competences and third; to evaluate how the learners use competences gained in solving real life problems. The study adopted case study design whereby five secondary schools were selected in Songea municipality. The study involved 100 respondents, comprising of 80 students, 5 heads of schools, 5

academic masters and 10 geography teachers. The study employed mainly qualitative research approach. Data were collected using questionnaires, interviews, documentary review and classroom observation. Data were analyzed in the light of research objectives. The findings have revealed that, students were not aware of competency based approach whereas teachers were aware of it, however most teachers seem not to implement the approach due to various factors including; lack of teaching and learning materials like books, poor or low level of language proficiency on the part of some teachers and most students. It was also found that lecturing-method is a dominant teaching technique used in schools. It was further found that teachers were not provided with seminars/courses as a strategy to improve the teaching-learning situation; as a result of which old approaches or traditional-learning-methods were still used by most teachers. The study recommends that; there is a need for regular in-service training for teachers to enable them to implement the curriculum and enable students to apply the new knowledge after completion of their studies

Lugayila, Erick Nyanda (2014) *Assessment of Factors Influencing Form Four Students' Examination Performance: A Case of Maswa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the factors influencing form four students' examination performance in Maswa District. The study involved 127 respondents in which eighty nine (89) were students, thirty (30) were teachers, eight (8) were key informants who were purposively selected and employed to share information related to students' academic performance in their area. The study employed probability sampling technique which including Simple Random Sampling (SRS) to obtain both teachers and student's information. The study also involved non-probability sampling technique (purposive sampling) to select key informant in order to obtain relevant data. In order to achieve researcher's objectives structured interview method, Focus Group Discussion (FGD) and abstraction method were applied in collecting information in order to come up with adequate and relevant findings, whereby questionnaire, FGD guide and a Checklist was applied as tools for data collection. From the discussion of findings, based on research objectives and hypothesis, the study recommends the following to improve students' examination performance. Policy initiatives to reduce dropout rate should be taken, reviewing English syllabus in order to make it familiar to both teachers and students, undertake monitoring and evaluation of day to day teaching and learning practice, employ new teachers especially science teachers and motivate in-service ones, ensure positive Student's attendance, supply of teaching and learning materials to the school including reference and textbooks, provision of seminars and learning programs to students so as to motivate on the importance of education, establishment of English

language speaking programs and lastly ensure positive cultural behavior among the society.

Maulid, Mwinyimvua Ollesa (2013) *The Capacity of District Council to Manage Newly Appointed Primary School Teachers in Tanzania: The Case of Kisarawe District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the capacity of District Councils to manage newly appointed Primary School Teachers in Tanzania with reference to Kisarawe District Council. The study was descriptive in nature. A total of 240 respondents participated in the study. Of whom 13 were education officials, 40 newly appointed teachers and 187 teachers with teaching experience of at least 5 years. Data were collected using questionnaire, document review and focus group discussion. The findings indicated that newly appointed teachers faced managerial challenges that led them fail to satisfy their safety, physiological and cognitive needs. Though the present study was at a small scale, involving only one district, it forms the basis for further understanding of how best to change management style in district councils so as to ensure that the need of the newly appointed teachers are realised in order to reduce tension among teachers and district council management.

Mrutu, Elias M. (2014) *Issues to be Considered During Distribution of Teachers in Tanzania Secondary Schools: A Case of Temeke Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to identify and analyze issues to be considered during distribution of teachers in Tanzania secondary schools; a case of Temeke district. The data were collected through questionnaire survey, in-depth interview, documentary review, and focus group discussion. A sample of 80 respondents (20 in each school) was obtained using systematic sampling procedures. The quantitative data were analyzed using Statistical Package for Social Sciences (SPSS) Version 20 while qualitative data were analyzed thematically. The findings of the study revealed that the Temeke municipal has various policies and procedures for teachers' allocation in teaching posts such as: transfer by exchange of positions between the rural and the urban teacher and transfer based on the reasons like marriage or health problems. These policies and methods, however, were unable to solve the problem of teachers' distribution in rural and urban Temeke secondary schools. The study further established that availability of supporting services to teachers, social cultural issues, the geographical location, witchcraft beliefs, and superstitious, teacher gender, professional development, and diseases (HIV/AIDS) were issues that were

highly associated with teachers' distribution in Temeke. Strategies to redress deployment and imbalance of teachers' distribution among rural and urban in Temeke secondary schools were found to be introduction of incentives for teachers located in rural areas, introduction of financial bonus, incentives, applying forced transfer to teachers, and forced deployment system for teachers. The need to review the policies of teachers' distribution so as to ensure that there is a balance of teachers between rural and urban in Temeke was also suggested in this study.

Maziku, Francis Paskali (2013) *The influence of parents social economic status on students dropouts in community secondary schools: A case of Kahama district.* Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this research was to investigate the influence of parents' social economic status on students' dropout in community secondary schools in Tanzania. The study assessed the influence of the parents' economic status to students' dropouts. The area involved in this study was Kahama district in the five sampled wards. These wards were Ulowa, Ukune, Kahama Town, Kinamapula and Kisuke. A total of 241 respondents in the categories of parents, heads of schools, academic masters, class teachers, District Education Officers, two streams from form one to form four, dropout students and continuing students were obtained through random and purposive sampling. The primary data were collected through interviews, questionnaires, focus group discussions. Secondary data was collected through documentary review from the attendance registers, dropout files and cash books. The collected data was subjected to content analysis. The study findings have indicated that limited financial resource at home results into students' dropout, Polygamous and single parents also resulted to students' dropout and transmission of HIV/AIDS and low parents education level was linked with students' dropout. The dropouts' economic activities were found to be involvement in petty business of selling groundnuts, potatoes around bus stand, household work, small mining activities at Mwabomba, domestic servant and manual work such as cultivation during rain seasons and fetching water. Based on the findings, the recommendations of the study are that the government and community members should play well their part to control students' dropouts in community secondary schools. Another recommendation was that HIV/AIDS education programme should be provided based on series of workshops in the village to promote disease prevention as well as family planning techniques in polygamous families. Political commitment, construction of dormitories or hostels in community secondary schools.

Kirondo, Y. A. (2014) *Strategies Employed by Teachers to Motivate Students in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Motivation in educational institutions is among the things to be taken in to consideration so as to achieve the goals and objectives of education in any country. This study examined the perception of teachers on motivation in learning. It addresses the strategies that teachers use to create, maintain and protect motivation. The study focused on the factors that affect motivation in classroom settings. Mixed methods were used to observe 100 teachers in four secondary schools at Kinondoni Municipal council. It was found that, majority of teachers viewed motivation as of paramount importance for students' performance. The study also found that teachers use various strategies to create, maintain and protect motivation in classroom settings. Among these strategies includes providing room for open exchange of ideas, accepting mistakes as normal part of learning, and creating encouraging and supporting environment for students to learn and grow. The study also found several factors that affect motivation in the classroom. These included mastery of subject matter on the part of the teacher which constrained the classroom discussion and constructive feedback. Other factors included large number of students in one classroom, which impeded quality discussion forcing teachers to resort to lecture method. Lack of teaching aid was also found to be a factor affecting motivation in classroom. The study suggested that teachers should be supported academically to acquire adequate mastery of subject matter and classroom management to help them teach and use appropriate teaching methodologies and classroom management techniques. The Study recommends also that Ministry of Education and Vocational Training should see to it that the number of students in the classroom is manageable to allow effective teaching and raise students learning.

Migehe, Geni Julius (2014) *An analysis of Academic Performance of Students with Hearing Impairment in Tanzania Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on analysis of academic performance of students with hearing impairment in secondary schools in Tanzania. The study used both qualitative and quantitative research approaches. Three secondary schools from Njombe and Iringa regions were purposively sampled. A total of 90 respondents of different categories were involved in the investigation. Respondents were selected using purposive and stratified random sampling techniques. The findings indicated that a large number of students with hearing impairment have poor academic performance for various reasons, including lack of trained teachers, lack of common medium of

communication as well as shortage of learning materials and specialized equipments for students with hearing impairment, lack of in-service training and motivation for teachers of students with hearing impaired students. The study recommends that the government have in place a policy on the use of sign language and review the current teacher education curriculum for students with hearing impairment so as to integrate it in the content of Sign Language skills. There is also a need for the government to set aside a budget for issues pertaining to the education of students with hearing impairment in secondary schools as well as for motivating specialist teachers.

Millinga, Tassilo Benno (2014) *The Effectiveness of School-Based In-Service Training for Primary School Teachers (INSET-PST) in Enhancing Teacher Professional Development: A Case study of Bagamoyo District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted to find out the effectiveness of school-based inservice training for primary school teachers in enhancing Teacher Professional Development (TPD) in Bagamoyo District of Tanzania. The study used both qualitative and quantitative approaches which involved the use of questionnaires, in-depth interviews, focussed group discussions, class observation and documentary analysis. The study involved a total of 81 respondents including 75 teachers, 05 head teachers and 01 District education officer. Five primary schools out of 21 were sampled. The findings of the study have revealed that teachers were motivated by several factors to participate in professional development activities and these led by need to improve knowledge and possibility of sharing and exchanging views with others ($M = 3.22$ & $M = 3.12$ respectively) as significant for many teachers to participate in professional development activities. Regarding teacher-pupils interaction this was found significant in some factors like 'Making effective use of chalk/blackboard (Mean=4.0); Arranges classroom to facilitate learning (Mean = 4.0) and Encouraging pupils to ask questions (Mean =4.0) which unlike others, encouraged much interaction between teacher and pupils hence improvement in learning. Furthermore significant difference was observed for teachers who attended school-based inservice training ($M= 29.9$, $SD = 5.5$), and their counterpart who did not attend inservice training ($M= 20.2$, $SD=7.4$); $t(48) = 3.61$, $p = .001$ (two tailed) in reporting improvement in teaching/ learning methodology implicating the significance of inservice training to teachers. The study recommended that workshops, seminars and short courses should be promoted and linked to teachers' professional development.

Kitti, Mwanahamisi R. (2014) *Effect of Teaching Methods on Students' Performance in Tanzanian Education Institutions: A Case of Public Secondary Schools in Nyamagana District - Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

The main concern in education sector is how teaching methods affect students' performance. This study examined teaching methods on performance of students in public secondary schools (A-level) in Tanzania where Nyamagana District in Mwanza was used as a case of study. The study was guided by three specific objectives: To identifying teaching methods used in instruction of science subjects in public secondary school, to assess students' perception of the appropriateness of teaching methods used in teaching in public secondary school and to determine the level of relationship between teaching methods and students' performance in public secondary schools in Nyamagana District, Mwanza. The study applied descriptive research designed that incorporated qualitative and quantitative approach. The sample of teachers 78, students 129 and inspectors 9 was surveyed using in-depth interview and questionnaire. Qualitative data was analyzed descriptively using SPSS while thematic analysis was used to analyzed qualitative data. The study findings revealed that most effective teaching methods were demonstration followed by question and answers and then brainstorming, teachers should know the value and impact of different teaching methods and regular training/workshop should be conducted on teaching methods. The study recommended that traditional methods like lecture should not be used. The study also suggested other areas for further research as the same study should be carried in other district before generalization is done and similar research also should be conducted in private schools to know the teaching conditions.

Simkanga, Thomas Abson (2014) *Implementing Environmental Education in Public Teacher's Colleges in Central Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to examine the implementation of environmental education in teacher colleges in Tanzania. Specifically, it aimed at determining tutors' perception of environmental education and its implementation in public teacher's colleges; to evaluate students' participation in the implementation of environmental education in public teacher's colleges, and to assess the factors affecting effective implementation of environmental education. It also assessed the extent to which the implementation of environmental education has led to sustainable environmental

management. A case study was conducted at Mpwapwa, Bustani and Kinampanda Teachers' Colleges where purposive sampling was used to select 96 respondents. To collect the requisite data, questionnaires, interviews, observation, Focus Group Discussion and documentary reviews were used. The findings revealed that, tutors in the colleges perceived environmental education differently. Most of the tutors focused on the aspect of knowledge acquisition. According to Tanzanian education and training policy, environmental education has to be integrated into all subjects. Although there is environmental education in the teachers' college curriculum, it is not integrated on an equal footing in all subjects. Tutors claimed that the approach used to integrate environmental education into the college curriculum did not consider the subject matter because what is to be taught as environmental education in the subjects is not shown clearly. Based on the study findings, it is recommended that to ensure effective teaching of the subject, environmental education should be included in the curriculum as an independent subject. Furthermore, the government should develop a clear goal (s) and content in the curriculum that covers the concept of environmental education and develops tutors' capacity in teaching the subject matter. Moreover, it should provide enough teaching and learning materials.

Ndyali, Helena S. (2013) *The Role of School Head in Enhancing Students' Academic Performance in Community secondary Schools in Mbeya Urban*. Masters dissertation, The Open University of Tanzania.

Abstract

This research attempted to analyse the roles of the head of schools in the achievement of student's academic performance in community secondary schools in Mbeya Urban. The CSEE results show that performance has been deteriorating each year. Despite the vast research studies done by various scholars, little is known about the roles of the school heads in relation to the students' academic performance. Various methodologies were employed to gather data. To start with, survey was conducted to sixty (60) students to obtain information on how the school leadership affects academic performance. In addition, thirty (30) teachers were surveyed and interviewed. Furthermore, DEO, ZSCI and six (6) school heads were interviewed to understand how the execution of the school heads roles effects students' academic performance. Lastly, focused group discussion was conducted to parents to assess their involvement. The results of this study revealed that the school heads are surrounded by many challenges which make the school management to be unbearable. Their roles had been hampered by unfriendly working situations in which schools operate under shortage of teachers, facilities, funds and lack of commitment among stakeholders. This study concludes that the students' poor academic performance in the context of the roles of school heads prevailing in community secondary schools is a result of an educational system that produces predetermined poor results.

Boa, Yolanda Peter (2014) *Factors that Influence High Academic Performance in Secondary Schools in Kilimanjaro Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined the factors that influence high academic performance in some secondary schools in Kilimanjaro region. It was based on the fact that some schools in Kilimanjaro performed high academically in each year, when compared with other schools in Tanzania. Six secondary schools in Kilimanjaro Region were selected for this study. The study employed systematic sampling technique and qualitative research approach was applied using descriptive genre. Data were collected using interviews, questionnaires, and documentary review. Qualitative data were manipulated through content analysis while quantitative data were analyzed by SPSS and Excel software to produce descriptive statistics. The results indicated that high performing secondary schools had enough qualified teachers, had conducive teaching and learning environment, and teachers insisted on formative evaluations before accepting students in their schools. Further, it was found that involvement of parents in students' progress and other school business was high. The study recommends that the Ministry of Education and Vocational Training (MoEVT) should train enough teachers to raise learning standards in secondary schools. It was further recommended that secondary schools should screen students before they are allowed to enroll as quality control. The last recommendation was that, every teacher should strive to create conducive environment for teaching and learning for high performance. For further research, this study recommends that researchers need to focus on what works in education instead of always focusing on what is not working. This will help to understand the strengths and emulate for quality teaching and learning.

Mwalyego, Majid Shitambala (2014) *An investigation on the utilization of instructional materials in pre-primary schools in Morogoro municipal council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was on the investigation on the utilization of instructional materials in pre-primary schools. The study was done in four primary schools in Morogoro municipal council. This study focused on pre-primary units established in public primary schools. It was guided by the following three research objectives: The first one was to observe the availability of instructional materials for pre-primary unit. The second objective was to assess the adequacy of the available instructional materials in pre-primary unit. The last was to examine the extent to which pre-primary classes utilize instructional materials during classroom instructions. The

sample comprised 40 respondents; four heads of school, four academic teachers, four lesson teachers and 28 pupils. The instrument used for data collection was questionnaire, observation, interview and documentary review developed by the researcher. The instruments were validated first by the supervisor then the pilot study. The major findings of this study, revealed that there was inadequacy of instructional materials in pre primary units, whereby the few available ones were mainly for teaching the 3R's. It was also revealed that the utilization of instructional materials was affected by teacher- pupil ratio, whereby the utilization was minimal in school with high teacher-pupil ratio. Also the classroom space and arrangement was poor such that effective facilitation by class teachers in using learning materials was restricted to only a few pupils. On the other hand time scheduled for instruction was too short for effective utilization of instructional materials. Although the children enjoyed learning by using instructional materials, most of them did not have the opportunity to effectively utilize available learning materials and a wide variety of instructional materials outlined in the syllabus. Based on the findings it is recommended that, there should be increased investment on pre-primary education especially those pre-primary units established in public primary schools.

Nkunguu, Selemani H. (2014) *Factors Contributing to Continued Illiteracy Among Adults: A Case of Mwanga District in Kilimanjaro Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of conducting this study was to investigate factors contributing to continued illiteracy among adults in Tanzania focusing on Mwanga District in Kilimanjaro Region applying a case study approach. Three Hypotheses were used as guidelines for this study, namely: lack of knowledge on the concept of literacy among community members, negative views of community members on the importance of adult literacy, and lack of understanding of district education managers on their role in promoting adult literacy. Intensive interview was carried out. Forty five respondents - grouped into five categories, namely: villagers, teachers, Ward Education Coordinators, District Education Officers and Regional Education Officers. Specific objectives were examine the perceptions of community members on concept of literacy, explore views of community members on the importance of literacy and assess the views of district managers on their roles in promoting literacy. The findings showed that adult illiteracy was contributed by failure to acknowledge the importance of literacy, an increase of the number of illiterate school dropout, and failure of the government to take responsibility in supporting adult education programmes after completion of basic literacy programmes. Lack fund for supervision and running adult literacy programmes. The recommendations put forward are that: the government should provide sufficient funds to run adult education programmes, improvement of methodologies and

techniques in facilitating adult learning and teachings, strong commitment of political leaders to support adult programmes so as to attract adult learners to attend classes. The researcher outlined recommendations for further studies that should be investigate effectiveness, methodologies and techniques in teaching adults and evaluation in adult programmes.

Richard, Sabina (2014) *The contribution of local government authorities in addressing teacher motivation in public secondary schools in Tanzania: A case of Dodoma municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to evaluate the contribution of local government authorities in addressing teacher motivation in public secondary schools in Tanzania. The study had three objectives, namely; to examine the role played by local government authorities (LGAs) informing, promoting and sustaining secondary school teachers' motivation in Dodoma municipality; to identify problems facing LGAs in promoting secondary school teachers' motivation in Dodoma municipality; and to explore possible initiatives that LGAs can undertake to enhance motivation to secondary school teachers in Dodoma municipality. The theoretical framework adopted for the study was a modified concept of Herzberg's theory. Data collection was done using questionnaires and interviews. Sixty teachers from six public secondary schools filled in the questionnaire. Interviews were administered to six heads of schools, one district secondary education officer, two zonal school inspectors and one district TTU official. The findings show that LGAs were making efforts to motivate teachers, though at low range. The motivation of teachers was found not to be sustainable as LGAs had no proper plans to provide teachers with the required motivation. On the other hand the LGAs were faced with several challenges in motivating teachers, these including poor parental support to schools and their development projects whereby parents refused to contribute money or their manpower in projects such as building of teachers' houses or classrooms; poor implementation of targeted education plans and shortage of fund in the education sector which hindered the implementation of education plans by LGAs. LGAs also failed to improve teaching conditions in different schools. The study recommended that LGAs should establish mechanisms to ensure that teachers' living conditions are improved; teachers' overtime allowances are paid; teachers are promoted on time and incentives like leave travel assistance, salary, arrears and other claims are paid to the teachers.

Massawe, Doreen (2014) *Assessment of Leadership Practices at School Level in Community Secondary Schools: A Case of Selected Schools in Kinondoni Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study has employed a case study design to assess leadership practices of heads of schools as a factor affecting students' academic performance in community secondary schools. The major findings were that heads of schools in sampled community secondary schools failed to articulate and involve teachers and students in realizing the school goals and mission. Also it was noted that they failed to supervise teaching and learning activities effectively. Furthermore as leaders, the heads of schools were gradually losing their symbolic traits because they have withdrawn from teaching and curriculum related responsibilities. The study recommends: (a) Heads of schools should closely supervise curriculum implementation in the schools they administer, and design ways and mechanisms for monitoring teachers and students' attendance as well as the fulfilment of their tasks. (b) The heads of schools are supposed to adopt collaborative structure and leadership styles which provide a room for stakeholders to participate in decision making about school wide issues. (c) They should also make sure that they get enough time to involve themselves in teaching activities by delegating some powers or they should allow some of their responsibilities to be done by other staff so as to enhance positive symbolic traits.

Buhatwa, Jackson Alex (2014) *The Effect of Laboratories in Secondary Schools on Students' Performance in Science Subjects*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to investigate the effect of laboratories in community secondary schools on students' performance in science subjects in Magu district. A mixed approach was employed in connection with survey design and a sample comprised of ninety five (95) respondents. The data was collected using questionnaire, interview and observation. A SPSS programme was used for processing and analysis of data. The findings of the study revealed that, performance of science subject students have been affected by lack of practical lessons, lack of science subject teachers and scarcity of laboratory facilities. The study suggest that, the uses of science subject laboratories in community secondary schools are vital tool to bring positive impact to students performance. The study recommends that, there should be an extensive study on various factors influencing the academic performance of secondary schools in general and deep insight of the necessary interactions for improvements, the need to have a thorough research on the progress of the

remaining 10 community secondary schools in Magu district and there is the need for the government authorities (local and central government authorities) through participatory planning and implementation of secondary schools development programmes to build science subject laboratory in every schools in order to have a sustainable and bright future of existing community secondary schools instead of adding more and more secondary schools.

Lema, Joyce W. (2014) *The Role of Government and Community in Supporting Street Children Access Education in Arusha City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the role of government and local community in supporting street children access education in Arusha city. The study had three objectives: assess the effectiveness of the existing policies on the rights of children in assisting street children to access education on the rights of children; examine the government responsibilities to the problem of street children; and explore the community responsibilities to the problem of street children. Mixed method was used to access information through questionnaires, interviews and documentary review from 70 respondents of whom 20 were parents, 30 street children. The rest were education official in different levels, one Regional Administrative Secretary, five ward executive officials, five Non Governmental organization representatives, 6 local leaders and 3 religious leaders. The key findings indicated that although the government of Tanzania has ratified the United Nations Convention on the Rights of the Child (UNCRC), the African Youth Charter 2006, the Convention on the Elimination of all kinds of discrimination against children, it has not been able to provide ways in which street children access those rights including a right to development through accessing education. Furthermore, although the community members understand their role in supporting street children, they do not feel responsible to supporting them or even advocating for the rights of street children. The study recommended that the government should devise a way to ensure that all the children include street children have the right to education and to other social and economic benefits. Also the community member should be in a forefront in providing street children with attachments, resources and opportunities to develop skills.

Mtana, Faustin (2014) *Teacher Motivation and its Implications on their Performance of Duties in Public Secondary Schools in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated teacher motivation and its implications on their Performance of duties in public secondary schools in Kinondoni municipality. Specifically, the study sought to find out whether extrinsic and intrinsic motivation of teachers had some any effect on their performance of duties. The study had three objectives, namely; to investigate the effects of extrinsic motivation on the day to day duty performance; to investigate the effects of intrinsic motivation on the day to day duty performance; and to find out whether motivation of teachers has any effects on their morale to perform their duties. The theoretical framework was adopted as a concept theory of Omari (2011). A total of 48 respondents were covered, 5 head of schools, 40 teachers, 2 Tanzania Teachers Union officials (TTU) and District Educational Officer (DEO). The primary data was collected using structured questionnaires for teachers, as well as interview for heads of schools, Tanzania Teachers Union officials (TTU) and District Educational Officer. The findings have revealed that poor motivation of teachers compromise the quality of education provided in public secondary schools. Shortage of teachers, shortage of teaching and learning materials, inadequate houses for teachers, poor working environment, lack of in- service training, inadequate salaries, and lack of teaching allowances affected the performance of teachers in Kinondoni district. Based on the findings it is recommended that in order to improve teacher's performance, job satisfaction of teachers should be considered so as to encourage them in carrying out their duties. It is also recommended that government authorities should establish the means of dealing with the teachers' problems so as to provide teachers with satisfactory incentives and effective payment of promotion benefits.

Mturi, K. Safi (2014) *Relationship between School Administrations and Secondary School Students' Protests in Ilala Municipal Council in Dar es Salaam Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to investigate the relationship between School Administrations and Students' Protests in Ilala Municipal Council in Dar es Salaam, Tanzania. A descriptive research design was employed in the study. For the purpose of this study, four objectives were targeted including examining the perception of school stakeholders on the frequency, magnitude and effects of secondary school students protest in schools; investigating causal factors of secondary schools students' protests; investigating the relationship between the school administration and

secondary schools students' protests and identifying strategies that can be used to overcome the problem. The study found out that, there is a great relationship between school administration and students protests. In this aspect, it was found out that, students protests occurs when there is poor administrative response to students problems and poor classroom teaching and learning. On the basis of the study findings the following strategies were identified to overcome the problem, strengthening in-service courses on conflict management, increasing school budget so as to enable an effective running of school activities, having regular meeting with school stakeholders and involving student's representative council. Finally the researcher recommends that heads of schools need to be committed to their respective responsibilities and they should have timely intervention to students problems so as to avoid unnecessary students' protests; the Ministry of Education and Vocational Training should allocate sufficient fund for public secondary schools to enable school administrators to run school smoothly and the government should strengthen students counseling services in all secondary school in the country in order to maintain the students discipli.

Andrew, Joyce (2015) *An investigation of effectiveness of public- private partnership on empowering implementers of competency based curriculum, a study of Shinyanga Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focuses on investigating the Effectiveness of Public-Private Partnership on Empowering Implementers of Competency Based Curriculum in Shinyanga Municipality. The study was guided by four specific objectives: To analyze the policy and objectives in which Public-Private Partnership policy and Competence Based Curriculum were initiated; to identify methods followed by Public-Private Partnership in empowering teachers for implementation of Competence Based Curriculum; Assess resources spent to empower teachers in achieving knowledge about Competence Based Curriculum and to examine the results in terms of success and challenges for empowering teachers in implementation of Competency Based Curriculum. The study applied qualitative and quantitative approaches, incorporated with descriptive research design using the sample of 68 teachers, 5 head teachers, 8 inspectors and 25 parents. Quantitative data was analyzed using descriptive statistics. Qualitative data was analysed using content analysis. The study findings revealed that Public Private Partnership came in as a result of pressure from developed countries in order to fulfil their economic needs. However in the Public Private Partnership, it was possible for all teachers to take part in the in-service training. Also in this arrangement, pools of „teacher and mentor trainers“ were drawn from Teachers, which ensured efficiency in teacher to teacher support and sustainability of gained teaching and learning skills. The study recommended that at initial level, awareness raising programmes should be conducted to Teachers on the

Public Private Partnership, so as to instil transparency and build trust and ownership of the programme.

Matemu, Fides Peter (2014) *The use of Video-based Instructional Materials (VIM) in Enhancing Teaching and Learning biology in secondary schools in Dar es Salam, Tanzania: Case study of selected government schools in Ilala District, Dar es Salaam.* Masters dissertation, The Open University of Tanzania.

Abstract

The quest to integrate ICT in Tanzania's secondary schools and teachers education is reflected in the National ICT Policy for Basic Education (URT, 2007). This study investigated the use of Video-based Instructional materials in enhancing teaching and learning biology in secondary schools. Through purposive sampling, a total of 168 students and two (2) teachers were involved in the study. Methods of data collection employed were questionnaires, structured interview, observation and paper- and- pencil instruments. A holistic case study of research design and quasi-experimental design were adopted. Both qualitative and quantitative data were collected, where by qualitative data were analyzed through data reduction techniques, SPSS methods were used to analyze quantitative data where frequency tables, percentage and t-test were computed, paper and pencil data were analyzed by mean and standard deviations. The findings of this study indicated that there is lack of teaching and learning resources in secondary schools and also students who taught using VIM showed high gain in their test results than those taught in a traditional approach. It was concluded that the use of VIM in teaching and learning should be one of the ways to reduce the problem of shortage of teaching and learning resources and improve teaching practices of teachers in schools. Therefore it was recommended to government of Tanzania through MoEVT to provide computers in schools so as to improve teaching and learning process.

Mosha, Dayness Samwel (2014) *Assessment of Factors Behind Dropouts in Secondary School in Tanzania: A case study of Meru District in Tanzania.* Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine factors behind dropouts in secondary schools. The study was conducted at Meru District Council in Tanzania. The study was mainly qualitative and partly quantitative which used questionnaires and interviews as well as documentary review for data collection. A total of 177 respondents were involved in the study. This included 70 students from selected schools, 70 parents and guardians, 36 teachers and 1 District Education Officer

(secondary). The study revealed that there are several factors which contribute to dropout in secondary schools in Meru district council. These include early pregnancy, long distance to school, peer pressure, disability, unfriendly environment, sexual harassment, poor performance and petty trade. In addition, lack of enough classrooms, shortage of qualified teachers, lack of teaching and learning materials, absence of food/ lunch in schools and re- integrating young mothers also contribute to dropout in schools. It was found that dropping out increase poverty, illiteracy, crimes and early pregnancies. From the findings of the study, it is recommended that students should commit themselves in their studies and avoid dangerous activities. Teachers should emphasize on the importance of students being educated, parents and guardians should maintain good contact with schools management so as to know students' academic development and the government should improve learning environment and provide education which is suitable in terms of quality.

Godwin, Anna (2013) *The Public Primary School Teachers' Perceptions on Inclusive Education. The case study of selected Public Primary School in Moshi Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The fundamental purpose of this study sought to investigate on the Public primary school teachers perceptions on inclusive education in Kilimanjaro municipality, Tanzania. The specific objectives of the study were, to explore the perceptions of teachers on inclusive education, to assess the practice of Inclusive Education in Public Primary School, and to examine the challenges that teachers face as they implement inclusive education. The study employed a case study research design, where four public primary schools were selected as a case study. Moreover, a Quantitative and Qualitative approach was used in this study. Purposive and simple random sampling procedures were used to sample the respondents. The study consisted of 50 respondents who included four teachers, 16 teachers and 30 students from the four public primary schools. Data were collected through questionnaires, observation, and interviews. It was found that public primary schools teachers had positive perceptions on inclusive education in general, and negative perceptions towards inclusion of students with mental or intellectual disabilities especially the teachers have not been trained in special needs education. The study recommended that students with mental disability should be in separate class in learning and teaching process. Moreover, the Ministry of Education and Vocational Training should ensure that primary schools environments are friendly to all students, including those with various disabilities in the process of implement inclusive education.

Elibariki, Nafikahedi (2014) *The factors influencing shortage of teaching and learning resources in Tanzania primary schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to find out the factors influencing shortage of teaching learning resources in Tanzania primary schools. The study to address three research objectives namely; first to assess the availability of learning and teaching resources in primary schools; Second, to examine the strategies used to enhance the availability of teaching and learning resources in primary schools and Thirdly to investigate the contribution of local community on assurance to viability of teaching and learning resources in primary schools. The study of employed descriptive research approach and case study design were used for data collection and analysis procedures. The population for the study involved primary school teachers, district primary school educational officer, school committee members, and local community organizations and companies. The sample size involved 68 respondents who were purposively sampled. The interviews and questionnaires methods were used for data collection. Content analysis method was used for the analysis of qualitative data which was finally presented descriptively. The finding shows that, in all schools surveyed there is shortage of teaching and learning materials. Based on the findings, it was recommended for the government to allocate adequate financial resources for education and ensure a mechanism for the funds to reach schools as planned. The text resources should be equally allocated to all subjects including science, here is a need for schools to establish good and permanent relations with neighboring communities and companies to influence their financial and material support to schools.

Ngonyani, Devota Yordan (2014) *An assessment of the Local Government Support to Children with Mental and Hearing Disabilities in Songea Municipality Primary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the Local Government's support to children with mental and hearing disabilities in Songea Municipality Primary Schools in Tanzania. Specifically, it explored the type of support received by the children, examined the needs of the children enrolled in primary schools and assessed stakeholder's views on the Local Government's support to primary children with disabilities. Qualitative research approaches were employed. The sample comprised 268 respondents involving school heads, academic coordinators; unit specialists which coordinate Special needs education, teachers, parents, children with hearing and mental disabilities. Questionnaires, interview guides and observation schedules were used

as instruments for data collection. The study results showed that the Local Government supports both public and private special needs primary schools. The support include, employing and paying salary for teachers, providing funds for food and transport as well as teaching and learning devices. It was also found that children need health services, life skills training and friendly environment for learning. The study concludes that the role of Local Government in educating parents on the rights of every child to receive primary education is highly needed. It is recommended that MOEVT in collaboration with the Local Government authorities should review the primary school curriculum and make sure that every Tanzanian child receives primary education and appropriate life skills training.

Invocavity, Josephine (2014) *The effects of Corporal Punishment on Discipline among Students in Arusha Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

Corporal and Non Corporal Punishments are used in schools as a major means of controlling students' discipline. Although the government has made clear policy Regulation Act Number 24 of 2002 that state how punishments should be administered to students as corporal punishments should not exceeding four strokes and should be administered by the head of school or any other teacher authorizes by the head of school in writing, and the punishment to be recorded in a book but teachers beat students without following the regulation. This study intended to find the effects of corporal punishment on discipline among students in Arusha Secondary schools. Clustered sampling technique was applied to identify the sample size for the study. Data collection was done in respect of the study specific objectives through data collection methods which include questionnaires and interviews. The study findings indicated that corporal punishment can be administered to students with care in its administration and management. The findings suggest that, teachers should provide non corporal punishment responses that can be productive to students after completing their studies. Students are advised to follow school rules in order to avoid the punishments. It has being recommended that teachers should get training on how they can manage students' disciplinary problems in schools. Schools should create conducive environment in schools by organizing activities such as football matches and occasional trips for students. This will help students to use their time wisely for betterment of their academic endeavors and physical growth. Disciplinary committees should be given powers and authority in schools, and their decision should be taken into consideration when used carefully as tool in controlling the discipline of the students.

Ali, Ali Makame (2015) *The Level of Teachers' and Students' Understanding and Acceptability of Inclusive Education in Public Schools in Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of the study was to assess the level of teachers' and students' understanding and acceptability of inclusive education in public schools in Zanzibar. The sample of the study was 217 out of 246 expected respondents, 30 teachers, six (6) Head teachers and two hundred and ten (210) students. The study utilized a case study approach to assess the level of teachers' and students' understanding and acceptability of inclusive education and support services to the students with disabilities in public schools in Zanzibar. The study employed positivism paradigm in primary data collection. Statistical Package for Social Sciences (SPSS) software was used in data analysis based on Linkert Scale model for questionnaires and content method for analysing interview questions. The major findings indicated that the level of teachers' and students' understanding about the concept inclusive education in public schools in Zanzibar is very high (85%). The study also found that inclusive education in public schools in Zanzibar is highly accepted by teachers and students. By 84% of respondents accept the concept of inclusive education. Moreover, the study found that students with disabilities accessed high (79%) level of support services and resources to the children with disabilities in their studies in public schools in Zanzibar. Hence, the study recommends that there is a great need for the Revolutionary Government of Zanzibar and its related institutions, Non-Government Organizations (NGOs), Agencies, individual scholars and all educational stakeholders to conduct extensive research in this field especially rural area.

Mwelumbini, Baraka R. (2014) *Impacts of cost sharing on efficiency of public secondary schools; A Case of Vunjo Sub-district*. Masters dissertation, The Open University of Tanzania.

Abstract

An efficient school include learning with all supportive actions, environment, physical and psychological assistances to the learners that directly affect positively learners' choices, decisions and actions which guide learners to reach the fruit goals of their schooling (good performance and employment). The purpose of this study was to examine status efficiency of public secondary schools in Vunjo sub-district, Kilimanjaro by three decades of cost sharing in Tanzania. Specifically, the study intended to assess existence of individualized programs for special needs and low performing students, assessing number and quality of teachers in public schools and

assessing the social services provided in the schools. The study was conducted in five secondary schools using a sample of 113 where 87 were students and 26 teachers. The data from the field were collected through questionnaires, observations, interviews and group discussions. The results revealed that there were no individualized programs for special needs and low performing students in public secondary schools; also there were insufficient teachers in public secondary schools and there were poor social services provided at the schools. It was concluded that public secondary schools were to some extent inefficient because of shortage of teachers, social services at schools, absence of individualized programs for special needs and low performed students. It is suggested that, future research can observe the roles of integrating different government sectors with education sectors like health, social affairs, legal, sports and games etc in provision of social services at schools so as to improve public secondary schools efficiencies.

Irira, Elinazi Michael (2014) Effective Management of Examinations as a way of Achieving Quality Assurance: A Study of the Institute of Adult Education. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at examining the management of examinations at the Institute of Adult Education (IAE). The study was guided by three research questions which focused on management strategies used for examinations at IAE. Specifically the study intended to unveil aspects of management of examinations that guaranteed quality of examinations at the Institution. It also intended to identify challenges that the IAE face in managing examinations and measures taken to address the identified challenges. The study employed a case study design under the qualitative research approach. However, some elements of quantitative research techniques were involved for the purpose of clarifying some data. The study was conducted at the IAE. Sample for the study comprised fifty four (54) respondents including one examinations officer, nine academic staff, four senior officials at IAE, and fourty students. Students who participated as respondents to the study were selected using simple random sampling technique while other respondents were purposively selected according to the positions they held. Data collection methods included interview, observation, documentary review and questionnaires. Qualitative data were analyzed through content analysis, which employed some simple calculations, tables, and percentages for handling quantitative data.

Issa, Amina (2014) *Effects of Devolution of Administration and Management of Public Community Secondary Schools in Tanzania on Quality Education: A Case of Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at investigating how devolution of the administration and management of public community secondary schools has functioned. It also discusses the effects of the devolution. The study adopted a case study design. The research area of the study was Kinondoni Municipality. Random sampling procedures were used to select the sample population, including those who participated in the study by virtue of their posts. A sample of 252 respondents was realized. Questionnaires and interviews were used for data collection. Quantitative data were analyzed, tabulated and presented in terms of absolute and relative percentages. Qualitative data were subjected to content analysis and reported in terms of themes, categories and quotations. The findings show that there are positive effects, including community participation, increased enrolment of students and some of the teachers' problems were solved. Negative effects were poor performance of students, inadequate studying materials, unclear roles and responsibilities of WEO and school board chairpersons, poor school infrastructure, shortages of teachers, inadequate of school buildings and basic services. It was discovered that the devolution of powers and roles was done with inadequate provision of human and financial resources resulting to ineffectiveness and inefficiency in the management and administration of the secondary education system. It was recommended that the government should supply human, financial resources and studying materials in time, pre and in service training should be provided to all of leadership, and school inspectors' advice should be implemented. Furthermore, other studies need to be conducted on devolution of the administration and management.

Sabas, Mmasi (2014) *Social and Academic Problems Facing Students with Hearing Impairment in Inclusive and Non-Inclusive in Secondary Schools in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The researcher out set to investigate the social and academic problems facing the students with hearing impairment. Specifically, the study sought: to examine communication system in the classroom in inclusive and non-inclusive setting, to differentiate in enrichment for the deaf in learning situation, and to examine their examination performance. Information was collected from sample of 70 respondents from three different regions. Researcher used four method of data collection which is questionnaires, interviews, observation and documentary reviews. Basically this

research found that, the method used by teachers during teaching and learning process teachers tend to use non-participatory method in inclusive schools due to lack of communication for students with hearing impairment that cause students to be not active in learning process. The research found that communication affects academic performance in both inclusive and non-inclusive schools due to incompetent teachers in sign language. The research found that numbers of specialist teachers not enough, and 74 percent indicate that the most problems that facing students with hearing impairment both schools are poor working condition, infrastructure, availability of textbooks, learning materials, and overcrowded classes; all seemed to affect the teacher's efficiency in teaching. Research found that poor communication and cooperation between them caused poor performance in inclusive and non-inclusive schools. The researcher found that about 70 percent of respondents indicated that CHAVITA sign language should be supported and assist one uniform medium of instructions to students with hearing impairment. The Concept of Hearing Impairment

Mpululu, Monica Marco (2014) *Effectiveness of Open performance Review and Appraisal System in Public Primary Schools; A case of Mvomero District*. Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of the study was to assess the effectiveness of the Open Performance Review and Appraisal System of Public primary school teachers. The study was conducted in Mvomero District. Specifically, the study sought to: examine the effect of the levels of understanding of appraisal system by supervisors and supervisees in the implementation of OPRAS; assess teachers' perceptions on the implementation of the OPRAS as required by the Management; assess the usefulness of OPRAS in decision making regarding transfers, promotions and demotions and to find out the challenges affecting the implementation of OPRAS to public primary school teachers in Mvomero District. A study was descriptive whereby both qualitative and quantitative data collection and analysis approaches were employed. Respondents comprised of 20 supervisors and 120 supervisees making a total of 140. Data collected were analyzed using SPSS and excel sheet. The study revealed that OPRAS implementation to Public primary school teachers in Mvomero District was ineffective. Low level of understanding of appraisal system by supervisors and supervisee, negative teachers' perceptions on OPRAS implementation, failure to use the evaluation feedback by supervisors in decision making, contributed to ineffective implementation of OPRAS. In view of above findings it is recommended that level of understanding of appraisal system by supervisors and supervisee and teachers' perception on OPRAS should be increased through training and the OPRAS evaluation feedback should be used in managerial decision making to motivate teachers to be accountable on their work.

Mahijibhai, J. A. (2014) Impact of Devolution on Administration and Management of Public Community Built and Managed Secondary Schools on The Quality Of Education: A Case of Kibaha Town Council. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate impact of devolution on the administration and management of Public Community Built and Managed secondary schools at Kibaha Township. The investigation is based on objectives set and guided by research questions. Conceptual model comprise all the levels of the education administration of the Ministry of Education and Vocational Training (MOEVT), regional and council offices, Ward and secondary school levels at which decision-making takes place in the process of implementing the devolution process. The findings reveal positive factors including service closer to the people and improved academic performance and enhanced cooperation among actors at school level and community, accessing education and enrolment expansion. The challenges include shortage of important resources such as teachers' houses, libraries, laboratories and shortage of science teachers. In conclusion, the implementation of the devolution in terms of the execution of powers, duties and responsibilities were not well articulated to actors and implementers lacked capacity building for efficiency and effectiveness in administration and management of Public Community Built and Managed Secondary Schools in Kibaha Township. The study recommends that the Government of Tanzania has to improve; the delivery of education and that should be given priorities so as to avoid Division Os, school inspection should be given priority to all secondary schools including those built and managed by the community in Tanzania. Construction of standard teachers' houses, classrooms, libraries and laboratories all equipped with chemicals required for experiments need immediate attention. Others are regular capacity building of educational actors including teachers, board members, high ranking officials at the ministries, regional and district councils and parents; Finally, leadership and management skills have to be considered for headmasters/mistresses to execute their duties competently.

Elirehema, Elisadiki (2014) *Assessment of the Effectiveness of Educational Policy on Retention of academic Staff in Tanzania teachers' colleges*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the effectiveness of the educational policy on retention of academic staffs in Tanzania teachers' colleges. A sample of 71 respondents participated in the study. Sixty seven (67) were college tutors and four (4) were College Principals making 31.5% of the population. The sample was picked from

four teachers colleges in Morogoro Region using systematic and purposive sampling methods. Data were collected by questionnaires, focus group discussion and documentary review methods. Processing of data was done both qualitatively and quantitatively. The study assessed policy documents that manage teachers in the education sector, analysed magnitude of attrition and identified causes of attrition in study area. Different policy documents were found with regard to retention, a good number of tutors were found to leave stations for various reasons. Transfer to other stations, joining other professions, joining Universities as tutorial assistants/lecturers and appointment into offices as causes of attrition. The causes of attrition were compared with requirements of the policy and found that 42% of the tutors who leave do not comply with policy demands. The study also found that low pay, securing good paying job, negligence of tutors' claims, lack of professional autonomy and hostile relationship ranked sequentially as initiators of attrition. The findings showed twenty two respondents' equals to 32.8% of the sample suggesting amendment of policy to enhance retention. Also motivational factors were given and were used to devise a retention model (Fig 4.7) to enhance retention of tutors for sustainability and efficiency of teachers' colleges.

Mutarubukwa, Abdulnur Fadhili (2014) *Assessing the implementation of Computer Studies Curriculum in selected Secondary Schools in Dar es salaam Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the Implementation of Computer Studies Curriculum (CSC) in Secondary School Dar es Salaam Tanzania. Specifically, the study investigated teachers and students perception about Computer Studies Curriculum (CSC), organization of Computer Studies Curriculum (CSC), its implementation, experiences (knowledge) of both teachers and students about Computer Studies Curriculum (CSC) and finally the challenges encountered during implementation of CSC. The study used Multiple holistic case study research design. Structured questionnaires were used to collect data from 84 teachers and 375 students drawn from 15 secondary schools in three districts Temeke, Ilala and Kinondoni. Data were analyzed by using SPSS Software. Results revealed that unlike students, teachers are aware about organization and content present in CSC. Teachers perceive the CSC positively as they like teaching Computer Subject. Students also are interested to learn Computer Subject because it can simplify their learning activities. Although most of Secondary Schools included in this study does not teach Computer Subject but challenges investigated from both Teachers and Students were fear about lack of competent teachers, expenses to purchase computers, running cost and power interruption as the main challenges that may affect implementation of CSC excluding electricity because most of the schools

involved in this study are connected to National Grid. Specific recommendations as related to practice, action, policy and for further research are also suggested.

Nsimbila, Alfred Michael (2014) *Analysis of Availability and Adequacy of Support Services for Students with Visual Impairments in Tanzania Institutions of Higher Learning*. Masters dissertation, The Open University of Tanzania.

Abstract

In recent years, shortage of human and technical resources for learners with disabilities has been a common cry at all levels of educational institutions in Tanzania. The purpose of this study was to analyze the availability and adequacy of support services to students with visual impairment in Tanzania higher learning institutions. Anti-positivist paradigm that supports neutrality of approaches choice between qualitative and quantitative was adapted, warranting the use of survey design procedures to collect data from four Universities accommodating students with visual impairments. The random and purposeful sampling strategies were used for this study. The sample constituted 37 participants where by 4 administrative staff, 30 students were interviewed. The Focused Group Discussion method was used involving a total of 15 students. A checklist method was used to collect data from 3 technical staff. The findings revealed the extensive scarcity of both human and technical resources in the sampled institutions and inadequate resources were found unevenly distributed across the sampled institutions. The levels of utilization of human and technical resources across the said institutions were found at 50% and 36.4% respectively. Likewise, most of the volunteer human resource respondents were found with minimum education qualifications of advanced level certificate while majority of the rest had a diploma or degree. It was revealed that the service providers were less equipped with appropriate skills required to handle students with visual impairment in different academic settings. The common technical resources used by the sampled students were of low quality and only a few were of high quality. The study suggested too that the support services across the sampled institutions are relatively of low quality. Improvement of existing policies and further studies were recommended.

Malisa, Anthony Sebastian (2015) *Teachers' Retention Strategies in Secondary Schools in Tanzania: A Case Study of Hanang District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the teachers' retention strategies in secondary schools in Tanzania. Ten secondary schools in Hanang' District council in Manyara region were investigated. The population of the study had about 406 respondents in which

the target population included the teachers, parents (members of school board), the heads of schools, district TSD secretary, District Executive Director (DED) also the District Education Officer (DEO) from Hanang district. The sample size of the study was 83 respondents which comprised 60 classroom teachers, 10 heads of school, 10 members (parents) of the school boards, DED, 1 TSD officer and 1 DEO. Randomly the study sampled 60 regular teachers from two groups of male and female teachers in which each group had 30 respondents while 1 TSD secretary, 1 DEO, 1 DED, 10 members of the school boards (parents) and 10 heads of the schools were purposively sampled. Questionnaires were circulated to 60 respondents (regular teachers) for data collection. Interview guiding questions were used to collect data from a total number of 23 respondents. Documentary reviews were used to collect data from the, TSD secretary, DED and the Heads of schools. The collected data were analyzed through the Statistical Package for Social Sciences (SPSS) software. The general findings revealed that most secondary school teachers were not satisfied with teachers' retention strategies employed by Hanang District Council. Factors for turnover were identified as job dissatisfaction, delay of promotion, insufficient social services, improper management, and lack of opportunity for career development, lack of equipment, tools or facilities in most of the schools in Hanang. Therefore more effort on teachers' retention strategies is needed for better future of secondary schools in Tanzania.

Nyahove , Frank (2014) Perceptions of Teachers, Students and School Heads on the Roles of School inspectors in Tanzania: A Case of Primary *Schools in Morogoro Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is about perceptions of students, teachers and school heads over the roles of school inspectors in primary schools located in Morogoro Municipality. The study was conducted in Morogoro Municipality. It was guided by the following objectives; examining the perceptions students have over the school inspectors in primary schools in Morogoro Municipality. Secondly, investigating the perceptions of teachers over the school inspectors in primary schools in Morogoro Municipality; and thirdly, investigating on the best approaches of school inspection in primary schools in Morogoro Municipality. The study employed qualitative approach design. Interview, focused group discussion and documents review were employed as data collection methods. The actual sample of this study was thirty nine (39). The first form of findings revealed that many students of primary schools in Morogoro Municipality see that there is a good relationship between school inspectors and primary school teachers. To a majority of these students believed that the school inspectors are good because they come to see how students are taught at school. Second set of findings showed that a majority of the primary school teachers perceived the school inspectors in a negative way because they do not help teachers

on solving their teaching professional problems. The other reason that makes teachers hate school inspectors is the behavior of the school inspectors using abusive language and de-valuing teachers' work when they are inspecting the school teachers in the classrooms. Conducting seminars to school inspectors, advising the school inspectors to use humanistic approach, inspectors having common stand on their inspection roles were some of the recommendations that were suggested to improve inspection in primary schools in Morogoro Municipality.

Nkongolo, Emmanuel Elias (2014) *Effectiveness of School Committees in Governing Primary School Capitation in Urambo District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the effectiveness of school committees in governing Primary school capitation grant in Urambo District. The study was conducted in five primary schools (Urambo, Kapilula, Mabatini, Songambebe and Sipungu) in Urambo district using a descriptive design. A sample of 43 respondents was chosen though only 39 respondents turned up. Questionnaires, documentary review and interview guide were used to collect data. The results indicate that rules on capitation disbursement and spending are not clear to some of school committee members and the mechanisms that were supposed to be used by school committees to monitor primary school capitation grant were not effectively used due to lack of training. There were also inadequate measures taken by Local Government to improve school committee effectiveness. So, the study conclude that school committees as decision making organs in capitation governance are still incapable in managing capitation grant in primary schools. This study recommends that there is a need for school committee training and more researches on the topic.

Nkunguu, Selemani H. (2014) *Factors Contributing to continued Illiteracy Among Adults in Mwanga Districts*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of conducting this study was to investigate factors contributing to continued illiteracy among adults in Tanzania focusing on Mwanga District in Kilimanjaro Region applying a case study approach. Three Hypotheses were used as guidelines for this study, namely: lack of knowledge on the concept of literacy among community members, negative views of community members on the importance of adult literacy, and lack of understanding of district education managers on their role in promoting adult literacy. Intensive interview was carried out. Forty five respondents - grouped into five categories, namely: villagers,

teachers, Ward Education Coordinators, District Education Officers and Regional Education Officers. Specific objectives were to examine the perceptions of community members on the concept of literacy, explore the views of community members on the importance of literacy and assess the views of district managers on their roles in promoting literacy. The findings showed that adult illiteracy was contributed by failure to acknowledge the importance of literacy, an increase in the number of illiterate school dropouts, and failure of the government to take responsibility in supporting adult education programmes after completion of basic literacy programmes. Lack of funds for supervision and running adult literacy programmes. The recommendations put forward are that: the government should provide sufficient funds to run adult education programmes, improvement of methodologies and techniques in facilitating adult learning and teaching, strong commitment of political leaders to support adult programmes so as to attract adult learners to attend classes. The researcher outlined recommendations for further studies that should be to investigate effectiveness, methodologies and techniques in teaching adults and evaluation in adult programmes.

Nyalusi, Angela E. (2013) *Factors Affecting Girls' Academic Performance in Community Secondary Schools A Study of Mbeya City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was concerned with the factors affecting girls' academic performance in community secondary schools in Mbeya City. Specifically, it assessed the roles of school matrons and female teachers as role models, physical facilities (sanitary facilities and hostels), social practices and school timetable as key factors affecting girls' academic performance in community secondary schools. Data were obtained from six selected community secondary schools. The study used descriptive research; two approaches were employed, qualitative approach and quantitative approach. Moreover, the study applied four methods which were interview, survey, focused group discussion and documentary analysis. Also, two instruments which are questionnaires and interview guides were employed to obtain the data needed to achieve the objectives of this study. The selection of respondents was both purposive and random sampling techniques. As the findings of this study reveal, there is poor academic performance among girls in community secondary schools. Lack of matrons and shortage of female teachers as role models, lack and poor provision of physical facilities, hostels, social practices and school timetable are found to be great contributors to the poor academic performance among girls in community secondary schools. In order to improve the girls' academic performance, it is recommended that the government and the society should improve school infrastructure for girls, and change attitudes towards girls' education.

Lugayila, Erick N (2014) *Assessment of Factors Influencing Form Four Students' Examination Performance: A Case of Maswa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the factors influencing form four students' examination performance in Maswa District. The study involved 127 respondents in which eighty nine (89) were students, thirty (30) were teachers, eight (8) were key informants who were purposively selected and employed to share information related to students' academic performance in their area. The study employed probability sampling technique which including Simple Random Sampling (SRS) to obtain both teachers and student's information. The study also involved non-probability sampling technique (purposive sampling) to select key informant in order to obtain relevant data. In order to achieve researcher's objectives structured interview method, Focus Group Discussion (FGD) and abstraction method were applied in collecting information in order to come up with adequate and relevant findings, whereby questionnaire, FGD guide and a Checklist was applied as tools for data collection. From the discussion of findings, based on research objectives and hypothesis, the study recommends the following to improve students' examination performance. Policy initiatives to reduce dropout rate should be taken, reviewing English syllabus in order to make it familiar to both teachers and students, undertake monitoring and evaluation of day to day teaching and learning practice, employ new teachers especially science teachers and motivate in-service ones, ensure positive Student's attendance, supply of teaching and learning materials to the school including reference and textbooks, provision of seminars and learning programs to students so as to motivate on the importance of education, establishment of English language speaking programs and lastly ensure positive cultural behavior among the society.

Abass, Mshenga Haji (2014) *Factors leading to the low parental contribution to school fund in North "A" District – Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was to identify factors leading to low parental contribution to school fund in North "A" District- Zanzibar. Specifically, it was to find out if parental income affects parental contribution to school fund. To examine parental perception towards fees contribution whether affects their contribution to school fund. To find out if parental involvement in the school budgeting process affects parental contribution to school fund, and to find out if the announcement 'free education' policy (Elimu Bila malipo) affects parental contribution to school fund. The study was conducted in

North 'A' District – Zanzibar, whereby eight governmental schools were involved in the study. The study adopted a survey research design, which employed both qualitative and quantitative techniques in data collection. The study revealed that, parental income affects parental contribution to school fund. The results showed that many parents either did not contribute all or contributed little because of their low income. The study also found that majority of parents was not satisfied with the system of contributing fees to schools though their dissatisfaction did not affect their contribution to school fund. Furthermore, the study found that parents were not involved in the school budgeting process, but this also does not affect their contributions to school fund. The study also found that, the announcement 'education is free' by the government did not cause low parental contribution to school fund. However, the study further found that some parents considered the school contribution as not compulsory, and therefore they were not obligated to contribute. The study recommended that government should provide support to parents to improve their economic activities, especially farming and fishing to increase their income. It also recommended that more education should be provided to reduce misconceptions towards fund contribution among many parents.

Bernard, Filomena (2014) *Contributions of Subject Teachers Towards the Performance of Students in Tanzania: The Case of Geography Teachers in Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study determined the contributions of subject teachers towards the performance of students in Tanzania; the case of ordinary level geography teachers in Ilala Municipality. It applied both quantitative and qualitative methods of investigation and involved 31 subject teachers and 260 students drawn from 10 out of 48 public secondary schools applying stratified sampling technique. Questionnaires were used to collect primary data and secondary data were obtained from The National Examination Council of Tanzania for the study. Three hypotheses were tested at the 0.05 level of significance using chi-square test and percentage analysis was used for description. The results showed that teachers' working experience contributed on students' academic performance while teachers' professional academic qualification, teachers' working environment and teachers' perception did not influence the difference in students' academic performance. However, the observed differences in students' performance were statistically significant with P values less than 0.05 the level of significance used for the five consecutive years. It was concluded that teachers' working environment, qualification and perception were not statistically significant hence did not contribute to the differences in students' academic performance. It was recommended that there should be retention of teachers that will encourage them to remain in their teaching profession and redistribution of experience teachers in favour of newly established schools. Retraining, constant

workshops and seminars should be made available by government for teachers to improve their teaching skills. Also the study recommended that there should be equal criteria for the selection of students joining secondary schools in both community and regional secondary schools. Lastly the study recommended research to be conducted for advanced level, whole country and on the contribution of social-cultural and economic factors on education achievement.

Chuwa, Mary Joseph (2014) *Determinants of Mathematics and Science Career Choices Among Secondary School Female Students in Ilala District Dar es Salaam Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to assess what determines career choices in mathematics and science among secondary school female students focusing on home environment, the quality of school, and the ways of teaching of mathematics and science related subjects in ten secondary schools in Ilala district, Dar es Salaam Region. The design used was descriptive cross-sectional, whereby data was collected in a single place at a time. Questionnaires, interviews and observation-checklists were used to collect data from 160 respondents. The participants were clustered in the groups of students, teachers and parents, from each cluster, the sample was taken. The major findings revealed that although the majority of parents assist their female students in mathematics and science in doing their homework - thus encouraging them to do science and mathematics subjects, the home environments continue to follow the traditional gender roles that leave household duties to females hence impeding them from concentrating on school work. Furthermore, the findings revealed that quality of schools in promoting science and mathematics related subjects was poor due to lack of laboratories and laboratory supplies and inadequate number of qualified science and mathematics teachers. Conclusion: The desire of the female students to take up science and mathematics subjects and later related carriers has been very low and thus attracting the attention of the learned community to think on what is really going wrong on this and thus the respondents were able to give their views without any hesitation. The study recommended that the government and school managers should invest in constructing and equipping the laboratories to attract more female students to do science subjects.

Boa, Yolanda Peter (2014) *Factors that Influence High Academic Performance in Secondary Schools in Kilimanjaro Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined the factors that influence high academic performance in some secondary schools in Kilimanjaro region. It was based on the fact that some schools

in Kilimanjaro performed high academically in each year, when compared with other schools in Tanzania. Six secondary schools in Kilimanjaro Region were selected for this study. The study employed systematic sampling technique and qualitative research approach was applied using descriptive genre. Data were collected using interviews, questionnaires, and documentary review. Qualitative data were manipulated through content analysis while quantitative data were analyzed by SPSS and Excel software to produce descriptive statistics. The results indicated that high performing secondary schools had enough qualified teachers, had conducive teaching and learning environment, and teachers insisted on formative evaluations before accepting students in their schools. Further, it was found that involvement of parents in students' progress and other school business was high. The study recommends that the Ministry of Education and Vocational Training (MoEVT) should train enough teachers to raise learning standards in secondary schools. It was further recommended that secondary schools should screen students before they are allowed to enroll as quality control. The last recommendation was that, every teacher should strive to create conducive environment for teaching and learning for high performance. For further research, this study recommends that researchers need to focus on what works in education instead of always focusing on what is not working. This will help to understand the strengths and emulate for quality teaching and learning.

Ndakombe, Aggrey Charles (2015) *School Based Factors Accounting for Form Two Performance in the National Examinations in Ward Secondary Schools in Hai District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on School based factors accounting for form two performances in the National Examinations in community secondary schools in Hai district. The study comprised three research objectives which were cultural, social interaction and economic influences on student's academic performance. Socio-cultural and human relation theories were used to frame this study and used to understand how school culture, social interaction and school economic condition contributed to academic performance. Questionnaire and interview were used to collect information from 180 students and 60 teachers. The key findings are in line with the assumptions of this study, where there were positive agreement that school rules and regulations had direct impact on students' academic performance; positive teachers-teachers and student's-student's relationships contributed to academic performance; and that there was positive relationship between the quality of teaching and learning resources and students' academic performance. The study recommends that the government and all the community members need to be concerned with how to transform primary and secondary schools to help children perform well in their studies. Specifically, the MoEVT through school inspectorate and education quality assurers should ensure

that secondary schools have practical rules and regulation that students can follow; likewise, all the schools should have competent teachers and adequate teaching and learning resources to ensure all the students access quality education to perform to the best of their abilities.

Ndali, Alfred Christopher (2015) *Factors Hinder School Effectiveness in Tanzania: A Case of Nachingwea District Primary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on factors that hinder school effectiveness of the primary school pupils in Nachingwea District in Tanzania. The study was guided by three objectives which were to: determine the school based factors that affect education effectiveness in primary schools in Nachingwea District, establish parents' based factors that hinder education effectiveness in primary schools in Nachingwea and establish student personal factors that affect education effectiveness in primary schools in Nachingwea district. The study was guided by a mixed method design, where the collected data through questionnaires and interviews were intergraded to produce stronger inferences to inform the audience on the factors that hinder school effectiveness in Nachingwea primary schools. The sample was therefore large comprising of various categories, the teachers and school heads totaling to 130 respondents. The study realized the following as factors contributing to education ineffectiveness in primary schools in Nachingwea District; delay to commence studies after school holidays, inadequate learning resources, lack of motivation for teachers, Unyago cultural practice, absenteeism by both teachers and pupils, pupils' lateness, lack of support from parents, low teachers' commitment level, low and randomly checking of both lesson plans and scheme of works by head teachers. The study made some recommendations to reduce the obstacles that hinder the school effectiveness in Nachingwea District.

Mulela, Mercy Mnzava (2015) *Effects of availability and use of laboratories on students performance in science subjects in community secondary schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was designed to examine effects of availability and use of laboratories on students' performance in science subjects in community secondary schools. The study was conducted in six community secondary schools in Kinondoni municipality. The study examined the availability of laboratories, examine the use of laboratories, and assess the availability of science teachers, and science teachers' perceptions how laboratories availability influence students' performance in science subjects. The problem was that students' performance in science subjects is

appalling in community secondary schools. Survey research design was used and the study employed quantitative approaches where observation, checklist, school records and likert scales were used for data collection. The sample of the study included 6 heads of schools, 6 schools and 36 science teachers. The data were analyzed using frequency, percentages and ratio. Findings revealed that schools did not have laboratories; instead they had science rooms which lacked laboratory space. It was noted that apparatus and chemicals were either insufficient or absent in all sampled schools; instead schools improvised those equipment by using locally available materials in their environment. Experiments were done in large groups with little students. There was an acute shortage of science teachers. It was recommended that, policy makers need to ensure that students enrolment should match with the availability of laboratory facilities, more laboratory need to be built in schools and more science teachers be trained.

Mulokozi, Consolata (2015) *Teachers' Moonlighting and its Impact on their Job Performance in Dar es Salaam Region Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted to establish how teachers' moonlighting and its impact on their job performance in Dar es salaam region secondary schools. The research was guided by three research questions these questions were: What are the nature and forms of teachers' moonlighting in Dar es Salaam region secondary schools? How the moonlighting affects teachers' job performance? What are the mechanism head teacher's uses in combating teachers' secondary job problems? A total of 205 respondents involved in this study. Quantitative and qualitative techniques used to get information from the respondents. The quantitative techniques used to get information from the teachers and students by means of questionnaire whereas qualitative techniques were used to get information by means of interview guide. Data analysis was done by both quantitative and qualitative in which responses were counted into frequencies and percentages. The findings revealed that the activities done by teachers in Dar es Salaam are teaching private tuition, petty trade, part time teaching, salon activities, photographing and attending small garden. The study also reveal the causes of the teachers moonlighting behavior among them were insufficient salary, lack of incentives, extended family, introduction of double session and high demand of teachers. The results of the study also reveal that moonlighting for teachers affects teachers' job performance in Dar es Salaam. The findings shows that the ways used by heads of school in curbing teachers moonlighting problems that were teachers' folio inspecting, provide incentives, warning letter, special form, and physical follow up. Basing on the findings of the research study recommendations have been made concerning moonlighting for the teachers and its impacts for their job performance in Dar es Salaam region.

Maulaga, Joseph D. (2014) *Effectiveness of students' philanthropic donations on orphans' academic performance: A case of Mbeya city ward secondary schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out as a result of the fact that while assessment of various supports given to orphans in schools is necessary, they are rarely assessed of their effectiveness on academic performance of the orphans since the sheer need to support the orphans usually tend to outweigh the need to assess the impact of the support. This study was carried out in five ward secondary schools of Mbeya city, Tanzania namely Uyole, Iduda, Mwakibete, Sinde and Kalobe secondary schools (n=150). It sought to determine the effectiveness of various kinds of students' philanthropic donations on academic performance of fellow students who are orphans. The study used quantitative techniques and used a written questionnaire to collect data from the students in the five schools. Key findings revealed that not only is there a significant proportion of students who are orphans in secondary schools but also students are willing to go on donating and that their donations have significant positive effect on the academic performance of the orphans in terms of reducing their absenteeism and dropout, improving classroom concentration; and promoting their study efforts and psychosocial wellbeing. This study recommended that as part of implementation of EFA school fees should be abolished as secondary education is included in 'basic' education, this would reduce barriers to orphans' schooling. Orphan support programmes including peer support should also be coordinated and institutionalised to improve equity and equality in orphan support. Moreover schools need to have well established guidance and counseling services especially for vulnerable children.

Lyimo, Peter Lucy (2015) *Reading Kiswahili Language at Lower Standards in Public Primary Schools in Kinondoni, Tanzania: Challenges and Strategies*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to explore challenges and strategies facing teachers and pupils in the process of teaching and learning of reading Kiswahili language to standard I and II pupils in public primary schools. This study was a case study, employed qualitative and quantitative approaches. The study was conducted within 10 out of 34 wards and 10 out of 140 public primary schools in Kinondoni municipality. The sample of 160 respondents was involved including 90 teachers, 60 pupils and 10 parents. Furthermore, the study employed random, purposive and convenience sampling techniques in the selection of the respondents. The questionnaires were self administered to the selected teachers and the interviews

were administered to the pupils and parents. The documentary review and observation were as well used. The study findings revealed the following challenges: poor in-service training to standard I and II teachers, poor incentive to teachers, overcrowded classrooms and poor availability of T/L facilities. Challenges revealed on pupils' side were: pupils not reading Kiswahili language at home and not having Kiswahili texts of their own. Strategies which were employed were the use of language of dialogue and pictures and writing's symbols, while other strategies used were the word method, sentence and storytelling method. The study recommends that the government should establish mechanism to ensure that standard I and II teachers are provided with in-service training, provide motivation to teachers; build more classrooms and employ more teachers; make available the necessary teaching and learning materials including textbooks and class libraries, also to introduce monitoring and evaluation system as a follow up mechanism to the implementation of programs in progress.

Mavoja, Elias (2014) *Learner Support System (LSS) for Self Directed Learning (SDL) at the Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study explored how Learner's' support services stimulate and sustain Self-directed Learning among students at Open University of Tanzania. The study analyzed the meaning students and lecturers attach to the concept on Learners' support and Self-directed learning; and contribution of learners' support to students' learning experience. The study was conducted at Korogwe town and Tanga municipality in Tanga region. The sample composed of 50 respondents including 40 Open University of Tanzania students; 5 academic staff, 3 tutors and 2 non-academic staff at the Open University of Tanzania Tanga regional centre. The study employed simple random sampling techniques. Data were collected through interviews, observation and documentary review. Findings revealed that: Learners' support services played a greater role in enhancing students' Self-directed Learning. Lecturers and students had a notion of dependency in learning that dissolves self-directed learning behavior. Students had a correct description of self-directed learning such that learning is the learner's responsibility. It was revealed further that learners' support provided by the Open University of Tanzania did not satisfy students' needs. Most learners did not have appropriate self-directed learning skills. The study recommends the following: The Open University of Tanzania should provide adequate and appropriate Learning support that should enhance SDL. Students and lecturers should be trained on SDL skills; increase number of lecturers and tutors at the Director of Regional Centres' offices; and there should be display of proper organization of student support.

Bubelwa, Cornel D. (2014) *Effects of Broken Marriage on Primary School Pupils' Academic Performance in Ilala Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate the effects of broken marriage on academic performance of primary school pupils and the role of teachers and community members in minimizing those effects. The study employed qualitative and quantitative research approach. The sample includes pupils from the selected primary schools in Ilala Municipality, head teachers, and community members. The research instruments used to collect information were interviews, observations, and documentary reviews. The study findings showed that broken marriages contribute a lot to student's poor academic performance, psychological problems academic performance and delinquent behavior among students. Community members were aware that broken marriages have effects on children's academic performance and that broken marriages contribute much to negative perception. The researcher recommends that parents should be responsible to their children by helping to make their marriages work in order to ensure the good welfare of their children. The community members, including teachers, neighbors and all who love children should make it their responsibility regardless being their biological parents or otherwise. Schools at all levels should have strong guidance and counseling unit to help all the children in need of special attention. The Ministry of Education and Vocational Training (MoEVT), Universities and religious organizations should work together and develop training programme on Love.

Chacha, Mathias Paulin (2014) *Assessment of Effective Management of Teaching and Learning Strategies in Provision of Quality Education in Secondary Schools in Rorya District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the role of effective management in teaching and learning strategies in the provision of quality education. The study was conducted in Rorya District in Mara region whereby six (6) Secondary schools which is 100%, 216 of students which is 90%, six (6) head of schools which is 100%, and 20 teachers equal to 67% were involved in this study. In achieving the research objectives, the researcher employed both qualitative and quantitative research approach to complement one another in data collection, analysis and presentation of the findings. The methods employed in data collection were guide and checklists where by simple random sampling technique was employed in picking respondents. This research revealed that effective management of teaching and learning in provision of quality education has not been realized. The main reasons for this were incompetence to

some teachers, inadequate teaching and learning materials, lack of effective school management and a small number of teachers, motivations to teachers which affect their readiness to provide maximum assistance to students. This research recommends that the government should empower head of schools in terms of training in leadership as well as resources allocation, seminars, workshop, and ongoing job training for teachers as possible means to facilitate effective management of teaching and learning.

Joseph, George (2013) *A study on school factors affecting students' attitudes towards learning mathematics in the Community Secondary Schools in Tanzania, The Case of Bukoba Municipal Council in Kagera Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the school factors influencing students' attitudes towards learning Mathematics in Community Secondary Schools in Tanzania and to establish the strategies that can be adopted to improve mathematics performance by students in Secondary Schools in Bukoba Municipality in Kagera Region in Tanzania. For the purpose of the study, respondents responded to a combination of four instruments namely interview, questionnaire, focused group discussion and documentary review. The data for the research was collected by the use of questionnaires; one for students and another questionnaire for teachers. Key findings revealed that students' attitudes towards mathematics were influenced by other variables such as students' learning styles. Similarly, with respect to gender differences, the present study's findings were consistent with those variables, but there is no significance gender established. The study recommended that there is a need to develop a love for mathematics through the setting up of "Mathematics Clubs" in every Secondary school. Its aims should be to help students develop positive attitude towards Mathematics and develop a love for Mathematics. Also since the present study was limited to Community secondary schools, similar studies could be carried out to cover public and private schools as well as other sectors of education. This present study might be a pointer in such directions.

Arika, Sabato (2015) *An investigation on the challenges facing the provision of quality education in secondary schools. The Case of Musoma District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated into the challenges facing the provision of quality education in Musoma district secondary schools. The research objectives were. To examine the challenges hindering provision of quality education, to examine the extent to which

the challenges hinder provision of quality education and to suggest intervention measures to challenges hindering provision of quality education in Musoma District secondary schools. The study employed qualitative research approaches in collection and analysis of data. A case study design was used whereby questionnaire, interview, observation and documentary review were used in data collection. The findings of the study revealed that inadequacy of teaching and learning materials, poor teacher pay, lack of housing to teachers, and poor working environment are among of the challenges facing provision of quality education. Moreover, the findings affirmed that English as been also the challenge hindering both teachers and students to comprehend and transmit the content and hence produce quality education. Finally, the findings of this study affirmed that teacher's qualification, workloads and working environment contributed to provision of quality education in Musoma district. The findings also revealed that better teacher pay, supply of adequate and qualified teachers, supply of adequate teaching and learning materials, provision of subsidies to secondary schools, construction of library, laboratories, dormitories and teachers houses were among of the intervention measures to redress challenges hindering provision of quality education in secondary schools. The study recommends that the government should increase the capitation grants to secondary schools so as to enable them to purchase teaching and learning materials, building teachers' houses, classrooms, and dormitories.

Mlay, Upendo E. (2015) *Perceptions of Prospective Teachers towards Teaching Profession*. Masters dissertation, The Open University of Tanzania.

Abstract

The fundamental purpose of this study was to explore the perceptions of prospective teachers towards teaching profession. The study employed a case study research design. Moreover, a qualitative approach was used in this study. Purposive and simple random sampling procedures were used to sample the respondents. The study consisted of 50 respondents among whom ten (10) were experienced teachers, ten (10) people around Korogwe Teachers College and thirty (30) were prospective teachers. Data were collected through interviews and focus group discussions. Findings revealed that teaching profession is perceived negatively; that is teaching is for those who failed their examinations, teaching is a job of low class compared to other professions like doctor, law, and medicine, also teaching is taken as the last resort after someone fail to get qualification to join other professions like doctor, medicine and engineering. The findings also indicated that teaching is a stepping stone to other careers. Based on the findings, the study recommends that policy makers should make sure that they improve school context where teachers were used to work in order to retain teachers and increase students' academic performance in schools. Similarly, the government of Tanzania should improve teachers living and working conditions in order to retain more teachers to their schools.

Mwombeki, Simon Pastory (2013) *Assessing the Performance of School Boards in a Decentralized School System in Tanzania*": The case of Bukoba Municipal Community Secondary Schools in Kagera Region. Masters dissertation, The Open University of Tanzania.

Abstract

This is a report of the study that critically explored the implementation effectiveness of School Boards in community based secondary schools in Tanzania. The main objective of the study was to assess the performance of School Boards in a decentralized school system in Tanzania. The study employed mainly the qualitative research approach though quantitative data were also collected through documentary review and informal field observations. The instruments of data collection were mainly Interview, Documentary review and Field observation. Population samples included heads of schools; school boards chair persons; ordinary members of school boards, ward leaders including councillors and ordinary school teachers. In brief the study revealed that School Boards have relatively been doing well in some aspects like students' discipline, students' enrollment and construction of classrooms. However, the findings also revealed that School Boards were not efficiently, confidently and comfortably performing their school management and administration roles. Challenges which still characterize the contemporary school management and administration sphere include; lack of transparency practices, poor parents' commitments and obligation in school development activities like in construction of school buildings, paying for the schooling of their students, management of school finances and in the facilitation of proper implementation of the curriculum. The researcher recommends that School Board members be trained to acquire skills and knowledge of management about their roles and responsibilities as governors of schools. The study report is concluded by recommendations for future School Boards' handling and empowerment that would enable them to manage better their duties as governors of schools.

Mohamed, Athuman Majengo (2015) *The Influence of Secondary Education Development Plan on Students with Hearing Impairment*. Masters dissertation, The Open University of Tanzania.

Abstract

There is a risk of students with hearing impairment being excluded from the teaching and learning that goes on; it prompted to study "The Influence of Secondary Education Development Plan on Students with Hearing Impairment in Tanga city". The study focused on three specific objectives as to examine how school infrastructures facilitates students with HI to learn and interacts with environment effectively and efficiently, to identify teaching and learning materials

applicable to students with HI as well as to determine the efforts being made by SEDP implementers to improve the teaching and learning process on students with HI. The study employed both qualitative and quantitative approaches and case study research design and three research tools used were questionnaires, observations and interviews to fulfill the researcher needs. The findings reveal that there are no training, frequent seminars and workshops to specialist teachers which concurrently leads to difficult in imparting appropriate knowledge that is in need to the learners mostly students with HI, The study recommended for Government, Nongovernmental organization (NGO's) and other stakeholders to take full responsibility in supporting children with HI morally and materially.

Mussa, Lilian (2015) *The role of School discipline towards students' Academic Performance in Dar es salaam Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to find out the role of school discipline on students' academic performance. The study had four objectives; to examine the suitability of set rules and regulations in best performing and least performing schools; to examine the mechanisms in place that ensures that students' abides to prescribed rules and regulations; to examine how the students punishment management influence academic performance and to investigate how the administration of school rules and regulation contribute to students' academic performance. The research was conducted at Kinondoni district. It employed descriptive research design. Instruments were questionnaires, interview guides and observation check list. Five schools were selected. Data was collected and analyzed both quantitatively and qualitatively. Findings shows that best performing school has suitable school rules and regulation, use and implement different mechanism, apply fair and consistence punishment, also had suitable rules and regulations contrary to least performing schools which had unsuitable rules and regulation, do not well use and implement different mechanisms, apply unfair and inconsistence punishment and had written rules which had no supervision. Conclusion students should be aware of school rules and regulation, fair, consistence punishment, same mechanisms to communicate, motivation, recruitment and selection procedure to teachers and students. Recommendation there should be meeting between schools to share experiences on discipline-related matters vis-à-vis academic performance. Government should motivate teachers in least performing schools. Parents-teachers relationship should be established. Further research can be carried out focusing on the role of school discipline on students' academic performance in the counties or the whole country for comparative analysis.

Mwaimu, Wilson Dismasi (2015) *Teachers' Effectiveness on Pupils Performance in Primary School in Tanga District*. Masters dissertation, The Open University Of Tanzania.

Abstract

The study sought to assess teachers' effectiveness on pupils performance in primary school in Tanga district. The study focused on methodological competencies of teachers and their role in improving instructional processes; teachers' motivational competencies improve students' performance; and teachers' instructional process competencies and its effect on teaching and learning. The study employed both qualitative and quantitative approaches using questionnaires, interviews and observations. The population of the study comprised all Chief school inspector, Head teachers, ward education coordinators, Teachers and District education officer who were actively involved in this study. The findings indicated that teachers were competent in using the current learner-centered teaching methodologies. They were also very motivated in teaching. The study therefore recommended in order to motivate primary school teachers it is very essential to pay attention to what they are doing, listen to what they say, and acknowledge their efforts. These do not need money, but if all the educational stakeholders would appreciate and talk about the good work that the primary school teachers are doing, it would boost their morale and do even better. For further research the study recommends that similar studies should be conducted in other districts and regions of Tanzania so as to probe the same issue for better generalization.

Paul, Laurent (2014) *The Effectiveness of Corporal Punishment on Eradicating Truancy in Secondary Schools: A case of Community Secondary Schools in Magu District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of this study was to examine the effectiveness of corporal punishment on eradication of truancy in community secondary schools in Magu district. The study was guided by three objectives that are: to examine the magnitude of truancy in community secondary schools in Magu district. Secondly was to identify types of corporal punishments commonly applied in community secondary schools in the study area, and the last was to establish a relationship between corporal punishments and increased truancy in community secondary schools. Methods used to collect data were questionnaires, interviews, focused group discussions, and documentary analysis. The study found that, using corporal punishments as means to eradicate truancy in community secondary schools is not effective, since the magnitude of truancy keeps increasing as teachers continued

using it. Also, it was revealed that corporal punishments cause fears and low self confidence for one to continue with schooling. Moreover corporal punishment creates a big gap between teachers and students hence results to poor students' learning. Amongst types of corporal punishments used canes was found being popularly used than other types such as collecting stiff sand, slashing tall grasses and pulling out trees. Finally the study recommended on improving parent and community involvement in schools' problems, use of other proactive approaches such as guidance and counselling, use of participatory methods of teaching, and increase of extracurricular activities in schools.

Peter, Florence (2014) *Challenges Facing Implementation of Information and Communication Technologies Curriculum in Primary Schools in Dar es Salaam, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined challenges facing implementation of Information and Communication Technologies (ICT)/ (TEHAMA) curriculum in primary schools in Dar es Salaam. The study used case study research design with a mixed approach of qualitative and quantitative methods of data collection. A total of 206 respondents comprising of 106 pupils and 98 teachers from 15 primary schools in all districts in Dar es Salaam region participated in the study. Both qualitative and quantitative data were collected using questionnaires and interview instruments which were then analyzed by using Statistical Package for Social Sciences (SPSS) and Data Reduction techniques respectively. Results have shown that there are several challenges that hamper effective implementation of ICT/ (TEHAMA) curriculum in primary schools in Dar es Salaam. The challenges include unwillingness of some teachers to teach ICT, lack of interest to teach ICT, lack of basic ICT knowledge, lack of ICT pedagogical knowledge, limited access to ICT physical facilities and lack of electricity in most primary schools. Also the study identified that various ways that can be used to enhance ICT/ (TEHAMA) curriculum implementation in primary schools, which include provision of regular in-service on ICT/ (TEHAMA) teaching, improve pupils and teachers' access to ICTs and ensuring reliable electricity supply in primary schools. The study concludes that, successful implementation of ICT/ (TEHAMA) curriculum in primary schools is still a challenging endeavour. Supports from various stakeholders such as the Government, parents, teachers and others are critical for successful implementation of ICT/ (TEHAMA) curriculum in primary schools in Tanzania.

Lukuba, Devotha Athanas (2015) *The effects of early marriage practices on education for girls in Mkuranga District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the effects of the early marriage practices on the education for girls at Mkuranga district in Tanzania. Specifically the study sought to investigate the magnitude of early marriages, to establish its effects on girls' education, and to identify strategies used to prevent early marriages in Mkuranga District. The study was conducted in Mkuranga district in coastal region. Data were collected from three wards: Mkuranga, Kimazichana and Mkamba from which three primary schools were involved. The design used was cross-section survey design, which collected both qualitative and quantitative data. A sample for this study was drawn from four groups of the population; namely the District Education Officer, Ward Education Coordinators, Primary School teachers and pupils. Data were collected from a sample of 246 respondents including 1 District Education Officer, 3 Ward Education Coordinators, 188 Primary School Teachers and 54 Primary School Pupils. Data were collected using the questionnaire, interview, focus group discussions and documentary review methods. Data collected were analysed by using Special Package for Social Science (SPSS) and presented in frequencies, percentages, means and standard deviations while qualitative data were subjected to content analysis. The findings revealed that an early marriage in Mkuranga District is rampant. The finding further revealed that early marriages in Mkuranga District are caused by many factors one of them is low level of education among the community members. School drop out was reported to be the leading effect of early marriages in the area of study. The study also reported that there are efforts made to combat early in the area despite of a number of challenges. Different stakeholders have to work together in making sure that this practice is ended. The study concludes that early marriage is a real problem in Mkuranga district. Further studies were recommended to deal with the challenges that hinder the efforts against early marriage practices in the area.

Lukwekwe, Said Abdallah (2015) *Factors Affecting Students' Performance in Open and Distance Learning: A Case Study of Kinondoni Regional Centre*. Masters dissertation, The Open University of Tanzania.

Abstract

This study critically examines the factors that affect students' performance in open and distance learning at the Open University of Tanzania- a case study of Kinondoni regional centre. The objectives of the study were; to establish the relationship between support service and academic performance of undergraduate students at

OUT, to establish the relationship between social presence and academic performance of undergraduate students at OUT and to establish the relationship between gender and academic performance of undergraduate students at OUT. The study used questionnaires and interview guide to get the information from 80 students and 30 academic staff. Open University of Tanzania. The key findings were that most students had a lot of responsibilities and spent less time in studying, coupled with inadequate guidance in the distance mode of education. The study recommended that; educational institutions must communicate to course developers and program leaders what are acceptable rates of return on distance learning programs. While great instructors are often not focused on the bottom line of whether a course pays for itself, the reality is that courses should be self-sufficient and reap a return for the institution's investment unless there is a compelling reason to do otherwise.

Ramadhani, Japhari Kindi (2014) *An Assessment of the Effects of School Feeding Programme on the School Enrolment, Attendance and Academic Performance in Primary Schools in Singida District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this dissertation was to find out whether or not the School Feeding Programme had enhanced the school enrolment, attendance and performance in selected primary schools in Singida District. Three objectives that guided this study dissertation were: To examine the levels of enrollment before and after commencement of School Feeding Programme, to investigate the effects of School Feeding Programme on pupils attendance and to determine the effects of School Feeding Programme on pupils academic performance. Data were collected using questionnaire, interview, and focus group discussion. The analysis involved frequencies of particular responses which were presented using tables and graphs. The study sample was 172, comprising 9 head teachers, 45 teachers, 72 pupils, 45 parents, 1 District education officer. Sample random, purposive and snow ball procedures respectively were used to select the respondents. The findings of the study showed an increase in school enrolment and attendance and modest have achieved due SFPs and few schools noticed static in terms of school enrolment and attendance due poverty, long distance and poor negative attitude towards education. The study recommended that the government through MoEVT should expand and improve school infrastructure and encouraged parents to build the culture of contributing for proper implementation of the SFPs.

Shamte, Shamte Khatib (2014) *Decentralisation System in Secondary Education Level in Tanzania and the Enhancement of Secondary Teachers' Welfare" A Case of Korogwe Town Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate the decentralisation system in secondary education in Tanzania and enhancement of secondary teachers' welfare in Korogwe Town Council. The major objective of the study was to investigate how the decentralisation system has addressed the problems of secondary schools teachers' welfares in Korogwe Town Council. The study used both primary and secondary data to determine how decentralisation enhances secondary school teachers' welfare. The primary data was collected through questionnaires and interviews through secondary school teachers, secondary education officer and secretaries of TSD and TTU of Korogwe district, while secondary data was gathered through documentary survey of relevant sources. The findings of the this study have indicated that even though decentralisation in Tanzania has improved some issues like cost, time and service to be near to the population, on the other hand decentralisation has created challenges like poor accountability of council officers, poor seriousness of the officers, the use of hash language, dictatorship leadership and poor provision of funds, have been noted to hinder the improvement of teachers welfare in their centre. The recommendations of this study are, there should be an adequate power under local government in order to implement their plan, there is need to strength laws concerning to the local government duties, and local government should have adequate financial powers and other sources of finance which will help to reduce overdependence of fund from the central government.

Mdee, Donatha (2015) *Factors Affecting Students' Performance in the National Secondary Education Examination in Temeke District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at examining factors affecting students' performance in National Secondary Education Examinations in Tanzania, using schools in Temeke District of Dar es Salaam Region as a case study. The study involved five wards; Kigamboni, Mjimwema, Kurasini, Mbagala kuu, and Mbagala. The study was guided by four objectives namely, reasons for differing students' performance in the National Secondary Education Examination, factors affecting the quality of Education, relationship between availability of facilities and students' performance and to identify sources of fund that are used by public and private schools to get facilities. The researcher employed mixed research approach. Methods employed to collect secondary data were documents collected from secondary school heads while

primary data were obtained through Questionnaires, interviews and Observation. The respondents were ninety seven (97), sampling technique were simple random sampling, purposive and stratified. Raw data collected were presented in form of tables and figures. The major findings show that the performance of the students are mostly affected by in-adequate facilities, uses of phone by students, truancy, shortage of qualified teachers, lack of adequate funds in schools, low coverage of curriculum, and Indiscipline students. Quality education is affected by lack of qualified teachers, and shortage of time for study. Staff houses and dormitories around the schools related to students' performance as they reduce lateness and missing of lessons. Lastly, sources of fund were school fees, donation, and capitation from the ministry of education. The study recommends to improve quality of education, on teacher student's ratio should be implemented, more qualified teachers should be employed, enough textbooks should be bought with up to date facilities that would aid teaching and learning process.

Shaabani, Omari M. (2014) *In- Service training needs for effective teaching in secondary schools in Babati District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective was to identify in-service training needs among secondary school teachers which can guide the preparations of in-service training programs for effective teaching and learning. A case study design was used. Sixty teachers were involved from six secondary schools; ten teachers were randomly selected from each school. The data were collected by using questionnaires and by classroom observation made by the researcher. The findings highlighted challenges on the application of learner-centered approach on teaching and learning practices. Another challenge is on the use of teaching and learning aids and application of ICT skills on teaching and learning. The findings suggest that, since the effort towards effective teaching and learning has taken the learner-centered approach, the environment that suits the application of this approach must be improved. It is concluded that in-service professional development program needs for secondary school teachers seem to the improvement of teachers' professional competence by using ICT in education context. It is recommended that the ICT policy on Basic Education has to include specific objectives concerning ICT content, development of ICT skills on application of teaching and learning practices and skilled man power for technical support in schools. The government should design a team which can prepare ICT content, mode of delivery and to allocate fund for ICT equipments and improvement of infrastructures. Further studies are recommended concerning organization of ICT training programs, content and appropriate skills for improvement of teachers' professional competence.

Mtuli, Tellah Charles (2015) *Assessing the challenges of teaching and learning of hearing impaired students enrolled in regular primary and secondary schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The academic performance of students in regular secondary schools is worse compared to academic performance of pupils in primary schools special for the deaf. Iringa school for the deaf and Iringa girls' secondary school were selected to be the centre of this study. The general objective of the study was to assess the challenges in the teaching and learning process of hearing impaired students enrolled in regular primary and secondary schools. Specifically the study aimed at examining the challenges of teaching and learning to students with hearing impaired and examining the factors contributing to poor academic performance of hearing impaired students enrolled in regular secondary schools. This study used a case study design by the use of interviews and observation in order to evaluate the challenges of teaching and learning of hearing impaired students enrolled in regular primary and secondary schools. Purposive and simple random sampling procedures were used to select participants of the study who were students with hearing impairment according to their level/class they were studying, teachers of special education, heads of school and the District Education Officer for special education. Hence the study involved data collection that utilized observation, interviews to the respondents and both quantitative and qualitative research approach. Recommendation based on the study findings, the researcher/study has made the following recommendations: - There should be improvement in the inclusion system of education like the use of competent teachers in sign language, making available related teaching and learning facilities. Further research should also be carried out of related areas.

Mtweve, Lamon Malumbo (2015) *The Influence of Socio-Economic Factors on Children Access to Secondary Education in Monduli District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated socio-economic factors that inhibit children access to secondary education particularly in Monduli District. In this study, there were three objectives namely: to explore the existing socio-economic activities in Monduli District, to examine the influence of the existing socio-economic factors on children access to education and to establish management model that can promote children access to education in pastoralist's societies. To attain these objectives, mixed methods research design was employed whereby qualitative and quantitative research approaches were the major means of data collection and analyses. The data for this study was collected through documentary review, questionnaires and

interviews. The sample of this study comprised of 50 respondents that specifically comprised: students (N=30), parents (N=14), teachers (N= 5), and District Educational Officers (N= 1). It was learned that pastoralists prohibit children from schooling as they depend them in grazing their cattle. It was also found out that the Maasai culture and traditions devalue education because they don't see the value of sending their children to school. It can be concluded that, the findings establish the effective management model to children access to education that emphasizes on the need of educating parents on the importance of socio - economic returns of education to households and society in general. It is recommended that the government should enact laws against those parents who fail to send their children to school for any reason. Also, there should be in place supportive policies for those who fail to send their children to school because of lacking of school fees and other contributions especially in the pastoralists' society.

Kaboma, Esther Stanley (2014) *Contribution of TASAF in Promoting Quality Secondary Education through Participatory Approach in Tanzania: A Case Study of Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted in Ilala Municipality. The objective of the study was to assess and evaluate the contribution of TASAF sub projects in promoting provision of quality secondary education through participatory approach. Triangulation was applied by mixing qualitative and quantitative techniques. Interviews were directed to Senior TASAF Leaders. Questionnaire were directed to Local Government Leaders, Teachers and students, while focused Group discussions were conducted with 30 Local Government Leaders and School Teachers. The findings of the research revealed that 100% the respondents contacted were aware that TASAF operates effectively in their community and followed their policy guideline of always involving the people in identifying sub project and need identification. Some of respondents during focus group discussion revealed they also attend community meetings in which subprojects were identified. Nearly 100% of respondents noted that in some cases TASAF encounter challenges, which led to failure to deliver fund at the right time, and community not being mobilized in time, to play their role in the projects. It is therefore recommended that TASAF head office should specify time frame and feedback to community in order to enable the schools to demonstrate practically, avoidance of complicated procedures and include in its planning cycle binding calendar, deadlines against each benchmark by focusing few community demands which are manageable.

Kayanda, Severino Daudi (2015) *Examining Factors Affecting the Internal Efficiency of Education System in Community Secondary School*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to examine factors affecting the internal efficiency of education in community secondary school Tanzania. The study rests on the following objectives: (i) To examine the status of internal in terms of drop out, survival rates and performance/pass rates in community secondary schools (ii) To investigate the contributing factors for the current status of the internal efficiency in community secondary schools. (iii) To find out the perceived measures to be taken to improve the status of internal efficiency in community secondary schools. The study used mixed methods approaches involving a total of 125 informants categorized into district education officer, head of schools, teachers and students. The study deployed purposive and stratified random sampling to select the sample. Data collection methods interviews, questionnaires and review of documents. This study concluded that the current status of internal efficiency in community secondary schools in Kisarawe district is weak due to the presence of high dropout and low survival rates, poor performance in both Form two and Four national examinations a situation attributed to factors such as inadequacy of text books, shortage of teachers, students participation in rites of passage, early marriages and pregnancies, lack of libraries and laboratories. Other factors are truancy and absenteeism and among students, indiscipline and lack of commitment in studies among students.

Selemani, Leah Kulwa (2015) *The Contribution of School Committees on Public Primary Schools' Administrative Performance: The Case of Morogoro District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the contribution of school committees on public primary schools' administrative performance. Specifically the study investigated the guidelines, school committee members' awareness of their roles and the extent of school committees' influence on the administrative performance. The target population comprised 82 respondents; including 40 parents 16 teachers 16 X-officials, 8 head teachers and 2 WECs from Morogoro District. The study employed a case study design. Qualitative data analysis procedure was used. Data collection methods were questionnaires, interview and focus group discussion. The area of study included 8 schools from two wards. The study demonstrated that 53% of the school committee members had low understanding of their roles, 47% of the committee members show in adequacy in knowledge and technical skills that lead

the head-teachers to have a dominant role over the school committee with regard to implementation of committee guidelines, school committees lack appropriate power over head teachers, causing the committees to play passive role in monitoring the school functions. It is recommended that in order to increase school committees' effectiveness, the government should train the school committee members and set criteria to specify qualifications for school committee members.

Masenga, Happy Hosiana (2015) *Assessment of The Factors Influencing Low Academic Performance in Final Nursing Examinations: A Case of Certificate and Diploma Programmes in Eastern Zone, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study on the assessment of the factors influencing low academic performance in final nursing examinations for certificate and diploma programmes was conducted from June to July, 2015 at eastern zone nursing schools. The main objective of this study was to investigate the academic performance of final year examinations nursing students. Specifically, the study ought to identify key factors leading to poor academic performance, examine trends of academic performance for the past three decades and develop current measure for such problem. The study was conducted using descriptive research design where both qualitative and quantitative approaches were employed. A total sample of 138 respondents were sampled. Data were collected using interviews, direct field observation and documentary literature reviews methods were used. SPSS Version 20 and content analysis was used for data analysis where results were presented in tables and figures. Among the major findings includes severe shortage of teaching staff leading to deployment of unqualified teaching staff in the nursing training schools, shortage of relevant books, inadequate time for implementing curriculum, shortage of instructional materials for classroom, clinical and skills laboratory and lack of committed and adequate personnel for clinical teaching and inadequate supervision of student nurses. Based on the findings, the study recommends that, students' performance will be improved by having adequate qualified teaching staff, equip college/schools and clinical setting facilities with all necessary updated learning instructional materials. Moreover, provision of orientation to teaching staff on effective implementation of curriculum would improve performance of students and consideration for changing curriculum duration as measure to provide adequate time for implementing nursing curriculum.

Mtaita, Fredrick (2015) *Perception of Street Children and the Role of Community in Supporting Their Access to Education*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on the perceptions of street children and the role of community in supporting them to access education. It specifically explored the perceptions that primary school teachers have about street children; and how the street children identify themselves. It also examined the role of the community in supporting street children to access education. Questionnaires, interviews, focus group discussions and observation were used to solicit information from 10 street children, 32 primary school teachers, 35 pupils, 40 community members, and 2 district officials from the department of social welfare in Ilala Municipality. The key findings revealed that there are mixed feelings in identifying and talking about street children. There are those who identified street children as just like any other children and can be accepted to school again and there are those who considered them as polluted by the street life, and impossible to be normal. Street children on their side, identified themselves as normal kids, but there are those who identified themselves with the names that other people identify them with, such as chokoraa, watoto wa mitaani, thugs, homeless, and the like. Furthermore, the role of the community in supporting the street children to go to school were identified as offering these children shelter, home and other necessities, and none considered helping them to go to school as important. The study recommends that effective charter on child rights is needed to provide all the children their right to education. This will help these street children to be recognized, secured and protected by law. For further studies, it is recommended that research should be undertaken to explore whether Tanzanians beliefs about street children before liberalization of economy in the 1960s-1980s and after in the 1990s to date have changed or not.

Mtinda, Zainabu I. (2015) *Influence of Culture on Secondary School Girls Academic Performance in Majengo and Utemini Ward in Singida Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the influence of culture on secondary school girls' academic performance in four community's secondary school in Singida Municipality. 80 people responded, 4 heads of school, 12 teachers, 40 students 16 parents, 4 religious leaders, 4 elders people responded to interview schedules. The findings show that the social-cultural activities and gender role that school girls perform take too much of their time, leading them with no time to concentrate in

learning and thus affecting their academic performance. The study recommends that parents should treat sons and daughters equally to avoid overburden daughters as follows: When teaching and learning process is taking place, teachers should demonstrate that everyone in the classroom understood the lesson, make sure that abuse language in the classroom is avoided, pay equal attention to both girls and boys, encourage all students in questions asking and ensures girls are participating full in the classroom discussion. However encourage girls to take what they call masculine subjects and creation of non-sexist learning environment such. Also change of attitude, will allow the adoption of gender sensitive teaching methods. There is a need to have the responsive pedagogy whereby teaching and learning process pay attention to the specific learning needs of girls and boys. However policies must be put into practices not let them remains into books; and implementations of these polices should beginning from the grass root, into the local people from the family level whenever is possible. Eventually; Government, society and teachers needs to create a gender friendly school where school management applied gender equity principles to all activities.

Shemhilu, Theresia Salatiel (2015) *Factors Affecting Chemistry Performance in Ordinary Level NECTA Examinations from 2009 to 2012: A Case of Selected Schools in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The major objective of the study was to find out factors affecting chemistry performance in Ordinary Level National examinations from 2009 to 2012 with reference to selected schools in Dar es Salaam City. From 2008 to 2012 the overall National chemistry pass rate in Ordinary Level secondary schools were below 50%. The study wanted to find the pattern of the Form Four student's performance in the NECTA examinations from 2009 to 2012, as well as, the students' and teachers' opinions on that poor performance. The study used cross sectional research design to collect data from the population samples. It employed two stage-sampling design to select the 100 respondents who were form three students studying chemistry from selected schools. The first stage used purposive sampling to select 5 schools in Dar es Salaam. The second stage used simple random sampling to select 20 form three students, ten boys and ten girls from each of the five schools. Purposive sampling was also used to select key informants. Data collection was done by using questionnaires, interviews and documentary review. Data from questionnaires were collected, edited, coded and summarized and then analysed using the Statistical Package for Social Sciences Version 12.0 (SPSS 12.0 for windows). Descriptive statistics such as frequencies and percentages were employed to show the patterns revealed from the findings. The major findings of the study show that insufficient facility distribution and accessibility in secondary schools, problems of enough qualified chemistry teachers in schools and poor students' home support services

were among the major challenges which led to poor performance in the NECTA examinations results. The study recommends to provide enough learning facilities, as well as, enough motivated chemistry teachers in secondary schools.

Singano, Ashura (2015) *The Role of Leadership Styles on Teachers' Working Morale in Primary Schools in Kibaha Town Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at investigating the role of leadership styles on teachers' working morale in Kibaha public primary schools. The purpose was fulfilled through four specific objectives: to explore the leadership styles practiced in primary schools, to examine the teachers' perception on the exercised leadership styles, to investigate different ways in which the practiced leadership styles affect teachers' morale, to establish effective leadership style that influence teachers' working morale. The study followed case study design whereby quantitative and qualitative approaches were the major means of data collection and analyses. The data were collected through questionnaires, and interviews. The study involved five public primary schools and about 70 respondents. 61 primary school teachers were randomly selected to respond to questionnaires, while 5 head teachers and 4 Ward education coordinators were purposively selected to participate in interview sessions. Pre-testing of the instruments was conducted twice in two primary schools within an interval of one week but those schools were not involved in the sample of study. The study revealed that the most practised leadership style by school heads was Autocratic. Moreover, the findings revealed that practised leadership style had influence on teachers' working morale. Thus teachers' working morale can be predicted based on the leadership style asserted by the head teachers. Teachers' perception was positive when their head teachers practiced democratic style of leadership. This might be due to their involvement in different matters concerning school activities and endeavours. The study concluded that democratic style of leadership should be upheld and used by all head teachers of primary schools in order to influence teachers' working morale.

Chattanda, Imangradis (2015) *The Characteristics of Successful and Unsuccessful Public Community Built and Managed Secondary Schools in Academic Programmes in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessed the characteristics of successful and unsuccessful public community built and managed secondary schools. The study investigated the factors influencing the level of performance of public built and managed secondary schools

in Kinondoni District in Dar es salaam region. The study was guided by three objectives as follow; assess the inputs of successful and unsuccessful, compare the process of teaching and learning and assess the quality of outputs and outcomes of successful and unsuccessful public community built and managed secondary schools. The study employed a mixed approach method with case study design aimed at determining the factors influencing the level of performance of public community built and managed secondary schools. Purposive and simple random sampling techniques were employed to select 120 participants among the whole group of students and teachers in schools. Data collection included the use of interviews, questionnaires, observations, and review of documents. The data were arranged in columns and rows, and quantitative data were processed and analysed quantitatively and presented in terms of tables, charts and graphs, absolute and relative frequencies. The findings revealed that there is a great shortage of teaching and learning materials, teachers, buildings, houses, social services, less supervision from the inspectors and education officers. The researcher suggests that in seeking the solution to the problem all stakeholders must be involved, allocating enough resources in the education sector, improve teaching and learning materials to schools in remoteness areas, change day to boarding schools, which are in remote areas, improve transport system and create friendly environment in teaching and learning.

Akech, Juma (2016) *Assessment of the Effectiveness of Induction Programs for Newly Appointed Teachers in Kongwa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the effectiveness of induction programs for newly appointed teachers in Kongwa district. Specifically, the study sought to: examine the perception of education stakeholders on the concept of induction for beginning teachers; examine the strengths of induction programs for beginning teachers; assess challenges facing the induction programs for beginning teachers; and identify the coping strategies employed in improving the induction programs for newly appointed teachers. The study employed both qualitative and quantitative research approaches to complement one another. Participants involved in this study were 25 beginning teachers; 4 heads of school; 8 heads of department and 1 district education officer. Data were collected by using questionnaires survey, interview and documentary review where by simple random sampling and purposive sampling technique were employed in selecting the respondents. The study revealed that education stakeholders had minimal awareness about the induction programs for newly appointed teachers. However, study revealed the existence of strengths of induction programs help beginning teachers feel free under new environment; and minimize collision among organization members. The study also revealed that the

induction programs faced challenges like: lack of blueprint and funds to facilitate the induction program practices. The study recommended that there should be a blueprint to guide the practice of induction programs; provision of enough funds to facilitate the induction programs. The study recommended for further study to be conducted in other districts by using other participants and one approach especially qualitative. Additionally, it was also recommended for further study to employ different kinds of school on the same topic.

Chaula, Evaristo Michael (2015) *An assessment on influence of School Feeding Program on pupils' enrolment, attendance and academic performance in primary schools in Njombe district, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the influence the School Feeding Program (SFP) on pupils' enrolment, attendance and academic performance in primary schools in Njombe district- Tanzania. It employed the following three specific objectives: To examine the levels of enrolment before and after the commencement of the school feeding program, to assess the influence of school feeding program on pupils' attendance and to determine the influence of school feeding program on pupils' academic performance. The study was supported by literature from other research studies done on school feeding program and very few from other subject areas. The study employed mixed research approach and adopted descriptive design in order to achieve the aim of the study. Data were collected from six primary schools in Njombe district. It involved a sample of 55 respondents including one District Education Officer (DEO), six head teachers, 12 teachers, 12 chairpersons of school committees, 12 parents and 12 pupils. Participants were selected through stratified random sampling, simple random sampling and purposive sampling. Data collection methods were documentary reviews, questionnaires and interviews. The study findings showed that school feeding program has increased pupils' enrolment, attendance and academic performance. Few schools have been not stable in terms of pupils' enrolment, attendance and academic performance due to parents' negative attitudes towards education, lack of teaching and learning materials, long distance to and from schools, poverty of parents, shortage of teachers, overcrowded classes, political issues and pupils who were orphans. The study recommends that the government through Ministry of Prime Minister's Office Regional Administration and Local Government should improve the infrastructure of the schools by cooperating with other educational stakeholders and encouraging parents to support SFPs by contributing contributions like money and food.

Rashidi, Zaituni (2016) *The Contribution of Teachers Resource Centre on Improving Academic Performance of Community Secondary Schools in Kisarawe District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the contribution of TRCs to improving academic performance of community secondary schools in Kisarawe district. The study was guided by four research tasks namely: to examine the contribution of TRCs to improving school's academic performance; to examine the types of academic support provided by TRCs to secondary school teachers; to assess the challenges facing TRCs in Kisarawe district and to establish the strategies that would improve TRCs for promotion of academic performance of community secondary schools. The study was conducted in Coast Region in Kisarawe District. The sample comprised of 72 respondents including secondary school teachers, head teachers, Ward Educational Coordinator, TRC coordinator and DEO of Kisarawe district. Questionnaire, interview and documentary review were used as basic instruments of data collection. The findings showed that secondary school teachers in Kisarawe District were unaware of the use of TRCs in teaching and their contribution to general students' academic performance. Moreover, the findings revealed that the academic support provided by TRCs favored primary school teachers more than secondary school teachers. The findings also revealed various challenges facing TRCs such as lack of a clear policy on motivation of teachers, inadequate financial resource and support at district and national levels; teacher awareness, inadequate office space, and insufficient teaching and learning materials such as textbooks. The findings also revealed that there is a need for the establishment of TRCs with enough and relevant books in every ward, which would be used by secondary school teachers. Additionally, the government should provide financial support to TRCs and support the conduct of seminars and workshop for teachers.

Dohho, Martin A. (2015) *Factors influencing truancy in community based secondary schools. A case study of Mbulu district*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined factors which influence truancy in community based secondary schools, a case of Mbulu district. The idea behind this study was to find out the causes of truancy among students in the district. Research objectives were developed to help explore factors that manipulate truancy in community secondary schools. These objectives were used as a reference to make decision on research approach

and data collection methods. Qualitative research approach was therefore identified due to its strength on studies of this nature. Data collection methods included interviews, focus group discussion, observation and documentary review. The findings showed that there were number of reasons for students' truancy in community based secondary schools in Mbulu district. The reasons are complex as they were composed of many factors that make students not to sustain attending schools regularly. However, through deep analysis of field data, several interrelated factors were revealed. These include peer group and globalization which were more evident with students who are in adolescent age. Other factors include household poverty for students coming from economically disadvantaged families and corporal punishment that influence truancy in schools. Therefore, if the problem of truancy will not be solved immediately as well as education policies not implemented as required, the strategic role of secondary education to each individual in the district to realize socio-economic development will be affected. The researcher makes several recommendations including the government to build hostels and subsidizing other educational cost to motivate students from economically disadvantaged families to maintain regular school attendances.

Kimaro, Rabia Hatibu (2015) *Parents Reasons for Sending Their Children to Lowest Performing Private Secondary Schools in Dar es Salaam Region and Their Expectations*. Masters dissertation, The Open University of Tanzania.

Abstract

The objective of this study was to determine the reasons for the parents sending their children to lowest performing private secondary schools; and to determine parents expectations on children academic performance in lowest performing private secondary schools in Dar es Salaam region. It employed both quantitative and qualitative approaches. This is descriptive study that utilized structural interviews and questionnaire for data collection. The population was composed of parents with children in the lowest performing private secondary schools in Dar es Salaam Region obtained through purposive and snowball sampling techniques. Data were analyzed qualitatively and presented descriptively. Key findings revealed that parents had several reasons for sending their children to lowest performing private schools and were influenced by the following variables such as; good infrastructure of the school, availability of teaching and learning materials, access to school and child behaviors' were among the reasons for them to send their children to the respective schools. Also the findings revealed that 10 (ten) parents had low expectations towards their children academic performance. 7 (seven) of parents had high expectations.

Mollel, Catherine (2015) *Quality of Education Practices in Tanzania: A Case of Community Secondary Schools in Arusha District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored quality of education practices in Tanzania, using community secondary Schools in Arusha District council as a case study. The study intended to: to examine the indicators of quality education in Arusha District Council community secondary schools; examine how schools have been working to attain quality of education among community secondary schools in Arusha District Council, and find out what should be done by the schools to attain quality education in Arusha District Council community secondary schools. The study employed both quantitative and qualitative approaches. The data collection involved 83 respondents reached through questionnaires and interviews. The findings indicated that the community and teachers in Arusha District are aware of the indicators of quality education such as textbooks, nutrition and infrastructure also the study indicated the practice to attain quality education in the district are hindered by the problem of science laboratory and science text books, furthermore the study recommended on the strategies that could improve the quality of education in Arusha to be: reviewing TRCs (as the centers function to improve teaching abilities), improve fundraising, improve teachers' motivations and parent school relationship. Recommendations to improve the quality of education in the district are attached.

Kisigiro, Patrick Augustine (2015) *Effective Use of Capitation Grants in Promoting Primary Education Output in Kisarawe District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to evaluate the use of capitation grants and its contribution to the improvement of primary education output in Kisarawe District Council, Tanzania. Specifically, the study sought to analyze key stakeholders' perceptions on their involvement in the management of capitation grants as well as to examine the effect of capitation grants on improving pupils' attendance rates, academic achievement and completion rates. The sample involved 121 respondents. The researcher employed the survey design; while both qualitative and quantitative approaches were used. Data were collected through questionnaires, interviews, focus group discussions and documentary analysis. Qualitative data were analysed through content analysis while quantitative data were analysed through frequencies and percentages. The study findings revealed that school committee members were

passively involved in the management of the capitation grants in their schools. It was also revealed that proper utilization of capitation grants had helped to improve pupils' attendance rates, academic achievement and completion rates. However, factors other than proper utilization of capitation grants had also influenced pupils' attendance rates, academic achievement and completion rates. The study recommends that involvement of school committee members in decisions regarding school resources including capitation grants should be strengthened. Also, the government should ensure that the disbursement of adequate capitation grants are made available to primary schools and are consistently disbursed. Lastly, but not least, discipline in the utilization of school funds should be enhanced.

Mbuta, Joyce J. (2015) *Assessment of Challenges Facing Girls and Boys in Academic Performance, A Case Study of Single Sex Secondary Schools in Tabora Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was on an assessment of challenges facing girls and boys in academic performance, a case of single sex secondary schools in Tabora region. It has investigated the perceptions of girls and boys on single sex schooling, the learning challenges facing girls and boys in secondary schools, which affected their academic performance, poor girl's performance compared to boys in single sex schools and strategies, for improving the performance of girls in single-sex secondary schools in Tanzania. The study was involved (53%) males and (47%) females. Data collection methods were questionnaires, interviews and group discussions whereas, statistical methods and matching of information were employed as tools for data analysis. Findings have shown that boy's perceptions on single sex schools is that; students focus more on education, decreases distractions in learning and reduces student misbehaviors. The girl's perceptions include; increased confidence, decreased relationship with boys and feel more comfortable in sharing ideas. General challenges facing boys include; drug use, and poor relationship with family and drop out of schools. However, girls challenges were drop out schools and early marriages. Ways to improve girl's performances include; making sure girls are safe, eliminating gender bias, and provide pocket money. It was concluded that single sex schools are a good idea, particularly for girls to improve their performances as it provided a conducive environment for study. It was recommended that, the issue of educating women is very important for any national development and therefore, needed to be emphasized.

Mfangavo, Karim Ismail (2015) *The Influence of Students Enrolment on Effective Utilization of Available Teaching/Learning Resources in the Community Secondary Schools-the case of Arusha City Council Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate for the student enrolment as compared to available to teaching and learning resources in the Community secondary schools in Arusha city Council. The study intended to explore teacher student class ratio, student book ratio, number of class taught per teacher in a week and to examine number of human resources in the community secondary schools in Arusha City Council. The study employed descriptive research design by applying the qualitative and quantitative approach. The data were collected through interviews and focused group discussions. The findings revealed that there were no correlations between teacher- student ratios as the teachers were confronted with large number of students in the class. In this case, the facilitator faced challenges especially teaching and learning techniques. Mostly, they adopted lecture method which implies one way traffic mode concerning teaching-learning process. There was no correlation between books and enrolled students. Obviously, this affected students' performance in their tests and examinations since these methods are not effective in the teaching – learning process. Teachers had excellent qualifications since most of them had obtained bachelor degrees and Diplomas in education. The study also revealed that teachers were facing hardship conditions and they were taking long time without being promoted. As a result the overall performance was not good but it could be improved if the above weaknesses were corrected as recommended in the study. It is recommended that government should provide adequate resources based on modern technologies to facilitate especially the teaching and learning in large groups.

Sagenge, Angelina Julius (2015) *Impact of School Feeding Program on Access to Primary School Education in Chamwino*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the impacts of school feeding program (SFP) on access to primary school education in Chamwino District. This study adopted cross sectional design with a case study that meant to get in depth data on the impacts of SFP to the primary school education. Simple randomly sampling was used to select respondents such as pupils' parents. Where Ward Educations Officers, Ward Executive Officers, Head teachers, and Education officials were purposively selected. Documentary review, observation checklist, interview and questionnaire are the major instruments used to collect data. The collected data (qualitative and quantitative) were then

tabulated, transcribed and analyzed using SPSS. The study found that, school feeding is an effective tool to make pupils increase enrollment, attendance. The study found the place with low enrollment and attendance, poverty and drought as the criteria used to select schools for SFP. Moreover, the study found that parents' participated in SFP by contributing money for graining maize, collecting firewood, constructing infrastructures and paying cooks and watchman. Several mechanisms were used to mobilize the parents such as parents meeting, village by-laws and awareness given through community development officers. The study still confirms that the school feeding program have impact on increasing access to primary school education for poor families in Chamwino District. However, still there is a need for central government to work on policy studies that would come up with cost - effective models that may enable countries like Tanzania and other developing countries to effectively implement school feeding programs without depending on donors.

Ame, Ali Wadi (2015) *Assessment of the Institutional Framework for Disaster Management in Zanzibar: The Case of West District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main goal of this study was to assess the effectiveness of disaster management framework in Zanzibar, particularly in the West District. The study was conducted among members of the committees for disaster management that are the District and Shehia Committees. Their selection was done using both random and purposive sampling procedures, especially through snowball sampling. The study included both qualitative and quantitative data, which were obtained through face-to-face interview, questionnaires, and direct observation methods. In relation to the objectives of this study, the research findings indicate that, women have been much encouraged to participate in the issues related to disaster management and have shown positive response. Their participation in the interviews and questionnaires filled in was higher than that of men. There were total of 100 respondents divided into two groups, the group of 25 respondents from the District Disaster Management Committee and 75 respondents from members who form Shehia Disaster Management Committees from five selected Shehias. These respondents in different times were involved in both interviews and questionnaires in the data collection process. It is recommended to establish early warning centers in all Districts in Zanzibar as well as equipping them with all necessary devices. The current Disaster Management Structures need to be re-structured to improve efficiency during the time of preparedness, response and recovery.

Mark, Agnes (2015) *Factors Influencing Teachers' Motivation and Job Performance in Kibaha district, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The general objective of this study was to identify factors influencing teachers' motivation and job performance in public secondary schools in Kibaha District. Specifically, the study sought to identify factors of motivation that can lead to teacher's job satisfaction and dissatisfaction in public secondary schools, assess factors of motivation that are available at good performing schools and that are not available at poor performing schools and to document suggestions for improving teacher's job satisfaction and performance. The study employed a descriptive survey research design. Research techniques employed were interview and questionnaire. The sample consisted of thirty nine respondents with thirty two questionnaire respondents randomly selected from selected secondary schools and seven interview respondents purposively selected from the District education office, CWT District office, TSD office and head of schools from selected secondary schools. Quantitative data were analyzed descriptive statistics such as tables, frequencies and percentages while the qualitative responses were coded, categorized and analyzed into themes. There was also the use of respondents' direct quotes. The findings of the study show that motivation of teachers in Kibaha District was affected by factors such as poor working conditions, low salary/pay, unfavorable policies on education, delays in promotions and community's negative perception towards teaching. Based on the findings, the study recommends inter alia that the government should improve teachers' compensation and pay as well as improve working conditions. The government should also review policies on secondary education for example by making teachers participate and have a say on matters regarding the management and the delivery of secondary education including teachers personal development.

Nchimbi, Verena David (2015) *Factors instigating cheating in government primary school leaving examination: A case of Same District council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to assess factors that lead to cheating in government primary school leaving examination. Case study of Same district. Specifically the study assessed the factors that cause cheating in examinations among government primary school pupils; investigated the effects of cheating in primary school leaving examinations; and identified strategies for addressing the problem of cheating in primary school leaving examinations. A case study research design was adopted. Purposive and stratified random sampling techniques were used in selecting study

areas and respondents. A sample size of 80 respondents was used. Both primary and secondary data were collected using questionnaire, interview, observation and documentary review. Data analysis was done using statistical package for social science (SPSS). The study found that factors influencing cheating in primary school leaving examination among government primary schools include; lack of confidence among pupils, panic among pupils toward examination, illegal assistance from parents, inadequate teaching and learning facilities, competition among schools. The effect of cheating in primary school leaving examination among government primary schools were selection of unqualified pupils to join secondary level, complaints in the society, decline of quality of education, influencing other pupils in cheating behavior, bad image to the society. Among the strategies to overcome the problem of cheating in primary school leaving examination include; teachers abiding to professional ethics; improving security in examination rooms, punishing staff involved in cheating; re-sitting examination for cheaters; improving teaching and learning environment; providing adequate payment to examination supervisors.

Urassa, Joyce Martin (2015) *Assessment of the Contribution of Secondary Education Development Program (SEDP) In Improving Access to and Completion of Secondary Education, Case of Moshi Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the contribution of SEDP in improving access to and completion of secondary education taking Moshi Municipality as the area of study. The specific objective of the study was to find out the extent to which students enrolled in secondary schools manage to complete four years circle without dropping in between, factors for the dropout since the implementation of SEDP as well as challenges facing the achievement of SEDP in ensuring access and completion of secondary education. A cross sectional survey and case study design were employed. The target population included students, teachers, head of schools, Education Officers as well as Ward Education Coordinators. Purposive and random sampling was applied during selection of the participants. Questionnaires and interviews were used as data collection tools. The data was gathered compiled and analyzed both qualitatively and quantitatively. The analysis of data from questionnaires were categorized and entered into the computer for computation of descriptive statistics. Descriptive statistics were analyzed and presented by tables and charts. The findings of the research showed that; students who fail to complete secondary education are caused by poor economic condition of their families, peer group pressures, pregnancy among girls" students and ignorance of not knowing importance of education. Suggestions and recommendations to rescue the situation of absentees of secondary students are given that parents should be empowered to combat poor economic conditions so that they manage send their children in

secondary schools. Government should ensure access to education to all citizens. Dormitories should be built up in each ward secondary schools to help girls avoid temptations which will cause them fall in early pregnancies.

Ngowi, Flora Leyaro (2015) *Examining impact of unreliable government disbursement of capitation grants on academic performance in public secondary schools the case of Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate and examine the problem of the unreliable government disbursement of capitation grants to public secondary school on academic performance in case of Kinondoni District. The study involved ten respondents who are head of secondary schools. Qualitative data analysis technique was used data was presented in a narrative form with direct qualitative from the respondents. The findings indicated that capitation grants helped to improve the quality in some aspects and some subjects were not available. The provision of capitation grants to schools was both insufficient and were delayed to reach schools thus, difficult for schools to implement plans timely and sustainably. There was little improvement in the teaching – learning process in these public secondary schools as a result of capitation grants. The study revealed that the management of capitation grants is the responsibility of the head of schools cooperating with the school committees (SCs) it was observed that there were some limitations due to lack of skills in financial management in some of these members. In order to ensure quality education and improving performance in public secondary schools, it was recommended to the government to increase the amount of the capitation grants in the budgetary allocations to make it more adequate and sustainable. Members of schools committees need to be re- trained especially in financial management of school funds.

William, Aveline (2015) *Use of Non Financial Motivation as a Strategy to Improve Teacher Performance in Community Secondary Schools in Tanzania: A case of Ilala municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Generally, the study intended to assess the use of non- financial motivation as a strategy to improve teacher performance. The study was carried out in Ilala municipality in Dar es Salaam region. The objectives of the study were: to examine the availability of non financial motivation; to examine the perceptions of teachers on the effectiveness of non financial motivation; to examine the contribution of non financial motivation on performance of teachers; and to suggest ways of improving the provision of non-financial motivation to teachers in community secondary

school. A case study employed a descriptive mixed research design, using a sample of 80 teachers, which included eight heads of schools and 72 teachers from eight selected community secondary schools in Ilala municipality who were selected using two sampling techniques namely purposive and simple random sampling. Data collection instruments used were questionnaire, interview and documentary analysis. Qualitative and quantitative techniques were used for data analysis; and data were presented in tables and pie charts by simple descriptive statistics in frequencies; whereas percentages were used to present the findings. This study recommends that there is direct relationship between provision of non-financial motivation and performance of teachers. The study recommends that local government as the teacher employer should ensure, create and provide good accommodation, in service training, and promotion of teachers in appropriate time; develop a fair reward system, and communication style; and give recognition and respect in order to improve teachers' performance.

Mayaru, Makene Obadia (2015) *Challenges Facing the Public Primary School Teachers in their Teaching Career in Tanzania: A Case of Mbogwe District, Geita*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on the challenges facing the public primary school teachers in teaching career in Mbogwe District. Specifically the study aimed at investigating the causes of the challenges that face the primary school teachers in their teaching career. The specific challenges that face the teachers in their teaching career and how do they affect the teaching of the primary school pupils. Lastly, strategies education authorities employed to improve the working conditions of the primary school teachers and realize quality education to primary school pupils in Mbogwe District. The study employed qualitative design. Study employed interviews, focused group discussions and documentary reviews as method of data collection. The results showed that the poor National Health Insurance (NHIF), poor promotion management among teachers and delays of payment of the arrears and poor incentive policy and allowances were the core causes of the challenges that affect the teachers working environment in Mbogwe District. Further, the results showed that the teachers were paid low salaries that hindered their ability to meet the basic needs of life like food and paying rent houses. This situation influenced the teachers to do other petty business which affected their attention toward lesson preparations. The result furthermore showed that the teachers faced the challenge of poor health services that caused them use their own funds as a result their income were eroded by double contributions, Finally, they were not given rent allowance this affected their living conditions and this situation increased their transport charges. Lastly, the results showed that, improving NHIF policy to allow the teachers to access better medical services. Recommendations for the study are attached.

Rugera, Valentina Anthony (2015) *Examining Impact of Parenting Styles on Children Academic Performance in Public Primary Schools: Experience from Nyamagana District in Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to examine the impact of parenting styles on Academic performance in public primary schools in Nyamagana District of Mwanza Region. The study specifically intended to explore the role of parenting styles on children's study time, to find out the impact of parenting styles on children's cognitive development and to investigate the contribution of parenting styles on children's discipline in school. A cross-section descriptive design was employed in this study to collect data from 156 respondents, mainly heads of schools, teachers, parents and children. Interviews, questionnaires, observation and documentary reviews were used to gather data. It was found that parental care was important in academic performance because when parents participated in academic issues of their children the performance of the children increased. The contribution of parenting styles, for example democratic, authoritarian, permissive and uninvolved parenting styles contribute much in academic issues if parent apply all of these in different situations. The study concludes that parenting style is important in academic performance. Therefore schools, social groups and governmental organizations should convene outreach programs to educate the society mainly parents on the effects of parenting styles upon children academic performance.

Mshani, Geoffrey (2015) *Poverty Indicators Affecting Academic Performance in Tanzania Secondary Schools at Nkasi District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about Poverty Indicators Affecting Students' Academic Performance in Tanzania secondary schools in Nkasi District. Its purpose was to examine the manner in which poverty indicators are affecting Students' Academic Performance in the said area. Specifically, it sought to determine the academic underperformance trend at levels, investigate socio economic factors affecting the said performance; Assess parents' played roles and challenges faced in solving factors. The study approach was qualitative. It involved 121 respondents who were selected by purposive- random sampling. One of the findings included: that the underperformance were caused by mentioned seven factors of which they were asked to rank them in terms of their potentiality and significance. Consequently, they ranked first the English language, poverty income of parents, heavy house home chores and child labour while at school, distance from home to schools. Lack of

study facilities, Lack of teachers and lack of basic needs. Poverty was confirmed as one of the socio economic factors for underperformance though not alone. The study found that some parents were playing their roles as supposed though students singled some who discouraged their children to study hard. The researcher recommended that government should intervene to rescue poverty line households to subsidize secondary school students. Finally, it was recommended that since this study was carried in qualitative let further study of the same be conducted using quantitative design.

Mayemba, Denga Lucas (2015) *The Prospects and Challenges in the Provision of Retirement Education to Workers in Tanzania*. Masters dissertation, The Open University of Tanzania.



Abstract

The study assessed the prospects and challenges of providing retirement education to workers in Tanzania, using Tanga city as a case study. Specifically, the study examined the elements of retirement in education policy; the attitudes of community members on the importance of retirement education; and the views of education officials on the possible challenges to provide education to workers in Tanzania. Questionnaire and interviews were used to solicit information from 80 respondents including 20 retired workers, 32 workers on job, 20 community members, 5 education officers, and 3 human resource officers. Findings revealed that: First, there are no elements of retirement in education policy. Secondly, the study found that all respondents considered retirement education as very important since life expectancy has increased to retirees and they need to live happy life. Thirdly, education officials pointed to several challenges that can hamper provision of retirement education such as lack of facilitators and lack of instructional materials. The study recommends that: Policy planners should ensure that education policy contains the elements of retirement in order to prepare workers for retirement. Further studies should be carried out to cover more area and variables such as gender and occupation.

Komba, Ashiry Ridhiwan (2015) *An Examination of Family Background Characteristics and School Environments and Their Effects On Girls' Achievement in Schooling Process*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the effects of family background characteristics and school environments on girls' achievement in the schooling process. Girls' academic achievement in the schooling process is still a big problem

especially in Mufindi district. This study therefore investigated the effects of family background on girls' academic achievement. Three objectives guided the study. To examine the effects of family background characteristics on girls enrollment to schools; the effects of family background characteristics on retention of girls in schools; the effects of family background characteristics on completion of girls in their schooling. The literature revealed that cultural and social beliefs, attitudes and community practices prevent girls benefiting from educational opportunities to the same extent as boys. The study used both qualitative and quantitative approaches. Interviews, focus group discussion and questionnaires have been used as data collection tools. Findings revealed that socio-economic, cultural, household chores, lack of guidance and counseling, lack of role models, lack of provision of basic needs in school environment, child labour, long distances to and from school, lack of dormitories and sexual harassment are some of the factors that affect girls academic achievement in the schooling process. The study has shown that there are, however, circumstances where individual efforts of students themselves help girls improve their academic achievements in schooling. On the basis of the findings and conclusions of the study, it is recommended that MOEVT and PMO –RALG and the community at large should create awareness to parents for them to provide more support to their daughters in academic matters, also improve school environment and provide basic services at school premises. Furthermore it is recommended that further research should be conducted on boys' achievements in the schooling process to have a comparative study.

Kabuta, Lydia G. (2014) *Problems facing students with physical disabilities in higher learning institutions in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the research was to examine problems facing students with physical disabilities in higher learning institutions in Tanzania. Its specific objectives included; (1) examining infrastructural situations in higher learning institutions to determine whether they support students with physical disabilities to study and live comfortably or not, (2) examining academic, social and financial problems facing the physically disabled students as well as (5) assessing stakeholders' views on means they consider appropriate to address problems that face the physically disabled students at higher learning institutions. The study employed quantitative and qualitative research methods in collecting and analyzing data. Documentary review was used to examine infrastructure situations in 5 higher learning institutions. Questionnaires and interviews were also used to collect data from 12 physically disabled students. These techniques were further used to collect data from 5 heads of institutions, 21 tutors/lectures, 40 parents as well as

82 students without disabilities. Findings revealed that, 75 percent of higher education institutions' infrastructures were available but inadequate. Eight five percent (85%) of the infrastructure was accessible with difficult to students with physical disabilities whereby 35 percent and 25 percent of all infrastructure conditions were average and poor respectively. The study also found high inadequacy of teaching and learning materials as well as lack of special schemes, trained staff, funds and scholarship for students with physical disabilities. Hence it was recommended that government and other stakeholders should take special considerations and actions in order to accommodate students with physical disabilities in higher learning institutions.

Gaspar, Cornelius (2015) *Quality Factors Affecting Academic Performance of Students in Secondary School in Tanzania: Case of selected Public Secondary Schools in Tanga*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is concerned with quality factors affecting academic performance of students in secondary schools in Tanzania mainland case of selected Public Secondary Schools in Tanga. The study rests on the following objectives: to identify quality factors available in secondary schools that affect academic performance of students and to examine the role of quality factors on academic performance of students in secondary schools in Tanga. Finally, the study was aimed to establish quality factors strategies the schools need to put in place to realize good students' academic performance in secondary schools. Data collection methods comprised interviews, focus group discussion and documentary review. The data collected were analysed thematically. The findings of the study revealed various quality factors were available in secondary school, poor school infrastructures, shortage of curriculum materials and shortage of science teachers. Some of the reasons which account for this disparity are such as lack of fund, political influence, poverty, lack of strong school board to monitor implementation and lack of education and awareness to parents. The quality factors have the role to play in providing good education to children. However, most of the schools lacked important infrastructure such as library and laboratories which were not finished and many buildings were poorly built and uncompleted. Also, regardless of the teaching and learning to be poor caused by lack of necessary materials, quality in school could be improved through these strategies; building infrastructure, school inspection, self-assessment, teaching and learning materials, teachers ratio, parents' participation as well as the in service training. Recommendations to attain quality in secondary schools are attached.

Tumaini, Mary (2015) *The contribution of non-monetary incentives to Teachers Retention in Public Secondary Schools in Korogwe Urban*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored the contribution of non-monetary incentives to teachers' retention in Korogwe urban. The specific objectives focused on: exploring the types of non-monetary incentives provided to teachers, finding out teachers views on the influence of non-monetary incentives to their job retention and investigating the challenges the management faces in the provision of non-monetary incentives to teachers in respective schools. This study was guided by theoretical framework based on Maslow's Hierarchy of Needs, Vroom Expectancy theory of motivation, and Adam's Equity theory of motivation. The study involved four (4) public secondary schools in Korogwe District, and utilized mixed methods. Purposive and stratified sampling procedures were used to select a sample of 65 respondents. These involved one District Secondary Education Officer, sixty secondary school teachers and four head of schools. Three Data collection procedures i.e. Observation, Interview and Questionnaires were employed in this study. The findings revealed that teachers' promotion is still a big challenge in public secondary schools, as the result very few teachers were satisfied while, the majority of teachers were not satisfied with the promotion management. Moreover, non-monetary incentives seem to influence teachers' retention positively and negatively as the findings indicated that those who were satisfied with the incentives remained in schools while, those who were not satisfied, quitted the teaching profession. It was also found that, shortage of resources play a vital role in the teachers' job dissatisfaction. It is concluded that school management should work on the challenges affecting teachers' retention through school projects, social welfare, effective orientation and mentorship.

Jengo, Leah S. (2016) *School Management in Community Secondary Schools in Rombo District: Effects on the Students Academic Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

The research on Effects of school Management on Students academic Performance in Community Secondary schools in Rombo District Council was done using a sample of 160 respondents consisting of the head of schools, academic masters/mistress, teachers and form four students chosen from thirty-four Community Secondary Schools (CSS) in Rombo. Primary data was collected through questionnaire and interview to assess the capability of heads of schools in managing schools; the strategies they use to improve students' academic

performance, and the efficacy of those strategies. The study found out that out of 10 head of schools none had undergone management training. The popular strategies that head of schools use to improve students' academic performance, ranged from motivating teachers to sanctions. Although most of the heads of schools did not have the formal management training, their management strategies were efficient given the situation of the community secondary schools in Rombo district. Summary of the conclusion: The study recommends that the Government should consider training of the school heads so as to ensure quality management of the schools. It is also imploring the school managers to make efforts in developing themselves academically. The study further recommends that management skills to be added in teachers training programme to expose teachers to management issues. Future researchers on this topic try to find out how school heads can collaborate more in their managerial activities so as to enhance efficiency in quality education that is provided in these schools.

John, Yohana (2016) *The Effect of Capacity Building of School Heads in Enhancing Students' Academic Performance in Secondary Schools in Mbulu District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at finding out the effect of capacity building of secondary school Heads in enhancing students' academic performance. This end was fulfilled by three objectives namely: to explore the procedures for providing Capacity Building of secondary school heads in Mbulu, to examine the relevance of Capacity Building contents of school heads in enhancing academic performance of secondary schools and to explore managerial challenges in enhancing school academic performance in relation to Capacity Building content of school heads. A case study design was employed to collect data from five (5) secondary schools. Purposive sampling was used to select five (5) secondary schools which are public schools. The study used interviews, questionnaires and documentary review as the instruments of collecting data. The findings reveal that capacity building programmes have positive effect on students' academic performance as well as managerial activities. The findings were provision of seminars about school management to the school Head teachers as well as teachers' seminars should be conducted frequently; supervision of daily academic duties, good planning by seminar facilitators, the programmes must be related to the school leadership and management. The study concludes that for question number one, respondents indicated that they were satisfied with the programmes because most of them said that the programmes were satisfactory to them. Some of them said that the programmes satisfied them to a great extent. Most of the respondents suggested that seminars must be conducted frequently in all parts of Tanzania. The study recommends that emphasis should be placed on considering leadership and

management courses when hiring or appointing school heads for knowledge-ability of leadership functions.

Kaai, Papakinyi Lesayepiye (2016) *Understanding and Improving Instructional Leadership Practices in Primary Schools in Karatu District, Arusha, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the understanding and improving instructional leadership practices in primary schools in Karatu District, Tanzania. The study was guided by three research objectives; (i) to assess the perceptions of teachers on the role of head teachers as instructional leaders, (ii) to examine the role of head teachers in improving teaching and learning in primary schools, and (iii) to determine the challenges the head teachers encounter as they practice instructional leadership in primary schools. A mixed research approach was used to accomplish the need. Questionnaires and interviews were used to collect relevant information from randomly selected stakeholders namely head teachers, teachers and the pupils from eight public primary schools and two private primary schools in Karatu District. The study found that, teachers were not able to explain the vision and mission of their schools; hence, they could not understand the roles of head teachers as instructional leaders although they were able to mention several strategies that the head teachers used to supervise teachers. The lack of understanding of the role of head teacher as instructional supervisor by the majority of the teachers created challenges in building a common and shared sense of purpose. This lack of shared sense of purpose led to other challenges including negative cooperation. The study recommends that the government should ensure that, HTs are properly trained on how to balance their roles as instructional leaders, administrators and school managers. Considering the competing roles of being a manager and an instructional leader, further studies are needed to explore how the head teachers can balance the two roles of being a manager, an administrator and or an instructional leader.

Magesa, Peter Donald (2016) *An Investigation of the achievement of Big Results Now (BRN) on Community Secondary Schools Development in Tanzania: A Study of implementation*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in order to investigate the achievement of Big Results Now (BRN) on Community Secondary Schools Development in Tabora municipality. The specific objectives of the study were to: investigate stakeholders' conception and experiences of Big Results Now initiative with respect to provision

of secondary education in Tabora municipality; to examine the level of implementation of Big Results Now initiative in the community secondary schools in Tabora municipality and find out ways of improving the implementation of Big Results Now initiative in the performance of secondary schools in Tabora municipality. The study involved 100 respondents drawn from five community secondary schools. The data were collected using a set of questionnaires, interview schedules and focus group discussion. The quantitative data were analyzed descriptively, in which frequencies and percentages were computed. In addition, the qualitative data were analyzed using content data analysis approach. The findings indicated that there is lack of understanding of the objectives of the BRN initiative among the majority of educational stake holders including teachers. Moreover, teachers were not involved in the plans to implement the BRN initiative whereas conditions in schools were also not supportive for the successful implementation of the BRN initiatives. On the ways of improving the implementation of the BRN initiative in Tabora municipality, teachers recommended, among others, that they should be trained on the objectives of implementing the initiatives as they are the cornerstone in making the initiative a success. Keywords: Perceptions; Achievement; Community secondary schools; Big Results Now Initiative

Msemo, Rhoda Elimo (2015) *Secondary School Students Knowledge, Understanding and Priorities in Climate Change Issues*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the students' knowledge, understanding and priorities in climate change issues in Monduli District. The study was guided by three objectives namely, First to examine how much Form Three Students knew and understood the issues in climate change, secondly their priority areas which should be in their studies for better understanding of climate change issues. Finally, to assess how far they believed school knowledge on climate change issues can help them to handle climatic changes in their environment. This study based on the problems facing Monduli communities on their daily life style and whose hope is relaying on educating their children so that after completing their duties they will be beneficiaries of the acquired knowledge and skills so as to be able to solve their global climate – change crisis. Improving links between climate change education curriculum and country led poverty reduction strategies. This report is the study conducted in three secondary schools, namely Maasae Girls, Engutoto, and Makuyuni, with a sample of 327 form three students. The findings of this study showed that, 304 students in those secondary schools had little or no sufficient knowledge about the climate change issues, while 231 showed that it was very important for them to learn and understand the issues of climate changes. They also showed optimism in using school knowledge to improve environmental

management. Therefore, it was recommended that the government through the Ministry of Education and Vocational Training (MOEVT) should make sure that knowledge on climate change issues was being introduced and taught early.

Msokwa, Nuligwe Elisa (2015) *Factors Associated with dropout among Secondary School Students in Tunduma Town, Momba District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the factors that are associated with school dropout among secondary school students in Tunduma town of Mbozi district in Tanzania. Specific research questions of the study were: What have been the effects of education level of parents on secondary school students dropout in Tunduma area of Mbozi for the 2007-2013 period? What has been the impact of family income level on secondary school students dropout in Tunduma area of Mbozi District for the 2007-2013 period? How does the nature of secondary schools students' residence affect students dropout at Tunduma for the 2007-2013 periods? Between the rates of dropout among boys and girls, which one is higher than the other? The study used both primary and secondary data, and a case study research design. The study found that dropout is associated with a combination of the following factors: low level of education of parents, long distance from schools, and the nature of students' residence. Sometimes students' residence does not support education. Additionally, early engagement in sexual affairs among students has been observed to be related to dropout. It is recommended that village leaders in collaboration with schools administrations and regional and District education officers should collaborate to carry on district wide campaign to educate parents on high social economic negative effects of school dropout of their children. Parents should serve money and buy bicycles for their children to reduce the long distance they are traveling to and from the school. There should be an intimate relationship between school and community. Health officials, parents, school administrations and officials from District and Region education offices should collaborate to spread basic reproductive health education among.

Msuya, Arnold Simon (2015) *Prospects and Challenges of Teachers Resource Centers in Teachers' Professional Development in Mbulu District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the prospects and challenges of Teachers' Resource Centers in promoting teachers' professional development with special focus on Mbulu District.

Specifically, the study explored people's awareness about the concept of teachers' resource centers in Mbulu District; identified challenges facing resource centers in Mbulu District; and assessed measures taken to promote resource centers in the district. The sample consisted of 58 respondents including 42 males and 16 females selected from six categories of respondents; Head Masters, Head Teachers Ward Education Officers, Teachers' Resource Centers' Coordinators and District Education Officers. Data were collected through interviews, questionnaires, documentary reviews and focus group discussions. Statistical Package for Social Scientists (SPSS) was used in data analysis process. The study found that majority of education stakeholders in Mbulu District had higher level of awareness about the existence of Teachers' Resource Centers. Teachers' resource centers were found to face challenges including poor supervision of how they perform their duties, lack of funds to enable the centers perform activities and limited number of qualified people who could run teachers' resource centers effectively. Further measures taken to support resource centers by educational authorities in Mbulu District included staging campaigns to raise awareness of prospects and challenges of TRCs, sending teachers for further studies and holding seminars for TRCs stakeholders. The study recommends that the number of TRCs should be increased; funds should be disbursed by the Government to District Authorities and then to teachers' resource centers to enable smooth and efficient implementation of the centers activities.

Mulabwa, Hilda Robson (2015) *Teachers' and Pupils' Attitudes towards the Double Shift System of Education in Primary Schools in Kinondoni District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated teachers' and Pupils' attitudes towards the double shift system of education in primary schools in Kinondoni Municipality in Tanzania. The specific objectives are, to assess the impact of the implementation of double shift schooling on teaching load, class size and time expenses by teacher, assess the attitudes towards double-shift system with and without incentives, and assess pupils' attitudes towards double-shift system. To achieve the desired results, questionnaire, interview guides and field observations were used for data collection. Questionnaires were distributed to teachers and pupils and were collected after being filled in. Interview guide were used to get views of teachers. The Statistical Package for Social Sciences (SPSS) and frequency analysis were used for data analysis. The main research findings are basically lying on the specific research objectives as follows. First objective, the study reveals that double shift program has created a big teaching load which was analyzed further into class size and working hours particularly when the number of teaching staff remained the same. Second objective, the majority of the respondents said the double shift without system incentives was not a preferred model as it leads to overstay in the work place. For the third

objective, it reveals that double shift was not a good program to be implemented, particularly the afternoon sessions where pupils normally suffer from transport problems and hunger. In summary, the study findings revealed that, the implementation of double shift should be associated with incentives to encourage teachers to fulfill their duties inside and outside the class, government must assist these schools by giving some incentives to teachers teaching in these schools. There was a need of having a library in order to accommodate pupils coming or leaving the school before or after each session.

Ng'unda, Anna Joseph (2015) *Prospects, Strategies and Challenges of Adapting Modern Information and Communication Technologies (MICTs) in Folk Development Colleges (FDCs): A Case of Northern Zone Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research intended to determine the prospects of adopting modern information and communication technology (MICTs) in Folk Development Colleges (FDCs) in Northern Tanzania and the challenges that these institutions face as they strive to adopt these technologies to promote lifelong learning. Three objectives led this study: Asses the community members' views on the role of modern information communication technologies in enhancing lifelong learning and promote selfreliance and self- employment; assess the strategies that FDCs employ to obtain, access, and use MICTs to support lifelong learning in FDCs; and determine the prospects and challenges of adopting modern information communication technologies in FDCs. Descriptive survey design was used though interview and observation conducted to access information from thirteen participants. This study found that there is positive views among the community members on the role of modern information communication technologies in enhancing lifelong learning and promote self-reliance and self- employment. Secondly, in all the FDCs visited, modern information technologies are yet to be adopted fully, but are still using old technologies. Further, the study found that there were more challenges than prospects in adopting and using MICTs in FDCs. The reasons provided include lack of electricity, internet connection and knowledge and skills in using these technologies. The study recommends that Government should develop policies, regulations and legal framework to promote MICTs for provision of equal opportunities for quality education at all educational institutions including FDCs. This study covered only northern regions of Tanzania. More studies should be conducted in other regions of the country to draw comparison of the findings.

Mussa , Lilian (2015) *The role of School discipline towards students' Academic Performance in Dar es salaam Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to find out the role of school discipline on students' academic performance. The study had four objectives; to examine the suitability of set rules and regulations in best performing and least performing schools; to examine the mechanisms in place that ensures that students' abides to prescribed rules and regulations; to examine how the students punishment management influence academic performance and to investigate how the administration of school rules and regulation contribute to students' academic performance. The research was conducted at Kinondoni district. It employed descriptive research design. Instruments were questionnaires, interview guides and observation check list. Five schools were selected. Data was collected and analyzed both quantitatively and qualitatively. Findings shows that best performing school has suitable school rules and regulation, use and implement different mechanism, apply fair and consistence punishment, also had suitable rules and regulations contrary to least performing schools which had unsuitable rules and regulation, do not well use and implement different mechanisms, apply unfair and inconsistence punishment and had written rules which had no supervision. Conclusion students should be aware of school rules and regulation, fair, consistence punishment, same mechanisms to communicate, motivation, recruitment and selection procedure to teachers and students. Recommendation there should be meeting between schools to share experiences on discipline-related matters vis-à-vis academic performance. Government should motivate teachers in least performing schools. Parents-teachers relationship should be established. Further research can be carried out focusing on the role of school discipline on students' academic performance in the counties or the whole country for comparative analysis.

Mwaimu, Wilson Dismasi (2015) *Teachers' Effectiveness on Pupils Performance in Primary School in Tanga District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study sought to assess teachers' effectiveness on pupils performance in primary school in Tanga district. The study focused on methodological competencies of teachers and their role in improving instructional processes; teachers' motivational competencies improve students' performance; and teachers' instructional process competencies and its effect on teaching and learning. The study employed both qualitative and quantitative approaches using questionnaires, interviews and

observations. The population of the study comprised all Chief school inspector, Head teachers, ward education coordinators, Teachers and District education officer who were actively involved in this study. The findings indicated that teachers were competent in using the current learner-centered teaching methodologies. They were also very motivated in teaching. The study therefore recommended in order to motivate primary school teachers it is very essential to pay attention to what they are doing, listen to what they say, and acknowledge their efforts. These do not need money, but if all the educational stakeholders would appreciate and talk about the good work that the primary school teachers are doing, it would boost their morale and do even better. For further research the study recommends that similar studies should be conducted in other districts and regions of Tanzania so as to probe the same issue for better generalization.

Nkuba, Leonid Leopold (2015) *The Influence of School Climate on Secondary Schools' Performance in Mvomero District, Morogoro, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the climate of eight secondary schools in Mvomero district, Morogoro. It also examined the relationship and influence between school climate and students' academic achievement. The study employed quantitative approach within ex post facto research design using three climate questionnaires for secondary schools. A random sample of 160 teachers was drawn, however, only 74 teachers responded to the research tools. The study revealed that the climates of all secondary schools were non-conducive or negative. In determining the relationship, the subtest of intimate teachers' behaviour indicated a significant strong positive correlation ($r = 0.821$, $p < 0.05$) with division II and ($r = 0.868$, $p < 0.01$) with division III. However, the frustrated teachers' behaviour subtest was significantly negatively correlated ($r = -0.779$, $p < 0.05$) with division IV. The subtest of institutional integrity indicated a strong correlation ($r = 0.887$, $p < 0.05$) with division IV, while initiating structure showed a strong positive correlation ($r = 0.824$, $p < .05$) with division I. Lastly, the subtests of headmaster/mistress influence and academic emphasis both indicated a strong significant ($r = 0.848$ and $r = 0.860$, $p < 0.05$) correlation with division I and II, respectively. In testing whether the school climate predicts school performance, the study indicated that some of the variance in division categories can be explained by school climate. Surprisingly, all school climates did not significantly correlate with division categories. However, on using the beta weighting, there were noticeable effects (weak to strong) of independent variables on dependent variables. This study showed that, students' academic achievement is related and influenced by the school climate. Therefore, school climates need to be conducive or positive as necessary for the survival and well-being of such schools.

Ali, Ali Chai (2015) *Corporal Punishment in Zanzibar Primary Schools. A Case of Kisiwandui Primary School, Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

The main focus of this dissertation was to investigate types of CP exercised in primary schools, their effects and alternative methods to be used. The study used 105 respondents who included students, parents, teachers and Ministry of Education officials. Data was collected through interview schedules, questionnaires and documentary reviews. Data collected were subjected to calculation of frequencies and percentages and also to content analysis. The findings of the study indicated that different types of CP were used in schools. Such punishments were like canning, hand up, foot whipping, spanking, belting, touching and pulling the ears, working in the school garden and cleaning the school compound. The findings showed that fear, damage of body parts, unhappiness, development of destructive behaviors, and breaking of teacher-child relationship were the negative effects of CP. Positive effects such as changing behaviors, hardworking, development of good morals and proper utilization of time were also revealed. The findings also revealed alternatives to CP. These were guidance and counseling, involve parents in school activities, create conducive learning environment, provision of extra-curricular activities, train teachers in alternative methods and set clear and consistent rules. On the basis of the findings and conclusions, it is recommended that workshops and meeting be organized to capacitate teachers on alternative methods and management of discipline. It was also recommended that CP to be administered by specific disciplined and trained teachers. With regard to further research, it was recommended among other things that a study be conducted to find out how students reactions toward CP affects students performance.

Moshi, Eliapenda Nimrold (2016) *The Influence of Public Primary School Teachers Working Environment on Student Academic Performance in Rural Areas. A Case of Kilimanjaro Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored how teachers working environment influence students' academic performance at Kilimanjaro region specifically in rural areas. The study was guided by three specific objectives which were to assess primary school teachers' working environmental challenges, to identify the causes of teacher's poor working environment and to assess how working environment for primary school teachers' affects their pupils' academic performance. The descriptive research design was employed in which both quantitative and qualitative approaches were used. Data were analysed by using SPSS and content analysis. The study was conducted in

Mwanga, Moshi and Hai districts. The sample of 133 respondents including 49 primary school teachers, 59 primary school students, 9 head teachers" 10 parents/education stakeholders, 3 District Education Officers and 3 District Education Inspectors participated in this study. The study employed simple random, stratified, and purposive sampling technique. Data were collected through interview, questionnaire and documentary review. The research findings revealed that, teachers were facing many environmental problems including poor school infrastructures, lack of text and reference books, poor housing and low administrative supports from the education officers. Those problems are rooted from; National Education Policy, low capitation funds sent to schools from the government, poor/low primary schools teachers" salary and the allocation of both human and material resources. Students are affected because, teachers are using working hours for other business to supplement their salaries and there are high rate of teachers" turnover. The study recommended the following; Teaching aids and equipment should be provided to teachers for effective teaching and learning, Salaries should, however, be made attractive for the teacher to be able to take good care of themselves and their families without working elsewhere to make ends meet and special training programs that will increase their earning power and also update their working knowledge and skills, should be given regularly.

Magesa, Peter Donald (2016) An Investigation of the achievement of Big Results Now (BRN) on Community Secondary Schools Development in Tanzania: A Study of implementation. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in order to investigate the achievement of Big Results Now (BRN) on Community Secondary Schools Development in Tabora municipality. The specific objectives of the study were to: investigate stakeholders' conception and experiences of Big Results Now initiative with respect to provision of secondary education in Tabora municipality; to examine the level of implementation of Big Results Now initiative in the community secondary schools in Tabora municipality and find out ways of improving the implementation of Big Results Now initiative in the performance of secondary schools in Tabora municipality. The study involved 100 respondents drawn from five community secondary schools. The data were collected using a set of questionnaires, interview schedules and focus group discussion. The quantitative data were analyzed descriptively, in which frequencies and percentages were computed. In addition, the qualitative data were analyzed using content data analysis approach. The findings indicated that there is lack of understanding of the objectives of the BRN initiative among the majority of educational stake holders including teachers. Moreover, teachers were not involved in the plans to implement the BRN initiative whereas

conditions in schools were also not supportive for the successful implementation of the BRN initiatives. On the ways of improving the implementation of the BRN initiative in Tabora municipality, teachers recommended, among others, that they should be trained on the objectives of implementing the initiatives as they are the cornerstone in making the initiative a success. Keywords: Perceptions; Achievement; Community secondary schools; Big Results Now Initiative

Mwashalamila, Emili Antoni (2016) *Incentive Package and Performance of Secondary School Teachers at Shinyanga Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Teacher motivation has become an important issue given their responsibility to impart knowledge and skills to students. Consequently, this study investigated the effects of Incentive Package on the performance of secondary school teachers in Shinyanga Municipality. Specifically the study sought to find out whether motivation of teachers had any effects on their morale to perform. A case study research design was adapted where a total sample of 88 respondents including secondary school teachers, headmasters/mistresses and district secondary school officer. The primary data was collected using structured questionnaires for teachers, and headmasters/mistresses as well as key informant interview guide for DSSEO and headmasters/mistresses. Observation of secondary schools compound and schools infrastructures was also held. Consequently, both qualitative and quantitative data were collected. Research findings revealed that: Teacher's salary earn per month were inadequacy to meet their basic needs; therefore salary was insufficient to motivate teachers and increase their morale to perform efficiently. In addition, fringe benefits were given rarely with favouritism to secondary schools teachers; something that demoralized teachers. On the other hand teaching and learning resources were available in most secondary schools in Shinyanga Municipality except libraries, laboratories computer and internet services. In order to improve teacher's incentive and performance at work the study recommended; increase in the salary of secondary schools teachers to match the increased cost of living. In addition, teachers in secondary schools should be provided with fringe benefits like; teaching allowance, leave allowance, house allowance and the likes. On the other hand the problem of lacking crucial teaching and learning resources as well as school infrastructures must be solved immediately so as to enable teachers utilize them for betterment of their teaching processes.

Gobore, Asella Alphonse (2016) *The Influence of School Inspection in Changing Teachers' Practices in Primary Schools in Babati District, Manyara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the influence of school inspection on changing teachers' practices in Babati District Council, Manyara Region, in Tanzania. The specific objectives of this study were; (i) to examine school inspectors views on the role of school inspection on teaching and learning in primary schools, ii) to explore the views of teachers on contribution of school inspections in improving teaching and learning process in primary schools, iii) to find out the frequency of school inspection in schools in relation with learners' performance and iv) to determine how best school inspections should be carried out as to have a positive effect on teaching and learning. A total of 71 respondents participated in the study including 57 classroom teachers, four ward education officers, nine school inspectors and one District Education Officer. The findings indicated that school inspection plays a potential role towards changing teachers' practices and that advice and feedback given through inspection reports were useful for making improvements in their work performance. The study further revealed that, school inspectors judged the performance of the schools basing on schemes of work; lesson plans and pupils' exercise books, whereas classroom observations were not effectively carried out. Since this study concentrated on the influence of primary school inspection on teaching and learning, it did not go further to investigate the extent to which the inspection findings and recommendations are implemented. Thus, it is recommended that there should be further research to examine the extent to which the district education officer makes use of school inspection reports and recommendations.

Mtondo, Henry (2016) *An assessment of the role of Ward Education Coordinators in Providing Managerial Support to Community Secondary Schools in Kibondo District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the role of WECs in providing managerial support to CSSs in Kibondo district in Kigoma region. Three objectives were involved, to analyze the role of WECs in relation to CSSs, examine challenges of WECs in supporting CSSs and examine strategies employed by WECs in supervising the CSSs in Kibondo district. The study employed qualitative approach by using a case study design. Data were gathered by interviews, focus group discussions and documentary review, and were analyzed by content review. WECs were responsible in coordinating the implementation of education and training policy in CSSs in the ward. It was noted that, WECs were not prepared with new role to CSSs. The insufficient cooperation

with HOSs and teachers, low incentives and meager salary, poor working environment and less of qualifications of WECs that affect managerial support to CSSs. Cross checking and inspecting teachers' attendance register, and class journals, were among of the strategies employed by WECs in supporting managerial to CSSs. Management of CSSs through WECs is debatable because, most of WEC's functions to secondary schools contradict with that of HOSs. Management of CSSs is complex and a situational process and WECs were not prepared to coordinate secondary schools. Strategies employed by WECs to CSSs were aimed at controlling teachers' and HOSs attendance instead of encouraging and raising their morale in attending, teaching and general management of the CSSs. Poor management in CSSs continued to exist due to insufficient supervision in schools. The study recommends that government should improve among others WECs' incentives, working environments and employ qualified WECs.

Sanya, Holo. L. (2015) *Impact of School Feeding on Student Attendance in Secondary School: A case of Kiteto District in Tanzanian*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the impact of school feeding programme on students' attendance in Tanzanian public secondary schools of in Kiteto District, Manyara Region. The study was guided by four specific objectives: describing the effectiveness of school feeding programme; assessing the influence of parental economic status on school meals; determining the challenges facing school feeding programme; and evaluating the contribution of school management in school feeding programme in Kiteto district. The study used mixed method approach which is combination of qualitative and quantitative approaches. However, the study was more qualitative in nature. It employed survey and case study designs. A number of 85 respondents were sampled from the total population in the area, through simple random, purposive and convenience sampling techniques. The study revealed that school feeding programmes are effective means of attracting students to attend school. Likewise the study found that the parents were willing to contribute some amount of money in the school feeding despite economic hardship they had. Moreover, the study has revealed that the challenges of school feeding are social, economic and political. The government contributes a small amount on this programme and also because of economic hardship of parents. Another challenge observed is participation of school management team in ensuring presence and management of school food. The study has concluded that school feeding programmes have positive impact on students' school attendance. This has been so due to the increased enrolment and decrease of students' dropout and truancy. The study calls upon the establishment of strong network system of educational stakeholders under the coordination of government and having responsible leaders in the entire educational sector.

Moshi, Eliapenda Nimrold (2016) The Influence of Public Primary School Teachers Working Environment on Student Academic Performance in Rural Areas. A Case of Kilimanjaro Region. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored how teachers working environment influence students' academic performance at Kilimanjaro region specifically in rural areas. The study was guided by three specific objectives which were to assess primary school teachers' working environmental challenges, to identify the causes of teacher's poor working environment and to assess how working environment for primary school teachers' affects their pupils' academic performance. The descriptive research design was employed in which both quantitative and qualitative approaches were used. Data were analysed by using SPSS and content analysis. The study was conducted in Mwanga, Moshi and Hai districts. The sample of 133 respondents including 49 primary school teachers, 59 primary school students, 9 head teachers, 10 parents/education stakeholders, 3 District Education Officers and 3 District Education Inspectors participated in this study. The study employed simple random, stratified, and purposive sampling technique. Data were collected through interview, questionnaire and documentary review. The research findings revealed that, teachers were facing many environmental problems including poor school infrastructures, lack of text and reference books, poor housing and low administrative supports from the education officers. Those problems are rooted from; National Education Policy, low capitation funds sent to schools from the government, poor/low primary schools teachers' salary and the allocation of both human and material resources. Students are affected because, teachers are using working hours for other business to supplement their salaries and there are high rate of teachers' turnover. The study recommended the following; Teaching aids and equipment should be provided to teachers for effective teaching and learning, Salaries should, however, be made attractive for the teacher to be able to take good care of themselves and their families without working elsewhere to make ends meet and special training programs that will increase their earning power and also update their working knowledge and skills, should be given regularly.

Mtondo, Henry (2016). An assessment of the role of Ward Education Coordinators in Providing Managerial Support to Community Secondary Schools in Kibondo District, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the role of WECs in providing managerial support to CSSs in Kibondo district in Kigoma region. Three objectives were involved, to analyze the role of WECs in relation to CSSs, examine challenges of WECs in supporting CSSs and examine strategies employed by WECs in supervising the CSSs in Kibondo district. The study employed qualitative approach by using a case study design. Data

were gathered by interviews, focus group discussions and documentary review, and were analyzed by content review. WECs were responsible in coordinating the implementation of education and training policy in CSSs in the ward. It was noted that, WECs were not prepared with new role to CSSs. The insufficient cooperation with HOSs and teachers, low incentives and meager salary, poor working environment and less of qualifications of WECs that affect managerial support to CSSs. Cross checking and inspecting teachers' attendance register, and class journals, were among of the strategies employed by WECs in supporting managerial to CSSs. Management of CSSs through WECs is debatable because, most of WEC's functions to secondary schools contradict with that of HOSs. Management of CSSs is complex and a situational process and WECs were not prepared to coordinate secondary schools. Strategies employed by WECs to CSSs were aimed at controlling teachers' and HOSs attendance instead of encouraging and raising their morale in attending, teaching and general management of the CSSs. Poor management in CSSs continued to exist due to insufficient supervision in schools. The study recommends that government should improve among others WECs' incentives, working environments and employ qualified WECs.

Segumba, Salehe Iddi (2015) *Study on the causes of dropout among the primary school pupils: A case of Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the factors that contribute to drop out problem among the primary school pupils in Temeke district and find the solution on how to manage it. The study was guided by the following objectives; to establish school factors which contribute to pupils dropping out of school, to assess the influence of parent's education level on pupils dropout and to investigate which group between boy and girl pupils are more dropout than the other. The sample consisted of six primary school, 30 teachers, 36 dropout pupils and 1DEO whom were interviewed, 30 continuing pupils and 6 head teachers were supplied with questionnaires. Also six dropout pupils and six teachers were involved in focus group discussion. The study adopted simple random Sampling and purposive sampling techniques to sample its respondents. The study employed both quantitatively and qualitatively approaches. The study consists of five chapters. Chapter one provides the introduction of the research problem, the conceptual frame work, objective of the study, research questions and the significance of the study. Chapter two provides literature review. Chapter three gives research methodology and chapter four offers the research finding. Chapter five provide the conclusion and recommendations. The research findings concluded that school factors that causes dropout among pupils included fear of teachers, excessive corporal punishment, overcrowded classrooms, ineffective teaching, persistence poor performance, long distance from school, lack

of food provision in school and poor administration. Also the research findings indicated that children from uneducated parents are more likely to dropout from schools than children from educated parents. Furthermore the finding pointed out that girl pupils dropped out more than boy pupils. Not only that but also the study suggests measures to combat dropout in the district where the research was under taken. In conclusion, despite the government efforts through PEDP to improve the quality of education with emphasis to equal access for boys and girls, still the dropout is an alarming issue where by the girl pupils dropped out more than boy pupils. The parents should be sensitized on the importance of education so as to understand their role and involvement in their children education affecting their children education.

Geofrey, Said (2015) *The Efficacy of School Committees in the Management of School Resources in Rufiji District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study is to evaluate the efficacy of the school committees in the management of primary school resources and projects. The study was specifically based on three objectives namely to establish the school resource and project management and monitoring activities in which school committees are involved, to examine the extent to which school committees play their roles in mobilizing School resources, to examine the challenges encountered by school committees as they engage in management and monitoring of school resources and projects. The area of study was at Rufiji district. A descriptive survey design was used for data collection and analysis. A sample size of 47 respondents was involved in this study where by focused group discussion, documentary review and interview methods were used for collecting data. Content and thematic analysis was used for data analysis. The study revealed that there were five major activities involved school committee members in resource and projects management and monitoring. However, the involvement of school committees in resources and project management was almost less effective because most decisions and supervision of projects were left in the hands of the teachers. The roles that school committees played in mobilizing school resources were minimal. As a result, schools were still lacking resources. Based on the findings, it was recommended for local community to choose relevant and capable individuals as their representatives in school committees who are ready to serve their interests. The community should also be educated to take their responsibility in supporting their schools both financially and materially. The school committee members should take responsibility to mobilize resources for school projects and be aware of the negative impact of dependence.

Kiwango, Apolonia Andrew (2016) *Factors Influencing Secondary School Teachers Intention to Leave the Teaching Profession in Favour of other Opportunities in Tanzania: The Case of Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

Intention of public secondary school teachers' to leave the teaching profession in favour of other work opportunities. The objective of the study include: The identification of teachers intending to leave the teaching profession, and Factors having the most influencing power to induce teachers to leave the teaching profession, Most influential factors which can change teachers intention to leave their teaching profession in fevour of others. The study employed both qualitative and quantitative methods. A case study survey was carried out in the study. Simple random sampling and purposive sampling was used to select sample of a one hundred respondents; and used Structured and unstructured questionnaires, interviews, and focused group discussions to capture the data. The data were analyzed by using a statistical package for social sciences (SSPS) and content analysis. The finding show that teachers do not enjoy teaching students but keep on teaching due to lack of other opportunities and qualifications for new jobs Influencing factors include: Insufficient salary. Lack of incentive packagers, uncondusive working environment and heavy workload are reported to be the most influential factors inducing teachers to leave the teaching profession in favor of other opportunities. The findings also show that an increase in salaries, provision of incentive packages, reduction of heavy work and creation of conducive environments for teaching will induce teachers to re accept the teaching profession. Recommendations includes government action on improving teachers' working environment to make it attractive to teachers that can be returned and sustained. In term of further study it is recommended that the national research is recommended so that data can be generated for a comprehensive policy to improve education.

Lutego, Clara G. (2015) *Effects of Leadership Styles on Tutors' Work Performance: A Case of Public Teachers Colleges in Kilimanjaro, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to investigate effects of leadership styles on tutors' work performance in Kilimanjaro region, involving three public teachers colleges situated in the region. The objectives of the study were to determine the leadership styles that are predominantly used by principals in colleges, assessing factors contributing for the adoption of a particular leadership style and to examine how the leadership styles adopted by principals influence tutors' work performance in the college. The study

utilized qualitative approach and employed explorative design whereby purposive and stratified random sampling procedures were used to select a sample of 48 respondents. Data were collected through interviews and focus group discussions and were analyzed qualitatively subjected to content analysis. The study findings revealed that different leadership styles that are used by college principals were participative, autocratic and laissez-faire style. Principals pointed out to be influenced by various factors when choosing a particular leadership style, things like staff commitment, knowledge, laziness, conflicts, emergence issues are among the factors that contributed for the adoption of particular leadership style. Study founded that tutors to perform poorly or highly was influenced by college principal's motivation to tutors. The study concluded that any leadership style used in public teachers colleges directly impacts on working performance of tutors and thus different leadership styles were needed for different situations in the colleges and each has to know when to exhibit a particular approach. The study recommends that the Ministry of Education and Vocational Training to take steps to improve college principals' leadership development.

Mbise, Eben (2015) *Factors Facing School Committees at enhancing the quality of Education in Tanzania. A Case of Monduli District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated factors facing school committees at enhancing the quality of education in Tanzania. Three objectives guided the study: firstly, to identify the problems that hinder committee members to effectively execute their responsibilities in Primary schools of Tanzania, secondly establishing the functional areas where the school committees perform to the best of their capacity as per standards predetermined and thirdly to explore challenges facing school committees in implementing their roles in Primary schools in Monduli district-Tanzania. The study employed qualitative approach under case study design. The study also involved a sample of 50 participants from five primary schools. The participants were selected through purposive and simple random sampling techniques. Data gathered in this study were analysed qualitatively by using Content analysis as per Herbaman and Miles stages which are: Data reduction, where data were selected, focused, Simplified, abstracted and transformed; Data display, where data were organized, compressed to permit conclusions to be drawn and action; and Conclusion-drawing and verification, where data processed through above procedures were digested to get their meaning and tested for their validity. The findings revealed that most of the members of the committee failed to implement different responsibilities due to variety of factors including the shortage of trainings that would provide highlights of their responsibilities. Further, it was revealed that local community participation in financing education was low because they considered it a role of the government.

The study concluded that school committee is very important since it helps in enhancing the quality of education in schools of Tanzania. The researcher recommends that the Ministry of Education and Vocational Training should provide a guideline on procedures on how school committees can operate effectively. Orient with their working environment. Further, it is recommended that the society should work conjointly with school committee so that education quality is improved.

Malifimbo, Michael Samwel (2015) *The Role of School Committees in Promoting Completion Rates of Primary Education in Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the role of school committees in promoting completion rates of primary education in Temeke district, Tanzania. Three research objectives guided this study, namely: to investigate the influence of school committees members' academic qualifications and experience in effecting their fundamental functional roles in primary schools; to explore the perceptions of parents, teachers and administrators on the role of school committees in promoting completion rates of primary education; and to examine the structural and administrative challenges facing the school committees in promoting completion of primary education. The study employed qualitative approach and procedures in sampling, data collection and analyses. It was conducted in five primary schools whereby 4 head- teachers, 16 teachers, 40 School committee members and 2 District Education Officer were the main informants. The findings revealed that the school committee members had low education level and low experiences in executing their roles in schools. The findings revealed that this has been negatively affecting the schools functioning especially on teachers' working environment, pupils learning, in decision making, planning, and training. Moreover, the findings revealed that the major structural challenges facing school committees were low level of education and experiences; while the administrative challenges were poverty and little awareness of parents on the importance of sending children to school. It was revealed that the determinant factors for completion rates of primary education ranged mainly from social, cultural and economic factors, such as early marriage, early pregnancies and poverty.

Njiu, Daniel August (2016) *Contribution of Heads of Schools on Students' Performance in the National Form Four Examinations: A Case of Moshi Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on assessing contribution of heads of schools on students' performance in National Form Four Examinations, in Moshi Rural District. The

study came as a result of massive failures in Form Four National Examinations. Several stakeholders pointed out possible causes of failures and proposed solution to combat the problem. However, not much was said about contribution of heads of schools. This study, therefore attempted to assess the contribution of heads of schools on the performance of students. The study involved 15 school heads, 75 students and 90 teachers. Both qualitative and quantitative approaches were used in this study. Data were collected using interviews, questionnaire, direct observation and documentary review. The data were then analyzed using Statistical Package for Social Science (SPSS) and presented in the form of tables, graphs, and charts. The findings revealed that there was a big relationship between the students' performance and school heads' level of education, how they played their roles, their initiatives in running the schools and how they dealt with various challenges in their responsibilities. It was recommended that heads of schools with diploma should go for further studies and new appointments should strictly consider teachers with higher level of education and experience than Diploma who are initiative and able to create environment for good performance of students and tackle challenges that face them.

Pastory, Sumi (2016) *The Effect of Curriculum Changes in Science Subjects on Teaching and Learning: A Case Study of Secondary Schools in Musoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the effect of secondary school curriculum changes in science subjects on teaching and learning with reference to Musoma Municipality in Mara region. Specifically, the study explored if curriculum changes require changes in teaching methods, examined if teachers have mastery of subject matter required by changes in school curriculum and assessed if curriculum change goes with availability of teaching and learning materials. A qualitative research approach was employed whereby purposive and random sampling procedures were used to select a sample of one hundred and forty participants. Semi-structured interviews, documentary review and focus group discussions were used to collect data. The findings of the study revealed that any curriculum changes should also involve changes in teaching and learning methods in order to cope with newly introduced or transformed content. Also, the study discovered that many teachers had little mastery of subject matter required by changes in school curriculum particularly to those who start to implement the changes for the first time. Moreover, the study indicated that many changes in school curriculum particularly in science subjects do not consider the availability of teaching and learning materials. The study recommended that educational practitioners and authorities should not be drawn into changes of the curriculum before investigating out the types of teaching and learning methods to be used. Also, Schools should have science subjects' facilities like

laboratories filled with all needed equipment and other related teaching and learning materials. Furthermore, Schools should have a timetable that allows for definite enough slots for science practical session participation. Further studies should examine the effects of curriculum changes in science subjects in a single subject and involve as many secondary schools and regions as possible to ascertain the entire situation.

Oyunge, Amos M. O. (2015) *Assessment of the Provision of Quality Basic Education in Primary Schools in Moshi Rural District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Tanzania has focused on providing quality basic education as a tool for fighting poverty, ignorance and disease. Thus, this study was conducted to examine education policy on ways the issue of quality education is stipulated; assess teachers and parents perceptions of quality basic education; and to determine whether the strategies that teachers use suffice to ensure the provision of quality education in selected primary schools in Moshi Rural, Tanzania. Data were collected from 70 respondents including 60 teacher respondents, 10 key informants using various sources such as questionnaires, researcher's diary and checklist. The study found that although the goals of Tanzania Education Policy on basic education is to improve the quality of the education, there is no proof that quality education is provided for all the children given the fact that many classes are overcrowded. Further, the study found that there is a need to dedicate more resources to enable friendly school environment and ensure adequate facilities for inclusive education. The study suggests improving teaching and learning resources. Further the study suggests to the government and development partners supporting the development of Primary schools in the country to revisit their plans and priorities to meet the challenges posed in the study.

Kabage, Joseph (2015) *Private Tutoring and Distance Learning Process at the Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

For any ODL system, tutoring is an important student support service. This study aimed at assessing private tutoring and how it relates to the process of learning at the Open University of Tanzania. The specific objectives of the study were to explore learners' perception of private tutoring, to examine the quality of private tutoring and to explore the financial transaction of the private tutoring. The study was conducted in the regions of Dar es Salaam and Katavi. Data were collected through qualitative and quantitative research approaches. The data collection techniques used

in the study included interviews, questionnaires, observation and documentary review. Population of this study was students of the Open University of Tanzania (who attended private tutoring and who did not) and private tutors. The sample size was 150 students, and 6 purposely selected private tutors. The study revealed that about 47% of students received private tutoring. It was also revealed that students attended private tutoring because they wanted to pass their examinations and receive certificates. The study also showed that high cost was the major factor which hindered many students to participate in PT and that PT was rampant among students. Hence, the study recommends an establishment of ODL policy in PT to guide practice in provision of private tutoring in ODL context; that among other issues, will ensure quality of tutorials. The study also recommends an establishment of a link between all PT centres and OUT. More over the study recommends an establishment of executive programmes and evening programmes so as to accommodate students who are in needs of PT.

Kuandika, Nsembo (2016) *Gender Differences in Perceptions of Motivation Among Secondary School Teachers: A Case of Kibamba, Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated Gender Differences in Motivation among Secondary School Teachers. The objectives of the study were: to examine the factors leading to motivation in teaching among males and female teachers in secondary schools; assess the differences in the levels of motivation in teaching among males and female teachers in secondary schools; and to investigate significant relationship between sex and motivation in teaching in secondary schools. The study was conducted in Dar es Salam City. Also, the study involved Heads of Secondary, District Secondary Education Officer, Teachers Union, Education Inspectors and teachers' representatives from community secondary schools. The data of the study were collected through interview and questionnaire methods. The data collected were analyzed descriptively and quantitatively. The findings of the first objective revealed that there was a slight difference on the factors that led to motivation in teaching among males and female teachers in secondary schools. The key factors that raised motivation to female teachers were the idea that they could be identified as having a job and that they were doing something of worth. Men on their side, were more motivated when their job got them out of poverty. The results of second and third objectives reflected that there were no different levels of motivation among male and female teachers. The study recommends that the government and nongovernment institutions should give motivation to the teachers by teachers by building the houses of teachers, providing electricity to the places where there is the problem of electricity by providing solar power panel and giving teachers allowance.

This will help the teachers to enjoy their work as it is well known that teaching professional has been forgotten.

Hengelezi, Beatrice Nziku (2016) *The Impact of Teachers' Resource Centres in Public Primary Schools in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Municipality. The study had three objectives namely; to examine contributions of TRCs in improving teachers' professionalism; to explore factors affecting the use of TRCs in improving teachers' profession; and to examine strategies and measures to improve TRCs in empowering teachers' knowledge. This study used various methods in collecting information which were direct observation, questionnaire and in depth interviews. Information was collected from 246 respondents who were teachers, DEO and TRCs staff. Both quantitative and qualitative data was collected. The findings showed that, TRCs contributed to improve teachers' professionalism by improving their effectiveness and train untrained teachers. The findings also showed that TRCs faced a lot of challenges such as insufficient funds, unavailability of learning and teaching materials, under-utilisation of the centres and shortage of reading in libraries. The findings further showed that, TRCs needed various strategies and measures to empower teachers' professionals. These included building capacity, need support to implement their programmes, improving instructors mastery of subject and pedagogy, teaching and learning materials for both students and teachers should be provided, integrating them with local government structure to make them effective and efficiency to their stakeholders. The study recommends that government should empower TRCs financially for the betterment of education in the country. Furthermore, teachers should use TRCs to improve their teaching methodology. Again, the society and other stakeholders should give moral and material support for betterment of TRCs hence improvement of education in Tanzania.

Kimbara, Robert (2016) *The Similarities and Differences Between Lower Primary and Preschools Syllabi in Tanzanian Classrooms*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the similarities and differences between lower primary and pre-schools syllabi in Tanzanian classrooms. More specifically, the study examined the skills provided to learners and availability of teaching resources, qualifications of teachers and presence of pre-primary classes within the schools and the effect of those similarities to the learners. The study employed quantitative and qualitative approaches. The study used purposive and random sampling techniques in data

collection and the study was conducted in Sumbawanga Rural and Urban areas. The data were collected through classroom observation schedules, interviews, questionnaires and documentary reviews. The study findings indicated that, there was no significant difference in content between pre-primary school and lower primary school syllabi during classroom teaching. The study revealed that, there was a lack of qualified teachers for pre-primary schools in most of the schools. The study recommends that the government should prepare and provide training to the teachers who teach pre-primary classes to ensure that quality education is provided to the learners. In addition, incentives and infrastructures should be improved so as to accommodate the pre-primary school learners.

Pastory, Sumi (2016) *The Effect of Curriculum Changes in Science Subjects on Teaching and Learning: A Case Study of Secondary Schools in Musoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the effect of secondary school curriculum changes in science subjects on teaching and learning with reference to Musoma Municipality in Mara region. Specifically, the study explored if curriculum changes require changes in teaching methods, examined if teachers have mastery of subject matter required by changes in school curriculum and assessed if curriculum change goes with availability of teaching and learning materials. A qualitative research approach was employed whereby purposive and random sampling procedures were used to select a sample of one hundred and forty participants. Semi-structured interviews, documentary review and focus group discussions were used to collect data. The findings of the study revealed that any curriculum changes should also involve changes in teaching and learning methods in order to cope with newly introduced or transformed content. Also, the study discovered that many teachers had little mastery of subject matter required by changes in school curriculum particularly to those who start to implement the changes for the first time. Moreover, the study indicated that many changes in school curriculum particularly in science subjects do not consider the availability of teaching and learning materials. The study recommended that educational practitioners and authorities should not be drawn into changes of the curriculum before investigating out the types of teaching and learning methods to be used. Also, Schools should have science subjects' facilities like laboratories filled with all needed equipment and other related teaching and learning materials. Furthermore, Schools should have a timetable that allows for definite enough slots for science practical session participation. Further studies should examine the effects of curriculum changes in science subjects in a single subject and involve as many secondary schools and regions as possible to ascertain the entire situation.

Njiu, Daniel August (2016) *Contribution of Heads of Schools on Students' Performance in the National Form Four Examinations: A Case of Moshi Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focused on assessing contribution of heads of schools on students' performance in National Form Four Examinations, in Moshi Rural District. The study came as a result of massive failures in Form Four National Examinations. Several stakeholders pointed out possible causes of failures and proposed solution to combat the problem. However, not much was said about contribution of heads of schools. This study, therefore attempted to assess the contribution of heads of schools on the performance of students. The study involved 15 school heads, 75 students and 90 teachers. Both qualitative and quantitative approaches were used in this study. Data were collected using interviews, questionnaire, direct observation and documentary review. The data were then analyzed using Statistical Package for Social Science (SPSS) and presented in the form of tables, graphs, and charts. The findings revealed that there was a big relationship between the students' performance and school heads' level of education, how they played their roles, their initiatives in running the schools and how they dealt with various challenges in their responsibilities. It was recommended that heads of schools with diploma should go for further studies and new appointments should strictly consider teachers with higher level of education and experience than Diploma who are initiative and able to create environment for good performance of students and tackle challenges that face them.

Mirunde, Albano (2015) *Training and Professional Development Needs for Effective Secondary School Management in Nachingwea District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted to investigate the training and professional development needs for effective secondary school management in Nachingwea district. The specific objectives of the study were; to determine the training and professional development needs for heads of schools, to examine the training and professional development skills given to secondary school administrators and to determine the difference in training and professional development needs between non-degree and degree holding heads of school. Triangulation approach on questionnaire and interview was employed, the data was collected from 40 heads of schools that were selected purposively by virtue of their position and analysed in quantitative and qualitative way. The findings indicate that 93.7% of the respondents mentioned that training and professional development for effectiveness of their roles are highly needed by both heads and deputy heads of school. Only 6.3% of the deputy and

heads of secondary schools did not need further training out of the skills questioned. In training skills given to heads and deputy heads of school, the data shows that, only 19.03% of the skills tested are given in training program and the remaining 80.96% was not given to heads and deputy heads of secondary schools, lastly the findings show a slightly difference on training needs of 3.9% (67.2 by 63.3) between non degree and degree holding heads of secondary schools. Conclusively, recently most of the secondary schools are managed ineffectively as school heads lack appropriate skills on school management hence causing poor academic performance of the students. It is recommended that the ministry of education and other educational stakeholders should conduct continuous training and professional development programs for school administrators.

Mchelu, Abdalah (2015) *The Effect of Long Commuting on Students' Academic Performance in Day Community Secondary Schools in Tanzania: A Case of Songea Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Songea Municipality involving five day community secondary schools. This study investigated the effect of long commuting on students' academic performance in day community secondary schools in Tanzania. The study specifically investigated the influence of long commuting on student's tardiness, truancy, school transfer and drop outs and its effects on teaching and learning processes and its relationship to poor academic performance. A total of 163 long commuting students, class teachers and school heads participated in this study. A descriptive survey research design was used to obtain data through questionnaires, interviews, and documentary review. The study findings showed that long commuting students faced a lot of challenges that affected their academic performance. Factors like lateness, tiredness, tardiness, truancy, and unfair treatment, incompleteness of class work, frequent school transfers and drop outs were reported to affect them a lot academically. The study recommends that the government through MoEVT and the PMORALG should introduce the boarding system in day community secondary schools especially to long commuting students, prepare policy that will guide the location of day secondary schools, students' catchment area, MoEVT and PMORALG in collaboration with communities should build other new day secondary. Furthermore, the government through the MoEVT and PMORALG in collaboration with Non Government Organisations to initiate cycling to day community secondary schools campaign with the aim to encourage parents to buy bikes to their children and the government through the PMORALG especially at the councils and wards level to improve roads that go to day community secondary schools.

Mgeni, Vadesto A. (2015) *To Examine the Effectiveness of Secondary School Budgets in Implementation of School Projects of Sengerema District, Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

This study intended to examine the effectiveness of secondary school budgets in implementation of school projects. The objectives of the study was to identify the school priorities when planning the school budgets, to find out challenges the secondary school experience in the budget planning and management and to analyze strategies to improve the budget planning and implementation in secondary schools. The population of this study was all secondary school teachers, DEO and all heads of schools in Sengerema Districts. The sample size consisted of 31 school teachers, school board members 30, Heads of school 4, DEO 1; a total of 66 respondents, the study used both structured questionnaire and interview to assess the realities of the study. Descriptive survey design helps to describe the information pertaining the effectiveness of school budget planning and management in schools. The findings revealed that 80% of school heads plan their school budget according to the needs of school and directives with guidelines from the central authority like the ministry of education and vocational training. The results from the study according to its objectives observed that 93% of the school administrators maintained their budget through considering the priorities which the government has planned for its uses. In addition, most of the heads of school suggested that capacity building through workshops, seminars is of prime importance in order to support their daily activities in area of procurement, book-keeping, fund raising techniques, project planning and management. The study recommends that the heads of schools should continue to struggle for the acquisition of knowledge and skills necessary to facilitate their management in all areas by employing personal initiatives and through networking.

Said, Zahiria (2015) *Teacher factors influencing students performance in community secondary schools in Morogoro municipal council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was investigated on teacher factors influencing student's achievement in community secondary schools in Morogoro municipal council. This study focused on both teachers and students in three community secondary schools. It was guided by the following three research objectives: The first one was to assess teacher's academic achievement in the determination of student's outcome. The second objective was to determine teachers' motivation and students' academic performance the last was to examine the views of students on teacher effectiveness in their academic performance. The study was conducted in three community

secondary schools which were Lupanga, Kingalu and Kihonda. The sample comprised of 30 respondents; 151 teachers and 15 students of form two up to form four. The instrument used for data collection was questionnaire, interview and focus group discussion. Observation checklist also was used in gathering the information. The instruments were validated first by the supervisor then the pilot study. The major findings of this study revealed that teacher's academic achievement was adequate enough in facilitating student's performance in these schools whereby most of them have a bachelor degree of their field. This qualification is quite enough in their effectiveness in promoting student's performance. The selection and using of the appropriate method of teaching was affected by overcrowding of students in the classroom since teachers face difficult in which method can fit with the big number of students in a classroom. Also absence of teacher's motivation like poor living environment, overloaded, low payment (salary), poor promotion schemes, poor infrastructures, lack of teaching and learning materials affect absence of in-service training all these affect their effectiveness hence poor student's performance.

Abasi, Mwanahamisi (2016) *Sustainability of using CD-based Study Materials at the Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This qualitative study on sustainability of using CD-based study materials at the Open University of Tanzania was conducted from September 2015 to April 2016 at the four centers of the Open University of Tanzania namely Ilala, Kinondoni, Tabora and Temeke Centre. The study adopted a case study design and used structured interview and questionnaire as tools of data collection. The data were analyzed qualitatively and quantitatively by using the SPSS. The major findings of the research identified that students of the open university of Tanzania perceive the use of CD-based study materials positively because of their being on organizing and easy catch up of learning materials compared to ordinary forms of material organization. In addition the findings add that computer facilities play an essential role on access to materials and making a clear hierarch of learning in universities where students stand in a better chance of knowledge acquisition from electronic sources while instructors gain sufficient opportunities to provide effective supervision on students' material organization. Finally, the researcher recommends the current global trend in education emphasizes the use of technology and therefore computer education is inevitable if quick and sufficient students' access to material is the case for effective education at tertiary level. The curricula across variety of educational systems are to consider computer as an integral part of learning in universities.

Declan, Ruambo Melkezedek (2015) *The Influence of Socio-Cultural Issues in Limiting Girls Primary Education in Makonde Societies-Newala District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study is about the influence of socio-cultural issues in limiting girls' primary education in makonde societies. A case of Newala Districts in Tanzania. This study focused on the following objectives; (1) To examine the views of education stakeholders on the influence of rites of passage in limiting girls' primary education in Newala district.(2) To investigate the extent to which early marriages affect the girl-pupils academic development in primary school in Newala district.(3) To explore the attitude of the community towards educating girls.(4) To identify possible strategies to be taken to address the problem of socio-cultural practices limiting girls' primary education in Newala district. The study used mixed approaches involving a total of 204 informants the study deployed purposive, simple random and stratified random sampling to select sample informants. Data were collected through documentary analysis, questionnaire, interview and FGD. A few quantitative data collected were analyzed using simple mathematical calculations while qualitative data were subjected to content analysis. Major findings showed that 3(03%) female pupil respondents' views appeared to be neutral. The second group of respondent's appeared to support and encourages the idea that the social cultural issues in limiting girls' primary education, it involved 101 (70%) female pupils, 18 (100%) school committee female members, 18(50%) teachers and 05 (85.7%) head teachers, the third group of respondents' views appeared to oppose and discourage the idea. It comprises of 40(27%) female pupils, 18(50%) teachers and 01(14.3%) head teachers. It is recommended that both central and local government, schools and mass media should organize public awareness campaign to continue raising community awareness on the importance of investing in girls' education.

Ida, Leo (2016) *Influence of Library Service on Students Academic Performance in the Certificate of Secondary Education Examination in Mtwara Mikindani Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The title of this study was "Influence of Library service on Students Academic Performance in Ordinary Certificate of Secondary education examination in Mtwara Mikindani Municipality, Tanzania. The study was intends to fulfill the following objectives; firstly to identify schools with and without library services and uses, secondly to compare academic performance of students in secondary schools with libraries and without libraries, and thirdly to explore how students use library services available to improve their academic performance. The study adopted

qualitative research design on generating and analyzing data obtained from 100 sample size. Data from the respondents were collected through an interview, questionnaires, documentation review and observations. The findings revealed that, some of Secondary Schools in Mtwara Mikindani Municipality had no libraries. Moreover, the students from secondary with libraries and enough materials were observed to perform better in CSEE than secondary schools with no libraries and enough materials due to the fact that, the availability of well equipped libraries encourage learning habits and strengthened students study skills which results to performance of the students CSEE. From the field also it was identified that, there were no culture of reading in the libraries for both teachers and students of Mtwara Mikindani Municipality and the observed libraries in Mtwara Mikindani Municipality were seen to lack enough books and some were out dated books. In the light of these findings the study recommended that Secondary Schools in Mtwara Mikindani Municipality should be encouraged to establish libraries as to improve performance in CSEE.

Emmanuel, Lydia (2015) *The Influence of Household Chores on Girls' Academic Performance in Secondary Schools in Morogoro Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of the study was to explore The Influence of Household Chores on Girls' Academic Performance in Secondary Schools in Morogoro Rural. The study was conducted in three sampled secondary school which were selected randomly. The research addressed three research objectives which are To explore the types of household chores and time on which the activities are performed by girls in secondary schools, To assess academic performance of girls in secondary schools, and to determine the extent to which the time spent in household chores affect students academic performance. This study used purposeful sampling technique for selecting members of study. The researcher used the following instruments to collect the information. Documentary Review Method. The findings revealed the following: -Parents assigned more household activities to girls than boys because of their traditions, economic problems and negative attitudes towards education for girls. Girls' academic performance in secondary schools is considerably influenced by household activities which force them to have a gender bias and Girls' students at homes performed household chores such as cooking food for the whole family, it resulted in lack of time for doing school activities such as homework. The study recommends that the local government authorities should collaborate with local communities to mobilize resource for constructing dormitories or hostels for girls to reduce the problems of girls spending more time and energy on doing household activities.

France, Tumaini (2015) *Assessment of Contribution of Community Secondary Schools to Girls' Empowerment and the Change of Society's Attitude Towards Girls in Education in Biharamulo District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assesses the contribution of community secondary schools to girls' empowerment and the change of society's attitude towards girls in education in Biharamulo District. The study examines the extent to which the increase of community secondary schools in Biharamulo District has removed a wrong perception in the society members about the role of education to girls. The study used a cross-sectional survey and a case study research design in which a single case study was employed. The cross-sectional survey aimed at collecting data from large number of samples of various categories at a particular time so as to describe the nature of the problem while single case study research design was used to collect qualitative data. The methods of data collection used were questionnaires, interview and documentary review. Major findings of the study show that there are some positive contributions of community secondary schools but yet empowerment of women has remained far behind and more efforts are still needed to realize this. Moreover, findings indicate that there is a general feeling that there are still deep rooted cultural practices that hinder the efforts to empowerment of girls in Biharamulo District Council especially in rural settings and still there is very little sensitization for parents to value education for girls. The study recommends on how the government should help alleviate the problem by inexorably educating the general public in Biharamulo District on the importance of educating a girl child and the government to increase commitment and collaborating with the community in stamping out deep rooted undesirable socio-cultural practices that impinge upon girls' educational achievement.

Oyunge, Amos M. O. (2015) *Assessment of the Provision of Quality Basic Education in Primary Schools in Moshi Rural District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Tanzania has focused on providing quality basic education as a tool for fighting poverty, ignorance and disease. Thus, this study was conducted to examine education policy on ways the issue of quality education is stipulated; assess teachers and parents perceptions of quality basic education; and to determine whether the strategies that teachers use suffice to ensure the provision of quality education in selected primary schools in Moshi Rural, Tanzania. Data were collected from 70

respondents including 60 teacher respondents, 10 key informants using various sources such as questionnaires, researcher's diary and checklist. The study found that although the goals of Tanzania Education Policy on basic education is to improve the quality of the education, there is no proof that quality education is provided for all the children given the fact that many classes are overcrowded. Further, the study found that there is a need to dedicate more resources to enable friendly school environment and ensure adequate facilities for inclusive education. The study suggests improving teaching and learning resources. Further the study suggests to the government and development partners supporting the development of Primary schools in the country to revisit their plans and priorities to meet the challenges posed in the study.

Msuya, Amina Abubakari (2016) *Facilitators and Learners' Perceptions on the Implementation of Competence-Based Curricula in Adult Education Programmes in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated facilitators and learners' perceptions on the implementation of Competence-Based Education and Training (CBET) approaches in adult education programmes in Tanzania. The Institute Adult Education (IAE) was the case for this study which examined the extent to which IAE implemented competence based curricula. It also intended to identify challenges faced in implementing competence based curricula. The study employed a case study design under qualitative research approach. Some elements of quantitative research techniques were involved. The sample comprised fifty eight (58) respondents including 15 facilitators, 3 IAE senior officials and 40 students. Facilitators and students were obtained through simple random sampling while IAE senior officers were sampled through purposive sampling. Data collection methods included interview, observation, documentary review and focus group discussion. Qualitative data were analyzed through content analysis employing simple calculations, tables, and percentages for quantitative data. Findings revealed that to some extent the IAE was successful to implement CBET curricula. It was revealed that the effective implementation of CBET curricula was hampered by insufficient teaching and learning resources including inadequate library space. It was concluded that there were changes in teaching and learning from knowledge based to CBET approaches. It was recommended that for the smooth CBET curricula implementation the IAE should ensure availability of teaching and learning resources and staff training; Collaboration with other stakeholders; and conduct further studies regarding CBET curriculum implementation.

Mathias, Geoffrey (2015) *Contribution of PEDP on learning environment that promotes the future of pupils. A Case of Public Primary Schools in Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigates the contribution of PEDP on learning environment in promoting the future of pupils in Kinondoni district. Following the needs of the study; two objectives were targeted, one is to examine the contribution of PEDP on learning environment and second is to examine the effect of PEDP on learning resources. This study intended to come out with measures to be taken by the government and other stakeholders to solve the problem of poor learning environment of students. Qualitative and quantitative approaches have been used in collecting data and analysis of the study. The instruments which are used in data collection are documentary review, interview and questionnaire. The study found that; PEDP intended to solve the problems of learning environment to the students in public primary schools, the reality shows there are number of problems which face the students as follows: students to lack the skills of writing, reading and learning due to overcrowded and the shortage of learning resources, poor handwriting of students due to lack of desks as the students sit on the floor, poor performance on the different activities planned by school due to delay on the capitation grant,. There are number of contributions in schools which disturb parents and parents. On the basis of the study findings different viable techniques have recommended so as solving the problem, to raise the budget of the education sector, to provide capitation so as to enable schools into performing their activities, and last is cooperation between parents, teachers and school committee.

Ugulumu, William Shauritanga (2016) *The Influence of Home and School on Students' Academic Performance:A Case Study of Wangingómbe District,Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated “The Influence of Home and School on Students’ Academic Performance” in Wanging’ombe District. The main objective was to investigate the influence of home and school on students’ academic performance. The specific objectives were, to analyze the effect of availability and use of learning facilities, to investigate the influence of effective and efficient subject teachers, to determine the effect of Homes’ background and to examine the School environments on students’ academic performance in Form IV national examination results in 2007-2014 in community built secondary schools. The study adopted a cross sectional study design in which teachers and students were selected randomly while HOS and

DSEO members were purposively selected. A total of 300 respondents were selected to constitute a sample in which 200 were students, 60 were teachers, 33 were members for Focus Group Discussions, 4 were Heads of School and 3 were members from DSEO office. Descriptive statistics were used to summarize the information in the sample schools. Findings of this study showed that there were not enough teaching learning materials and inadequate school infrastructures, syllabi was not covered in time, English is mixed with other languages during teaching, provision of standard test after the end of each topic, exercise and examinations were neither adequate nor standard. Low parents' income, low parents' sensitivity in investing in education to their children, low parents' involvements in academic activities provided by teachers and school environments were not standard as required, hence school environments were not conducive for learning. This study recommends that governments, parents, NGOs, and CBEs should invest in education.

Ndenje, Sylvester (2015) *Experiences of Doing Homework in Home Environments for Selected Secondary Schools' Students*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is designed to investigate experiences of doing homework in home environment for the selected secondary schools students in Mbeya regional. A total of eighty (80) students were administered with questionnaires, where as 20 teachers and 20 parents were interviewed. The study's findings, especially those found from closed ended questionnaires and observation checklist were analysed and organised by using a computer program called microsoft offices excel, for the open ended questions and interview questions, the quick impressionist summary has been used. The study's results show that many students from Mbeya regional were coming from poor environment, the results were found through an assessment of the indicators for good home learning environments, these were good source of right, enough books at homes, good reading space, study room and parental support on doing homework, other factor examined was number of hours spent on doing home chores by the students of Mbeya regional. The study found that many students from Mbeya regional were spending more hours on doing home chores than hours spent on doing homework. It is suggested that bringing homework and any home learning activities at community level (by building street libraries, opening special garden for private study) could have positive results on students' academic development.

Mathayo, Mafang'ha (2016) *Teachers' Experience on the Use of ICT to Facilitate Teaching: A Case of Ilala District Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This survey study sought to explore “ Teachers experience on the use ICT to facilitate teaching: A Case of Ilala District secondary schools”, from the perspective of teachers. A sample of teachers, purposefully selected, were given questionnaires and then interviewed. The study mainly aimed at collecting views and opinions from teachers regarding their experiences on the use of ICT to facilitate teaching. The objectives guided this study were: to explore teachers opinions on the benefits of using ICT in teaching, to explore the barriers that hinder teachers from using ICT to facilitate teaching and to identify the factors determining the use of ICT to facilitate teaching. On examining the benefits of using ICT to facilitate teaching, the following were identified as the benefits of using ICT to facilitate teaching: - individualized interactivity, delivery of educational resources, access to global knowledge base, facilitate integration with resources, simplify teachers work. The study indicates that using ICT in teaching has benefits to teachers. teachers' attitude, teacher confidence and competence, unlimited access to ICT resources and facilities and lack of technical support, inadequate ICT infrastructure on ICT and lack of professional development were identified as the barriers hindering teachers to use ICT to facilitate teaching in secondary schools. On examining the factors determining the use of ICT in teaching in secondary schools, the study identified the following factors:- teachers' positive attitude, teachers' competence in ICT use, accessibility of ICT facilities, professional development and availability of technical support. Recommendations to improve the situation in using ICT in teaching are attached.

Urassa, Joyce Martin (2015) *Assessment of the Contribution of Secondary Education Development Program (SEDP) In Improving Access to and Completion of Secondary Education ,Case of Moshi Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the contribution of SEDP in improving access to and completion of secondary education taking Moshi Municipality as the area of study. The specific objective of the study was to find out the extent to which students enrolled in secondary schools manage to complete four years circle without dropping in between, factors for the dropout since the implementation of SEDP as well as challenges facing the achievement of SEDP in ensuring access and completion of secondary education. A cross sectional survey and case study design

were employed. The target population included students, teachers, head of schools, Education Officers as well as Ward Education Coordinators. Purposive and random sampling was applied during selection of the participants. Questionnaires and interviews were used as data collection tools. The data was gathered compiled and analyzed both qualitatively and quantitatively. The analysis of data from questionnaires were categorized and entered into the computer for computation of descriptive statistics. Descriptive statistics were analyzed and presented by tables and charts. The findings of the research showed that; students who fail to complete secondary education are caused by poor economic condition of their families, peer group pressures, pregnancy among girls" students and ignorance of not knowing importance of education. Suggestions and recommendations to rescue the situation of absentees of secondary students are given that parents should be empowered to combat poor economic conditions so that they manage send their children in secondary schools. Government should ensure access to education to all citizens. Dormitories should be built up in each ward secondary schools to help girls avoid temptations which will cause them fall in early pregnancies.

Ndiwu, Eliya Mbulika (2015) *Stakeholders' Perceptions on Vocational Education and Training in Design Sewing and Cloth Making in Tabora Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The focus of this study was to evaluate stakeholders' perceptions of VET in the Micro and Small Enterprises (MSE) in design sewing and cloth making sector. Data were collected in Tabora municipality. Questionnaires were administered to 10 MSE employers and 20 employees, interviews were held with 2 VET officers, 2 education officers, 4 VET trainers and 6 parents. Five focus group discussions with VET trainees were held and documentary analysis was used to get data from relevant documents. Lastly, observations were made at the MSE and VET centres. Descriptive analysis was used to analyze data from questionnaires and content analysis was used for data collected by other research tools. Findings obtained indicated that VET plays a vital role in furnishing its learners with skills that are required in the industry. However, the VET provision was beset by numerous challenges; curriculum implementation suffered from lack of training materials and trainees view VET as last training option. In addition, practical test and examination results were identified as the primary methods used for monitoring and evaluation. Informal training providers lacked monitoring and evaluation mechanisms. Transfer of skills from VET centres to workplaces was inhibited by insufficient supports.

Mkomele, Kuruthum Issa (2015) *Teachers' Perception on Critical Thinking in Secondary School in Tanzania: A Case Study of Mjimwema Ward*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate the Teachers' Perception on Critical Thinking in Secondary School in Tanzania: Case Study of Mjimwema Ward in Temeke Municipality, Dar es Salaam, Tanzania. Three research objectives guided this study, namely: examine teachers' perspectives about critical thinking in secondary schools, assess strategies teachers use to inculcate critical thinking to secondary school, and Explore challenges that teachers face as they teach critical thinking in secondary schools in Tanzania. The study employed qualitative and quantitative approach and procedures in sampling, data collection (i.e. Focus group discussion and Observation) and analysis. It was conducted in four secondary schools which were Aboud Jumbe, Kisota, Kibugumo, and Kidete secondary schools. The findings revealed that Critical thinking issue are embedded with numerous variables of in and out of the class thus the perception tend to differ in regarding to different school of thoughts of depending ones need and locality criterion. Moreover, the results showed that the teacher's perceptions on critical thinking in secondary school differ in stand in understanding critical thinking as some view as critical thinking as purely the work Mind and observable facts whereas other sees as inquisitive in nature, flexible, fair and open minded. The data revealed that the determinant factors for lacks strategies, skills and methodologies on how to inculcate critical thinking to their students as well they lack clarity on what ways they could opt to instill critical thinking. For example; the absence of in service training, upgrading course and workshop to train teachers to meet with the ever changing of science and technology and thus every teacher do in his or her way in teaching their class as well their classes.

Mabeyo, Joseph Ezekiel (2016) *Improving Academic Performance in Primary Schools Through School Committees in Nzega District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on assessing the role of school committees in improving the academic performance in primary school leaving examinations in Nzega district. The study sought to address three research objectives which included: assess the functions of School Committees in the improvement of academic performance in Primary School Leaving Examinations; To investigate the effect of the school committees on the academic performance in Primary School Leaving Examinations in Nzega District and to find out ways to enhance the functioning of schools committees in improving students academic performance in in Nzega District. A

combination of qualitative and quantitative research approaches were used to collect, analyze and discuss the findings. A sample of one hundred and three (103) respondents was purposely and random selected from 10 research sites i.e. primary schools. Participants included three District officers, 10 head teachers, 15 members of the school committees, 15 teachers, and 60 pupils. Data were collected through questionnaires, interviews, observation and documentary review. The findings revealed that School committee members, District Education Officers, parents, and teachers were not effectively supervising pupils. It was also found that school committee members were neither committed nor actively involved in the day to day school operation. This led to many schools being under resourced and mismanage few resources that were available, consequently, resulting in accelerated poor academic performance. The study thus recommends that, more effort should be invested on the capacity building of the school committee members, school management as well as teachers. Parents and the entire community should take up serious measures to control pupils' attendance and thus minimize truancy.

Rugera, Valentina Anthony (2015) *Examining Impact of Parenting Styles on Children Academic Performance in Public Primary Schools: Experience from Nyamagana District in Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to examine the impact of parenting styles on Academic performance in public primary schools in Nyamagana District of Mwanza Region. The study specifically intended to explore the role of parenting styles on children's study time, to find out the impact of parenting styles on children's cognitive development and to investigate the contribution of parenting styles on children's discipline in school. A cross-section descriptive design was employed in this study to collect data from 156 respondents, mainly heads of schools, teachers, parents and children. Interviews, questionnaires, observation and documentary reviews were used to gather data. It was found that parental care was important in academic performance because when parents participated in academic issues of their children the performance of the children increased. The contribution of parenting styles, for example democratic, authoritarian, permissive and uninvolved parenting styles contribute much in academic issues if parent apply all of these in different situations. The study concludes that parenting style is important in academic performance. Therefore schools, social groups and governmental organizations should convene outreach programs to educate the society mainly parents on the effects of parenting styles upon children academic performance.

Said, Bahja Salim (2015) *Assessment of the Influence of Socio-Cultural, Economic, and School factors on dropout of female Secondary School Students in Muheza District*. Masters dissertation, The Open University of Tanzania.

Abstract

Education is an essential factor towards any nation's development. Girls' education in this perception is more crucial, because girls' education worldwide provides benefits from the family to national level. For this reason, it is important to examine, and assess the reasons influencing girls' dropout of schools in Tanzania, specifically in Tanga region, which eventually affects the completion of girls' education. The purpose of this study was to assess the influence of socio-cultural, economic, and school factors on dropout of female students from government schools in Muheza district, Tanga region. The study employed descriptive survey research design, 60 secondary school female students were drawn from each of the sampled schools, three from each form (form one to form four) 25 teachers, 5 female traditional instructors. Moreover, 5-school committee members were purposely selected two from each area of the sample schools. Simple random and purposive sampling techniques were used in the selection of the sample. Interviews, questionnaires, and documentary review were used in process of collecting data, and were analyzed by use of both qualitative and quantitative approach. The findings of this study show that, early marriage, costs of schooling, early teen pregnancy and long distance to and from school affect girls' participation and eventual the completion of secondary education in Muheza district. This study recommends that both the government and parents should motivate female students by providing them with more opportunities and priorities in academic issues. Build more hostels and dormitories for girls. The government should motivate teachers and increase effort to educate the society on how to eradicate bad cultural practices. Create awareness and advocacy on the importance of secondary education to girls in the society.

Nghambi, Grace Hermas (2015) *Factors leading to poor Academic Performance in Certificate of Secondary Education Examination by Community Secondary Schools students in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was carried out in Urambo District to determine the factors leading to poor academic performance in Community Secondary Schools. Both simple random and purposive sampling were used to select the responded; primary data were collected using questionnaires, interview and field observation whereas secondary data were collected from statistical records found in the district education office. Data were analyzed using descriptive statistics incorporated in Statistical Package

for Social Sciences (SPSS) Version 16.0. The findings indicated that, the poor performance in form four examinations was associated with poor working environment for teachers, poor supply of teaching and learning materials (61.6%), high teacher-students ratio (1:65) and poor teaching methodology (46%). It was further found that, the effects of parental involvement on student academic achievement depend on both school characteristics and the nature of parental involvement in that, when students are having trouble with school, their parents are more likely to become involved by maintaining contact with the school. Teacher-student ratio was positively correlated with the achievement scores. It can be concluded that inadequate teaching and learning materials, high teacher-student ratio and poor working environment have a significant impact on student achievement. From the findings, it is recommended that there should be conducive working environment for teachers, adequate supply of teaching and learning materials, provision of motivation to teachers, proper recruitment and in-service training for teachers, a good education policy, teachers being responsible and accountable, use of proper teaching and learning methods, as well as community participation in schools activities and good child care.

Gobore, Asella Alphonse (2016) *The Influence of School Inspection in Changing Teachers' Practices in Primary Schools in Babati District, Manyara Region*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the influence of school inspection on changing teachers' practices in Babati District Council, Manyara Region, in Tanzania. The specific objectives of this study were; (i) to examine school inspectors views on the role of school inspection on teaching and learning in primary schools, ii) to explore the views of teachers on contribution of school inspections in improving teaching and learning process in primary schools, iii) to find out the frequency of school inspection in schools in relation with learners' performance and iv) to determine how best school inspections should be carried out as to have a positive effect on teaching and learning. A total of 71 respondents participated in the study including 57 classroom teachers, four ward education officers, nine school inspectors and one District Education Officer. The findings indicated that school inspection plays a potential role towards changing teachers' practices and that advice and feedback given through inspection reports were useful for making improvements in their work performance. The study further revealed that, school inspectors judged the performance of the schools basing on schemes of work; lesson plans and pupils' exercise books, whereas classroom observations were not effectively carried out. Since this study concentrated on the influence of primary school inspection on teaching and learning, it did not go further to investigate the extent to which the

inspection findings and recommendations are implemented. Thus, it is recommended that there should be further research to examine the extent to which the district education officer makes use of school inspection reports and recommendations.

Ngonyani, Zauda Nasibu (2015) *Assessing Challenges that Face Street Children in Accessing Education in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was conducted to assess challenges that face street children in accessing education. The study had three specific objectives which are, first to examine the extent to which street children access to education at primary levels. Secondly, to assess the extent to which street children who are enrolled in school access school requirement? Thirdly, to assess the extent to which communities surrounding contribute to challenges facing street children in accessing primary education. Descriptive research design was used with qualitative approach dominated by data collection and analysis procedure. In-depth interviews with key informatics and questionnaire administration were used for data collection. Content analysis was used to analyze qualitative data, which was presented descriptively. The findings revealed that; to a large extent street children should be given government support. It was revealed that most of street children had no proper school requirements and their families are economically poor. Also most street children (72%) had either not attended or did not complete primary schooling. They were not enrolled or dropped out for various reasons. Their ages were below 18 years, which was about (82%), hence street children expect the society to support them to meet their school requirement and to receive education so that they can build their future. It is recommended that, street children stakeholder institutions need to embark on, or further strengthen a sustained community based street outreach work to identify profile and monitor street children.

Salvatory, Oscar (2016) *Challenges of Managing Large Secondary School Classrooms in Kyerwa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study was carried out in Kyerwa District. The aim of the study was to explore the challenges and prospects of teachers as they manage large classrooms in order to comply with SEDP goals in Secondary education in Kyerwa district. The study was guided by the following questions: What are the teachers' perspectives on large classrooms? What are the strategies that teachers employ to manage classrooms? And what are the challenges that teachers face in managing large classrooms among

public ward secondary schools in Kyerwa district? The study adopted descriptive research design with simple random and purposive sampling technique. Data was analyzed using codes, labeling, tables, percentage presentation and verbatim quotation and brief summarization. The findings showed that teachers in Kyerwa district perceive large classrooms as the one with more students than the teachers prefers to manage and the one with more students than the available teaching and learning resources can support. Strategies they employ to manage large classroom includes group discussion, lecturing, setting activities for students to teach each other, take home assignments and giving students closed type questions which are easy for teachers to mark. Challenges they face on managing large classrooms include hard organizing class activities, difficult to evaluate and checking students' progress. Recommendations put forward include: training enough teachers to attain the recommended Student Teacher Ratio (STR) and constructing enough classrooms. Further studies were recommended on equity in secondary education access, gender parity in secondary education, quality improvement in secondary education and strengthening of inspectorate and support mechanisms in secondary education.

Sayi, Joram Masaga (2016) *Factors Influencing the Current Teacher Job Dissatisfaction in Public Secondary Schools in Magu District Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to identify factors influencing the current teacher job dissatisfaction in public secondary schools in Magu District. The objectives were to identify the relationships between demographic factors and teacher job dissatisfaction; to identify factors influencing secondary schools teachers' job dissatisfaction; to measure teachers' levels of job dissatisfaction based on factors related to work; and to identify significant changes which can influence higher level of teacher job satisfaction. The targeted population was teachers, heads of schools, WECs and education officers in the DSEO's office in Magu district. Data for this cross-sectional study was collected using questionnaires, semi-structured interview, and observation schedule developed by the researcher and from documentary sources. Data was then analyzed using statistical software SPSS. Results from this study indicated that there is a significant correlation between teacher job dissatisfaction and gender, marital status, teaching subjects, level of education and position of a teacher in the community secondary schools. This study revealed that majority (71.5%) of were not satisfied with their job. The study showed that individual characteristics, extrinsic conditions and intrinsic job characteristics significantly influence teachers' level of job satisfaction in Magu district. The research provided clear views regarding the changes required by teachers for their job satisfaction. The study recommends interventions which needs to be

implemented in order to improve the level of job satisfaction among teachers. It emphasizes the need to conduct similar research in all districts in Tanzania fill gaps that may have not been solved in the current study.

Nchimbi, Verena David (2015) *Factors instigating cheating in government primary school leaving examination: A case of Same District council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to assess factors that lead to cheating in government primary school leaving examination. Case study of Same district. Specifically the study assessed the factors that cause cheating in examinations among government primary school pupils; investigated the effects of cheating in primary school leaving examinations; and identified strategies for addressing the problem of cheating in primary school leaving examinations. A case study research design was adopted. Purposive and stratified random sampling techniques were used in selecting study areas and respondents. A sample size of 80 respondents was used. Both primary and secondary data were collected using questionnaire, interview, observation and documentary review. Data analysis was done using statistical package for social science (SPSS). The study found that factors influencing cheating in primary school leaving examination among government primary schools include; lack of confidence among pupils, panic among pupils toward examination, illegal assistance from parents, inadequate teaching and learning facilities, competition among schools. The effect of cheating in primary school leaving examination among government primary schools were selection of unqualified pupils to join secondary level, complaints in the society, decline of quality of education, influencing other pupils in cheating behavior, bad image to the society. Among the strategies to overcome the problem of cheating in primary school leaving examination include; teachers abiding to professional ethics; improving security in examination rooms, punishing staff involved in cheating; re-sitting examination for cheaters; improving teaching and learning environment; providing adequate payment to examination supervisors.

Mathias, Geoffrey (2015) *Contribution of PEDP on learning environment that promotes the future of pupils. A Case of Public Primary Schools in Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigates the contribution of PEDP on learning environment in promoting the future of pupils in Kinondoni district. Following the needs of the study; two objectives were targeted, one is to examine the contribution of PEDP on learning environment and second is to examine the effect of PEDP on learning

resources. This study intended to come out with measures to be taken by the government and other stakeholders to solve the problem of poor learning environment of students. Qualitative and quantitative approaches have been used in collecting data and analysis of the study. The instruments which are used in data collection are documentary review, interview and questionnaire. The study found that; PEDP intended to solve the problems of learning environment to the students in public primary schools, the reality shows there are number of problems which face the students as follows: students to lack the skills of writing, reading and learning due to overcrowded and the shortage of learning resources, poor handwriting of students due to lack of desks as the students sit on the floor, poor performance on the different activities planned by school due to delay on the capitation grant,. There are number of contributions in schools which disturb parents and parents. On the basis of the study findings different viable techniques have recommended so as solving the problem, to raise the budget of the education sector, to provide capitation so as to enable schools into performing their activities, and last is cooperation between parents, teachers and school committee.

Kayonjo, Zuhura Athumani (2016) *Factors Influencing Effective Implementation of Preprimary Education Policy in Lindi Municipality Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research assessed the factors influencing effective implementation of (PEP) in Lindi Municipality, Tanzania. This focused on the existence of pre-primary education, factors influencing implementation of PEP, Stakeholders participation in improvement of preprimary education and the solutions on what should be done to ensure effective implementation of the PEP in Lindi Municipality. A cross-sectional survey design was used to carry out the study. The primary data were collected by questionnaires, observation, documentary review and the interview guides. Purposive sampling was used for Educational Officers, Ward Education Coordinators, School Committee Members and Pre-primary school teachers whereas simple random sampling was applied to the Primary teachers. Questionnaires included structured and semi-structured questions administered through drop-and-pick method to the Primary teachers and Members of school committee. Observation checklists were used to help in establishing the conditions of the school's infrastructures, facilities and equipments used to facilitate the programme. Data collected were organized and analysed by Statistical Package for Social Sciences (SPSS, Version 24) and Excel (2010) was used to analyze the data using descriptive statistics. The study found that at least 40% of the schools do not run this education seriously as a result the outcome of this education is somehow doubtful, as well as the implementation of PEP.

Kelvin, Laurent (2016) *Role of Motivation in Teacher's Job Performance in Public and Private Secondary Schools in Tabora Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Motivation encourages teachers to facilitate knowledge and skills of academic to learners. Therefore, this study found the relationship between motivation and teacher's job performance; factors that affect teacher's motivation and determine the motivational differences in public and private secondary schools in Tabora Municipality. Descriptive survey research design was adopted to get information through structured questionnaires and intensive interview schedules with 120 secondary school teachers, 10 school Inspectors and two District education officers. The key study findings showed that the performance of teachers were high although their payment were low to encourage them to work hard. The findings also revealed that most teachers facilitate teaching and learning process with high confidence and efficiency, due to evidence that most of them came early to school, provide tests and examinations to learners and marked them, also they attend staff meetings and other activities out of teaching and learning process which are sports and games. The study found the correlation between motivation, mostly intrinsic motivation and the performance of teachers in public and private secondary schools was also existed in secondary schools in Tabora municipality. The study suggested that in order to get better motivation and job performance in teaching and learning process the ministry of education should strengthen quality supervision as well as acknowledging good performers, among others.

Kaai, Papakinyi Lesayepiye (2016) *Understanding and Improving Instructional Leadership Practices in Primary Schools in Karatu District, Arusha, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the understanding and improving instructional leadership practices in primary schools in Karatu District, Tanzania. The study was guided by three research objectives; (i) to assess the perceptions of teachers on the role of head teachers as instructional leaders, (ii) to examine the role of head teachers in improving teaching and learning in primary schools, and (iii) to determine the challenges the head teachers encounter as they practice instructional leadership in primary schools. A mixed research approach was used to accomplish the need. Questionnaires and interviews were used to collect relevant information from randomly selected stakeholders namely head teachers, teachers and the pupils from eight public primary schools and two private primary schools in Karatu District. The study found that, teachers were not able to explain the vision and mission of their schools; hence, they could not understand the roles of head teachers

as instructional leaders although they were able to mention several strategies that the head teachers used to supervise teachers. The lack of understanding of the role of head teacher as instructional supervisor by the majority of the teachers created challenges in building a common and shared sense of purpose. This lack of shared sense of purpose led to other challenges including negative cooperation. The study recommends that the government should ensure that, HTs are properly trained on how to balance their roles as instructional leaders, administrators and school managers. Considering the competing roles of being a manager and an instructional leader, further studies are needed to explore how the head teachers can balance the two roles of being a manager, an administrator and or an instructional leader.

John, Yohana (2016) The Effect of Capacity Building of School Heads in Enhancing Students' Academic Performance in Secondary Schools in Mbulu District, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at finding out the effect of capacity building of secondary school Heads in enhancing students' academic performance. This end was fulfilled by three objectives namely: to explore the procedures for providing Capacity Building of secondary school heads in Mbulu, to examine the relevance of Capacity Building contents of school heads in enhancing academic performance of secondary schools and to explore managerial challenges in enhancing school academic performance in relation to Capacity Building content of school heads. A case study design was employed to collect data from five (5) secondary schools. Purposive sampling was used to select five (5) secondary schools which are public schools. The study used interviews, questionnaires and documentary review as the instruments of collecting data. The findings reveal that capacity building programmes have positive effect on students' academic performance as well as managerial activities. The findings were provision of seminars about school management to the school Head teachers as well as teachers' seminars should be conducted frequently; supervision of daily academic duties, good planning by seminar facilitators, the programmes must be related to the school leadership and management. The study concludes that for question number one, respondents indicated that they were satisfied with the programmes because most of them said that the programmes were satisfactory to them. Some of them said that the programmes satisfied them to a great extent. Most of the respondents suggested that seminars must be conducted frequently in all parts of Tanzania. The study recommends that emphasis should be placed on considering leadership and management courses when hiring or appointing school heads for knowledge-ability of leadership functions.

Jengo, Leah S. (2016) *School Management in Community Secondary Schools in Rombo District: Effects on the Students Academic Performance*. Masters dissertation, The Open University of Tanzania.

Abstract

The research on Effects of school Management on Students academic Performance in Community Secondary schools in Rombo District Council was done using a sample of 160 respondents consisting of the head of schools, academic masters/mistress, teachers and form four students chosen from thirty-four Community Secondary Schools (CSS) in Rombo. Primary data was collected through questionnaire and interview to assess the capability of heads of schools in managing schools; the strategies they use to improve students' academic performance, and the efficacy of those strategies. The study found out that out of 10 head of schools none had undergone management training. The popular strategies that head of schools use to improve students' academic performance, ranged from motivating teachers to sanctions. Although most of the heads of schools did not have the formal management training, their management strategies were efficient given the situation of the community secondary schools in Rombo district. Summary of the conclusion: The study recommends that the Government should consider training of the school heads so as to ensure quality management of the schools. It is also imploring the school managers to make efforts in developing themselves academically. The study further recommends that management skills to be added in teachers training programme to expose teachers to management issues. Future researchers on this topic try to find out how school heads can collaborate more in their managerial activities so as to enhance efficiency in quality education that is provided in these schools.

Kimaty, Mary Leone (2016) *Factors Affecting Quality Assurance in Teaching and Learning Process at The Institute of Adult Education: A Case Study of Diploma in Adult and Continuing Education*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at examining factors affecting quality assurance in teaching and learning process at the Institute of Adult Education. Research objectives were to: assess the quality of teaching staff at the Institute of Adult Education, assess the assessment procedures at the institute, examine the status of teaching and learning resources at the Institute of Adult Education and propose the strategies to improve quality of teaching and learning process. Qualitative research design was employed. Data collection methods included interviews, documentary and focus group discussion. Findings revealed that; first level; although the IAE adhered to all requirements in recruiting its teaching staff the quality of staff is affected by poor

incentives and irregular meetings to discuss problems facing them during teaching process which demoralize them. Second level although some of examination procedures are well observed at the IAE the quality of examinations is affected by inadequate facilities, low payments which teachers loose morale, collision of activities during examination, overcrowdings of learners in examination halls, typing errors in examination and understaffing. Third level is the quality of teaching and learning is affected by shortage of teaching materials like computers, power point projectors, poor ventilation in examination halls, poor internet connectivity, inadequate ICT facilities poor library services and unreliable power supply. Fourth level, strategies to improve the quality assurance at IAE are; to transform the department into faculty. Changing of traditional approach will assist to assemble more than 300 students in the lecture hall, so the adoption of ICT would allow applying learning management system resulted to the use of flexible and efficient teaching. Recommendations to attain quality are attached.

Malambughi, Taifa Langson (2016) *Contributions of Non-governmental Organisations (NGOs) to Students with Hearing Impairments in Mufindi District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to assess the contributions of nongovernmental organisations (NGOs) to students with hearing impairments in inclusive secondary schools in Mufindi district, Tanzania. The objectives of the study were to identify the types of support given by NGO's to students with hearing impairments in inclusive secondary schools, to assess their adequacy, and to investigate the challenges facing NGOs in supporting students with hearing impairments in inclusive secondary schools. The study employed a case study design and mixed research approach. It involved 34 respondents including NGOs managers, school head, teachers, students and District Community Development Officer. Data was gathered through questionnaires, interviews, focus group discussions and documentary review. The findings revealed that NGOs contributed exercise books, pens, school uniforms, soap, shoes, bed sheets and bus fare. However, they were inadequate to cater their education needs. NGOs were facing the various challenges such as shortage of funds and communication barriers with hearing impaired students. It is concluded that, most NGOs in Mufindi district provided infrequently and inadequate support to students with hearing impairments due to various challenges. It is recommended that, the Ministry of Community Development, Gender and Children (MCDGC) in collaboration with the Ministry of Education, Science and Technology (MoEST) should build capacity and create awareness to NGO members and all education stakeholders so that they consider the aspects of equity, access and equality to the people with disabilities. In advance, the recommendations for further research are given.

Kimbara, Robert (2016) *The Similarities and Differences Between Lower Primary and Preschools Syllabi in Tanzanian Classrooms*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the similarities and differences between lower primary and pre-schools syllabi in Tanzanian classrooms. More specifically, the study examined the skills provided to learners and availability of teaching resources, qualifications of teachers and presence of pre-primary classes within the schools and the effect of those similarities to the learners. The study employed quantitative and qualitative approaches. The study used purposive and random sampling techniques in data collection and the study was conducted in Sumbawanga Rural and Urban areas. The data were collected through classroom observation schedules, interviews, questionnaires and documentary reviews. The study findings indicated that, there was no significant difference in content between pre-primary school and lower primary school syllabi during classroom teaching. The study revealed that, there was a lack of qualified teachers for pre-primary schools in most of the schools. The study recommends that the government should prepare and provide training to the teachers who teach pre-primary classes to ensure that quality education is provided to the learners. In addition, incentives and infrastructures should be improved so as to accommodate the pre-primary school learners.

Luguru, Esther (2016) *Perceptions of the teaching Profession Among Education Students in Higher Learning Institutions in Tanzania: A Case Study of the Open University of Tanzania (OUT) and University of Dar Es Salaam (UDSM)*. Masters dissertation, The Open University of Tanzania.

Abstract

The study based on assessing the perception of the teaching profession among education students in higher learning institutions in Tanzania. The objectives of the study were to examine the reasons of pre-education students to join teaching profession in Tanzania; to assess the higher education students (in service) sights on education profession, To assess the factors that hinder teaching profession in Tanzania and; to identify the strategies for improving teaching profession. A sample of 59 respondents was used, sampled randomly and purposively. Data collection methods were primary and secondary, primary data collection used guided by questionnaires and interviews, secondary data were collected from previous studies, internet and relevant documents from the Ministry of Education. The study revealed that, as students they are satisfied been selected on joining educational as the professional undertaken but most of student teachers only join the professional for employment with job opportunities being the reasons, nonetheless, Majority strongly agree teaching job is their profession with other agreeing that the profession is

encouraging. The study concluded that, there are different reasons of pre-education students to join the teaching profession in Tanzania, job opportunities was concluded as the main reason of pre-education students to join the teaching profession. The study recommended that, The government through the ministry and educational institutions should make more efforts on attracting the majority number of students to join teaching profession. On the other hand, The benefits of the teaching profession must be communicated with incentives packages been amongst the major motivational factor.

John, Enerico (2016) *Analysis of Primary School Pupils' Motivation Towards Secondary Level Schooling: A Case of Selected Primary and Secondary Schools in Mpanda District Council, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The prevalent of secondary schools as government's deliberate decision to make secondary education opportunities available has been hindered by declining trend of selected students failing to report to respective schools. The overall objective of the study at hand was to analyse primary school pupil's motivation towards secondary level schooling in Mpanda District Council. Study integrated both quantitative and qualitative approach. The survey design was employed to collect data from the study area. Participants of the study included primary pupils, secondary students, Ward Executive Officers, Ward Education Coordinators, School Board Chairpersons, Head of Schools, Education Officers at District and Region level, Head teachers, Village Executive Officers, and Parents and guardians. The study at hand revealed that; First, pupils are not well informed of secondary education. Second, the system of secondary school is not good enough to attract children/pupils to join secondary education. Third, it was revealed there are right sources which motivated pupils. However, there were wrong sources of information that demotivated pupils to join secondary education. Fourth, post-primary education was regarded valuable for social recognition, ladder to other studies and life opportunities, civic life and political activation. It was concluded from the findings that primary school pupils were not motivated toward secondary level schooling. The study recommends that parents, teachers, and community at large should underscore the importance of secondary education and share the same to pupils by disseminating more information and knowledge on the relevance of secondary education beyond employment or white collar jobs and that secondary education curriculum should be reviewed to suit contemporary demands in the labour market.

Shonje, Gerald Ntagahali (2016) *The Influence of Working Conditions on Teachers' Job Satisfaction: the Case of Kisarawe District Public Secondary School Teachers, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed of the influence of working conditions on teachers' job satisfaction, the case of Kisarawe district public secondary schools teachers, Tanzania. The study sought to address three objectives, first; to assess the influence of teachers working conditions on job satisfaction of public secondary school teachers' in Kisarawe district. Second, to determine the teachers' level of job satisfaction in Kisarawe district council. Thirdly, to analyze the influence of working conditions on teachers job satisfaction and work performance in Kisarawe district. The study was guided by Maslow's motivation theory of Need, and Herzberg's Hygiene Theory. The study used descriptive survey design with case study approach. Data were collected using the questionnaire, interview, observation checklist and documentary review. The sample size consisted of 107 respondents. This included 100 classroom teachers, one DEO, five heads of school and one TSD officer. DEO, TSD, heads of school was purposive sampled while teachers sample was selected using purposive random sampling strategy, where by schools were chosen using stratified simple random sampling. The data analysis was done using tables of simple frequency distribution, percentages, graphs, and charts. The findings reveal that teachers work in poor conditions typified with lack in-service training, promotion and necessary facilities like chairs, housing. Most of them live a long distance from schools where they teach hence affecting them to fulfill their day to day responsibilities which leads to lowering their morale of work. This results into teacher absenteeism and lateness which leads to lower students' academic performance. The study recommends among others for the government to address teachers' problem through providing them adequate teaching facilities, in-service training, promotion, accommodation.

Msemu, Rhoda Elimo (2015) *Secondary School Students Knowledge, Understanding and Priorities in Climate Change Issues*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the students' knowledge, understanding and priorities in climate change issues in Monduli District. The study was guided by three objectives namely, First to examine how much Form Three Students knew and understood the issues in climate change, secondly their priority areas which should be in their studies for better understanding of climate change issues. Finally, to assess how far they believed school knowledge on climate change issues can help them to handle

climatic changes in their environment. This study based on the problems facing Monduli communities on their daily life style and whose hope is relying on educating their children so that after completing their duties they will be beneficiaries of the acquired knowledge and skills so as to be able to solve their global climate – change crisis. Improving links between climate change education curriculum and country led poverty reduction strategies. This report is the study conducted in three secondary schools, namely Maasae Girls, Engutoto, and Makuyuni, with a sample of 327 form three students. The findings of this study showed that, 304 students in those secondary schools had little or no sufficient knowledge about the climate change issues, while 231 showed that it was very important for them to learn and understand the issues of climate changes. They also showed optimism in using school knowledge to improve environmental management. Therefore, it was recommended that the government through the Ministry of Education and Vocational Training (MOEVT) should make sure that knowledge on climate change issues was being introduced and taught early.

Mgonja, Rajabu Issa (2016) *Factors That Influence Truancy in Community Secondary Schools in Mtwara District (Rural)*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this dissertation was to explore factors influencing truancy in community secondary schools in Mtwara District. This study was guided by three objectives namely; to explore the level of truancy in community secondary schools in Mtwara District, to identify factors influencing truancy in community secondary schools in Mtwara District and distinguishing the impact of truancy in community secondary schools in Mtwara District. Data was collected by using questionnaires, interview guide and documents. The analysis involved quantifying frequencies of responses which were later presented in Tables. The study had a sample of 99 participants. The study revealed factors which influence truancy in secondary schools include:- Lack of administrative strategies by heads of school on student truancy, corporal punishments offered to students, low expectation of students from what happens in schools, poor peer groupings, distance from home to school, unreliable transport to school, weather aspect especially in rain season, variation in socio economic status of parents (SES), family divorce, lack of clear policy on managing student truancy in secondary schools, parents keeping themselves distant from their children academic performance and teachers to be not close enough to their students, Thus, the study recommend the government through Ministry of Education and Vocational Training (MoEVT) to introduce compulsory attendance law similar to that in primary education, to involve parents in their children education and Teachers are recommended to develop a habit of being attentive to problems raised by students for better assistance.

Malambughi, Taifa Langson (2016). *Contributions of Non-governmental Organisations (NGOs) to Students with Hearing Impairments in Mufindi District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to assess the contributions of nongovernmental organisations (NGOs) to students with hearing impairments in inclusive secondary schools in Mufindi district, Tanzania. The objectives of the study were to identify the types of support given by NGO's to students with hearing impairments in inclusive secondary schools, to assess their adequacy, and to investigate the challenges facing NGOs in supporting students with hearing impairments in inclusive secondary schools. The study employed a case study design and mixed research approach. It involved 34 respondents including NGOs managers, school head, teachers, students and District Community Development Officer. Data was gathered through questionnaires, interviews, focus group discussions and documentary review. The findings revealed that NGOs contributed exercise books, pens, school uniforms, soap, shoes, bed sheets and bus fare. However, they were inadequate to cater their education needs. NGOs were facing the various challenges such as shortage of funds and communication barriers with hearing impaired students. It is concluded that, most NGOs in Mufindi district provided infrequently and inadequate support to students with hearing impairments due to various challenges. It is recommended that, the Ministry of Community Development, Gender and Children (MCDGC) in collaboration with the Ministry of Education, Science and Technology (MoEST) should build capacity and create awareness to NGO members and all education stakeholders so that they consider the aspects of equity, access and equality to the people with disabilities. In advance, the recommendations for further research are given.

Msokwa, Nuligwe Elisa (2015) *Factors Associated with dropout among Secondary School Students in Tunduma Town, Momba District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the factors that are associated with school dropout among secondary school students in Tunduma town of Mbozi district in Tanzania. Specific research questions of the study were: What have been the effects of education level of parents on secondary school students dropout in Tunduma area of Mbozi for the 2007-2013 period? What has been the impact of family income level on secondary school students dropout in Tunduma area of Mbozi District for the 2007-2013 period? How does the nature of secondary schools students' residence affect students dropout at Tunduma for the 2007-2013 periods? Between the rates of dropout among boys and girls, which one is higher than the other? The study used

both primary and secondary data, and a case study research design. The study found that dropout is associated with a combination of the following factors: low level of education of parents, long distance from schools, and the nature of students' residence. Sometimes students' residence does not support education. Additionally, early engagement in sexual affairs among students has been observed to be related to dropout. It is recommended that village leaders in collaboration with schools administrations and regional and District education officers should collaborate to carry on district wide campaign to educate parents on high social economic negative effects of school dropout of their children. Parents should serve money and buy bicycles for their children to reduce the long distance they are traveling to and from the school. There should be an intimate relationship between school and community. Health officials, parents, school administrations and officials from District and Region education offices should collaborate to spread basic reproductive health education among.

Rutakinikwa, Lawrence Novat (2016) *Factors Influencing Secondary School Girls Drop Out in Bagamoyo District in Coast Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined causes of girls drop out from secondary schools in Bagamoyo district. The specific objectives of the study included; investigation of economic, cultural and school factors that cause girl to leave secondary school in Bagamoyo district. The study consists of five chapters Chapter one is introduction and background to the study, chapter two literature reviews, chapter three research methodologies, chapter four data presentation, analysis and discussion, chapter five summary, conclusion and recommendation. The theoretical framework that guided this study was adopted from Finn (1989). The theory suggests that as youths actively participate in school the more they are likely going to feel a sense of connection to school. The greater a student's sense of connection to school, the less likely, he or she is to drop out from school. The conceptual framework was adapted from Omari(2011). The framework shows the relationship between the predictor, participating and outcome variables. The literature review highlights the global studies on girl dropout, process of girl drop out, importance of girl education, synthesis and research gap. The research methodology shows research design, population. The sample size of the study consisted sixty four continuing students who participated in focus group discussion, eight academic masters/mistresses, thirty two secondary schools teachers who were given questionnaires to fill and eight ward education officers and one DEOSS who were interviewed by a researcher as respondents of this study. In addition, the research methodology shows methods of data collection, data collection instruments, reliability of data collection instruments,

data analysis plan and research ethical issues. The study findings have indicated that economic, culture and school factors lead to girl dropout from secondary schools. Based on the research findings and conclusion, recommendations have been made both for action and for further investigation.

Ngowi, Flora Leyaro (2015) *Examining impact of unreliable government disbursement of capitation grants on academic performance in public secondary schools the case of Kinondoni District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate and examine the problem of the unreliable government disbursement of capitation grants to public secondary school on academic performance in case of Kinondoni District. The study involved ten respondents who are head of secondary schools. Qualitative data analysis technique was used data was presented in a narrative form with direct qualitative from the respondents. The findings indicated that capitation grants helped to improve the quality in some aspects and some subjects were not available. The provision of capitation grants to schools was both insufficient and were delayed to reach schools thus, difficult for schools to implement plans timely and sustainably. There was little improvement in the teaching – learning process in these public secondary schools as a result of capitation grants. The study revealed that the management of capitation grants is the responsibility of the head of schools cooperating with the school committees (SCs) it was observed that there were some limitations due to lack of skills in financial management in some of these members. In order to ensure quality education and improving performance in public secondary schools, it was recommended to the government to increase the amount of the capitation grants in the budgetary allocations to make it more adequate and sustainable. Members of schools committees need to be re- trained especially in financial management of school funds.

Msuya, Arnold Simon (2015) *Prospects and Challenges of Teachers Resource Centers in Teachers' Professional Development in Mbulu District, Tanzania*. Masters thesis, The Open University of Tanzania.

Abstract

This study assessed the prospects and challenges of Teachers` Resource Centers in promoting teachers` professional development with special focus on Mbulu District. Specifically, the study explored people`s awareness about the concept of teachers` resource centers in Mbulu District; identified challenges facing resource centers in Mbulu District; and assessed measures taken to promote resource centers in the

district. The sample consisted of 58 respondents including 42 males and 16 females selected from six categories of respondents; Head Masters, Head Teachers Ward Education Officers, Teachers` Resource Centers` Coordinators and District Education Officers. Data were collected through interviews, questionnaires, documentary reviews and focus group discussions. Statistical Package for Social Scientists (SPSS) was used in data analysis process. The study found that majority of education stakeholders in Mbulu District had higher level of awareness about the existence of Teachers` Resource Centers. Teachers` resource centers were found to face challenges including poor supervision of how they perform their duties, lack of funds to enable the centers perform activities and limited number of qualified people who could run teachers` resource centers effectively. Further measures taken to support resource centers by educational authorities in Mbulu District included staging campaigns to raise awareness of prospects and challenges of TRCs, sending teachers for further studies and holding seminars for TRCs stakeholders. The study recommends that the number of TRCs should be increased; funds should be disbursed by the Government to District Authorities and then to teachers` resource centers to enable smooth and efficient implementation of the centers activities.

Maganga, Jamillah H. (2016) *Factors Affecting Students` Academic Performance: A Case of Public Secondary Schools in Ilala District, Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on the factors that affect the academic performance in secondary schools in Ilala district. The study was guided by the following research objectives: to relate how English capacity among the students affects the student academic performance, to relate the how the teaching and learning facilities such as (text books, chemicals facilities) and the students` academic performance in secondary schools in Ilala District, and to establish how guidance and counseling affect academic performance of students in secondary schools. The study employed qualitative research design. Interview, focused group discussion and documentary were employed in data collection. The findings revealed that many learners could not master the English as (LOI), and they had very poor knowledge of vocabularies used in various subjects, they had weak English capacity to the extent of failing to make good and logical sentence in English. Altogether poor capability in English limited their ability to understand concepts in various discipline like Geography, Physics and Chemistry. Further, the results showed that with exception of arts textbooks, Science textbooks were not enough in Ilala Secondary Schools. This limited effective learning of various discipline like Physics. The funding further indicated that the schools were experiencing problems of science on one side and interaction during learning of the other side. Schools were observed to skip formative evaluation because of high costs of stationeries. Lastly, the results showed

that many schools had no counselors to counsel teens. The finding further indicated that even if teens were pretending learning, they lost in between many hours for non academic activities like charting on email, smart phones and they had poor concentration in their studies. Recommendations to improve the academic performance are attached.

Maganga, Anitha Gasper (2016) *Teachers' Perception on the Role of Motivation in Teaching Performance in Ward Community Secondary Schools in Dodoma Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This research project investigated teachers' perceptions on the role of motivation in teaching performance in community secondary schools in Dodoma Municipality. The specific objectives of the study were: 1) to explore the perception of teachers on motivation and work performance 2) to examine the perceptions of teachers on the factors that influence the level of teachers' motivation and 3) to determine the effects of motivation on teachers' work performance in community secondary schools in Dodoma Municipality. The study used a mixed method of data collection with 51 respondents from secondary schools in Dodoma Municipality were used. The study found that the perceptions of teachers on the role of motivation on work performance were not homogeneous. This is because the majority of them had a view that low motivation had a negative effective effect towards teachers' commitment to work and students' academic performance. In contrast, other teachers believed that less organizational commitment led to teacher de-motivation and less work performance. This study recommends the need to create a fair work environment so as to give accessibility of job fringe benefits to teachers at all levels regardless. Moreover, there is a need to establish a unit that will monitor and regulate all teachers' motivational issues at the ward and Municipal level. Finally, there is a need for management to introduce and use transformative leadership style in managing community secondary schools. For further studies, this study recommends a broader comparative study, which will involve both the public and private schools in Tanzania.

Hengelezi, Beatrice Nziku (2016) *The Impact of Teachers' Resource Centres in Public Primary Schools in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Municipality. The study had three objectives namely; to examine contributions of TRCs in improving teachers' professionalism; to explore factors affecting the use of TRCs in improving teachers' profession; and to examine strategies and measures to

improve TRCs in empowering teachers' knowledge. This study used various methods in collecting information which were direct observation, questionnaire and in depth interviews. Information was collected from 246 respondents who were teachers, DEO and TRCs staff. Both quantitative and qualitative data was collected. The findings showed that, TRCs contributed to improve teachers' professionalism by improving their effectiveness and train untrained teachers. The findings also showed that TRCs faced a lot of challenges such as insufficient funds, unavailability of learning and teaching materials, under-utilisation of the centres and shortage of reading in libraries. The findings further showed that, TRCs needed various strategies and measures to empower teachers' professionals. These included building capacity, need support to implement their programmes, improving instructors mastery of subject and pedagogy, teaching and learning materials for both students and teachers should be provided, integrating them with local government structure to make them effective and efficiency to their stakeholders. The study recommends that government should empower TRCs financially for the betterment of education in the country. Furthermore, teachers should use TRCs to improve their teaching methodology. Again, the society and other stakeholders should give moral and material support for betterment of TRCs hence improvement of education in Tanzania.

Mulabwa , Hilda Robson (2015) *Teachers' and Pupils' Attitudes towards the Double Shift System of Education in Primary Schools in Kinondoni District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated teachers' and Pupils' attitudes towards the double shift system of education in primary schools in Kinondoni Municipality in Tanzania. The specific objectives are, to assess the impact of the implementation of double shift schooling on teaching load, class size and time expenses by teacher, assess the attitudes towards double-shift system with and without incentives, and assess pupils' attitudes towards double-shift system. To achieve the desired results, questionnaire, interview guides and field observations were used for data collection. Questionnaires were distributed to teachers and pupils and were collected after being filled in. Interview guide were used to get views of teachers. The Statistical Package for Social Sciences (SPSS) and frequency analysis were used for data analysis. The main research findings are basically lying on the specific research objectives as follows. First objective, the study reveals that double shift program has created a big teaching load which was analyzed further into class size and working hours particularly when the number of teaching staff remained the same. Second objective, the majority of the respondents said the double shift without system incentives was not a preferred model as it leads to overstay in the work place. For the third

objective, it reveals that double shift was not a good program to be implemented, particularly the afternoon sessions where pupils normally suffer from transport problems and hunger. In summary, the study findings revealed that, the implementation of double shift should be associated with incentives to encourage teachers to fulfill their duties inside and outside the class, government must assist these schools by giving some incentives to teachers teaching in these schools. There was a need of having a library in order to accommodate pupils coming or leaving the school before or after each session.

Nyembeke, Ilala V. (2016) *Parental Involvement on Students' Academic Activities in Community Secondary Schools (CSS's) in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The main objective of the research was to assess parental involvement in their children's (students') academic activities in community secondary schools in Tanzania. The study was conducted at Kilosa District in Morogoro Region. The study employed quantitative and qualitative research methods in collecting and analyzing data, whereby questionnaires, interviews and documentary review were used to collect data. The total sample size was 175 respondents. The documentary guides assisted the researcher to determine the extent of parental involvement in community secondary schools. Findings revealed that, 67% parents of registered students in community secondary schools were not effectively involved in their children's academic activities such as guiding students in attempting homework, checking daily students' work, tracking students' attendance, volunteering in school activities, communicating with teachers and other school personnel including heads of schools. The study also identified that majority of parents with students in community secondary schools were challenged by limited formal education, poverty in their families, limited time and resources among parents and teachers, weak students' readiness to learn and the distance from home to school that hinder parents from attending meetings. These conditions negatively affected students' academic performance. On the basis of the findings, the study suggests and recommends that the government and other stakeholders in education should educate school community members to allow parents develop awareness of the need to get involved in academic activities of their children and education policy makers should prepare parental involvement policy which describes specific roles that parents of students in community secondary schools must fulfill.

Ntawigaya, Noel Julius (2016) *Redefining discipline in a contemporary school setting: Empirical evidence from Kasulu*. Masters dissertation, The Open University of Tanzania.

Abstract

The main focus of this study was to redefine discipline in a contemporary school setting with empirical evidence from Kasulu District. In order to achieve this purpose, the study was guided by three research objectives. The first objective in this study was to determine the way stakeholders define discipline in a school setting in Kasulu District. The second objective of the study was to determine stakeholder's perception on how discipline in a school setting is maintained. The third objective of the study was to investigate the issues emerging in discipline control in school setting. The study used a mixed research approach which employed both quantitative and qualitative research approaches. About 160 respondents were used and data were collected through questionnaires and interviews. Findings revealed that in a contemporary school setting discipline should be different to that interpretation persisted for a long period of time where this word suffered negative connotations especially in school setting but today discipline need to be defined beyond the school setting considering the contemporary social, economical, political changes and the cultural integrations prevailing in the current society. Extra element/parameters which can be involved to help in making good discipline need to be considered. It is then recommended that, in order to have good discipline in a contemporary school setting there should be the involvement of students themselves, teachers, parents and the religion leaders as well as the entire society. Also nobody should threaten discipline management at school. Moreover the disciplinary measures developed need to be empowered and the other measures should be defined to ensure good discipline.

Gawaza , Salum Ismaily (2016) *An Assessment of the Effects of Head Teachers' Leadership Styles on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the effects of Head Teachers' Leadership Style on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam. Three research objectives were formulated to guide the study which was; to examine the effects of leadership behaviors on teachers' job performance, to identify the most dominant leadership style exhibited among head teachers, and to identify the leadership style used by head teachers that enhances teachers' job performance. The study was based on path goal theory. The study employed the descriptive survey

design. The study employed 3 District education officers (DEO's), 6 head teachers and 88 primary teachers in the 6 primary schools. Purposive sampling technique was used to get 6 head teachers and 88 teachers were obtained through simple random sampling. Questionnaires, interviews and documentary reviews are the method used by for this study. The analysis was used to analyze the qualitative data. Quantitative data was entered into the computer for analysis using the software of Statistical Package for Social Science (SPSS). The study shows that the democratic leadership style was a both dominant and that it enhanced teachers' job performance. The researcher recommended that, school head teachers should avoid much uses of autocratic style in the leading of schools as it does not allow teachers to give off their best. Also adoption of leadership strategies by the head teachers such as participative style of leadership, creates conducive environment which would help to improve primary school teachers' job performance. Based on the findings of the study a researcher concluded that, the proper utilization of the leadership behaviors were results to the high level of teachers' job performance.

Mariba, Manga Matiko (2015) *Exploring School Factors for Students' Poor Performance in Form Four National Examinations in English Language in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study dealt with exploring school factors for students' poor performance in form four national examinations in English language in Tanzania. Two objectives guided this study. The first; was to explore how teaching and learning methods contributed to students' poor performance in English language, and the second was to examine how teaching and learning environment contributed to students' poor performance in English language. The study used quantitative paradigm method supplemented by qualitative methods. The methods used to collect the data were: questionnaire, interview, observation and Inventory. The instruments used were questionnaire guides and questions for both teachers and students, observation schedule, interview guides and inventory guidelines. The study found the following methods of teaching and learning of English language, used in secondary schools: discussion, debate. Question and answer, small group discussion, lecture. Role play, project and dialogue. On the other hand, teaching and learning environments had great relationship as factors for students poor performance in English language in public secondary schools. The study recommended that the government should make the ratio of teacher-students is 1:35 to 40. Also, build school libraries and provide textbooks and reference books as well as librarians. Number of periods should be fifteen to twenty per week and there should be school inspections and teacher seminars.

Abasi, Mwanahamisi (2016) Sustainability of using CD-based Study Materials at the Open University of Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

This qualitative study on sustainability of using CD-based study materials at the Open University of Tanzania was conducted from September 2015 to April 2016 at the four centers of the Open University of Tanzania namely Ilala, Kinondoni, Tabora and Temeke Centre. The study adopted a case study design and used structured interview and questionnaire as tools of data collection. The data were analyzed qualitatively and quantitatively by using the SPSS. The major findings of the research identified that students of the open university of Tanzania perceive the use of CD-based study materials positively because of their being on organizing and easy catch up of learning materials compared to ordinary forms of material organization. In addition the findings add that computer facilities play an essential role on access to materials and making a clear hierarch of learning in universities where students stand in a better chance of knowledge acquisition from electronic sources while instructors gain sufficient opportunities to provide effective supervision on students' material organization. Finally, the researcher recommends the current global trend in education emphasizes the use of technology and therefore computer education is inevitable if quick and sufficient students' access to material is the case for effective education at tertiary level. The curricula across variety of educational systems are to consider computer as an integral part of learning in universities.

Kagonji, Namkanda (2014) *challenges in running evening class programme at the institute of adult education of Moshi municipal centre in Kilimanjaro region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to find out the challenges in running evening class programme at the institute of adult education. Specifically, it explore the kinds of evening class programmes, factors that led adults to join evening class programmes and to examine the challenges facing evening class programmes. This study was a case study, the study employed both qualitative and quantitative approaches the study setting was Moshi Municipality in Kilimanjaro region, Tanzania Through random sampling 9 centres were selected, one regional resident tutor for IAE in Kilimanjaro and 9 center coordinators were purposively selected. Through simple random sampling four teachers and 26 learners picked from 9 centres to make a total of 280 respondents. The questionnaires were self administered to the selected

teachers and the learners of evening class. The interview was administered to the resident tutors and the centre coordinators. The documentary review and observation were used as sources of data collection. The study findings revealed that the kind of evening class programme registered in all 9 studied centres were secondary education through Open and Distance Learning. The major finding for the factors that led adults to join the evening class programmes was personal motives. The study findings found that the challenges that facing evening class programmes were not differ from literature review. The study recommended in further studies that a similar study along the current baseline may generate data for comparison purposes and enable county policy make to have appropriate decisions on adult education curriculum and implementation strategies.

Mkomele, Kuruthum Issa (2015) *Teachers' Perception on Critical Thinking in Secondary School in Tanzania: A Case Study of Mjimwema Ward*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate the Teachers' Perception on Critical Thinking in Secondary School in Tanzania: Case Study of Mjimwema Ward in Temeke Municipality, Dar es Salaam, Tanzania. Three research objectives guided this study, namely: examine teachers' perspectives about critical thinking in secondary schools, assess strategies teachers use to inculcate critical thinking to secondary school, and Explore challenges that teachers face as they teach critical thinking in secondary schools in Tanzania. The study employed qualitative and quantitative approach and procedures in sampling, data collection (i.e. Focus group discussion and Observation) and analysis. It was conducted in four secondary schools which were Aboud Jumbe, Kisota, Kibugumo, and Kidete secondary schools. The findings revealed that Critical thinking issue are embedded with numerous variables of in and out of the class thus the perception tend to differ in regarding to different school of thoughts of depending ones need and locality criterion. Moreover, the results showed that the teacher's perceptions on critical thinking in secondary school differ in stand in understanding critical thinking as some view as critical thinking as purely the work Mind and observable facts whereas other sees as inquisitive in nature, flexible, fair and open minded. The data revealed that the determinant factors for lacks strategies, skills and methodologies on how to inculcate critical thinking to their students as well they lack clarity on what ways they could opt to instill critical thinking. For example; the absence of in service training, upgrading course and workshop to train teachers to meet with the ever changing of science and technology and thus every teacher do in his or her way in teaching their class as well their classes.

Mwashalamila, Emili Antoni (2016) *Incentive Package and Performance of Secondary School Teachers at Shinyanga Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Teacher motivation has become an important issue given their responsibility to impart knowledge and skills to students. Consequently, this study investigated the effects of Incentive Package on the performance of secondary school teachers in Shinyanga Municipality. Specifically the study sought to find out whether motivation of teachers had any effects on their morale to perform. A case study research design was adapted where a total sample of 88 respondents including secondary school teachers, headmasters/mistresses and district secondary school officer. The primary data was collected using structured questionnaires for teachers, and headmasters/mistresses as well as key informant interview guide for DSSEO and headmasters/mistresses. Observation of secondary schools compound and schools infrastructures was also held. Consequently, both qualitative and quantitative data were collected. Research findings revealed that: Teacher's salary earn per month were inadequacy to meet their basic needs; therefore salary was insufficient to motivate teachers and increase their morale to perform efficiently. In addition, fringe benefits were given rarely with favouritism to secondary schools teachers; something that demoralized teachers. On the other hand teaching and learning resources were available in most secondary schools in Shinyanga Municipality except libraries, laboratories computer and internet services. In order to improve teacher's incentive and performance at work the study recommended; increase in the salary of secondary schools teachers to match the increased cost of living. In addition, teachers in secondary schools should be provided with fringe benefits like; teaching allowance, leave allowance, house allowance and the likes. On the other hand the problem of lacking crucial teaching and learning resources as well as school infrastructures must be solved immediately so as to enable teachers utilize them for betterment of their teaching processes.

Maige, Misana (2016) *The Influence of Participatory Practice Making upon Secondary School Teachers' Job Satisfaction and Commitment in Nyamagana District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the influence of participatory practices upon secondary school teachers' job satisfaction and commitment in Tanzania. Specifically the study examined the extent to which participatory decision making influences retention of secondary school teachers in the teaching profession, it also assessed if teachers' work experience is a factor of secondary school teachers' job satisfaction and

participation in schools and lastly it examined the relationship between secondary school teachers' job satisfaction and teachers commitment in schools. A mixed approach was employed in connection with survey design. A sample comprised of eighty one (81) respondents. The data were collected using questionnaire, interview and documentary analysis. Data were processed and analysed using SPSS programmes in order to maximize accuracy. The findings of the study revealed that, teachers' job satisfaction and effective commitment are the result of participation. The significant relationship between job satisfaction and commitment exist, since one does not exist without the other. The findings suggest that, the higher the participation level, the higher the teachers' job satisfaction which leads to high teachers' commitment and retention.

Mande, Catherine (2016) *Challenges Facing the Teaching of Civics Subject in Morogoro (Urban) District Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the challenges facing civics teachers on teaching civics subject in secondary schools in Morogoro (Urban) District in Tanzania. Three research objectives were addressed namely: (1) Identify the challenges facing civics teachers on teaching civics subject in secondary schools (2) Find out the causes of civics teachers' teaching challenges in secondary schools; (3) Determine the contributions of civics teachers in overcoming the challenges of civics subject teaching in secondary schools. The study used both qualitative and quantitative approaches to collect, analyse and report the findings. The study was conducted in Morogoro Municipality. Data were obtained through interviews, questionnaire and focused group discussion, from eight selected public secondary schools. The sample involved a total of 88 respondents which included 64 students and 24 civics teachers. The respondents were obtained through purposive and random sampling. Qualitative data were analysed using statistic methods like percentage and tables. Result from the study revealed that teachers facing many challenges on teaching the subject like lack of confident on using civics pedagogical knowledge and civics pedagogical innovations in the classroom. Findings revealed absent of study tour for civics subject in the secondary school; utilization of teacher centred method in civics classroom was among of causes of civics teachers' teaching challenges. The findings also revealed that, the contribution of civics methods on teachers' civics subject teaching included the increase and improve creativity of civics teaching. Finally, the study recommends that other studies should be conducted to explore the challenges facing students and teachers towards civics education in Tanzania private schools.

Rwezaura, Paulina P. (2016) *The Implementation of Competence-Based English Curriculum in Kinondoni Municipal Primary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the implementation of competence-based English curriculum in Kinondoni municipal primary schools' in Dar es Salaam region. It was limited to eight primary schools.. The study was guided by the following research objectives; to explore the extent to which primary school teachers implement competency based teaching and learning approach, to examine the availability of material inputs used in the teaching and learning process, to assess how the primary school teachers apply competency based teaching and learning approach; and to identify challenges encountered in the teaching and learning procedure for English subject. The study was guided by the Vygotsky's Social Development Theory. The study used descriptive research design. The research approach used in this study was quantitative and qualitative. The data collection instruments used were interviews, questionnaires, observations and documentation. These were administered to eight heads of school; one inspector, fifty six teachers of English and one hundred and forty four pupils of standard five, six and seven. The findings indicated that school inspectors, heads of schools and teachers were familiar with the concept of competency based curriculum. Pupils did not understand English language subject because they perceived it to be difficult. The teaching and learning method mostly used in teaching was the lecture method. Text books were inadequate compared to big class sizes. Many teachers were unwilling to teach the subject because they considered themselves to be incompetent. The main challenges encountered in the teaching of English subject included; inadequacy of teaching and learning materials, incompetent teachers and congestion of pupils in one class. The recommendations given, propose actions to be taken in order to improve the situation and also carrying further research related to this study.

Makia, Neema Ezekiel (2016) *Influence of Head Teachers Leadership Role on Academic Performance: A Case of Public Primary Schools in Singida Municipal Council, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study sought to investigate The Influence of Head Teachers Leadership Roles on the Academic Performance in Singida Municipal Council, Tanzania. The study had three objectives, first, to investigate the academic qualifications and managerial training of the PPSHTs in Singida Municipal. Second, to investigate leadership techniques of HTs and their impact on school academic performance. And third, to

investigate leadership techniques that HTs used in providing quality education. The study involved 157 participants, including head teachers, teachers, pupils, parents and school committee members. School HTs sample was purposively selected, teachers, school committee and parents samples obtained through simple random techniques while pupils' sample obtained through cluster and simple random techniques. Interviews, questionnaires, focus group discussions, observation and documentary review were data collection methods for the study. The study revealed that, the academic qualifications of most HTs were below the standard, HTs lacked proper skills of managing their schools and HTs involved education stakeholders and parents who provided fiscal non fiscal resources. For the realization good academic performance HTs were to make sure that T&L resources are available and teachers are motivated. The following recommendations were made for action to improve academic performance. On job training and seminars for HTs, motivation and incentives to teachers, HTs should be transparent and accountable and there is a need to review the 1995 Education policy. Further studies should be done on the influence of head teacher's on academic performance in private primary schools and/or on the influence of head teacher's on academic performance of in rural public primary schools.

Michael, Talycidia (2015) *The Effects of Increased Class size of Pupils on Teaching and Learning Methods in Public Primary Schools in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the effects of increased class size of pupils on teaching and learning methods with reference to four selected public primary schools in Kinondoni Municipality, Dar es Salaam Region. The study was mainly qualitative with some aspects of quantitative approaches. The study intended to attain three specific objectives stated, to determine the extent to which class size has increased in public primary schools, to investigate teaching methods mostly employed by teachers in public primary schools and to identify teachers' and pupils' views on the use of pupil-centred method of teaching and learning. The study was involved 66 respondents from four public primary schools and at municipal education office. It was a case study which was done through documentary review, semi-structured interview, questionnaires and classroom observation. The findings revealed that there were evidences of increased class size in all primary schools included in the study. The major teaching and learning methods employed mostly were lecture, while group discussion and questions and answers were rarely employed. Teachers and pupils view pupil-centred method as important in teaching and learning process because it enables pupils to understand the lesson and pupils are well involved in the process. In the light of findings it is recommended among

others that the ministry of education and vocational training ought to build more classrooms which will enable to accommodate the increased number of pupils. The findings of this study show that teachers are teaching large classes of more than 90 pupils.

Lowassa, Jonais N. (2015) *Access Retention and Performance among Maasai primary School Boys and Girls in Monduli District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study on “Access Retention and Performance among Maasai primary school boys and girls:” This study was conducted in Monduli, in three ecological areas. The objective of the study was to analyse the patterns and causes of access, retention and performances among primary schools boys and girls. The specific objectives of the study were, to examine the boys and girls primary school education access compared to boys, taking in to account age at which they were enrolled, to analyse the differential drop-out rate, in primary schools and to assess the performance of boys against that of girls in primary schools examination. Analysed the cultural factors accounting for differences in access between boys and girls. The research methods used were, sampling procedures, and sample size. Also the tools such as checklist for data collection in sample schools and questionnaire for students. Primary and secondary data were also collected as well as focus group discussion. Primary data collected through, observation, focus group discussion and checklist instrument while secondary data were collected through journals, books and school reports. Data collected were coded and analysed using SPSS program. The results of the study shows that more girls than boys in Monduli District dropout from school due to traditional culture, and norms that were maintained within the society. Religious groups has also helped both boys and girls to enroll in schools at the same number. It is recommended that the district management and politicians should develop ways of retaining both boys and girls in schools. However, for the society, the government should encourage natives to study in both formal and informal education in the evening programs or after working hours.

John, Enerico (2016) *Analysis of Primary School Pupils’ Motivation Towards Secondary Level Schooling: A Case of Selected Primary and Secondary Schools in Mpanda District Council, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The prevalent of secondary schools as government’s deliberate decision to make secondary education opportunities available has been hindered by declining trend of

selected students failing to report to respective schools. The overall objective of the study at hand was to analyse primary school pupil's motivation towards secondary level schooling in Mpanda District Council. Study integrated both quantitative and qualitative approach. The survey design was employed to collect data from the study area. Participants of the study included primary pupils, secondary students, Ward Executive Officers, Ward Education Coordinators, School Board Chairpersons, Head of Schools, Education Officers at District and Region level, Head teachers, Village Executive Officers, and Parents and guardians. The study at hand revealed that; First, pupils are not well informed of secondary education. Second, the system of secondary school is not good enough to attract children/pupils to join secondary education. Third, it was revealed there are right sources which motivated pupils. However, there were wrong sources of information that demotivated pupils to join secondary education. Fourth, post-primary education was regarded valuable for social recognition, ladder to other studies and life opportunities, civic life and political activation. It was concluded from the findings that primary school pupils were not motivated toward secondary level schooling. The study recommends that parents, teachers, and community at large should underscore the importance of secondary education and share the same to pupils by disseminating more information and knowledge on the relevance of secondary education beyond employment or white collar jobs and that secondary education curriculum should be reviewed to suit contemporary demands in the labour market.

Ida, Leo (2016) *Influence of Library Service on Students Academic Performance in the Certificate of Secondary Education Examination in Mtwara Mikindani Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The title of this study was "Influence of Library service on Students Academic Performance in Ordinary Certificate of Secondary education examination in Mtwara Mikindani Municipality, Tanzania. The study was intends to fulfill the following objectives; firstly to identify schools with and without library services and uses, secondly to compare academic performance of students in secondary schools with libraries and without libraries, and thirdly to explore how students use library services available to improve their academic performance. The study adopted qualitative research design on generating and analyzing data obtained from 100 sample size. Data from the respondents were collected through an interview, questionnaires, documentation review and observations. The findings revealed that, some of Secondary Schools in Mtwara Mikindani Municipality had no libraries. Moreover, the students from secondary with libraries and enough materials were observed to perform better in CSEE than secondary schools with no libraries and enough materials due to the fact that, the availability of well equipped libraries

encourage learning habits and strengthened students study skills which results to performance of the students CSEE. From the field also it was identified that, there were no culture of reading in the libraries for both teachers and students of Mtwara Mikindani Municipality and the observed libraries in Mtwara Mikindani Municipality were seen to lack enough books and some were out dated books. In the light of these findings the study recommended that Secondary Schools in Mtwara Mikindani Municipality should be encouraged to establish libraries as to improve performance in CSEE.

Lugenge, Mario Israel (2015) *The Assessment of Big Results Now in Education (BRNEd) Effectiveness in Primary School Leaving Examinations Performance: A Case of Njombe District Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing Big Results Now in Education (BRNEd) Effectiveness in Primary School Leaving Examinations Performance: A Case of Njombe District Council. The literature survey was thoroughly done to inform the study in two ways; contents and the methodological parts. A total of four research tasks with five research questions were formulated and so guided the study. The qualitative research approach was used to gain deep understanding on the issues around the study topic through phenomenological design. In that the sample of 122 were drawn from the study area. The sampling was done purposefully and that was as per the qualitative study that bank on getting data from those with information to respond to set research questions. The main findings by the study are that the implementation of the BRNEd in Njombe is yet to bring about the expected outcome as per set targets. Njombe PSLE results were below the set goals at the national or strategic level. It was found that educational leaders and school inspectors were also eager and worked hard despite the limitation that they faced especially means to reach schools. Resources prior and during implementation of the BRNEd in Njombe were insufficient to the extent that most resources necessary for optimal functioning of education sector. The study recommends the government to avail resources for local education authorities so that better results are achieved. It is recommended by this study that a large survey should be conducted over a larger area to ascertain the results obtained from Njombe District Council.

Kagunze, Alexius Revocatus (2016) *When Cultures Clash: The Challenges and Prospects of Pastoralist Human Resource Development Through Secondary Education in Longido District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessment of the human resource development through secondary school education in pastoralist communities in Longido district, Arusha region. Questionnaire, interview and Focus Group Discussion were used to collect data from 96 respondents. The information obtained was then analyzed using the Statistical Package for Social Scientists (SPSS) and qualitative information was analyzed using content analysis. The study findings indicate that, formal education in Maasai communities is received at the low rate due to the mismatch between what is offered in school and what are the actual needs of the Maasai communities. Because of this mismatch, most of Maasai children drop out of school. Moreover, findings indicate that formal education would be useful if it provides the community with the knowledge and skills specifically for solving day-to-day pastoral economic activities so as to improve their living standards. The study concludes that, in order to increase Maasai to access and persist in secondary education, and to really develop their capacities there is a need to deliberate affirmative action by the government to re-think curriculum for secondary education for Maasai that will enable them develop capacities in solving their day to day pastoralist activities. Further study should focus on gender in the development of human resource among the Maasai girls through secondary education.

Michael, Isack (2015) *Factors Leading to Poor Performance in Mathematics Subject in Kibaha Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about the factors leading to poor performance in mathematics subject in Kibaha secondary schools. The study was lead by four research objectives which were to examine the influence of cultural backgrounds on students' performance in mathematics, to identify influence of teacher - students' relationship on student's performances in mathematics, determining the nature of school environment where teaching is practiced and to examine influence of school management system on teaching and learning process in mathematics. Relevant literatures were reviewed on theories and findings that emerged from different authors. The study involved 4 secondary schools, 8 mathematics teachers and 60 students. These were obtained through simple random sampling. Four academic masters and four head of school from four schools were purposely selected. Data collection was done by using

questionnaires, interviews, focus group discussions, observations and documentary review. The findings indicated teaching and learning of mathematics was facing challenges such as poor teaching environment, mathematics departments were not well-managed, inadequate self-practice and students' poor background in mathematics. Therefore the researcher recommends teachers to make assessment on the background of their students in to decide teaching methods that can help students perform better in mathematics. Moreover, students should put self-efforts and practice in learning mathematics. Lastly, the researcher recommends future research on individual factors that affects students' learning of mathematics.

Balilonda, Elice (2015) *Exploring Household and Social Cultural Factors contributing to Students Truancy and Dropout in Community Secondary Schools: A case of selected schools in Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the current study was to explore the household and social cultural factors contributing to student truancy and dropout in community secondary schools in Kinondoni Municipality. The study has three objectives. First was to find out parents/ guardian's perception on value of education, second was to assess parents/guardian's social economic factors contributing to student truancy and school dropping and third was to find out social cultural issues among families relating to students truancy and school dropping. Several research instruments were used to collect data including questionnaires, interviews and documentary review of school records, observation and Focus Group Discussion (FGD). The findings show that factors contributing to student's truancy and dropout in community secondary schools include parents' academic background, school facilities and socio-economic issues. Data also reveal that some of the female students leave school for marriage and others become pregnant as a shortcut. The parents' perception on value of education influenced parents neglect on investment in their daughter's education for fear of pregnancy. On the basis of these findings, it was recommended that, there is a need also to change the societal negative attitudes and overall social-economic issues which hinder investment in girls' education. Parents need to participate and be involved effectively in decision making concerning the management of community secondary schools. Also, the government needs to establish rules and regulations for quality control of community secondary schools.

Chusi, Ritha Itanael (2016) *Improving Income of People Living with HIV/AIDS at Igulwa Village through Local Chicken Rearing, Bukombe District*. Masters dissertation, The Open University of Tanzania.

Abstract

This project intended to identify the need of people living with HIV/AIDS and address through local chicken rearing in Igulwa village, Ushirombo ward Bukombe District. The study used sample survey to reach its objective and the sample size for the study was 88 respondents. The objectives of the study were to identify problems and or needs of the PLAs and decide which need are to be addressed, to gather information about income generating activity suitable to PLAs and to access the factors affecting the establishment of Income Generating activities among PLAs. Collection of data was through FGD, Observation Method, Documentary and in depth interviews. The analysis of data was done by using SPSS and Excel. It was observed that unemployment is the main concern to the group members. To address this issue they agreed to engage in the project of local chicken rearing because its returns are faster and also the project require low initial capital and also the project is easily to manage. The group face the problem of capital so this study recommended that the PLA as groups to secure soft loans from financial institution so that they can expand their project. The Government to allow the members to secure loans with no collateral and also the Government to facilitate group loans from the Department of Community Development to PLAs groups which can be used to finance their IGAs.

Dioniz, Danstan (2016) *Investigating Practices of Teachers in Community Secondary Schools without Adequate Teaching and Learning Facilities in Bukoba Municipality, Kagera*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated on practices of teachers in community secondary schools without adequate teaching and learning facilities in Bukoba Municipality, Kagera. Specifically the study examined if adequacy of teaching and learning facilities is one of the factors affecting teachers' motivation and job satisfaction, identified factors making teachers to remain at work and analysed strategies and methods which teachers use to teach in community secondary schools without adequate teaching and learning facilities. The study adopted a mixed research approach, and case study was the design used. The study revealed that teachers are not motivated and not satisfied with the adequacy of teaching and learning facilities. The study showed that teachers are remaining at work although teaching and learning facilities are not adequate because employment opportunities are minimal. Lecturing method and improvisation are mainly used by teachers to teach in community secondary schools

without adequate teaching and learning facilities. Adequacy of teaching and learning facilities in community secondary schools in which teachers teach influences their level of job satisfaction and motivation. Inadequacy of teaching and learning facilities found not to be a major source of teachers' quit from teaching job though strategies and methods teachers use to adjust themselves with teaching job are challengeable. The study recommends appropriate strategies to be designed to find adequate school facilities to motivate and satisfy teachers. Also, the study recommends that schools should not be registered until teaching and learning facilities are adequate to check the problem of having schools without adequate school facilities.

Elijah, Harun (2016) *An Assessment of the Factors Influencing Retention of Public Primary school Teachers in Tanzania: The Case of Ilemela District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the factors that influence retention of teachers in primary schools in Ilemela district, the objectives of the study were, To investigate the relationship between motivation and job satisfaction among primary school teachers in public primary schools in Ilemela district, To examine how working environment and incentives contribute to the attrition of public primary schools teachers and To identify the influence of professional training and development on teachers' motivation and retention in Ilemela district. The study involved 63 respondents, including; teachers, heads of schools, District Education Officer, Teacher Trade Union Officer, and representative of General Secretary of Teachers Service Department. Simple random sampling procedures was used to select sample of teachers and meanwhile purposive sampling technique was used to pick heads of schools, District educational officer, Trade Union Officer and Representative of General Secretary of Teachers Service Department (TSD) of Ilemela District. Questionnaire, interview and documentary analysis methods were employed to collect data from the respondents. Qualitative research approach was mainly employed although it also drew some few elements of quantitative approach. The findings of the study revealed that 71% of the primary school teachers lacked motivation as a result of low salaries and poor working condition. The study also revealed 67% were overloaded in teaching. Moreover the study found out that motivation is important to teachers so as to increase effectiveness and efficiency to their profession.

Luguru, Esther (2016) Perceptions of the teaching Profession Among Education Students in Higher Learning Institutions in Tanzania: A Case Study of the Open University of Tanzania (OUT) and University of Dar Es Salaam (UDSM). Masters dissertation, The Open University of Tanzania.

Abstract

The study based on assessing the perception of the teaching profession among education students in higher learning institutions in Tanzania. The objectives of the study were to examine the reasons of pre-education students to join teaching profession in Tanzania; to assess the higher education students (in service) sights on education profession, To assess the factors that hinder teaching profession in Tanzania and; to identify the strategies for improving teaching profession. A sample of 59 respondents was used, sampled randomly and purposively. Data collection methods were primary and secondary, primary data collection used guided by questionnaires and interviews, secondary data were collected from previous studies, internet and relevant documents from the Ministry of Education. The study revealed that, as students they are satisfied been selected on joining educational as the professional undertaken but most of student teachers only join the professional for employment with job opportunities being the reasons, nonetheless, Majority strongly agree teaching job is their profession with other agreeing that the profession is encouraging. The study concluded that, there are different reasons of pre-education students to join the teaching profession in Tanzania, job opportunities was concluded as the main reason of pre-education students to join the teaching profession. The study recommended that, The government through the ministry and educational institutions should make more efforts on attracting the majority number of students to join teaching profession. On the other hand, The benefits of the teaching profession must be communicated with incentives packages been amongst the major motivational factor.

Gawaza, Salum Ismaili (2016) *An Assessment of the Effects of Head Teachers' Leadership Styles on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the effects of Head Teachers' Leadership Style on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam. Three research objectives were formulated to guide the study which was; to examine the effects of leadership behaviors on teachers' job performance, to identify the most dominant leadership style exhibited among head teachers, and to identify the leadership style used by head teachers that enhances teachers' job performance. The study was based on path goal theory. The study employed the descriptive survey design. The study employed 3 District education officers (DEO's), 6 head teachers

and 88 primary teachers in the 6 primary schools. Purposive sampling technique was used to get 6 head teachers and 88 teachers were obtained through simple random sampling. Questionnaires, interviews and documentary reviews are the method used by for this study. The analysis was used to analyze the qualitative data. Quantitative data was entered into the computer for analysis using the software of Statistical Package for Social Science (SPSS). The study shows that the democratic leadership style was a both dominant and that it enhanced teachers' job performance. The researcher recommended that, school head teachers should avoid much uses of autocratic style in the leading of schools as it does not allow teachers to give off their best. Also adoption of leadership strategies by the head teachers such as participative style of leadership, creates conducive environment which would help to improve primary school teachers' job performance. Based on the findings of the study a researcher concluded that, the proper utilization of the leadership behaviors were results to the high level of teachers' job performance.

Ugulumu, William Shauritanga (2016) *The Influence of Home and School on Students' Academic Performance: A Case Study of Wanging'ombe District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated "The Influence of Home and School on Students' Academic Performance" in Wanging'ombe District. The main objective was to investigate the influence of home and school on students' academic performance. The specific objectives were, to analyze the effect of availability and use of learning facilities, to investigate the influence of effective and efficient subject teachers, to determine the effect of Homes' background and to examine the School environments on students' academic performance in Form IV national examination results in 2007-2014 in community built secondary schools. The study adopted a cross sectional study design in which teachers and students were selected randomly while HOS and DSEO members were purposively selected. A total of 300 respondents were selected to constitute a sample in which 200 were students, 60 were teachers, 33 were members for Focus Group Discussions, 4 were Heads of School and 3 were members from DSEO office. Descriptive statistics were used to summarize the information in the sample schools. Findings of this study showed that there were not enough teaching learning materials and inadequate school infrastructures, syllabi was not covered in time, English is mixed with other languages during teaching, provision of standard test after the end of each topic, exercise and examinations were neither adequate nor standard. Low parents' income, low parents' sensitivity in investing in education to their children, low parents' involvements in academic activities provided by teachers and school environments were not standard as required, hence school environments were not conducive for learning. This study

recommends that governments, parents, NGOs, and CBEs should invest in education.

Akech, Juma (2016) *Assessment of the Effectiveness of Induction Programs for Newly Appointed Teachers in Kongwa District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the effectiveness of induction programs for newly appointed teachers in Kongwa district. Specifically, the study sought to: examine the perception of education stakeholders on the concept of induction for beginning teachers; examine the strengths of induction programs for beginning teachers; assess challenges facing the induction programs for beginning teachers; and identify the coping strategies employed in improving the induction programs for newly appointed teachers. The study employed both qualitative and quantitative research approaches to complement one another. Participants involved in this study were 25 beginning teachers; 4 heads of school; 8 heads of department and 1 district education officer. Data were collected by using questionnaires survey, interview and documentary review where by simple random sampling and purposive sampling technique were employed in selecting the respondents. The study revealed that education stakeholders had minimal awareness about the induction programs for newly appointed teachers. However, study revealed the existence of strengths of induction programs help beginning teachers feel free under new environment; and minimize collision among organization members. The study also revealed that the induction programs faced challenges like: lack of blueprint and funds to facilitate the induction program practices. The study recommended that there should be a blueprint to guide the practice of induction programs; provision of enough funds to facilitate the induction programs. The study recommended for further study to be conducted in other districts by using other participants and one approach especially qualitative. Additionally, it was also recommended for further study to employ different kinds of school on the same topic.

Mchelu, Abdalah (2015) *The Effect of Long Commuting on Students' Academic Performance in Day Community Secondary Schools in Tanzania: A Case of Songea Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted in Songea Municipality involving five day community secondary schools. This study investigated the effect of long commuting on students' academic performance in day community secondary schools in Tanzania. The study specifically investigated the influence of long commuting on student's tardiness, truancy, school transfer and drop outs and its effects on teaching

and learning processes and its relationship to poor academic performance. A total of 163 long commuting students, class teachers and school heads participated in this study. A descriptive survey research design was used to obtain data through questionnaires, interviews, and documentary review. The study findings showed that long commuting students faced a lot of challenges that affected their academic performance. Factors like lateness, tiredness, tardiness, truancy, and unfair treatment, incompleteness of class work, frequent school transfers and drop outs were reported to affect them a lot academically. The study recommends that the government through MoEVT and the PMORALG should introduce the boarding system in day community secondary schools especially to long commuting students, prepare policy that will guide the location of day secondary schools, students' catchment area, MoEVT and PMORALG in collaboration with communities should build other new day secondary. Furthermore, the government through the MoEVT and PMORALG in collaboration with Non Government Organisations to initiate cycling to day community secondary schools campaign with the aim to encourage parents to buy bikes to their children and the government through the PMORALG especially at the councils and wards level to improve roads that go to day community secondary schools.

Gawaza, Salum Ismaily (2016) *An Assessment of the Effects of Head Teachers' Leadership Styles on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the effects of Head Teachers' Leadership Style on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam. Three research objectives were formulated to guide the study which was; to examine the effects of leadership behaviors on teachers' job performance, to identify the most dominant leadership style exhibited among head teachers, and to identify the leadership style used by head teachers that enhances teachers' job performance. The study was based on path goal theory. The study employed the descriptive survey design. The study employed 3 District education officers (DEO's), 6 head teachers and 88 primary teachers in the 6 primary schools. Purposive sampling technique was used to get 6 head teachers and 88 teachers were obtained through simple random sampling. Questionnaires, interviews and documentary reviews are the method used by for this study. The analysis was used to analyze the qualitative data. Quantitative data was entered into the computer for analysis using the software of Statistical Package for Social Science (SPSS). The study shows that the democratic leadership style was a both dominant and that it enhanced teachers' job performance. The researcher recommended that, school head teachers should avoid much uses of autocratic style in the leading of schools as it does not allow teachers to give off their best. Also adoption of leadership strategies by the head teachers such as

participative style of leadership, creates conducive environment which would help to improve primary school teachers' job performance. Based on the findings of the study a researcher concluded that, the proper utilization of the leadership behaviors were results to the high level of teachers' job performance.

Elijah, Harun (2016) *An Assessment of the Factors Influencing Retention of Public Primary school Teachers in Tanzania: The Case of Ilemela District*. Masters dissertation, The Open University of Tanzania.

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Dioniz, Danstan (2016) *Investigating Practices of Teachers in Community Secondary Schools without Adequate Teaching and Learning Facilities in Bukoba Municipality, Kagera*. Masters dissertation, The Open University of Tanzania.

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The study investigated on practices of teachers in community secondary schools without adequate teaching and learning facilities in Bukoba Municipality, Kagera. Specifically the study examined if adequacy of teaching and learning facilities is one of the factors affecting teachers' motivation and job satisfaction, identified factors

making teachers to remain at work and analysed strategies and methods which teachers use to teach in community secondary schools without adequate teaching and learning facilities. The study adopted a mixed research approach, and case study was the design used. The study revealed that teachers are not motivated and not satisfied with the adequacy of teaching and learning facilities. The study showed that teachers are remaining at work although teaching and learning facilities are not adequate because employment opportunities are minimal. Lecturing method and improvisation are mainly used by teachers to teach in community secondary schools without adequate teaching and learning facilities. Adequacy of teaching and learning facilities in community secondary schools in which teachers teach influences their level of job satisfaction and motivation. Inadequacy of teaching and learning facilities found not to be a major source of teachers' quit from teaching job though strategies and methods teachers use to adjust themselves with teaching job are challengeable. The study recommends appropriate strategies to be designed to find adequate school facilities to motivate and satisfy teachers. Also, the study recommends that schools should not be registered until teaching and learning facilities are adequate to check the problem of having schools without adequate school facilities.

Mgeni, Vadesto A. (2015) *To Examine the Effectiveness of Secondary School Budgets in Implementation of School Projects of Sengerema District, Mwanza*. Masters dissertation, The Open University of Tanzania.

Abstract

This study intended to examine the effectiveness of secondary school budgets in implementation of school projects. The objectives of the study was to identify the school priorities when planning the school budgets, to find out challenges the secondary school experience in the budget planning and management and to analyze strategies to improve the budget planning and implementation in secondary schools. The population of this study was all secondary school teachers, DEO and all heads of schools in Sengerema Districts. The sample size consisted of 31 school teachers, school board members 30, Heads of school 4, DEO 1; a total of 66 respondents, the study used both structured questionnaire and interview to assess the realities of the study. Descriptive survey design helps to describe the information pertaining the effectiveness of school budget planning and management in schools. The findings revealed that 80% of school heads plan their school budget according to the needs of school and directives with guidelines from the central authority like the ministry of education and vocational training. The results from the study according to its objectives observed that 93% of the school administrators maintained their budget through considering the priorities which the government has planned for its uses. In addition, most of the heads of school suggested that capacity building through workshops, seminars is of prime importance in order to support their daily activities

in area of procurement, book-keeping, fund raising techniques, project planning and management. The study recommends that the heads of schools should continue to struggle for the acquisition of knowledge and skills necessary to facilitate their management in all areas by employing personal initiatives and through networking.

Mathayo, Mafang'ha (2016) *Teachers' Experience on the Use of ICT to Facilitate Teaching: A Case of Ilala District Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This survey study sought to explore “ Teachers experience on the use ICT to facilitate teaching: A Case of Ilala District secondary schools”, from the perspective of teachers. A sample of teachers, purposefully selected, were given questionnaires and then interviewed. The study mainly aimed at collecting views and opinions from teachers regarding their experiences on the use of ICT to facilitate teaching. The objectives guided this study were: to explore teachers opinions on the benefits of using ICT in teaching, to explore the barriers that hinder teachers from using ICT to facilitate teaching and to identify the factors determining the use of ICT to facilitate teaching. On examining the benefits of using ICT to facilitate teaching, the following were identified as the benefits of using ICT to facilitate teaching: - individualized interactivity, delivery of educational resources, access to global knowledge base, facilitate integration with resources, simplify teachers work. The study indicates that using ICT in teaching has benefits to teachers. teachers' attitude, teacher confidence and competence, unlimited access to ICT resources and facilities and lack of technical support, inadequate ICT infrastructure on ICT and lack of professional development were identified as the barriers hindering teachers to use ICT to facilitate teaching in secondary schools. On examining the factors determining the use of ICT in teaching in secondary schools, the study identified the following factors:- teachers' positive attitude, teachers' competence in ICT use, accessibility of ICT facilities, professional development and availability of technical support. Recommendations to improve the situation in using ICT in teaching are attached.

Tety, John Lawrence (2016) *Role of Instructional Materials in Academic Performance in Community Secondary Schools in Rombo District*”. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this research work is to examine the extent to which the selected community secondary schools in Rombo District utilize quality and adequate instructional materials in classrooms and how this has promoted academic

performance of students. This research was based on three objectives including: to explore the views of teachers and students on the extent to which instructional facilities affect student performance, to examine the challenges that teachers in community secondary schools face in accessing instructional materials and to assess the strategies that teachers use to minimize the challenges of attaining and using quality instructional materials. The study adopted a cross sectional survey design. The study population involved all community secondary schools in Rombo district. Out of 38 community secondary schools in Rombo district 5 schools were randomly selected for data collection. In each school, 5 teachers and 20 students filled semi-structured questionnaire. Also heads of each school and 1 secondary district education officer were interviewed. The following were findings of the study: first, instructional materials are the key to teachers' and students' performance. Secondly, most community secondary schools in Rombo District suffer shortage of essential teaching and learning materials. Thirdly, the study revealed that teachers used different strategies to minimize the challenges of attaining and using quality instructional materials like borrowing books and improvisation. The study recommends that the government should budget sufficient funds for improving the availability of instructional materials in all secondary schools. For further research, this study proposes that aspects of how teachers and students use instructional materials for effective teaching and learning processes need to be examined.

Tilia, Mathias Rockus (2016) *Effect of Decentralization in the Provision of Quality Adult Education in Busokelo District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study examined the effect of decentralization in the provision of quality adult education in Tanzania due to the dwindling of adult education. A study employed Qualitative and Quantitative Approaches. A total of (54), respondents from school head teachers, heads of schools and ward education officers were purposively selected as a sample. The study included (42) teachers and 12 ward education officers. The data were collected through intervieww, questionnaires and Focus Group Discussion and analyzed through descriptive content analysis, and calculated in form of percentages. The major finding of the study revealed that, most of the people do not understand well Adult education and its importance in their life and were not enrolled in adult education classes. Challenges were also identified include overloaded of the activities from central government, neglect of the government, inadequate budget of the local government, scarce resources including revenues collected by some of the District, lack of experienced people at local government which lead to substandard of many programs like that of adult education. It is recommended in the study that more training are needed to facilitators. Further, the study recommends more research on this topic in order to widen the findings and

having enough source of information to adult education practitioners and to other stakeholder.

Kayonjo, Zuhura Athumani (2016) *Factors Influencing Effective Implementation of Preprimary Education Policy in Lindi Municipality Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research assessed the factors influencing effective implementation of (PEP) in Lindi Municipality, Tanzania. This focused on the existence of pre-primary education, factors influencing implementation of PEP, Stakeholders participation in improvement of preprimary education and the solutions on what should be done to ensure effective implementation of the PEP in Lindi Municipality. A cross-sectional survey design was used to carry out the study. The primary data were collected by questionnaires, observation, documentary review and the interview guides. Purposive sampling was used for Educational Officers, Ward Education Coordinators, School Committee Members and Pre-primary school teachers whereas simple random sampling was applied to the Primary teachers. Questionnaires included structured and semi-structured questions administered through drop-and-pick method to the Primary teachers and Members of school committee. Observation checklists were used to help in establishing the conditions of the school's infrastructures, facilities and equipments used to facilitate the programme. Data collected were organized and analysed by Statistical Package for Social Sciences (SPSS, Version 24) and Excel (2010) was used to analyze the data using descriptive statistics. The study found that at least 40% of the schools do not run this education seriously as a result the outcome of this education is somehow doubtful, as well as the implementation of PEP.

Kagunze, Alexius Revocatus (2016) *When Cultures Clash: The Challenges and Prospects of Pastoralist Human Resource Development Through Secondary Education in Longido District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study assessment of the human resource development through secondary school education in pastoralist communities in Longido district, Arusha region. Questionnaire, interview and Focus Group Discussion were used to collect data from 96 respondents. The information obtained was then analyzed using the Statistical Package for Social Scientists (SPSS) and qualitative information was analyzed using content analysis. The study findings indicate that, formal education in Maasai communities is received at the low rate due to the mismatch between what is offered in school and what are the actual needs of the Maasai communities. Because of this

mismatch, most of Maasai children drop out of school. Moreover, findings indicate that formal education would be useful if it provides the community with the knowledge and skills specifically for solving day-to-day pastoral economic activities so as to improve their living standards. The study concludes that, in order to increase Maasai to access and persist in secondary education, and to really develop their capacities there is a need to deliberate affirmative action by the government to re-think curriculum for secondary education for Maasai that will enable them develop capacities in solving their day to day pastoralist activities. Further study should focus on gender in the development of human resource among the Maasai girls though secondary education.

Kelvin, Laurent (2016) *Role of Motivation in Teacher's Job Performance in Public and Private Secondary Schools in Tabora Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Motivation encourages teachers to facilitate knowledge and skills of academic to learners. Therefore, this study found the relationship between motivation and teacher's job performance; factors that affect teacher's motivation and determine the motivational differences in public and private secondary schools in Tabora Municipality. Descriptive survey research design was adopted to get information through structured questionnaires and intensive interview schedules with 120 secondary school teachers, 10 school Inspectors and two District education officers. The key study findings showed that the performance of teachers were high although their payment were low to encourage them to work hard. The findings also revealed that most teachers facilitate teaching and learning process with high confidence and efficiency, due to evidence that most of them came early to school, provide tests and examinations to learners and marked them, also they attend staff meetings and other activities out of teaching and learning process which are sports and games. The study found the correlation between motivation, mostly intrinsic motivation and the performance of teachers in public and private secondary schools was also existed in secondary schools in Tabora municipality. The study suggested that in order to get better motivation and job performance in teaching and learning process the ministry of education should strengthen quality supervision as well as acknowledging good performers, among others.

Chuma, Askia Thomas (2015) *An Assessment of Impact of School Leadership Styles on Students' Academic Performance: A Case of Ilala Municipal District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the influence of schools' leadership styles on students' academic performance in Ilala district. The study sought to determine how leadership styles, decision making, staffs motivation and headmaster relationship with subordinates influence students' academic performance in public secondary schools. The study was conducted using the descriptive survey and ex-post facto design to obtain thick data from the targeted population which consisted of the 4 public secondary schools, 1 District Education Officer, 1 District Human Resource Officer, 4 Ward Education officers, 4 heads of schools and 40 teachers. Data were collected by the use of documentary review, questionnaires, interviews and focus group discussions. The study found that being head of school, one should be committed and dedicated in order to steer the education institution towards the right direction. Based on the findings, it was evident that the use of mixed type of leadership style was necessary to improve students' academic performance. This is because school leaders' actions serve to legitimate whether a change is to be taken seriously and to support teachers psychologically and with resources. The researcher recommends that the heads of schools, educational stakeholders and other educational administrators to use transformational leadership styles which are support to educational environment, provision of capacity building and on job training to education leaders so as to meet objectives of educational policy. Researcher also suggest that a replica of the study to be undertaken by the use of different conceptual framework and approach.

Ndenje, Sylvester (2015) Experiences of Doing Homework in Home Environments for Selected Secondary Schools' Students. Masters dissertation, The Open University of Tanzania.

Abstract

This study is designed to investigate experiences of doing homework in home environment for the selected secondary schools students in Mbeya regional. A total of eighty (80) students were administered with questionnaires, where as 20 teachers and 20 parents were interviewed. The study's findings, especially those found from closed ended questionnaires and observation checklist were analysed and organised by using a computer program called microsoft offices excel, for the open ended questions and interview questions, the quick impressionist summary has been used. The study's results show that many students from Mbeya regional were coming from poor environment, the results were found through an assessment of the indicators for good home learning environments, these were good source of right, enough books at homes, good reading space, study room and parental support on doing homework, other factor examined was number of hours spent on doing home chores by the students of Mbeya regional. The study found that many students from Mbeya regional were spending more hours on doing home chores than hours spent on doing homework. It is suggested that bringing homework and any home learning activities

at community level (by building street libraries, opening special garden for private study) could have positive results on students' academic development.

Tumaini, Mary (2015) *The contribution of non-monetary incentives to Teachers Retention in Public Secondary Schools in Korogwe Urban*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored the contribution of non-monetary incentives to teachers' retention in Korogwe urban. The specific objectives focused on: exploring the types of non-monetary incentives provided to teachers, finding out teachers views on the influence of non-monetary incentives to their job retention and investigating the challenges the management faces in the provision of non-monetary incentives to teachers in respective schools. This study was guided by theoretical framework based on Maslow's Hierarchy of Needs, Vroom Expectancy theory of motivation, and Adam's Equity theory of motivation. The study involved four (4) public secondary schools in Korogwe District, and utilized mixed methods. Purposeful and stratified sampling procedures were used to select a sample of 65 respondents. These involved one District Secondary Education Officer, sixty secondary school teachers and four head of schools. Three Data collection procedures i.e. Observation, Interview and Questionnaires were employed in this study. The findings revealed that teachers' promotion is still a big challenge in public secondary schools, as the result very few teachers were satisfied while, the majority of teachers were not satisfied with the promotion management. Moreover, non-monetary incentives seem to influence teachers' retention positively and negatively as the findings indicated that those who were satisfied with the incentives remained in schools while, those who were not satisfied, quitted the teaching profession. It was also found that, shortage of resources play a vital role in the teachers' job dissatisfaction. It is concluded that school management should work on the challenges affecting teachers' retention through school projects, social welfare, effective orientation and mentorship.

Sagege, Angelina Julius (2015) *Impact of School Feeding Program on Access to Primary School Education in Chamwino*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the impacts of school feeding program (SFP) on access to primary school education in Chamwino District. This study adopted cross sectional design with a case study that meant to get in depth data on the impacts of SFP to the primary school education. Simple randomly sampling was used to select respondents such as pupils' parents. Where Ward Educations Officers, Ward Executive Officers,

Head teachers, and Education officials were purposively selected. Documentary review, observation checklist, interview and questionnaire are the major instruments used to collect data. The collected data (qualitative and quantitative) were then tabulated, transcribed and analyzed using SPSS. The study found that, school feeding is an effective tool to make pupils increase enrollment, attendance. The study found the place with low enrollment and attendance, poverty and drought as the criteria used to select schools for SFP. Moreover, the study found that parents' participated in SFP by contributing money for graining maize, collecting firewood, constructing infrastructures and paying cooks and watchman. Several mechanisms were used to mobilize the parents such as parents meeting, village by-laws and awareness given through community development officers. The study still confirms that the school feeding program have impact on increasing access to primary school education for poor families in Chamwino District. However, still there is a need for central government to work on policy studies that would come up with cost - effective models that may enable countries like Tanzania and other developing countries to effectively implement school feeding programs without depending on donors.

Ndiwu, Eliya Mbulika (2015) *Stakeholders' Perceptions on Vocational Education and Training in Design Sewing and Cloth Making in Tabora Municipality, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The focus of this study was to evaluate stakeholders' perceptions of VET in the Micro and Small Enterprises (MSE) in design sewing and cloth making sector. Data were collected in Tabora municipality. Questionnaires were administered to 10 MSE employers and 20 employees, interviews were held with 2 VET officers, 2 education officers, 4 VET trainers and 6 parents. Five focus group discussions with VET trainees were held and documentary analysis was used to get data from relevant documents. Lastly, observations were made at the MSE and VET centres. Descriptive analysis was used to analyze data from questionnaires and content analysis was used for data collected by other research tools. Findings obtained indicated that VET plays a vital role in furnishing its learners with skills that are required in the industry. However, the VET provision was beset by numerous challenges; curriculum implementation suffered from lack of training materials and trainees view VET as last training option. In addition, practical test and examination results were identified as the primary methods used for monitoring and evaluation. Informal training providers lacked monitoring and evaluation mechanisms. Transfer of skills from VET centres to workplaces was inhibited by insufficient supports.

Rashidi, Zaituni (2016) *The Contribution of Teachers Resource Centre on Improving Academic Performance of Community Secondary Schools in Kisarawe District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the contribution of TRCs to improving academic performance of community secondary schools in Kisarawe district. The study was guided by four research tasks namely: to examine the contribution of TRCs to improving school's academic performance; to examine the types of academic support provided by TRCs to secondary school teachers; to assess the challenges facing TRCs in Kisarawe district and to establish the strategies that would improve TRCs for promotion of academic performance of community secondary schools. The study was conducted in Coast Region in Kisarawe District. The sample comprised of 72 respondents including secondary school teachers, head teachers, Ward Educational Coordinator, TRC coordinator and DEO of Kisarawe district. Questionnaire, interview and documentary review were used as basic instruments of data collection. The findings showed that secondary school teachers in Kisarawe District were unaware of the use of TRCs in teaching and their contribution to general students' academic performance. Moreover, the findings revealed that the academic support provided by TRCs favored primary school teachers more than secondary school teachers. The findings also revealed various challenges facing TRCs such as lack of a clear policy on motivation of teachers, inadequate financial resource and support at district and national levels; teacher awareness, inadequate office space, and insufficient teaching and learning materials such as textbooks. The findings also revealed that there is a need for the establishment of TRCs with enough and relevant books in every ward, which would be used by secondary school teachers. Additionally, the government should provide financial support to TRCs and support the conduct of seminars and workshop for teachers.

Tondi, Godwin (2014) *An Analysis of Stakeholder's Views on Quality of Education in Community Secondary Schools in Moshi Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the stakeholders' views on the quality of education in community based secondary schools in Moshi Rural District. The study was conducted by using both qualitative and quantitative approaches. The study used interviews, questionnaires and documentary reviews as data collection instruments. A sample of respondents were involved including students, parents, teachers and educational officers, politician and religious leaders. Results show that there are

qualitatively different views on quality of education in community secondary schools. Whereas students complains having few teachers especially for science teachers, parents view that fees are low but other contributions are much higher making them unable to participate fully and feel free to visit where their children are enrolled and teachers views that schools do not have enough infrastructure for quality teaching, classes are overcrowded, have a lot of periods to teach, students come for long distant and schools do not have meals. On the other hand religious leaders view schools being more politicized and politicians focus more on building classes for starting schools without focusing on increase of school infrastructures in relation to students increase. In most cases once the school is registered efforts toward maintaining and improving its quality are minimal. On the basis of the findings, there is a need therefore to have joint campaigns in improving quality that encourage participation of all stakeholders and where necessary the loan facility and grants be provided in schools to cater for students from poor families.

Sam, Ombeni Samwel (2015) *An investigation on the stakeholders' views on teaching English language in Kiswahili and English medium primary schools in Moshi District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated stakeholders' views on teaching English language in Kiswahili and English medium primary schools in Moshi District. The objectives of the study were to investigate stakeholders' views on availability of teaching and learning materials, teaching and learning methods, competence of teachers, and level of performance in English subject in both Kiswahili and English Medium Primary Schools. The study was qualitative in nature using interviews, questionnaires and observation as data collection tools. A sample of 100 respondents that included forty students, thirty two parents, sixteen teachers, ten educational officers and two community leaders. The findings showed that, although English language is being taught in both English and Kiswahili Medium Primary Schools, the application of the knowledge of English is ineffective due to lack of competent English teachers and English teachers professional development opportunities. For parents who bought English books for their children had opinion their children were unable to read. Most of the teachers in Kiswahili medium schools had a view that schools did not have enough infrastructures for quality teaching and that classes were overcrowded, teachers had big workload as had to teach many children and had many periods per week. On the basis of the findings, it has been recommended that there is a need of joint campaigns for improving quality of education through participation of all stakeholders and where necessary the schools owners create professional development opportunities to empower all English teachers.

Tunzo, Rehema (2014) *Effects of Devolution of the Administration and Management of Public Community Built Secondary Schools and students performance in Tanzania: A case study of Ilala Municipality*". Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at investigating how the implementation of the devolution of the administration and management of community built public secondary schools to Local Government and communities has been functioning and with what effects, challenges and what school performance. The study adopted case study design from Ilala district in Dar-es-Salaam Tanzania. The research area of this study was purposively selected and random sampling procedures were used to get the respondents of this study. A total of 137 respondents constituted the sample. Interviews and questionnaires were validated and used for data collection. Quantitative data were processed and presented in tables and percentages. Qualitative data were subjected to content analysis and reported in terms of themes, categories and direct quotations. The findings reveal that there are some positive effects of the devolution of the administration and management of community built Public secondary schools which include improving student enrolment, improved academic performance for some Schools, increased proportional age group to complete secondary school, improving efficiency of service delivery monitoring and evaluation, increased sense of ownership and participation, increased level of involvement of local communities. Negative effects include inadequacy of resources, poor school infrastructure, poor stakeholders' involvement; poor performance in the majority of the community built and managed secondary schools. The devolved responsibilities face inadequate human and financial resources. These need to be improved. The study recommends adequate allocation of resources, empowerment of knowledge and skills regarding secondary school management and administration for capacity building.

Komba, Jakob Philipo (2015) *Dropping out and girls' education: What are the factors to dropout? A case of Masumbwe Division in Mbogwe district, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Female students face challenges in the schooling process such as lack of school fees, early pregnancies and distances from home to school, which lead to drop out from school. The study therefore sought to establish the factors leading to drop out among female students in Masumbwe division, Mbogwe District. The objectives of the study were: To determine the school based factors that lead to drop out of female students in secondary schools, disclose socio cultural factors that lead to drop out of female students in secondary schools and to explain students' personal factors that

lead to drop out from secondary schools. The study employed descriptive survey research design. Stratified random sampling was used to select the mixed day schools. A sample of 40 form four students, 32 teachers, 4 heads of schools and one District Education Officer were the respondents of this study. The study employed questionnaires, interview schedule and school documents as instruments for data collection. The validity of the questionnaires was enhanced through pilot study in two schools outside division. The data was then analyzed using frequency distribution tables and percentages, for all items. The study findings were that students dropped out of secondary school due to: pregnancy, lack of school fees, and distance from the school to home. The form 2 class registered the highest number of drop outs. The conclusion from the findings is that female dropping outs from school is a reality. The study recommends community sensitization on the importance of girl child education, building of hostels for girls, provision of bursaries and proper monitoring of schools by all education stakeholders. The implementation of the recommendations by all stakeholders will enhance retention and smooth transition of female students in secondary school.

Kwaslema, Moses (2015) *The Contribution of Teachers' Motivational Factors on Students' Academic Performance in Secondary Schools in Karatu District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at investigating the contribution of teachers' motivational factors on students' academic performance in secondary schools. The purpose was fulfilled through three specific objectives: to find out in what ways teachers working environment affect students academic performance in community based secondary schools, to examine the ways in which teachers in-service training affects students academic performance in community based secondary schools and to explore whether or not the community material support to teachers promotes students academic performance. The study followed the cross-sectional design because extensive data were collected at one point of time using more than one method of data collection- questionnaires, interview and documentary review. The sample of this study comprised of four secondary schools in Karatu District. The study gained information about the research problem from secondary school teachers (N= 60), Secondary District Education Officers (N= 2), Secondary School Committee members (N= 16), Heads of schools (N= 4) and District School Inspectors (N= 4). The findings indicate the importance of motivating teachers for their effective teaching performance which leads to the improved students' academic performance. Specifically, the study indicates that students' poor academic performance is associated with lack of teachers' motivation due to poor teachers' working conditions, poor relationship among teachers, low teachers salary, lack of in-service training, and lack of community material support. It was recommended that the

government improves teachers working environment, and provide more in- service training to teachers so as to enhance teachers' motivation and eventually promote students' academic performance. Moreover, it was recommended that the community gives support to teachers, heads of schools and students so that they collectively execute well their roles.

Mabeyo, Joseph Ezekiel (2016) *Improving Academic Performance in Primary Schools Through School Committees in Nzega District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on assessing the role of school committees in improving the academic performance in primary school leaving examinations in Nzega district. The study sought to address three research objectives which included: assess the functions of School Committees in the improvement of academic performance in Primary School Leaving Examinations; To investigate the effect of the school committees on the academic performance in Primary School Leaving Examinations in Nzega District and to find out ways to enhance the functioning of schools committees in improving students academic performance in in Nzega District. A combination of qualitative and quantitative research approaches were used to collect, analyze and discuss the findings. A sample of one hundred and three (103) respondents was purposely and random selected from 10 research sites i.e. primary schools. Participants included three District officers, 10 head teachers, 15 members of the school committees, 15 teachers, and 60 pupils. Data were collected through questionnaires, interviews, observation and documentary review. The findings revealed that School committee members, District Education Officers, parents, and teachers were not effectively supervising pupils. It was also found that school committee members were neither committed nor actively involved in the day to day school operation. This led to many schools being under resourced and mismanage few resources that were available, consequently, resulting in accelerated poor academic performance. The study thus recommends that, more effort should be invested on the capacity building of the school committee members, school management as well as teachers. Parents and the entire community should take up serious measures to control pupils' attendance and thus minimize truancy.

Kuandika, Nsembo (2016) *Gender Differences in Perceptions of Motivation Among Secondary School Teachers: A Case of Kibamba, Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated Gender Differences in Motivation among Secondary School Teachers. The objectives of the study were: to examine the factors leading to

motivation in teaching among males and female teachers in secondary schools; assess the differences in the levels of motivation in teaching among males and female teachers in secondary schools; and to investigate significant relationship between sex and motivation in teaching in secondary schools. The study was conducted in Dar es Salam City. Also, the study involved Heads of Secondary, District Secondary Education Officer, Teachers Union, Education Inspectors and teachers' representatives from community secondary schools. The data of the study were collected through interview and questionnaire methods. The data collected were analyzed descriptively and quantitatively. The findings of the first objective revealed that there was a slight difference on the factors that led to motivation in teaching among males and female teachers in secondary schools. The key factors that raised motivation to female teachers were the idea that they could be identified as having a job and that they were doing something of worth. Men on their side, were more motivated when their job got them out of poverty. The results of second and third objectives reflected that there were no different levels of motivation among male and female teachers. The study recommends that the government and nongovernment institutions should give motivation to the teachers by teachers by building the houses of teachers, providing electricity to the places where there is the problem of electricity by providing solar power panel and giving teachers allowance. This will help the teachers to enjoy their work as it is well known that teaching professional has been forgotten.

Urio, Lydia Nehemia (2014) *Assessing the Need for SACCOs Participation in Higher Education Financing in Tanzania: A case of Morogoro Teachers SACCOs*. Masters dissertation, The Open University of Tanzania.

Abstract

SACCOs are important in the provision of financial and banking services to low income households who for economic reasons cannot be covered by formal banks and financial institutions. The need for stakeholders such as SACCOs to support members to finance higher education of their dependants has been growing rapidly as public budgets cannot adequately fund higher education. The general objective of the study was to assess the need for Morogoro Teachers' SACCOs to participate in higher education financing for its members and their dependants. Case study research design was utilized in the methodology. A sample of 65 respondents was used. Data were collected using interview, questionnaires and analysed descriptively by using Statistical Package for Social Science (SPSS) computer software. The findings indicate that SACCOs are financial intermediation and investment for the needy whereby 75% of respondents argued that the interest charged from members' loans boost SACCOs funds. Likewise, 85% of respondents reported the enhancing earnings and profitability of SACCOs to enable the generation of a return on its resources while 90% of respondents argued for prompt repayment of loans from

members in order to enable higher education financing of members” dependants. Therefore, the financial status shown by Morogoro Teachers” SACCOs need to be maintained through the enhancement of good flow of deposits, savings and repayment arrangements to enable the SACCOs serve its members. There is a need to revise Morogoro Teachers” SACCOs lending policy to support higher education learning both its members and dependants while having a caption left to support the education fund.

Mariba, Manga Matiko (2015) *Exploring School Factors for Students’ Poor Performance in Form Four National Examinations in English Language in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study dealt with exploring school factors for students’ poor performance in form four national examinations in English language in Tanzania. Two objectives guided this study. The first; was to explore how teaching and learning methods contributed to students’ poor performance in English language, and the second was to examine how teaching and learning environment contributed to students’ poor performance in English language. The study used quantitative paradigm method supplemented by qualitative methods. The methods used to collect the data were: questionnaire, interview, observation and Inventory. The instruments used were questionnaire guides and questions for both teachers and students, observation schedule, interview guides and inventory guidelines. The study found the following methods of teaching and learning of English language, used in secondary schools: discussion, debate. Question and answer, small group discussion, lecture. Role play, project and dialogue. On the other hand, teaching and learning environments had great relationship as factors for students poor performance in English language in public secondary schools. The study recommended that the government should make the ratio of teacher-students is 1:35 to 40. Also, build school libraries and provide textbooks and reference books as well as librarians. Number of periods should be fifteen to twenty per week and there should be school inspections and teacher seminars.

Kalindo, Francisca (2015) *The Contribution of Primary Education Development Programme (PEDP) in Facilitating Quality Education in Morogoro Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

Tanzania has focused on providing quality basic education as a tool for fighting poverty, ignorance and disease. Thus, the objective of the study was to assess the contribution of PEDP in facilitating quality education in Morogoro municipality. Specifically the study was sought to assess the extent to which PEDP has enhanced

the teaching and learning materials; to find out the effect of PEDP on teachers' empowerment; PEDP's place on standard seven leaving examination; and PEDP's contribution on the school environment. The Cross-sectional research design was used. The area of study was Morogoro municipality. The target population comprised of two selected primary school pupils, teachers, head teachers, and Primary school education officer. A sample of 110 respondents was used. Data were collected through interview, questionnaires and observation methods. Qualitative and Quantitative data analysis approach were used. The study demonstrated that 97(88%) respondents agreed that, access to teaching and learning materials such as texts and reference books has enabled pupils to perform well in standard seven leaving examinations. As well, the teaching and learning processes has highly improved because of PEDP, that is, 80(73%) respondents admitted that teachers have been able to undertake in-service training on pedagogical matters in teaching. It was recommended that the Ministry of Education and Vocational Training should sustain the efforts to improve the teaching and learning environment in primary school.

Zacharia, Linda (2014) *Factors Causing Gender Inequality in Education in Tanzania: A Case of Korogwe District Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

Education is the most important instrument for human resource development. Education is becoming a universal human right and an important component of women empowerment. Gender inequality in education is a serious problem in Tanzania since independence in 1961. There is still lower enrolment rate for girls and higher dropout rates than their male counterparts in Tanzania. This study explored factors causing gender inequality in education in Korogwe district's secondary schools. The study was conducted in Korogwe District using qualitative design. Forty three respondents were involved in the study through interview and focus group discussion. The findings indicated that inequality in access to education in Korogwe district secondary schools is caused by various factors including poverty, inadequate school infrastructure such as hostels and dormitories, lack of toilets and special room for matured girls, long distance from home to school and lack of sex education and early pregnancies. These are as barriers to equality in accessing to education. Furthermore sexual harassment of girls by male teachers and community members, bad socio-cultural practices such as early and forced marriage, dowry, polygamy, *ushashi* and *kugeleka* practices prevent hundreds of girls in Korogwe district to access education. The study further found that lack of access to education for girls and women lead to poverty, increase of infancy and child mortality rate, employment of women in informal sectors as well as increase of fertility rate. The study established strategies to bring equality in education in Korogwe district including gender mainstreaming in teacher training colleges,

change of negative cultural beliefs and attitudes through mass education, protection of women and girls from violence by establishment of strict laws, increase of girl's enrolment and guidance and counseling programs.

Nyanzwa, Ally Ramadhani (2015) *Influence of Socio- Cultural Values on the provision of Quality Secondary School Education to Girls in Masasi District,"Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate the way socio-cultural values affected the provision of quality Secondary Education to Girls, in Masasi district. The study rests on the following objectives: To examine the community perception on provision of quality secondary education to Girl students, to examine the influence of polygamous marriages on secondary education for Girls. To assess the strategies for provision of secondary education to Girls' in polygamous families and to examine the influence of the rites of passage on the provision of quality secondary education to Girls students'. The study used mixed methods approaches. It involved a total of 166 respondents. The categories of sample were secondary school Head teachers, Girl students', teachers, Statistic and Logistic Officer and the parents. The study deployed purposive and random sampling to select the respondents. The methods of data collection included interviews, questionnaires, focus group discussion and review of documents. The study findings revealed that, socio-cultural values have negative influence on the provision of quality secondary school education to female students'. The evidence showed that there are more female students who are affected from the provision of quality secondary education to female students compared to boys. The findings showed that, polygamous marriages and the rites of passage influenced the pregnancies, early engagement in sexual activities, lack of education support and misbehaviors of some of the female students, poor participation in schools, frustration and finally dropping out from schools. The study made conclusion that, parents and their female students have little or no interest in schooling. It appears that, they have little understanding about the significance of putting investment in education to female.

Kingalu, Julius Baltazar (2015) *Understanding the Contribution of Teachers Union Towards Improving Standards of Teaching in Mkuranga District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study is about teachers' union (TU) contributions towards enhancing standards of teaching in Tanzania, focusing on Mkuranga district. Through questionnaire, interview and focused group a total of 142 teachers responded to the

questions related to the role of TTU in the improvement of standards of teaching. Role of holding teachers accountable to teaching; pressurizing government for making better conditions for teachers are the most identified findings by the researchers to respond the question of role of TTU towards standards of teaching. Furthermore, various condition caused by TTU that considered to affect standard of teaching were identified such as strikes especially to the time when the demands of the teachers are not been heard. However, some respondents had a negative views on the way to be not appropriate as for them strikes impeded teachers from using the assigned time to teach. Various factors that considered to hinder TTU towards contributing for quality teaching were identified such as lack of political power to the union, absence of political support and poor recognition from the government. Based on these findings, the following are recommended; TTU need to be strengthened so as to contribute towards standard teaching, this includes training to the staffs both of the Union and school managers as to make them effective in handling the demands of the teachers. More research is needed to find ways to strengthen TTU to contribute more to the improvement of teaching and education in gene.

Nzogela, Esco (2015) *An investigation of teachers' and Students' Beliefs and Practices on use of Participatory Teaching Methods in Secondary Schools in Moshi Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at investigating teachers' and students' beliefs and practices on use of participatory teaching methods in secondary schools in Moshi Municipality. Data for this study was collected from five secondary schools in Moshi Municipality in Kilimanjaro Region. The study involved 100 respondents of these 30 were teachers and 70 were secondary school students. The study employed mainly qualitative approach in which data were collected using interview schedules, observation and documentary reviews and analyzed using content analysis. The study revealed that on the whole research participants agree effective application of participatory teaching methods could help to improve the quality of secondary education in Tanzania as in all five secondary schools teachers had wide knowledge about the concept participatory teaching methods; both teachers and students had positive attitudes towards participatory teaching methods; and that most of the secondary school teachers used group discussion as the only participatory teaching method. However, use of participatory teaching methods faced challenges related to inadequate teaching and learning materials, poor classrooms environment, lack of inservice training, lack of support from the heads of schools, lack of well constructed and equipped laboratories and libraries, and large numbers of students in the classrooms. There is a need for to have regular in-service training pertaining to pedagogical skills, increase supply of teaching resources, construct more classrooms

and schools to have well equipped laboratories and libraries for effective application of participatory teaching methods.

Michael, Isack (2015) *Factors Leading to Poor Performance in Mathematics Subject in Kibaha Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about the factors leading to poor performance in mathematics subject in Kibaha secondary schools. The study was lead by four research objectives which were to examine the influence of cultural backgrounds on students' performance in mathematics, to identify influence of teacher - students' relationship on student's performances in mathematics, determining the nature of school environment where teaching is practiced and to examine influence of school management system on teaching and learning process in mathematics. Relevant literatures were reviewed on theories and findings that emerged from different authors. The study involved 4 secondary schools, 8 mathematics teachers and 60 students. These were obtained through simple random sampling. Four academic masters and four head of school from four schools were purposely selected. Data collection was done by using questionnaires, interviews, focus group discussions, observations and documentary review. The findings indicated teaching and learning of mathematics was facing challenges such as poor teaching environment, mathematics departments were not well-managed, inadequate self-practice and students' poor background in mathematics. Therefore the researcher recommends teachers to make assessment on the background of their students in to decide teaching methods that can help students perform better in mathematics. Moreover, students should put self-efforts and practice in learning mathematics. Lastly, the researcher recommends future research on individual factors that affects students' learning of mathematics.

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Gawaza, Salum Ismaili (2016) *An Assessment of the Effects of Head Teachers' Leadership Styles on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at assessing the effects of Head Teachers' Leadership Style on Teachers' Job Performance in Selected Primary Schools in Dar es Salaam. Three research objectives were formulated to guide the study which was; to examine the effects of leadership behaviors on teachers' job performance, to identify the most dominant leadership style exhibited among head teachers, and to identify the leadership style used by head teachers that enhances teachers' job performance. The study was based on path goal theory. The study employed the descriptive survey design. The study employed 3 District education officers (DEO's), 6 head teachers and 88 primary teachers in the 6 primary schools. Purposive sampling technique was used to get 6 head teachers and 88 teachers were obtained through simple random sampling. Questionnaires, interviews and documentary reviews are the method used by for this study. The analysis was used to analyze the qualitative data. Quantitative data was entered into the computer for analysis using the software of Statistical Package for Social Science (SPSS). The study shows that the democratic leadership style was a both dominant and that it enhanced teachers' job performance. The researcher recommended that, school head teachers should avoid much uses of autocratic style in the leading of schools as it does not allow teachers to give off their best. Also adoption of leadership strategies by the head teachers such as participative style of leadership, creates conducive environment which would help to improve primary school teachers' job performance. Based on the findings of the study a researcher concluded that, the proper utilization of the leadership behaviors were results to the high level of teachers' job performance.

Isundwa, Speciosa Joseph (2015) *The Influence of Leadership Styles on Students Academic Achievement in Secondary Schools: A Case of Selected Secondary Schools in Morogoro Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study, investigated the influence of leadership styles on secondary school students' academic performance in Morogoro, Tanzania. Tasks were to: explore the commonly used leadership style, establish benchmark practices on leadership styles that can lead to students' academic performance and to establish the relationship between school heads' leadership styles and students academic performance. This study employed cross sectional survey research design whereby data were collected through questionnaires. The data collected were analyzed by using Statistical Package for Social Science (SPSS) software. Chi- square test T-test was employed in testing association between leadership styles and students academic performance. The findings established that democratic leadership styles mostly influence students academic achievement/performance (R-value was 0.932), implying that there is a strong and positive influence and significant at $p=0.004$ level of democratic leadership style on students academic achievement. For Laissez-faire leadership style, the relationship revealed negative influence on students academic performance and was very weak (R-value of 0.1) and not significant ($p=0.072$). Autocratic leadership style, although the relationship was very strong ($R=0.546$, the relationship was insignificant with p value = 0.08. Based on the findings of the study, it is recommended that educational administrators should ensure that head teachers are given appropriate orientations before they are appointed as school heads. And, head teachers are asked to use more democratic leadership style if they want students to achieve or excel good academic performance.

John, Helen (2015) *Community involvement in planning and decision making for democratization of Education in Bagamoyo district community secondary schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examines community involvement in planning and decision making for democratization of education in Tanzania at Bagamoyo district community secondary schools .The study aimed at exploring provision of education policy that support decentralization policy in community secondary schools, to establish perceptions on the involvement of parents and the community in the planning and decision making process of school activities in Tanzania, to examine the ways and methods used to promote parents and community involvement in planning and decision making in community secondary schools, to explore the extent to which decentralization has influenced parents and community involvement in community

secondary schools. The research approach used was qualitative approach while the research design used was case study of Bagamoyo district. The data analysis strategies used was summarizing the content by narration of the information provided. Data were collected from a sample of 92 respondents. Sample techniques used were purposive, convenience and simple randomly sampling techniques. The study used interview, focus group discussion, observation and documentation in collecting data. The study findings are the government initiated various education policies which aimed to improve the education in. The perceptions of parents on community involvement in planning and decision making in education was negative because of lack of knowledge and skills in planning and decision making. On the extent decentralization policy influenced parents and community involvement, it was revealed that awareness on the education decentralization was low. Based on the study findings it was concluded that, parents and community involvement in planning and decision making in community secondary schools is minimal. It is recommended that parents and community members should be involved from the initial stages of policy formulation in order to know their importance of community participation in policy implementation.

Kikungwe, Tito Enock (2015) *The Contribution of Human and Material Resources on Quality Education in Arusha District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study, which was conducted in Arusha district, investigated the contribution of human and material resources on quality education. Three objectives that guided this study dissertation were: To determine the availability of human resources for the teaching and learning in community secondary schools, to determine the availability of material resources in the teaching and learning in community secondary schools and To ascertain the adequacy of available human and material resources using the minimum standard requirement of community secondary school teaching and learning. Data were collected using documentary review and observation techniques. The analysis involved qualitative data of records which were presented using tables. The study sample was 9 community secondary schools, comprising 9 heads of schools, 9 storekeepers, and 1 District education officer. Purposive sampling technique was used to select the respondents. The study shows that, while human and material resource has a great contribution in the provision of quality education in secondary schools, these were not in tandem with the number of students. The study recommends that, mechanism be established to provide human and other resources in line with the number of students in order to provide quality education in Tanzania.

Kileo, Emmanuel (2015) *Students' Performance in Mathematics in form Four Examinations at selected secondary schools in Kinondoni District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This research aimed at finding out factors affecting performance in mathematics for Tanzanian students so that communities, the government, non-governmental organizations, researchers; academician may use the information to find out ways to address this challenge. Specifically, this study intended to investigate factors behind poor secondary school students' performance in mathematics in Tanzania. Five objectives guided this study. The study was deemed significant in that it informs secondary school stakeholders about the factors inhibiting high performance in Mathematics. The study will also assist stakeholders to understand Mathematics fundamental opens up opportunities for the stakeholders to address the problem that are applicable in human beings day to day life. The study was conducted in Kinondoni District, Dar es Salaam Region from where nine (9) secondary schools were purposively selected. From these nine schools, seven (7) heads of schools, forty six (46) teachers, forty two (42) students and six (6) senior education officers participated in the study. Interview and questionnaires were used to collect qualitative data based on the study objectives. Findings revealed that performance in Mathematics in some private secondary schools was good due to adequate Mathematics teachers, on-job teachers training programmes, high teachers' motivation to the teachers and satisfactory working conditions. Contrarily, in government secondary schools performed poorly due to scarcity of Mathematics teachers, low teacher motivation and poor working conditions. The researcher recommends that the government should motivate Mathematics teachers, increase the number of Mathematics teachers, provide on job training for teachers and improve the quality of teaching and learning environment.

Mirunde, Albano (2015) *Training and Professional Development Needs for Effective Secondary School Management in Nachingwea District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted to investigate the training and professional development needs for effective secondary school management in Nachingwea district. The specific objectives of the study were; to determine the training and professional development needs for heads of schools, to examine the training and professional development skills given to secondary school administrators and to determine the difference in training and professional development needs between non-degree and degree holding heads of school. Triangulation approach on questionnaire and interview was employed, the data was collected from 40 heads of schools that were

selected purposively by virtue of their position and analysed in quantitative and qualitative way. The findings indicate that 93.7% of the respondents mentioned that training and professional development for effectiveness of their roles are highly needed by both heads and deputy heads of school. Only 6.3% of the deputy and heads of secondary schools did not need further training out of the skills questioned. In training skills given to heads and deputy heads of school, the data shows that, only 19.03% of the skills tested are given in training program and the remaining 80.96% was not given to heads and deputy heads of secondary schools, lastly the findings show a slightly difference on training needs of 3.9% (67.2 by 63.3) between non degree and degree holding heads of secondary schools. Conclusively, recently most of the secondary schools are managed ineffectively as school heads lack appropriate skills on school management hence causing poor academic performance of the students. It is recommended that the ministry of education and other educational stakeholders should conduct continuous training and professional development programs for school administrators.

Kilindo, John Emanuel (2015) *Factors Affecting the Establishment and Practice of Teamwork of Teachers: The Case Study of Selected Secondary Schools in Kilwa District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study set out to investigate factors affecting establishment and practice of teamwork of teachers in secondary schools. The study was conducted in Kilwa district at Kilwa, Mtanga, Miteja, Kinjumbi and Mpunyule secondary schools. The study was directed by three specific objectives which focused on; identifying factors for establishment and practice of teamwork, determining challenges faced by the teachers in practicing teamwork and suggesting appropriate strategies for teachers to practice teamwork. A case study design was used whereby qualitative and quantitative approaches were employed in the study. Data were collected through observation, questionnaires and interviews from the heads of schools, academic teachers and ordinary teachers. Quantitative data were tabulated into tabular, frequency and percentages while qualitative data were subjected to content analysis. The findings revealed that factors such as democratic leadership, clear communication and good interaction were positive and others such as poor rewarding system and lack of recognition, poor working environment, inadequate number of teachers and lack of teaching and learning materials were negative factors to the establishment and practice of teamwork. Also it was found that teamwork of teachers was strong and effective in social matters such as death related ceremonies, ceremonies and sports, but weak in academic matters such as teaching and learning process. The researcher recommends that provision of rewards, educating teachers on the importance of teamwork, provision of funds and improving

working environments as the solutions strengthening the practice of teamwork of teachers in Secondary Schools.

Mloka, Nestory Albert (2014) *Reasons for Girls Drop Out in Primary Schools in Tanzania: The Case of Mpanda District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study explored the reasons for higher rate of girls drop-out in Primary Schools in Tanzania with a focus on primary schools in Mpanda district. Its objectives included; determining reasons that contribute to girls drop-out in Mpanda district, investigating the effects of relationships that girls and boys engage in the district and how they correspond with the drop-out rate of girl students in Primary Schools in Mpanda district and to assess the role of economic activities in relation to school drop-out. Qualitative research design was the predominant paradigm employed in collecting and analyzing data. The population of the study involved samples of twenty three primary schools, twenty three drop-out girls, eleven parents, seventeen head teachers, one District Education Officer, one District Chief Inspector of schools and one District Education Academic Officer. Data were gathered through interviews, observation, focus group discussion, documentary review and questionnaires. Content analysis was used in interpreting data from the field of the study. The findings revealed that home environment had a great role to play as an agent of girls drop-out in primary schools. Early marriage was also a realized factor to the girls drop-out in schools". The research also revealed that there was high girls' drop-out role because of late enrolment in standard one in all primary schools. Boys were preference of the parents for education, hence girls were discouraged. Based on the findings of the study, it is recommended that the Village Executive Officers (VEOs) should be empowered to conduct endless public awareness campaign and establishment of effective enforcing law of allocating female teachers in rural schools and the use of Non-Governmental Organizations and Community. It is also recommended that another study should be done in other regions in Tanzania. Therefore the Ministry of Education and Vocational Training should involve all ministerial officers to run such study so as to reduce the high drop-out of girls in primary schools.

Jovinius, Joseph (2015) *An Investigation of the Effect of Geographical Location of Schools to the Students' Academic Performance: A Case of Public Secondary Schools in Muleba District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate the effect of geographical location of public secondary schools to students' academic performance in Muleba District. The

study involved three specific objectives; the first objective was to investigate the factors influencing students' academic performance in Muleba District. The second objective was to examine the effect of geographical location of schools to the students' academic performances and the last objective was to explore the strategies for improving students' academic performances. Both qualitative and quantitative approaches as well as descriptive cross sectional survey were employed to make an investigation of the phenomenon. Data were collected from 193 respondents by using questionnaires and in-depth interviews. The findings revealed that, the factors which influenced students' academic performance in Muleba District include peer group influence, family factor, school factor, parents socioeconomic background, school culture and learning facilities. Findings revealed that long distance that students moved from home to schools influences; dropout, absentees, early pregnancies which also affected students' academic performances. Moreover, the findings revealed that strategies for improving students' academic performance include; construction of hostel and dormitories, changing attitude of parents and students toward remote schools, resources should be balanced, policies should be stipulated clearly and provide food (meal) to students. The study concluded that distance results into negative impacts to the students' academic performances. This study suggests further research on the roles of geographical location of school to the effectiveness of teachers.

Kibona, Josephat (2015) *The Contribution of School Heads on Quality of Secondary Education in Mbeya City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the contribution of school heads on enhancing quality of secondary education in Mbeya City Council. Four research objectives guided this end, namely: to assess the extent heads of school supervise classroom instruction, examine the extent head of schools involves community and teachers in decision making, assess the contribution of head of the school on the provision of teaching and learning facilities and assessing the contribution of school heads on enhancing teachers' professional development. The study employed multiple case study design whereby qualitative research approach was the major source of data collection and analysis. The study was conducted in four purposely selected secondary schools from Mbeya City. It involved twenty eight (N=28) participants namely: 04 school heads, 16 teachers and 08 students. To collect data of the study, in-depth interviews, focus group discussion and documentary reviews were conducted. The findings of this study revealed that, classroom supervision exercised by all heads of the schools involved in this study were not effective for the provision of quality education. This is because all heads of the schools were supervising classroom instruction by relying only on teachers' lesson plans and schemes of works as well as students journals. Poor skills and knowledge on the importance of record keeping by all school heads

seemed not contributing on the provision of quality education. The findings also revealed that heads of schools managed to equip their schools with teaching and learning materials through community mobilization; and developed their teachers professionally through conducting in-house trainings. It is concluded that the leadership practice exercised by all heads of the schools were not effective for the provision of quality education.

Kija, Martin H. (2015) *Contribution of School Boards in Managing Community Secondary School in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The general purpose of this study was to investigate community secondary school boards' contribution in managing community secondary schools in Tanzania, taking Rombo District as a case study. The study was conducted in Rombo District, Kilimanjaro Region. The study adopted the mixed approach which used both qualitative and quantitative approaches. Data were collected using questionnaires and interviews. The population of the study was 48 schools from which 10 schools were sampled and a total of 215 respondents were selected. Data were analyzed using SPSS in reporting school boards contribution or not. Inductive thematic analysis was also employed for qualitative data analysis. Emerging themes were interpreted through an in depth evidence based discussion. Research findings reveal that a good number of teacher participants (81.5%) were aware of the existence of school boards in their schools. They reported that the local school boards are a critical public link to community secondary schools. A good number of teacher participants (81.5%) acknowledged that school boards have a significant contribution to the development of community secondary schools. The study found a number of challenges encountered by school. The challenges ranged from lack of funds, poor cooperation from the community and political interferences. The study concludes that school boards are central to the leadership and management of community secondary schools in Rombo district because they play a significant role to the development of those schools. The District Education Officers, the community secondary school boards, school heads, key staff and influential stakeholders in the communities have the capacity to develop and articulate schools' visions and sets of practices in order to collectively manage community secondary schools.

Kasinyo, Mohamedi Bakari (2015) Factors Affecting Pupils' Performance in Primary School Leaving Examination (PSLE) in Ruangwa District, Lindi Region, Tanzania. Masters dissertation, The Open University of Tanzania.

Abstract

Education is the process by which the individual acquires knowledge and skills necessary for appreciating and adapting to the environment and the ever changing political, cultural, technological and social-economic conditions of the society and the means as means of realizing one's full potential. The aim of this study was to investigate the "Factors Affecting Pupils' Performance in Primary School Leaving Examination (PSLE) in Ruangwa District, Lindi Region, Tanzania. The study methods utilized qualitative and descriptive statistics with random sampling technique to select 165 respondents comprised of 8 standard seven pupils of the year 2013 with poor reading and writing skills but passed PSLE, 87 standard seven pupils of the year 2014, 30 parents and 40 teachers. The study findings revealed the variables with substantial impact on the academic performance were, "punishment of the pupils with low marks counted 50% of the respondents, pupils did not attend pre-primary classes about 63% , multiple choice exams helped them to pass PSLE about 63%, low education level of the parents 60%, lack of food in the schools 65%, cultural practices affecting pupils performance counted 65%, lack of motivation to the teachers by the government about 68%, while lack of in-service training 60%, and the ratio of Kiswahili books per pupils with one book shared more than four (4) pupils counted 53%. Therefore, it is recommended that in order to improve pupils' performance in Ruangwa District attention should be given to all variables affecting pupils' performance in primary schools level. Further research can be done on factors affecting school performance in Certificate of Secondary Education (CSE) and Advanced Certificate of Secondary Education (ACSE) in similar environment.

Joseph, Musa (2014) *An assessment of the contribution of Form Two National examination to academic performance in Form Four National examination: The case of Community Secondary Schools in Mara Region.* Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation assessed the contribution of Form Two National examination to academic performance in Form Four National examination in Community Secondary Schools in Mara Region. Seven community secondary schools were involved, namely; Kukirango, Makongoro, Mogabiri, Morembe, Mugango, Serengeti, and Suba secondary schools. The study involved mixed research approaches which entails Quantitative and Qualitative. Data were collected using documentary review. The findings confirmed that, Form Two National examination

contributes to academic performance in Form Four National examination. The cohort of students who sat for the Form Two screening National examination performed better than those who didn't sit for such examination. The study recommends the government to uphold the conduct of Form Two National examination so as to screen students who can join with upper classes. Termination of the Form Two National examination done by the government in 2008 was not the right decision since it has dropped down academic performance in Form Four National examination, and therefore the decision made by the government in 2012 to reintroduce Form Two National examination is the right decision as it will improve academic performance in schools.

Joseph, Carlos (2014) *Factors Hindering Parents' Participation in School Activities in Tanzania: A Case of Arusha District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study explored factors hindering parents' participation in school activities in Tanzania, a case of Arusha district. The objectives of the study were to investigate education policies in schools and how they motivate participation in education among the parents, to analyse socioeconomic factors which hinder participation in education among parents, and to suggest mechanisms to improve parents' participation in education in Arusha District. The study was done in Arusha district in three wards: Olkokola, Kimnyak and Oltrumet. Data were collected from four public secondary schools. The study employed qualitative design. It involved 97 respondents reached through interviews and focus group discussions. These data collection methods were complemented by documentary reviews. The findings of the study indicated that education policies such as Primary Education Development Plan, Secondary Education Development Plan, and Big Results Now do not clearly show how parents' participation in education activities should be. Further, the study findings showed that the socio-economic status of Maasai, inhibiting cultures against education, hindered parents to fully participate in education activities in Arusha district. The findings furthermore indicated that educating the parents, formulation of parent-teacher association, initiating volunteer programmes, and eradicating negative cultural values among the Maasai were suggested to be some of the measures to improve parents' participation in education in Arusha district. The study made recommendations to improve parents' participation in Arusha district. Some of these recommendations were the Ministry of Education and Vocational Training (MoEVT) to formulate policies which include parents and the Government to review curriculum to reflect peoples' actual environment context like that of Maasai tribe.

Myalla, Prisca Pascal (2014) *Assessing the impact of the duration of pre-service training on teachers work performance and teaching competences in Tanzania: The case of Nyamagana Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The current study assessed the impact of the duration of pre-service training and teaching competences they demonstrate after graduation. Three research objectives were addressed in this study namely; the influence of the duration of pre-service training on teaching competences and work performance; the classroom management strategies demonstrated and the duration of pre-service training; adherence to professional ethics and duration of pre-service training. Case study design was used to suitably utilize qualitative approach in data collection and analysis. The sample size involved 101 respondents who were both purposively sampled and interviews, focused group discussion and documentary analysis methods were used to collect data. The findings revealed the time duration for pre-service training was a determinant for grade IIIA teachers' competency and teaching skills. Thus, the grade IIIA with two years training were more competent in their teaching and in planning lessons than grade IIIA with one year of training although they demonstrated similar classroom management strategies; the grade IIIA with one year training were lacking theoretical and practical skills for the making effective use of classroom management strategies. The study also discovered that both groups were found to involve themselves in misconduct and misdemeanour acts such as drunkenness and sexual relations with their students. It was recommended the government should avoid being inconsistent on the duration used to train pre-service teachers in order not to compromise quality; the government should introduce frequent in-service training of teachers; junior teachers be attached to senior teachers (mentoring) to promote the teaching profession and the government through Teachers Service Department (TSD) should inculcate to newly trained teachers ethical dimension with respect to professional code of conduct. In addition deliberate and stern measures should be taken to correct misbehaving teachers and to punish whoever does not wish to adapt to regain the reputation of the profession from the public eyes.

Hamad, Maulid Omar (2015) *Factors Affecting Secondary School Based In - Service Training In West District Secondary Schools- Zanzibar*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated factors that affect Secondary School Based In-service Training. Ten (10) government secondary schools from Unguja West District were

used as case study. The study had the following specific objectives (i) to assess the capability of secondary schools on handling School Based In-service Training. (ii) to assess factors which hinder the provision of secondary School Based In-service Training. (iii) to determine stakeholder opinions on how secondary School Based In-service Training can be improved. The study used both qualitative and quantitative approach on data collection, analysis and interpretation. The study revealed that, secondary schools have low capability to conduct School Based In-service Training due to lack of support from other school stakeholders and ineffective school leadership on administering SB-INSET. On the other hand the study revealed that the main factors affecting SB-INSET included; lack of skills and knowledge on SB-IN SET, negative attitude towards SB-INSET among many stakeholders and; inability of schools to find appropriate time for SB-INSET. The study suggests that as a strategy to promote INSET, teachers' successful attendance to the programme should be made a criterion for teachers' promotion and motivation. Based on the findings, the study recommends that the Ministry of Education and Vocational Training should plan for change which will equip secondary schools with supportive work environment in order to provide schools with authority and power for planning and implementing School Based In-service Training.

Henerico, Leonard (2015) *Stakeholders' Perception on Implementation of Inclusive Education in Primary Schools in Kibaha Town Council*. Masters dissertation, The Open University Tanzania.

Abstract

This research report focuses on the investigation of Stakeholders' Perception on Implementation of Inclusive Education in Primary Schools in Kibaha Town Council in Coast region in Tanzania. The study explored stakeholder's views on implementation of inclusive education, to find out practical activities and services employed on implementation of inclusive education and also to find out the main challenges associated with the implementation of inclusive education. A case study design was used, with a total sample of 103 informants and respondents from the six inclusive primary schools out of eighteen schools. Probability and non-probability sampling was used. Purposive sampling was used to get regular teachers and parents of children without disabilities. Primary data were collected using interviews, observation and questionnaires, whereas, secondary data were obtained through documentary reviews. The study revealed that stakeholders including the government, the special education teachers, the parents of children with disabilities, and non-governmental organizations perceive inclusive education positively despite some challenges like inadequate special materials, unfriendly school environment and shortages of teachers trained in special education. The result indicates that Inclusive education was introduced in the country without due preparations. The

education is well perceived by both students and teachers, parents and the community. Collaborative efforts with different partners have to play their part in order to make inclusive education successful for the development of the country.

Mbope, Naomi Asajile (2015) *The Impact of Teachers' Motivation on the Improvement of Quality Teaching and Learning in Public Primary Schools in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at exploring the impact of teachers' motivation on the improvement of quality teaching and learning in public primary schools in Tanzania. Three research objectives were formulated: (i) to examine the role of teacher's motivation in improving the pupils' academic performance, (ii) to identify factors that contribute to low teachers' morale and (iii) to suggest strategies for improving teachers' motivation to enhance the provision of quality education in public primary schools. Descriptive research survey design was employed in the collection of data. Qualitative data were analyzed using content analysis while quantitative data were presented in tables, frequencies and percentages. A total of 111 respondents were involved including, 99 teachers, 8 head teachers, 3 Ward Education Coordinators and one District Education Officer from Ilala Municipality Council. Data were collected through interviews, questionnaires, focus group discussion and documentary review. It was found that; first, the role of teachers' help the pupils' marks scores to be high, that factors contributed to low teachers' morale were lack of recognition of teachers' work, uninvolved in decision making, lack of appreciation from educational officers and heads of schools, low salary and poor working conditions. To improve the teaching and learning teachers should be given incentives to attract their attention consequently improve performance. The study recommends that, government should improve teaching and learning in public primary schools and pay attention to what they are doing, listen to what they say and acknowledge their effort.

Nade, Pili Andrea (2014) *Socio-economic and Academic Challenges Facing Open and Distance Undergraduate Police Students: A Case of Dar es Salaam and Mbeya Regions*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the socio-economic and academic challenges facing undergraduate learners from the Tanzania police force using open and distance learning mode. It is located in Dar es Salaam and Mbeya regions as a case of study. The specific objectives were; to examine socio-economic and academic challenges facing undergraduate learners using open and distance learning mode in the

Tanzania Police force. This study adopted the case study research design and the main data collection method of the study was questionnaire supplemented with interviews and documentation. The study found that there are several socio-economic and academic challenges facing ODL undergraduate from the TPF at the Open University of Tanzania in Dar es Salaam and Mbeya regions and hence played an important role in influencing their performance. On the other hand, the study shows that the police force does not support ODL study programs by paying cost to facilitate smooth learning of ODL police learners. This poses a financial challenge to the students. On the other hand, the work environment in the TPF does not encourage employees to succeed in their studies; meanwhile the low salaries paid to police hinder their smooth learning. The study recommends that the Tanzania police force should improve work environment and encourage police staff to enroll into undergraduate courses at The Open University of Tanzania through open and distance learning mode and to improve remunerations.

Jumanne, Amani Mohamedi (2015) *Effective Leadership Style in Achieving Educational Goals in Singida Municipal Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study focuses on the effective leadership style in achieving educational goals in Singida Municipal secondary schools. Two objectives that guided this study were: to find out leadership style frequently used by heads of schools and to examine effective leadership style in achieving educational goals. Data were collected using observation, documentary review and questionnaire. Data collected were analysed using the Statistical Package for the Social Sciences (SPSS) version 16.0. This analysis used based on descriptive statistics (frequencies and percentages). Frequencies used to show the number of subjects in a given category and percentages to compare the sub-groups that differed in size for easily communication to the majority of the readers and were presented using words and tables. The study sample was 81 chosen using simple random procedures. The findings of the study have shown that heads of schools use both democratic and authoritarian leadership styles but democratic leadership style is dominant. Some heads of schools do not emphasize effective leadership style as required by the commission for education. In case where heads of schools use effective leadership style, it achieves educational goals. However unpaid attention to effective leadership style affected educational goals negatively. The study recommended that the government through MoEVT should encourage continuous inspection base on effective leadership style. Democratic leadership style was recommended to be used in secondary school while authoritarian leadership style was not recommended to be used in secondary school settings.

Kalinga, Tuyagaje Solo (2013) *Causes of the Dropout in Secondary School in Tanzania: The Case Study of Mbeya, Dar es Salaam and Kilimanjaro Regions*. Masters dissertation, The Open University of Tanzania.

Abstract

This study uncovered what factors lead to students to drop out from school in Tanzania. The study was carried out in Mbeya, Dar es Salaam and Kilimanjaro regions. Four research tasks were used in the study. The first task was to determine socio-economic factors which contribute secondary school students to drop out. The second one was to determine the political factors lead to student in secondary school dropout and the third task was to analyze the Government contribution to student dropout. The fourth task was parents' views and attitudes towards education of boys and girls. The study adopted a qualitative approach using a study sample which included twenty heads of schools, twenty academic masters, twenty class teachers, two hundred students and eighty parents. Semi-structured interviews, observations and observational schedules were used as the instruments of data collection. Quantitative data were manually analyzed while qualitative data were subjected to thematic analysis. Findings disclosed that the factors leading to students dropout from school were many and included lack of awareness on education matters and lack of education in the families. Parents' low income, cultural aspects such as early marriages, divorce, polygamy, lack of family planning and negative attitudes towards education especially for girls and Parents deaths were also found to be the problems leading to school dropout. Improper application of Education Acts and regulations was also found to be among the factors for student to drop out of school. The factors also included pressure from Peer groups. The study recommends, among other things, that the government should make sure that there is mass mobilization and sensitization on education to make member of a society be aware of the importance of secondary education.

Gwambombo, Idde (2013) *The Effect of Teachers' Workload on Students' Academic Performance in Community Secondary Schools: A Study of Mbeya City*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to assess the effect of teachers' workload on students' academic performance in community secondary schools in Mbeya City. Four specific research objectives which guided the study were; to find out the number of periods taught by one teacher per week and its effects on students' academic performance, to identify how internal tests and marking load affect students' academic performance, to examine how administrative roles affect students' academic performance and to examine students' performance in the context of heavy

teachers' workload. The study was conducted in Mbeya City in Mbeya region. The study employed descriptive survey design, qualitative and quantitative approaches were used to carry out the study. The methods employed during data collection were survey, interviews, focus group and documentary review. Also interview guides and questionnaires were used as tools for data collection. Random and purposive sampling procedures were used to obtain the respondents. The study revealed that teachers' workload is heavy and has negative effect on students' academic performance in community secondary schools. From the findings, it is recommended that the government should employ competent teachers in order to increase the teaching force, utilize retired teachers, and encourage people with academic qualifications to join the teaching profession.

Mhagama, Rock James (2015) *Effects of Educational Cost Sharing on Primary Schools Management and Administration in Tanzania: A Case of Tunduru District in Ruvuma*. Masters dissertation, The Open University of Tanzania.

Abstract

This research aimed to investigate "Effects of educational cost sharing policy on primary schools management and administration" The study was held in Tanzania Tunduru district, Ruvuma region. The study surveyed various issues about educational costs especially related to cost sharing policy, for instance identifying educational stake-holders contributing to educational costs, the contributions, and satisfaction of stakeholders" contributions to school needs, setbacks or challenges in the implementation of cost sharing policy, its outcomes and its acceptability. Participants were the primary District Educational Officer, Ward Educational Coordinators, Head teachers, Classroom Teachers, Pupils, Parents and school committee members. Sampling techniques were purposive sampling for participants in the 5 randomly selected wards and 10 schools. Data were gathered through questionnaires and interviews. The results revealed that education costs are shared by the government, parents, community, Religious institutions and NGOs but their contributions does not satisfy school needs. Cost sharing contributes to improved school management, and education process as a whole. The study also revealed, although cost sharing face challenges like delay of contributions, dissatisfaction of resources and little social response, it is still acceptable. The researcher recommends, Parents and the community should be well sensitized of their responsibilities in the education policy. Educational decision makers should oversee on how to effectively run the nursery classes and School budgets should include pupils" treatments and sports and games facilitation, also other researchers should study in other places and educational levels.

Mhiliwa, Joseph Anthon (2015) *The Effects of School Distance on Students' Academic Performance: A Case of Community Secondary Schools in Makambako Town Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study set to determine the extent to which distance affected the academic achievement of students in community secondary schools in Makambako Town Council. The study was guided by four specific objectives, which were carried out through descriptive cross-sectional study design. Data were collected using semi-structured interview guide, questionnaires and documentary review, by involving 12 teachers, two educational officers, and 200 (80 boys and 120 girls) students. These study respondents were sampled through simple random and purposive sampling technique in which SPSS and inductive analysis procedures were employed to analyze their responses. The study determined that longer distance travelled by students to school made them reach schools late and with empty stomachs. Location of school has lead to mass failure to most of students, due to long walk among students have cause dropout from school and most of girls' student get pregnancy thus fails to attain their educational goals. Community secondary schools will continue performing poorly academically if there is no effort done to improve the provision of education to community secondary schools in Makambako Town Council.

Mhufu, Adde (2015) *Decentralization and Community Secondary Schools Development in Mbozi District Council – Mbeya Region Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to examine the impact of Decentralization system on Community Secondary Schools Development in Mbozi district council focusing on improvement and satisfaction of services delivered by communities and local government son infrastructures, financial resources and academic performance. This study used qualitative research approach whereas case study design was used to study the instance at a hand. Non probability sampling technique through Purposive Sampling method was used to select all respondents whereby interviews, questionnaires and observation were used as tools for data collection. The field data collected was analyzed thematically depending on the evidence obtained from the posed question. The study investigated that the concept and aims of decentralization are not well understood by respondents and the community at large, except some of those in power knew it. The study observed that currently communities are involuntarily involved in development activities different from prior during construction of those schools. Local government had minimal contribution to school

development as they highly supported construction of buildings without any further amendment plans to it, thus they left them in poor condition infrastructural and academically simply there were gradual improvements for students' academic development in many schools due to insufficient support as they did not afford to meet their needs. Local government authorities were well exercised in few areas while others waited until they were alerted to perform certain tasks. The study recommends that; the central government should emphasize the spread of education on decentralization, the meaning and its aims through several ways not only meetings to make communities aware of what they are ought to do under it; also the demarcation of responsibilities on what services are offered by the central government and what are not should be clearly stipulated to remove ambiguities to the society; the Regional and District leaders should visit schools frequently to monitor their development.

Shirima, David E. (2013) *Participatory Methods in Teaching of English Subject in Community Secondary Schools in Moshi Rural District: Challenges and Prospects*. Masters dissertation, The Open University of Tanzania.

Abstract

This qualitative study examines the effectiveness of Participatory Methods in Teaching of English subject in community secondary schools in Moshi Rural District. Specifically, the study: explored teaching methods being used in teaching of English subject, assessed the students' perceptions on the use of Participatory methods in teaching English subject, examined the challenges facing English teachers in using participatory methods to teach English subject. The study was underpinned by Context, Input, and Process, Product (CIPP) model that was adopted and modified from Stufflebeam 1971. Purposive, stratified and simple random sampling techniques were employed to obtain 85 respondents, made up of Zonal school inspector for English subject, heads of school, and heads of English departments, English teachers and students. Data were collected through interviews, focus group discussions, and observations. The study findings revealed that teachers employ participatory techniques with little knowledge on how to practice them, most students have positive perception on the use of participatory methods but it was less practiced due to large class size and the fact that most had no mastery of English language. The study recommends that the concerned education authorities such as MoEVT, TIE, REOs, DSEOs, should formulate sound policies to enable proper training of teachers so that they select and use appropriate participatory teaching methods for overall betterment of teaching English in secondary schools.

Ntulo, Velen Peter (2015) *Factors Influencing Effective Learning Among Pre-primary Pupils in Pre-primary Schools: A Case of Uyui District, Tabora Region*. Masters dissertation, The Open University Of Tanzania.

Abstract

This study sought to examine factors influencing effective learning among pre-primary pupils in pre-primary school in Uyui district. The study was guided by the following objectives: 1. Examine influence of quality of teachers in teaching pre-primary schools; 2. Establish influence of teaching and learning materials in teaching pre-primary pupils and 3. Examine the parents' involvement in promoting pre-primary education. The study was conducted using qualitative approach; however, some elements of quantitative were used especially in finding frequencies and percentage. The study used three research techniques for data collection, namely, interviews, focused group discussions and documentary reviews. The findings indicated that teachers had no enough qualification in teaching pre-primary pupils. The schools relayed on form four leavers and old teachers who were unable to implement effectively the preschool curriculum. This hindered the right of the preschool to learn. The findings further showed that there were deficit of teaching and learning materials which de-motivated pre-school pupils to learn effectively. Specifically, there were no play grounds that are very essential for the preschool learning. Lastly, it was found that there was poor parental involvement in academic progress of their pupils as the parents were occupied by the agricultural activities and the pressure of work. The study therefore, recommended that the government should recruit competent teachers to teach pre-primary pupils, government and other stakeholders should ensure availability of recommended teaching and learning materials for pre-primary pupils and government ought to provide education to the parents and general community on the important of making follow up on education of their children.

Kusiluka, Moses Ayoub Jeremiah (2015) *Assessment of Success factors for Academic Performance Amongst Non-Government Secondary Schools in Tanzania: A Case of Selected Schools in Dar es salaam, Morogoro and Coast Regions*. Doctoral thesis, The Open University of Tanzania.

Abstract

The government of Tanzania accords high priority to education as instrumental in achieving her Development Vision 2025 and other National and Global efforts. However, the education system in Tanzania has not developed substantially, particularly at the post primary level due to a number of schools' internal and external factors. The problem statement addressed by this study was scant literature on success factors for performance among non-government secondary schools

operate. The study was conducted in Dar es Salaam, Morogoro and Coast where 50 schools were taken. The respondents of the study were school owners, managers, teachers, parents, government and non-government officials; and students. Data collection instruments were interview checklists and questionnaires, complemented by documentary review and researcher's observation. Data analysis was mainly qualitative supplemented by quantitative. Results show that the performance during the study period (2007-2011) was generally low. About 60% of students failed the form four national exams. A number of factors were attributed to successful school performance, namely, school factors, student factors and market or community factors. Service quality was found to be one of major determinants of school's success. The study concluded that internal factors are more essential in determining school performance than external factors. KEY WORDS Success Factors, Academic Performance, Non-Governmental Schools, Business Environment, Resources, Service Quality Marketing.

Mbekenga, Generosa Tarcis (2013). *The Impact of Gender Roles on Girls Participation in Primary Education in Bunda District*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of this study was to determine the impact of gender roles on female students' participation in primary education in Mugeta and Kunzugu wards in Bunda district. The study was mainly qualitative and data were collected using focused group discussions, semi-structured interviews, documentary reviews, observation and questionnaires. It was revealed in this study that responsibilities are distributed on gender basis and mothers and their daughters are responsible with all domestic works, farming and animal keeping. It was also discovered that the major portion of the family income is generated by mothers and their daughters. The study also reveals that gender stereotyped roles penetrate to school activities forcing girls to fetch water and collect firewood for teachers' use at school. Furthermore, the study also discovered that cultural practices and social values such as betrothal and unyago (initiation) ceremonies affect female students performance, causes girls' poor attendance, dropout, earlier engagement in sexual activities, pregnancies and early marriages. The study concludes that gender stereotyped roles, caused by cultural practices and values are responsible to poor participation of girls in primary education in Mugeta and Kunzugu Wards in Bunda District. The study recommends special education to parents on the benefits and importance of educating a girl child. Also, the government should put in place policies that will address social and cultural issues that affect negatively the female children to participate effectively and equally in education acquisition.

Mwaisaka, Lazaro Yona (2014) *School Community Perceptions of the Potential Contribution of School Inspection in Improving School Performance: A Case of Primary Schools in Mbarali District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated school community's perceptions of the potential contribution of school inspection in improving school performances among Mbarali district primary schools, Mbeya region. The first objective identified indicators of improved school performance; the second investigated school community perceptions of school inspectors; the third objective identified what inspectors do during school inspection and their influence on school performance and finally ganging the mitigating factors on school inspection in improving schools performance. The study used both quantitative and qualitative methods complementarily in data collection and analysis. The findings show that balanced teacher/pupils ratio, high pupils performance, enhanced deliverance of curriculum, high pupils attendance are among the indicators of improved school performance arising from school inspection. The results show that school inspectors use harsh language, harass and tend to criticize teachers more than motivating them. Respondents added that inspectors feel superior to teachers and that their reports are kept confidential so that teachers do not see what is contained in there. Moreover, the study found out that inspectors oversee implementation of policies, laws, regulations, and directives of education and ensure provision of quality teaching and learning as well as inspecting teachers in classrooms. Also, teacher's motivation, good infrastructure, enough budgets, use of proper language improves school performances. The study recommends that inspection report should be distributed to teachers for their professional practice, and that school inspectors should have proper oral communication when inspecting, as it will help to motivate teachers and in turn improve school performance.

Malifimbo, Michael Samwel (2015) *The Role of School Committees in Promoting Completion Rates of Primary Education in Temeke District*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the role of school committees in promoting completion rates of primary education in Temeke district, Tanzania. Three research objectives guided this study, namely: to investigate the influence of school committees members' academic qualifications and experience in effecting their fundamental functional roles in primary schools; to explore the perceptions of parents, teachers and administrators on the role of school committees in promoting completion rates of primary education; and to examine the structural and administrative challenges

facing the school committees in promoting completion of primary education. The study employed qualitative approach and procedures in sampling, data collection and analyses. It was conducted in five primary schools whereby 4 head- teachers, 16 teachers, 40 School committee members and 2 District Education Officer were the main informants. The findings revealed that the school committee members had low education level and low experiences in executing their roles in schools. The findings revealed that this has been negatively affecting the schools functioning especially on teachers' working environment, pupils learning, in decision making, planning, and training. Moreover, the findings revealed that the major structural challenges facing school committees were low level of education and experiences; while the administrative challenges were poverty and little awareness of parents on the importance of sending children to school. It was revealed that the determinant factors for completion rates of primary education ranged mainly from social, cultural and economic factors, such as early marriage, early pregnancies and poverty.

Buswelu, Onesmo Mpuya (2013) *An assessment of the effects of secondary school dropouts on crime increase in Nyamagana District*. Masters dissertation, The Open University of Tanzania.

Abstract

Secondary school dropout and crime seem to be crucial issues in the education, economic and social context in Tanzania. Consequently, this study was to assess the effects of secondary school dropouts on crime increase in Nyamagana District. Specifically the study sought to assess the extent to which secondary school dropouts involve in crime, to examine factors that make secondary school dropouts engage in criminal behavior and to identify types of crime that secondary school dropouts are frequently involved. A mixed approach, although mainly quantitative was employed in connection with survey design. A sample comprised of fifty six (56) respondents. The data was collected using questionnaire, interview and documentary analysis. SPSS programmes was used for processing and analysis of data. The findings of the study revealed that secondary school dropouts are most likely to involve in criminal offenses such as robbery, rape, drug abuse, burglary, theft, murder, assault and alcoholism and factors that make them involve in criminal actions were found to be poverty, unemployment, envy, social isolation, peer pressure, alcoholism, corruption and ignorance. The findings suggest that an increase of the number of dropouts impinges the increase in criminal offenses. The study recommends that there should be improved teaching and learning environment in secondary schools to keep students in schools; the use of educative phrases like "students who learn more earn more" that will motivate students; improved performance of guidance and counseling school committee and improved provision of quality and equity education to students.

Simwaba, Joseph Lusekelo (2013) *Contributing Factors to the Prevalence of Student Truancy among Community Secondary Schools in Tanzania: A Case Study of Schools in Mbeya Districts*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was conducted to determine the contributing factors to the prevalence of student truancy in community secondary schools in Tanzania. Descriptive survey design was undertaken with a sample of 166 respondents. Research tools employed to obtain information include questionnaires, interviews, focus group discussions and documentary review. The study has found that student truancy is prevalent in all Mbeya community secondary schools irrespective of whether they are located in urban or rural areas. The magnitude of the problem of truancy was at a high rate. Students of both sexes are engaged in truancy. The family efforts in reducing student truancy were fairly low. Significant casual factors to student truancy were identified to be family factors such as parental poverty, parental indulgence in alcoholism, parental unawareness of the importance of students' school attendance etc. School factors are unsupportive school environment, excessive corporal punishment, lack of school fence etc. Student factors include:-orphanage, browsing internet and playing pool game etc .Economic factors include:- child labour,failure to pay school fees and small business.. Moreover, truancy has shown to have negative consequences to truant students including poor academic performance, indulgence in criminal behaviour and school dropout. The study found a number of possible approaches which schools could adopt to reduce truant behaviour in community secondary schools such as avoiding frequent expulsion, rewarding students, using participatory teaching method, families' collaboration with school, improving school environment etc. It was recommended that schools, community and government should work together to improve school environment. Schools should also establish effective home-school communications. Moreover schools should continue to learn from experience of others

Mahijibhai, Jasmet Amina (2014) *Impact of the Devolution on Administration and Management of Public Community Built and Managed Secondary Schools on the quality of education: A Case of Kibaha Town Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to investigate impact of devolution on the administration and management of Public Community Built and Managed secondary schools at Kibaha Township. The investigation is based on objectives set and guided by research questions. Conceptual model comprise all the levels of the education

administration of the Ministry of Education and Vocational Training (MOEVT), regional and council offices, Ward and secondary school levels at which decision-making takes place in the process of implementing the devolution process. The findings reveal positive factors including service closer to the people and improved academic performance and enhanced cooperation among actors at school level and community, accessing education and enrolment expansion. The challenges include shortage of important resources such as teachers' houses, libraries, laboratories and shortage of science teachers. In conclusion, the implementation of the devolution in terms of the execution of powers, duties and responsibilities were not well articulated to actors and implementers lacked capacity building for efficiency and effectiveness in administration and management of Public Community Built and Managed Secondary Schools in Kibaha Township. The study recommends that the Government of Tanzania has to improve; the delivery of education and that should be given priorities so as to avoid Division Os, school inspection should be given priority to all secondary schools including those built and managed by the community in Tanzania. Construction of standard teachers' houses, classrooms, libraries and laboratories all equipped with chemicals required for experiments need immediate attention. Others are regular capacity building of educational actors including teachers, board members, high ranking officials at the ministries, regional and district councils and parents; Finally, leadership and management skills have to be considered for headmasters/mistresses to execute their duties competently.

Robert, Mukasa Buligwanga (2013) *The Causes and Nature of Inequalities Among Secondary School Teachers in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to find out the causes and nature of inequalities among secondary school teachers by exploring the participants' perceptions, views and experiences. All steps were taken to ensure flexibility, authenticity, credibility, conformability and transferability worthy of a qualitative study. The methodology of the study employed three data capturing methods that included observation, questionnaire and interviews. During the data collection process, three schools were selected involving thirty five teachers. They filled the questionnaires and five were interviewed. Fifteen students filled the questionnaires and they were all interviewed. Based on the human capital theory, the study found out that wage and non-wage inequalities existed due to the differences in the level of education and experience. Inequalities among secondary school teachers were mainly due to the differences in the size and quality of the human capital and nature of the employer, whether public or private in regard to enabling teachers to access training and upgrading opportunities. It is recommended that dealing with inequalities should be done in the

context of the impact on motivation, productivity and labour turnover. Employers, especially schools should adopt more transparent methods of job appraisal and payment so as to encourage confidence in a less equal system of rewards.

Mauka, Annisia M. (2015) *Parental Involvement and its Effects on Students' Academic Performance in Public Secondary Schools in Korogwe, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study focused on parental involvement and its effects on students' academic performance in Korogwe. The study was guided by four objectives: 1. to relate parents' level of education with students' academic performance 2 to identify how parents' income influences the students' academic performance, 3 to establish how communication between teachers and parents affect the students' academic performance, and 4. to establish how home environment affects students' academic performance. The study employed sequential mixed methods design and it used interviews and questionnaire techniques to collect data to inform the audience. These techniques were also complemented by observation and document. The study findings showed that majority of parents had low level of education which is at primary level. It was noted that parents who had low level of education were less responsible for children schooling which may have led to their poor performance. Moreover, the results showed that low income of parents made them unable to provide sufficient home needs and school requirements for their children. Low income in the family also forced some students to take part in the income generation activities to support the families; thus reducing their time for learning. The findings showed that in most cases, great numbers of parents were not attending school meetings. This situation left students' problem unsolved and in long run, it could lead to students' failure in their studies. Lastly, the findings showed that students were involved in various domestic chores which consumed most of students' learning time. The recommendations to address these problems are provided.

Rutasingwa, Onesmo (2013) *The effects of community participation on access to quality secondary education and post-ordinary level education in Tanzania: The case of Bukoba Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of the study was to find out the effects of community participation on access to quality secondary education and post-ordinary level education in Tanzania with specific reference to community secondary schools in Bukoba Municipal

Council. The study employed both qualitative and quantitative approaches. The survey design, particularly the cross-sectional design was used. The instruments that were used to collect data included questionnaires, interview and documentary review. The samples included the heads of community secondary schools, Ward Councillors, Ward Executive Officers, Village Executive Officers, Secondary School Teachers, Students and other Community Members. Purposive, simple random and accidental sampling techniques were used. It was revealed from the findings that in some areas community members participated actively in improving education sector in their respective wards through constructing the school infrastructures. However, in other wards the situation was not so promising because community members' participation was very minimal. This led to insufficient school infrastructures, poor quality education and a few number of students joining post-ordinary level education. The researcher recommended, among other things, the enactment or introduction of by-laws and regulations at the municipality up to village levels to force all community members to give due support to the construction of school infrastructures so as to increase the rate of students' enrolment and improving the quality of education in general.

Lubuva, Juliana Mwasu (2013) *Parental Involvement in the Management of School Programmes: A Case of PEDP in Temeke Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate parental involvement in management of school activities. Objectives of the study are to identify and assess the school activities in which parents were involved, to examine methods employed to involve parents, and to identify challenges which uncouncted by involving parents. The study utilized semi-structured interviews, focused group discussion and documentary review methods. The population included all primary schools in Temeke Municipal involving 48 respondents; including parents, Head teachers and Education officials selected through purposive or stratified random as a sampling techniques. Data were analyzed qualitatively and presented descriptively. The study found that parents were involved in school through school meetings, enrollment campaign and physical contributions. Also, parents were involved in various activities such as planning, mobilization of financial resources, building classrooms, buying teaching and learning materials, furniture and fund raising. However, the findings shows that, parents do not get involved in monitoring and follow up the learning process due to lack of cooperation with teachers, lack understanding and unclear identification of activities of parents involved. It is therefore, the study found that, parent involvement were not effective. Basing on findings, the study recommended for the central government to transfer authorities and power to parents, to make clear identification of activities in which parents are needed to be involved, and school

create cooperative environment for parent's participation. Therefore, parents should understand their responsibilities, power of decision-making and committed in school activities for the effectiveness involvement.

Kapinga, Paulina (2014) *Factors Influencing Truancy in Public Community Built and Managed Secondary Schools in Tanzania: A Case of Arusha City*. Masters dissertation, The Open University of Tanzania.

Abstract

The main purpose of this study is to identify what factors influencing truancy in community secondary schools in Arusha City. The case study design provides an in-depth, detailed and holistic understanding of meanings of phenomenon. Teachers, students, and secondary school inspectors were selected randomly. Schools, schools' heads, truants' parents and officials were selected purposively. The sample had 117 respondents. Questionnaires and interviews were used to collect data. Questionnaires findings were analyzed using calculators and presented in through tables where absolute and relative frequencies are shown or are presented in categories and graphs. Interviews findings were content analyzed and presented as themes quotations. Students' factors, home and school factors have leading influence in truancy. Students' factors include low academic performance, using and selling bhang. Home factors include long home-school distances, family poverty, low parents cooperation in controlling truancy, parents' limited education. School factors are lack cooperation between parents, teachers and students, lack of school fence, school management, which does not enforce rules, teaching methods that are not appealing to students in classrooms, punishment at school, school rules which are not enforced, large number of students in classrooms, and teachers' shortage. Social cultural economic factors include male circumcision, early marriage. Economic factors include low paying jobs, child labour, farming activities and temporary jobs. The study recommends schools to have professionally qualified and enough teachers, schools equipped with libraries and laboratories, enhanced cooperation between parents, teachers and students and parents and construction of hostels and enhanced cooperation with community. The study recommends further research in rural areas.

Elinihaki, Timotheo (2013) *Effects of Education Policy on Job Satisfaction for Secondary School Teachers in Same District*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate the effects of education policy on job satisfaction for secondary school teachers in Same District. Specifically, the study

intended to examine elements in the 1995 national Education and Training Policy (ETP) on job satisfaction to secondary school teachers; to assess perceptions of secondary school teachers on their job satisfaction; and to evaluate general views of community about secondary school teachers' job satisfaction. The study was qualitative in nature and was supplemented by quantitative approach. The data were collected through questionnaire, interviews, observations and documentary review. However, secondary sources such as written materials like books were also used to collect data to supplement primary sources. A sample of 132 (N=132) respondents were surveyed in Same District. The descriptive statistics techniques revealed that teachers were significantly dissatisfied with both monetary and non-momentary incentives. Furthermore, the study revealed that, except location of schools there were no significant differences in teachers' job satisfaction in relation to other aspects of demographic data. The study shows that the unfulfilled strategies of the 1995 ETP on teachers' working conditions were one of the factors that demoralize secondary school teachers in the District. This study proposes that national Education Policy makers should make strategies that the government can meet in the near future. Again, both policy makers and implementers of the policy should rely on Maslow's theory of need to motivate secondary school teachers to the level of self-actualization. Furthermore, all schools should be self-sufficient in teachers' houses and classrooms; and teachers in difficult living condition should be paid hardship allowances as stated in the policy.

Nkya, Joram Elly (2013) *Management of Crises in Tanzanian Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was about the management of crises in Tanzanian secondary schools. The purpose of this study was to examining the management of crises in Tanzanian secondary schools. Its objectives were to identify types of crises, causes, managing mechanisms, crisis effects and to provide suggestions on the ways for effective management of crises in Tanzanian secondary schools. The study was carried out at Azania, Tambaza, Jangwani, Kibasila and Pugu secondary schools in Dar es Salaam. The population for the study included students, teachers and educational managers. The questionnaire and the interviewing methods were adopted in collecting information for the study. The sample size for the study was 179, of this 171 completed the questionnaire. 8 were interviewed. The descriptive method was used in data analysis. The study revealed that, there were patterns of crises in Tanzanian secondary schools caused by administrative, social and Academic problems. The study also showed that crises that arise in Tanzania secondary schools had effects on academic, administrative, discipline and environment of the schools. The researcher recommended that crisis in Tanzanian secondary school should be stamped out. Efforts to identify them before they were a problem should be increased. Efforts to

rectify the situation so as to wipe-out crises in Tanzanian secondary schools should be redoubled. Difficulties in administrative, social and academic functions as well as services in schools must be managed so as to avoid crises in schools. The bad effects of crises to schools should be minimized and controlled. They should be used as challenges and a stepping-stones to success.

Sanga, Ben (2013) *The rising schooling costs and rate of absenteeism and dropout among ward secondary school students in Morogoro Urban District*. Masters dissertation, The Open University of Tanzania

Abstract

In recent time there has been a great concern about the rising schooling costs and rates of absenteeism and dropout among ward secondary school students. The objective of this study was to trace the increase in costs of schooling for the last five years, proportion of pupils dropping out due to costs of schooling, and examining the relationship between parental level of education, income and students dropout rates. The study employed quantitative research method in collecting and analyzing data where, documentary review guides were used to 9 heads of schools, 18 class teachers, 3 ward educational officers and 36 students as key informants of the study, from 9 sampled ward secondary schools in Morogoro Urban District. Findings revealed that, there was an increase in school expenses for an average of 51 percent from 2008 to 2012. Also, the proportion of pupils' dropout rates due to costs of schooling accounted for 24 percent as a second reason, preceded by truancy (48.8 percent) which is also quite conceivable to be contributed by students' inability to meet costs of schooling. Moreover, 55 percent and 63 percent of dropout students had fathers and mothers with only primary level of education respectively. Furthermore, 73.6 percent of dropout students had parents with poor income. This indicates that, many students quit schooling due to their poor family socioeconomic background. The study recommends to government to eliminate all unnecessary schooling costs so as to ensure maximum students' accessibility and completion rates at secondary level of education especially to students from poor families.

Nyalusi, Angela E. (2013) *Factors Affecting Girls' Academic Performance in Community Secondary Schools A Study of Mbeya City*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was concerned with the factors affecting girls' academic performance in community secondary schools in Mbeya City. Specifically, it assessed the roles of school matrons and female teachers as role models, physical facilities (sanitary facilities and hostels), social practices and school timetable as key factors affecting

girls' academic performance in community secondary schools. Data were obtained from six selected community secondary schools. The study used descriptive research; two approaches were employed, qualitative approach and quantitative approach. Moreover the study applied four methods which were interview, survey, focused group discussion and documentary analysis. Also, two instruments which are questionnaires and interview guides were employed to obtain the data needed to achieve the objectives of this study. The selection of respondents was both purposive and random sampling techniques. As the findings of this study reveal, there is poor academic performance among girls in community secondary schools. Lack of matrons and shortage of female teachers as role models, lack and poor provision of physical facilities, hostels, social practices and school timetable are found to be great contributors to the poor academic performance among girls in community secondary schools. In order to improve the girls' academic performance, it is recommended that the government and the society should improve school infrastructure for girls, and change attitudes towards girls' education.

Mwankotwa, Daudi Nditolo (2013) *Relationship between Capacity of School Management and Teacher Professional Development: A Case of Selected Primary Schools in Mbeya Region*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the relationship between capacity of primary school management and teacher professional development (TPD). Specifically, it examined the capacity of schools management to support teacher professional development for primary school teachers, it looked at the various factors that affect school management to provide professional support and lastly sought to determine how capacity is perceived by the school management and teacher in relation to professional development. It involved 70 respondents including; twenty four teachers, twelve head teachers, ten ward education officers, nine members of school committee, five educational officers and two DEO's and District Inspectors respectively. The study employed the questionnaires, interview guides and documentary review. The quantitative approach was employed in organising data into tables with percentages while content analysis technique was applied to qualitative data. The findings indicated a conception of TPD which combines both raising of teacher academic qualification and professional growth, which is supported by capacity of primary school management. School management suffers from lack of TPD. As a result, the capacity of school management is highly affected by financial problems, lack of time arrangement for TPD and favouritism for 70%, 20% and 10% respectively. Therefore, it is recommended that the Ministry of Education and Vocational Training needs to improve and empower head teachers to support TPD through various ways such as financing, encouraging, a culture of support, providing various seminars and workshops and any other initiatives. The

school management has the capacity to support teachers on TPD if managers are empowered enough.

Mugusi, Constantine Biseko Luguli (2013) *Assessing Significance of Commission for Human Rights and Good Governance Mandatory Roles in Promoting Peaceful Management of Conflict in Public Secondary Schools: Case of Lindi district*. Masters dissertation, The Open University of Tanzania.

Abstract

This study assessed the significance of Commission for Human Rights and Goodgovernance (CHRAGG) mandatory role in promoting peaceful management of onflicts in public secondary schools. The research problem was that despite several national and international efforts and the presence of CHRAGG, there was an escalation of violent conflicts in secondary schools. The study was carried out in four public secondary schools in Lindi district, Lindi region. The specific objectives were to explore students' and teachers' perceptions on the causes of violent conflicts in secondary schools; to examine CHRAGG's legal and resources capacities in promoting peaceful management of conflicts in secondary schools and to inquire into the roles of CHRAGG in promoting peaceful management of conflicts in secondary schools. Research questions were framed to respond to the three specific objectives. The study used a descriptive design and applied qualitative and quantitative research approaches. The instruments used to collect data were questionnaire, interview, focus group discussion (FGD) and documentary review. The findings showed, students and teachers perceived causes of violent conflicts as; inadequate social services, poor education, inadequate infrastructure, students' and teachers' moral misconducts, maladministration and violation of hunman rights, poor communication and corporal punishments. Findings showed that CHRAGG had legal capacity, but limited financial and human resources capacities to perform its mandates. It was also found that CHRAGG has significant role in promoting paceful management of conflicts in secondary schools. The study recommends review of legal, administrative and instructional policies. It also recommends adequate funding for the CHRGG and the education sector.

Kinyaga, Saida Musubhe (2016) *Factors Influencing the Use Of ICT in Delivering ODL Programmes in Tanzania:A Case of Mtwara and Lindi Regional Centres*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to explore factors influencing the use of ICT in delivering ODL programmes in Mtwara and Lindi regional centre. Specifically; the study focused in identifying factors influencing use of ICT at Mtwara and Lindi regional centres; to assess challenges affecting the use ICT in provision of ODL at

Mtwara and Lindi regional centres and to identify strategies which OUT could use for implementation of ICT through ODL. The study adopted qualitative research design. The study had sample of 154 participants. Students were 150, lectures 2 and directors 2. The study revealed that OUT students were not given satisfactory training on using ICT prior joining their courses; they lacked basic skills and knowledge in using ICT; and students were given assistance; students could not afford to buy computers or laptops on their own; the government financed ICT activities at regional centres.; OUT ICT policy guided and facilitated ICT activities at regional centres; there was no problem of electricity and internet connectivity in OUT regional centres; there was ICT lab at Mtwara regional centre while at Lindi there were no such facilities; and ICT services provided at OUT satisfied needs of students. The study recommends the followings; the government should establish initiatives toward full ICT integration to curriculum and ICT integration in the whole system of education. That could help learners to have sufficient knowledge on ICT before joining ODL programmes; OUT should continuously establish necessary infrastructure for ICT at regional centres so as to provide students with better access to ICT facilities; OUT management should initiate a program for registered students that would help them to purchase computers at low prices; and OUT should find a better way to train ODL students on how to use computer and inter

Masili, Elizabeth Jenhi (2013) *Appraisal of Teaching and Learning Process in Inclusive Primary Schools in Tanzania. A Case Study of Temeke Municipality in Dar es salaam*. Masters dissertation, The Open University of Tanzania.

Abstract

The study appraised the teaching and learning process in Temeke Municipality inclusive primary schools in Dar es Salaam region. . The research instruments were questionnaires, interview guides documentary review and observation schedules. The findings indicated that teachers had inadequate knowledge about inclusive education, were not modifying curriculum contents using IEP to fulfil educational needs for pupils with disability in the classroom. Teachers too were using schemes of work and lesson plans for teaching normal pupils, however they failed to employ appropriate participatory teaching and learning strategies that culminated to limited classroom interaction. The shortage of teaching materials to be used in inclusive classrooms such as books with large prints, glasses for low vision, inadequate pictures, real things, learning devices like hearing aids, Braille and Sign Language was hardly used. It is recommended that education for pupils with disabilities in primary inclusive schools has to be regarded as an investment for the society. The Ministry of Education and Vocational Training, in collaboration with the Tanzania Institute of Education has to review the current teacher education programme to integrate inclusive education and provide in service training for teachers of inclusive schools. Teaching and learning materials have to be provided in inclusive schools.

Further, Sign Language, Tactile Sign Language, and Braille have to be learnt by all teachers in inclusive schools likewise ordinary ones. It is recommended that, the coming Education and Training policy must include the system of inclusive primary schools in Tanzania. It is recommended that, since the study was conducted in Municipality involving only three primary schools; there is a need of conducting similar studies in other districts in Tanzania.

Maguga, Agnes Samwel (2013) *Secondary School Teachers' Self-Assessment of Knowledge and Skills in Teaching Students with Disabilities in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed to examine the Secondary School teachers self-assessment of knowledge and skills in teaching students with disabilities in Ilala Municipality. The sample comprised of 100 secondary school teachers with varied teaching experiences and experiences of teaching children with disabilities from Ilala Municipality in Dares- Salaam Tanzania. One girl's secondary school, one boy's secondary school and one co-education secondary school enrolling children with disabilities were involved in the study. The study was survey descriptive research as surveyed teachers knowledge and experiences using a questionnaire with both closed and open ended questions. The closed and Liker-scale questions were analysed using statistical software (SPSS version 19) and some data were analysed using content analysis. The findings indicate that teachers in secondary schools have limited knowledge and skills in supporting children with disabilities enrolled in secondary schools. Teachers lacked skills in sign language, using Braille machines and in managing classes with diverse learners. These findings show that teachers have less ability in creating an inclusive classroom. On the basis of the findings, there is a need therefore for the government and development partners to provide support in improving availability of teaching and learning materials and in service training among secondary schools teachers. On the whole, community need to be made aware of the importance of inclusive education while implementing national strategies like the National Strategy in Inclusive Education 2009 – 2017 that already exists.

Kamwela, Jairos Atutwele (2013) *Factors Influencing the low Enrollment of Students in Folk Development Colleges in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated factors that cause low enrolment of students in Folk Development Colleges in Tanzania. The colleges involved in the study were Bariadi, Sikonge and Nzovwe Folk Development colleges. Seventy five (75) respondents

were selected through random and purposive sampling. The respondents were students, who had already graduated, ongoing students, Principals, Tutors, District Community Development Officers and parents/guardians. The data was collected through interviews, questionnaire, focus group discussions, observations and documentary review. The findings have revealed that lack of teaching and learning facilities, qualified tutors for respective courses were the major causes of low enrolment of students in FDCs. It was found that the colleges are not effectively used by the communities since the courses offered were not relevant to the needs of the community. Also expectations of students after completing their courses have revealed that they both need to get self employment and higher vocational education and training. It was further revealed that the present teaching methodology was more theoretical rather than practical. Based on the findings, the study recommends that in order to increase student enrollment impart skillful knowledge to students, tutors should upgrade their knowledge through short courses. The government through the Ministry of Community Development Gender and Children should provide tutors, allocate more funds for FDCs in order to improve teaching and learning facilities such as workshops and working tools.

Kyara, Theresia Evarist (2013) *The Effect of Primary School Teachers' Job Satisfaction on Their Work Performance in Kinondoni District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study has determined how job satisfaction affects teachers' performance in primary schools in Tanzania. The study was guided by a conceptual framework for which variables such as inputs, environmental process and output were analysed. It was adopted from Bronfenbrenner and Morries (1998) system model. The study employed qualitative approach with a descriptive design. Data used, were collected using a variety of techniques, a sample of one hundred and forty respondents were used. Two methods of sampling were utilized to sample the school. Purposive sampling and Stratified random sampling was applied. The study revealed that there was a very low level of satisfaction among teachers in terms of school supervision, communication feedback, availability of teaching and learning materials, school-parents relationship, teachers' salaries, on job training, teachers promotion system (bar system), leave payment for teachers and the availability of public transport facilities. Data have also indicated that teachers' attendance was negatively affected by the distance from their homes. Further, the bar system in salary scaling acts as promotion limit for teachers who have not gone for further training. Furthermore, teachers' low job satisfaction had negative effect on teachers' performance, student learning outcomes, teacher retention and absenteeism, and preparation of pupil's reports. Basing on the study findings, it has been recommended that, the government should ensure that teachers' rights are met without waiting for their reactions.

Working conditions including teaching and learning facilities are supposed to be made available adequately at school. It is important for the community to support and participate in school development programmes. In addition to that, educational stakeholders should ensure teachers work as per government expectations.

Kiobya, Annamary Hamis (2013) *Causes and impacts of the increase in dropout among the male student in primary schools in Muleba District in Kagera Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study endeavoured to find out the reasons behind the increase in dropout among the male students in primary schools in Muleba District. It also sought to find out its impact to the community development. The rationale of this study is the researchers' believes on the idea that keeping boys in school means more peace, thus community development. Six primary schools with high dropout rates were examined. Both qualitative and quantitative methods were used in data collection, these included interviews, questionnaires, observations, field notes and documents. It was found that male students dropout is a common phenomenon in the wards studied. Findings also showed that, the increase in dropout among the male students in primary school in this area is due to poverty, superstition beliefs and illiteracy connected reasons. Also the ignorance of the local authority (the District Council) to realise the problem of boy students' dropout, indiscipline behaviour demonstrated by older boy pupils and the effect of insufficient number of teachers and poor school environment was another factor for increase of boys' dropout. As a result the community is experiencing stagnant or declining economy and social development. The study recommends adult education programmes and campaigns which will educate communities on the importance of education for children of both sexes. Furthermore, local authorities should lay out strategies for boys' care as it is currently doing for girls and improve school environment. Moreover, parents should responsible for their families and that, retaining boy students in school must be given an equal priority as it is in the case admission.

Awadhi, Adhama (2013) *Graduate and Non- graduate Teachers Classroom Performance in English Subject in Tanzania Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

There is a great concern about classroom performance of teachers, especially on the differences between graduate and non- graduate teachers in the teaching of English lesson in Tanzania secondary schools. The objective of this study was to compare the classroom performance of graduate and no-graduate teachers when teaching English language in secondary schools, at ordinary level. It was hypothesized that

there is a difference in classroom performance between graduate and non-graduate teachers. The study employed both interviews and classroom observations for six graduate and six non-graduate teachers in ordinary level, in three purposefully selected secondary schools. The schools were purposefully selected in a sense that they are old schools, which have all teaching and learning facilities and conducive environment for learning. The schools are also co-education and they are owned by government. The findings suggested that, teachers with diploma qualification performed much better than graduates in the classroom, especially in preparation for teaching, provision of teaching and learning activities, and systematic teaching. Above all, the findings revealed the existence of a great problem to graduate and non- graduate teachers in stating lesson objectives and organizing groups for discussions. However, the overall findings indicated that teachers with diploma qualification performed better than graduates, despite some common weaknesses, such as poor organization and poor uses of teaching and learning Aids, found in both categories. It is the recommendations of this study that the Ministry of Education and Vocational Training should conduct seminars, workshops and short courses to the teachers to equip them with necessary skills and update them to the current issues arising in teaching and learning process.

Kibona, Pudensiana (2013) *Involvement of Community in Secondary School Education Management in Selected Community Secondary Schools in Moshi Rural District*. Masters dissertation, The Open University of Tanzania.

Abstract

The study aimed at examining the involvement of communities in managing community secondary schools in Moshi Rural District. The study threw analytical light on the extent to which power was devolved at local levels in managing secondary education. The study employed both qualitative and quantitative approaches. Data were gathered through questionnaire, interviews and documentary reviews. The groups involve in this study included Heads of some of community secondary Schools, and School Board Chairpersons, some of the teachers, community members, Ward Educational Officers, Ward Executive Officers, Division Officers, Councilors, village Executive Officers, Village chairpersons and District Educational Officer. This is due to the fact that they were the ones who were to provide the information required as they were among the community members and school management. The study revealed that leaders at community levels were partially involved (43 percent) in some managerial functions except in implementing school plans. Their involvement was limited to preliminary stages of school planning such as mobilization for direct voluntary and obligatory contribution of funds, materials, labour force as well as donation and allocation of construction sites. It can be concluded that community involvement in managing secondary

schools in their respective areas needed not only the efforts of school management team but also of the leaders at community levels and their respective community members. The findings in this study will help education planners and policy makers to modify approaches used in the management of community secondary schools to foster community involvement and participation.

Kahise, Yohana Enas Mwendihaki (2013) *Effects of culture on access to Secondary School Education for Girls in Kisarawe*. Masters dissertation, The Open University of Tanzania.

Abstract

This study critically explores the effects of culture on access to secondary school education for girls in Kisarawe District Coastal region. The specific objectives of the study included examining the effects of early marriage to girls, assessing the effects of cultural values to smart girls and finding out parent's expectations from daughters. The study adopted a mixed method research design employing both qualitative and quantitative research designs. Data were collected from students, teachers, parents and religious leaders using Questionnaires, semi- structured interviews and Observation. The main findings of the study show that people in Kisarawe have certain beliefs that, girls are not as important as boys resulting in boy's preference, forced marriage to girls, early pregnancies and lack of support in education opportunities to girls. The study suggests that, there should be individual and group counselling in elementary and middle school to serve as early prevention for deterring early marriage for female adolescents in Kisarawe. In general, it was recommended that, there is a need to change the societal negative attitude and some cultural barriers hindering investment in girl's education as well as establishing alternative programmes to help those who terminate studies because of pregnancy, to campaign for public awareness about the importance of girls' education, establishing an effective enforcement law, and deployment of female teachers in rural schools to act as role models. Further research should be conducted to explore ways language affect people's perception and shape their thinking and actions.

Salum, Muya (2013) *An Investigation of Teacher/Pupils Ratios on the Internal Efficiency Indicators of Mvomero District and Morogoro Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the Teacher/Pupils Ratios on the Internal Efficiency Indicators of Mvomero District and Morogoro Municipal. Five objectives were set; the Teacher Pupils Ratio for remote and peripheral schools compared to urban schools against internal efficiency parameters such as, the dropout rate, the transition

rate, the pass rate, and the repetition rates. Methodologically both qualitative and quantitative approaches were used for data collection and analysis. Focused group discussions (FGD), semi-structured interviews, questionnaires and unpublished documentary reviews were used as instruments for data collection. The results of this study show that there are wide TPR between Morogoro urban 1:48 and Mvomero district 1:58; concerning dropout rates there are differences between Morogoro Municipality and Mvomero district schools. In terms of repetition rate the findings indicate that there is difference of 15 per cent between Morogoro urban with an average of 37 per cent in Mvomero district schools with an average of 22 per cent for Morogoro municipality schools. The transition rate shows that there is a lower transition rate in Mvomero district schools of 62 per cent compared to Morogoro Municipality of 82 per cent. The pass rate in Mvomero district schools was 74 per cent compared to Morogoro urban schools of 96 per cent. The remotely located schools in Mvomero are not attractive to teachers because they lack essential services as indicated in the text. It is recommended that the Government provide hardship allowances or the schools advertise the vacancies so that those who apply are those prepared to live and work in the remote and peripheral locations.

Jeston, Esther J.K. (2013) *An Assessment of Teachers' Turnover and its Impact on Academic Performance in Government Secondary Schools in Mbozi District, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated the attitude of teachers towards teaching profession, the existence and causes of teachers' turnover and the impact of teachers' turnover on academic performance in government secondary schools in Tanzania particularly Mbozi District. Stratified and simple random sampling techniques were used. Stratified was used to select schools from rural and urban areas while simple random sampling was used to select 200 respondents. Data collection methods were; documentary search, questionnaires and interviews. Data analysis was based on quantitative and qualitative techniques. Statistical Package for the Social Sciences and Microsoft excel were used to arrive at percentages and frequencies, tables, charts and graphs as well as chi square test. The findings indicated that there were different reasons for becoming a teacher, perception of teaching profession, satisfaction and choice for further career. Teachers were interested in teaching profession at a larger proportion whereas few opted for teaching profession due to lack of other jobs and others became teachers just temporarily. Different perceptions were also observed; some teachers reported that their job meant a lot more than just money. Job satisfaction had increased because of flexibility and in case of further choice career, it was found that there was a likelihood of choosing the same career again. The study found the existence of teachers' turnover in the study area which was caused by socio-economic and political factors. Teachers' turnover was found to

be one of the contributing factors for the decline of academic performance. The researcher recommends that, the government should provide decent accommodation and overtime payments for extra duties to teachers and also policies should be supportive.

Karabona, Robert (2015) *Extent of Adult Education Programs on Empowering Skill to Women In Income Generation In Mkinga District*. Masters dissertation, The Open University of Tanzania.

Abstract

Poverty is growing among the women in Tanzania especially in Mkinga District (Tanga Region) which caused by illiteracy. This study sought to assess the adult education as strategy on empowering women in skills utilization in income generation. The study explained how adult education was relevant to women empowerment in income generation; examine the skills for empowering women in income generation as well as how community members perceived the women Education. The study employed both qualitative and quantitative approaches. Case study research design was used in this study. The population of the study comprised all women, males, adult education facilitators, District adult education coordinator and District education officer who were actively involved in this study while sample size of 64 respondents were randomly selected to answer the research questions. Three research tools used during data collection; this were questionnaires, focus group discussions and interviews to fulfill the researcher needs. The findings indicated that adult education empowered women through the use of skills in various economic sectors, for this case adult education is relevant to women in generating income, further more the study found that community perceived positively on women education. The study therefore recommended for action that government at all levels should make efforts to fund adult education programmes and constructing dams to ensure Masai settled in permanent place for attending adult education programmes; to set relevant time table for adult education; to provide relevant skills to women, also recommendation for further research that, variables used in this study will be a guide for further research to be carried out on a wider premise and covering many districts as a way of finding a lasting solution.

Kasanda, Optuna Kasian (2015) *The Role of Secondary School Inspection in Raising School Standards in Tanzania: A Case of Kibaha District*. Masters dissertation, The Open University of Tanzania.

Abstract

The researcher was motivated by her experience of 17 years of teaching profession in Kibaha district. In these years, she experienced a mismatch between teacher's conceptions of the role of inspectors and those of teachers in raising the standards of

teaching and learning. This mismatch created a conflict between the two groups when they interacted. Thus, this study was aimed to explore the views of teachers on the importance of school inspectorate in raising the school standard by assessing the ways teachers describe school inspectorate and examining the relationship between the teachers and school inspectors in Kibaha District. This study employed mixed research method using s interview, questionnaires, documentary review and focus group discussion were used to elicit information from 44 respondents. The key finding was: techers considered inspectorate as importance in raising the school standards but they were put off by the condescending behavior of some of the school inspectors. Teachers were not happy with the fact that most of the time they did not bother to provide feedback on their inspection. The recommendations put forward include changing behavior of school inspectors from that of top down to that of horizontal in order to change the current negative relation to positive one to achieve the goal of positive impact of school inspection in Kibaha District.

Kinyaga, Saida Musubhe (2016) *Factors Influencing the Use of ICT in Delivering ODL Programmes in Tanzania:A Case of Mtwara and Lindi Regional Centres*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of the study was to explore factors influencing the use of ICT in delivering ODL programmes in Mtwara and Lindi regional centre. Specifically; the study focused in identifying factors influencing use of ICT at Mtwara and Lindi regional centres; to assess challenges affecting the use ICT in provision of ODL at Mtwara and Lindi regional centres and to identify strategies which OUT could use for implementation of ICT through ODL. The study adopted qualitative research design. The study had sample of 154 participants. Students were 150, lectures 2 and directors 2. The study revealed that OUT students were not given satisfactory training on using ICT prior joining their courses; they lacked basic skills and knowledge in using ICT; and students were given assistance; students could not afford to buy computers or laptops on their own; the government financed ICT activities at regional centres.; OUT ICT policy guided and facilitated ICT activities at regional centres; there was no problem of electricity and internet connectivity in OUT regional centres; there was ICT lab at Mtwara regional centre while at Lindi there were no such facilities; and ICT services provided at OUT satisfied needs of students. The study recommends the followings; the government should establish initiatives toward full ICT integration to curriculum and ICT integration in the whole system of education. That could help learners to have sufficient knowledge on ICT before joining ODL programmes; OUT should continuously establish necessary infrastructure for ICT at regional centres so as to provide students with better access to ICT facilities; OUT management should initiate a program for registered students

that would help them to purchase computers at low prices; and OUT should find a better way to train ODL students on how to use computer and internet.

Kaswa, Joseph Mitanda (2015) *The Effect of Visual Learning Aids on Student's Academic Performance in Public Secondary Schools, A Case of Magu District Secondary Schools*. Masters dissertation, The Open University of Tanzania.

Abstract

This study thought to establish effect of visual learning aids on student's academic performance in public secondary schools of Magu District. The study used a sample size of 102 people. The study examined the performance of four schools of Magu in the 2013 and 2014 National Form Four Examinations in which two schools used visual learning aids and two schools were not using. The study inquired also about the kind of aids used and their quality. The study also examined the factors that made some schools use the aids and the barriers in other schools, and lastly, the study inquired about other barriers that inhibited performance in public secondary schools in the District. Questionnaires, documentary reviews and cross-examination interviews were used to collect data. The outcomes were that Magu and Kitumba Secondary Schools which used learning aids had better results for the consecutive years of 2013 and 2014 in which 21.56% and 40.74% (Magu) and 23.77% and 45.7% of Kitumba Secondary School got division one to three while for Kandawe Secondary School only 11.30% and 22.41% and for Itumbili it was 13.06% and 29.73% students respectively who got division one to three. District wise, Magu and Kitumba Secondary Schools held the position of 8th and 7th and Kitumba held 10th and 3rd positions in the two years. Kandawe held 16th and 17th and Itumbili held 10th and 14th positions out of 19 schools in the same years. It was further found that schools used learning aids which were in poor state, the greatest barrier being inadequate budget allocations. There were however other factors that affected the performance of students in the District which include; shortage of teachers, poverty of parents, lack of books and lack of laboratories.

Mtawa, Gipson (2013) *Challenges Facing Development and Operationalisation of Community Secondary Schools in Tanzania: A Case of Makete District*. Masters dissertation, The Open University Of Tanzania.

Abstract

This study has been looking for the challenges facing the Community Secondary Schools (CSSs) in Tanzania: using Makete as a case study. Specifically tried to look for the development and operation of these schools as well as the performance of Form four students ("O" level) during National Examinations. Also the

contributions, support of Government and community members in all efforts of developing and operating the CSSs. The sampling techniques used were purposive and simple random sampling. Data were collected through interview, focus group discussion, questionnaires, documentary review and observation methods but secondary data was essential for comparisons of the trend for academic performance of students which needed to meet the Tanzania education Standards. The analysis of what was processed using Statistical Packages for Social Sciences (SPSS) as a simple statistics for analysis of the quantitative data packages, Microsoft excel for processing while Microsoft word for report writing. While qualitative data were analyzed through content analysis. Findings revealed that CSSs face a lot of challenges which is a setback for quick development and daily running for improved quality education provision. The challenges include inadequate funds for operating and development, inadequate support from the community members due to poor perception and attitude toward CSSs, caused by lack of education and poverty. Other challenges include inadequate and poor infrastructures, such as laboratories and their facilities, libraries, dormitories, classrooms, staff houses and shortage of qualified teachers. Students are not doing real practicals due to inadequate laboratories, and hence poor academic performance is enormous.

Mwakyembe, Joyce Zakayo (2013) *Communication Systems in Community Secondary Schools in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study investigated communication systems existing in community secondary schools in terms of types of communication mechanisms, communication practices and communication problems in Kibaha district. The study was qualitative in nature employing triangulation methodological with use of both interviews and a questionnaire. A total of 91 respondents from eleven community secondary schools in Kibaha participated in this study. These respondents included 37 students, 45 teachers, and 9 head of schools. Out of 91 respondents a total of 41 respondents were interviewed. Findings indicated that there were problems in the existing communication systems in community secondary schools resulting from limitation in communication facilities coupled with funding shortfalls and that communication mechanisms used infringed students and teachers' freedom of expression. It was also found that use of Information Technologies (IT) was lacking in community secondary schools. This hindered students' and teachers' access to varieties of information. The study recommended the increased funding of community secondary schools, enhanced communication between school boards, schools heads and community. The study further suggests improving availability of information and communication technologies in community secondary schools; such as

Electronic Mail and Website for increased access to information and learning resources.

Ngamesha, Bernard Anthony (2013) *Effects of Education Decentralization by Devolution on students' performance in Tanzania: The Case of Community Secondary Schools in Temeke Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

This dissertation is a dense description of the effects of the decentralized by devolution of the administration and management of the community built secondary schools under SEDP in Temeke Municipality. The purpose of the study is to assess the effects of that decentralization on the performance of the students. The conceptual framework comprises all levels of the educational administration at which decision points are required to be taken in the process of implementing decentralization by devolution. The design of the study is a case study purposely selected for better understanding of how the devolution has functioned and with what effects. The sample comprised of higher officials at the MOEVT, PMO-RALG, Region and Municipal; heads of secondary schools, teachers, WECs, School Board members, parents and students. Both qualitative and quantitative approaches were used complementarily for primary data collection through questionnaires, broad sweep observations, and in-depth interviews with key informants. Secondary data were gathered through unpublished documents, school registers, newspapers, internet and other official documents. Quantitative data were processed using ASSP. Qualitative data were analyzed through content analysis and reported in terms of themes/categories and quotations. In conclusion measures for positive students' effects include, full involvement of all concerned with taking decisions and timely empowerment of all concerned including school administrators, deployment of qualified teachers and students leaders at lower tiers in the implementation of the policy. Also, taking effective and corrective measures on weaknesses, whenever monitoring unearths them.

Ngimi, Herbert Maridiani (2013) *Opportunities and Challenges of Integrating ICTs in Education Delivery in the Institute of Continuing Education at the Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate the opportunities and challenges for integrating ICTs in education delivery in the Institute of Continuing Education at the Open University of Tanzania. Specifically, the study investigated lecturers' and students' perceptions about ICTs, competence in ICT application and access to ICTs

facilities. The study used multiple holistic research design. Structured questionnaires were used to collect data from 10 lecturers in ICE and 200 students drawn randomly from five selected regional centers (Ilala, Temeke, Kinondoni, Tanga and Morogoro). The findings revealed that there are several opportunities for successful integration of ICT in education delivery in ICE, which include positive perception of lecturers and students towards integration of ICTs in education delivery, possession of competency in basic ICTs applications and availability of access to basic ICT facilities such as computer and internet in offices, library internet cafes and at home for some of the lecturers and students. However, several challenges were identified to constrain successful integration of ICTs in ICE. These included lack of pedagogical competences by majority of lecturers, lack of ICT technical support at the institute level and access to ICTs due to inadequate infrastructure in the institute. Specific recommendation as related to policy formulation, enhancement of actions (practices) and for further research are suggested based on the findings of this study.

Ng'owo, Augustino (2013) *The effects of the use of Punishments as School management Tool on Secondary School Students Behaviours*. Masters dissertation, The Open University of Tanzania.

Abstract

This study probed into the effects of the use of school punishments as management tool on secondary school students' behaviours. The study examined the types of punishments used in secondary schools, types of misbehaviours as well as types of punishments given against misbehaviours. The study also examined the presumed effects of punishments and the alternatives to physical punishments. The study found that 55.9% of respondents said that removal or not of physical punishment would increase misbehaviours. This is contrary to 44.1% of the respondents who said that removing physical punishments in secondary schools will lead to a decrease of misbehaviours in secondary schools. Furthermore, the study found that many respondents do not support the idea of continued use of physical punishments in schools. This was indicated by 62.7% of the respondents who said that physical punishments should not continue being used in secondary schools while, the remaining 37.3% said it should continue. A survey design and qualitative approach with support of some elements of quantitative approach were used to collect data. The study was conducted in six secondary schools in Mafinga Township in Mufindi district with a total of 310 respondents. The respondents were sampled through purposive sampling. Data were collected using rating scales and interviews. Qualitative data were analyzed by using descriptive analysis and quantitative data were analyzed through SPSS 16.0 version. The findings of the current study have indicated that the use of physical punishments is not in favour of many respondents, that is teachers and students. Therefore, the study recommends introducing and

using alternatives to physical punishments so as to help students build self discipline in secondary schools.

Sezary, Odetter (2013) *Factors inhibiting school committee performance: the case of Ilala Municipal Council*. Masters dissertation, The Open University of Tanzania.

Abstract

The study investigated the factors that inhibit school committee performance: The Case of Ilala Municipal Council. The study assessed training on the members of school committee, participation of the members of school committee on management and development planning, and involvement of school committee members in discipline and finance of schools. The study involved 30 respondents; 66.7% were males while 33.3% were females. The study approach was mainly qualitative using in-depth interviews, focus group discussions, observation and documentary analysis. Three primary schools from Ilala Municipal were studied in detail to ascertain the significant factors inhibiting the performance of the committees. Results revealed that schools did not have organized plan for conducting organized training for School Committee members due to the financial difficulties. It was also revealed that teachers and parents were not participating fully in decision making; this was due to the fact that the head-teacher feared that they would lose their authority to run schools. Results also showed additional factors as including poor attendance of school committee members in meetings; inactiveness of councilors to participate in meetings and other school activities, low financial capacity of communities; poor committee member experience and knowledge on supervision of school activities. The study concluded that the major factors leading to poor committee involvement in school activities for primary schools are lack of accountability and transparency on the side of the head teachers. The study suggested that school committee members should be given training enough on how to handle school committees. However, the Head teachers of primary schools should be given special training on accountability and transparency as school committees are concerned.

Wilson, Sifuni (2013) *Determinants of Poor Academic Performance in Community Secondary Schools in Tanzania: A Case Study of Kinondoni Municipality*. Masters dissertation, The Open University of Tanzania.

Abstract

The purpose of this study was to assess the determinants of poor academic performance in community secondary schools in Tanzania. Four research objectives were addressed namely; the analysis of the methods used by teachers to impart knowledge and skills in community secondary schools; the influence of school factors on students' academic performance; investigation of the challenges facing

the students ; and finally to find out the extent to which these challenges affect students' academic performance. A descriptive survey design was used for data collection and analysis. The population for study involved students, teachers, and headmasters/headmistress in community secondary schools in Kinondoni Municipality, parents, school inspectors and District Education Officer.71 respondents were purposively selected while questionnaire and interview methods were used for collecting data. Qualitative data analysis method (QDA) was used for analysing the data collected. The findings revealed that the choice and use of some methods of teaching had a negative impact on the teaching and learning. Community schools are face with challenges such as the lack of fencing, the use of a double shift system and the lack of science teachers as well as the lack of teaching and learning resources. In addition, the access to internet, students and teachers rates of classroom attendance and overcrowded in the classroom affect negatively student academic performance. It was recommended that schools should fence to improve security, and avoid unnecessary interferences. The government must ensure that resources are available.

Machuka, Samson Masese (2016) *Determinants of Productivity of Small-Scale Holdings of Arabica Coffee and its Supply Response in Kenya: A Case Study of Kiambu County*. Doctoral thesis, The Open University of Tanzania.

Abstract

The main objective of this study was to investigate the determinants of productivity of coffee farms and its supply response in Kiambu County in Kenya. The study sought to assess how the combined use of coffee farm sizes, fertilizers and spray chemicals of the small scale farmers contributed to coffee productivity; how each of the three factors contributed individually to coffee productivity; how the supply response of coffee output varied based on coffee prices and input costs; and the trends in coffee output by the small scale farmers in the County. Data was collected from 125 farmers for the period 2004 to 2014. A pooled regression analysis based on Cobb-Douglas and Nerlove models was conducted. The estimation results of the supply response based on the Nerlove model showed that coffee output in the current period varied significantly with changes in the coffee output in the previous period and its two-year lag. The long run price elasticity was estimated at 0.800. The estimation results also showed that prices of coffee were statistically insignificant in relation to coffee output. The estimation results also indicated that both the farm size and the quantity of triple 17 and CAN fertilizers used were positively and statistically significant in relation to the coffee output. This was, however, not the case for sumithion type of fertilizer. In addition, one acre of coffee farm increased coffee output by 1.418 kilograms. Further, the quantity of copper type of spray used was positively and statistically significant in increasing the coffee output. Based on the study, it is recommended that farmers need to increase the quantity usage of

compound fertilizer in the form of triple 17, and those who do not use fertilizers have to be encouraged to use triple 17 fertilizer. It is also recommended that the government ought to subsidize the cost of fertilizers and spray chemicals.

Kimaty, Mary Leone (2016) *Factors Affecting Quality Assurance in Teaching and Learning Process at The Institute of Adult Education: A Case Study of Diploma in Adult and Continuing Education*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at examining factors affecting quality assurance in teaching and learning process at the Institute of Adult Education. Research objectives were to: assess the quality of teaching staff at the Institute of Adult Education, assess the assessment procedures at the institute, examine the status of teaching and learning resources at the Institute of Adult Education and propose the strategies to improve quality of teaching and learning process. Qualitative research design was employed. Data collection methods included interviews, documentary and focus group discussion. Findings revealed that; first level; although the IAE adhered to all requirements in recruiting its teaching staff the quality of staff is affected by poor incentives and irregular meetings to discuss problems facing them during teaching process which demoralize them. Second level although some of examination procedures are well observed at the IAE the quality of examinations is affected by inadequate facilities, low payments which teachers loose morale, collision of activities during examination, overcrowdings of learners in examination halls, typing errors in examination and understaffing. Third level is the quality of teaching and learning is affected by shortage of teaching materials like computers, power point projectors, poor ventilation in examination halls, poor internet connectivity, inadequate ICT facilities poor library services and unreliable power supply. Fourth level, strategies to improve the quality assurance at IAE are; to transform the department into faculty. Changing of traditional approach will assist to assemble more than 300 students in the lecture hall, so the adoption of ICT would allow applying learning management system resulted to the use of flexible and efficient teaching. Recommendations to attain quality are attached.

Saga, Wema Mfwimi (2014) *Access and Quality Challenges Facing Community Secondary Schools: A Case of Kilolo District Iringa, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The study on access and quality challenges facing community secondary schools was conducted in Kilolo District, Iringa region. Eight (8) secondary schools were selected and involved eight (8) heads of secondary schools, thirty two (32) teachers

and sixty four (64) students. Structured Questionnaire was used in collecting both qualitative and quantitative data which was later analyzed basing on the objectives of the study. The study found that the main challenges that limit access to quality education are shortage of teachers, inadequate teaching and learning materials as well as school infrastructures. Other factors were associated with institution arrangement and education system. The study recommended the following for the current status of community secondary schools: - heads of schools should ensure that they use qualified teachers and enroll students according to the resources available. For the factors that influence access to quality education the researcher recommends the following: - The government should employ more teachers, teachers should be provided with training and seminars, the government in collaboration with heads of schools should ensure that quality teaching and learning materials and supporting learning infrastructures are made available, school inspections should be done regularly to monitor smooth delivery of quality education, there should be no differences between the policy objectives and politicians' interest. Finally, school managers, heads of schools together with their teaching staff should be motivated for extra workload they are undertaking in managing their schools.

Doctoral Theses

Mjema, Mashauri Mwangasha (2013) *The Causes and Management of Students' Unrest at the University of Arusha in Tanzania*. Doctoral dissertation, The Open University of Tanzania.

Abstract

This study analysed the nature, causes, aftermath, and management of students' unrest in a higher learning institution. This descriptive case study survey was guided by the theories of campus ecology, cognitive dissonance, and relative deprivation to identify the root causes of students' unrest. The research focused on the academic, managerial and allocative, political, religious and welfare issues as areas of the root causes of students' unrest in the higher learning institution. In most cases, the university administration used authoritarian methods. Alternative approaches which involved problem solving, negotiation and arbitration were emphasised. It was argued that students' unrest led to destruction of property, stoppage of academic programmes, and loss of peaceful learning environment, and lowers the credibility of the institution. The major technique of data collection were documentary review and interviews of the key informants of the selected unrests. The research has employed Mkumbo's (2002) steps of analysing students' crises. These steps were: defining the students' unrest, events leading to the unrest, characterisation of the unrest, needs that required attention and mechanism used to solve the unrest. The

study recommends the involvement of workers and students in decision making, to improve communication system with the students' leadership, government and sponsors should provide sufficient meal and accommodation allowances on time, educate students about procedures of solving grievances, to have early warningsystem, improve infrastructural learning environment, to establish an office for guidance and counselling, to revisit and implement recommendations by chancellor's and TCU probe commissions.

Mwerekwe, Thadei (2015) *Bullying Behaviours, Helping Behaviours and the Academic Performance of Pupils with Disabilities Enrolled in Primary Schools in Tanzania*. Doctoral dissertation, The Open University of Tanzania.

Abstract

The study aimed at investigating Bullying Behaviours, Helping Behaviours and Academic Performance of Pupils with Disabilities Enrolled in Primary Schools in Tanzania. It was deemed that pupils with disabilities encounter problems some of which are associated with bullying. The study was conducted in Dar es Salaam and Morogoro Regions, specifically Temeke District and Morogoro Municipality. The study was to identify the prospect of bullying on academic performance of pupils with disabilities in Tanzania. It also examined the factors that trigger bullying acts towards pupils with disabilities, effects of bullying and strategies used to combat bullying behavior in schools. The target respondents included government officials, NGOs staff dealing with education, head teachers, teachers, parents, pupils with disabilities and their non-disabled peers. Data collection procedures included questionnaires, interviews, observations and documentary reviews. It was found that there were helping behaviours in primary schools that enroll pupils with disabilities in Tanzania. However, due to various cultural, social and economic reasons these pupils with disabilities encounter bullying behaviours too in the same schools. As a result, these pupils' academic performance may be affected in one way or the other. It is concluded therefore, that bullying affects the academic performance of pupils with disabilities in primary schools in Tanzania. Finally, the researcher has recommended that everyone needs to play a role in developing a conducive atmosphere for pupils with disabilities in order not to jeopardize their academic performance.

Mwesiga, Victor Lweyemamu (2015) *Investigation Of Competence In Numeracy Skills Amongst Form I Entrants In Tanzania: A case Of Schools In Eastern Inspectorate Zone*. Doctoral thesis, The Open University of Tanzania.

Abstract

The study has employed a descriptive research design and elements of both qualitative and quantitative methods to accomplish the fundamental goal of

investigating the competence of Form I entrants in numeric skills. The focus was on identifying students' errors on primary school mathematics, the associated misconceptions and causes. Consequently, a remedial approach was designed for intervention. The test, questionnaire and a focus-group discussion guide were employed for data collection. While errors were explored by a scrutiny of students' work sheets, discussion guide was utilized to ascertain the conjectures of underlying misconceptions and causes. A questionnaire was used to capture views of teachers on the ability of Form I entrants in mathematics, and interventions taken. The major findings were that: most students had inadequate numeracy knowledge and skills; they committed both conceptual and procedural errors; schools had no system of identifying students' mathematical learning difficulties for intervention; and there was no an effective remedial approach for correcting mathematical misconceptions amongst Form I entrants. The study recommends: (i) A system of testing Form I entrants on competencies in numeracy knowledge and computation skills, that are requisite for understanding secondary school mathematics. (ii) Introduction of a remedial programme to all Form I entrants by using a remedial approach developed in this study. (iii) Use of teaching strategies which allow diagnosis of learning misconceptions and remedial activities during the lesson. (iv) Immediate scoring of assignments, identification of errors and provision of feedback through extensive corrections. (v) A review of policies on teacher training and textbooks to address the issue of teaching/learning of mathematics at primary and secondary school levels.

China, Faustine T. (2015) *The Relationship between Social Support, Social Adjustment, Academic Adjustment, and Academic Performance Among College Students in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

The purpose of this study was to investigate the relationship between social support, social adjustment, academic adjustment and academic performance among college students in Tanzania. The sample of this study comprised 405 students, and 12 staff from the College of Business Education and the Institute of Finance Management in Dar es Salaam. Correlational research design was used to determine the relationships among variables. The study had five objectives, and inferential statistics techniques were applied to determine the relationships among the study variables. The findings of the study showed that social support and academic performance of college students were not significantly related to each other. However, the study revealed that there was a positive and significant relationship between social adjustment and academic performance among college students ($r = .431, p < .01$). The findings also showed that academic performance was significantly related to academic adjustment of college students ($r = .604, p < .01$), suggesting that students who fit well in the academic environment were likely to excel in academic work as well. Similarly, the study found that social support and social adjustment of college students were

positively and significantly related ($r = .481, p < .01$). The study, among other things, recommended that institutions of higher learning should assist students in identifying and addressing potential barriers to social and academic adjustment programs for students. Among other areas for future investigation, the study suggests to examine variables affecting social and academic adjustment among college students in Tanzania.

Masawe, Agnes Elianshiwanga (2015) *School Based HIV and AIDS Interventions for Girls with Visual Impairments (GVIs) In Selected Secondary Schools in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) exist among girls with visual impairments (GVIs) but little research has been done in addressing this concern. There is so far no information about the number of GVIs who have been infected or died through HIV/AIDS in Tanzania. Campaigns on HIV/AIDS prevention have not targeted GVIs. These aspects make GVIs vulnerable to HIV/AIDS. The study traced school-based HIV/AIDS interventions aimed at preventing HIV/AIDS among GVIs. Qualitative methods were used to collect data from two selected secondary schools in Tanzania. The sample consisted of 36 GVIs and 4 teachers. Findings showed that HIV/AIDS teaching methods were teacher centred and HIV/AIDS topics were hipped in only two subjects, i.e. Civics and Biology. GVIs developed sufficient knowledge about life skills, attitudes and intention for abstinence from sexual practices but not for condom use. GVIs faced challenges including discrimination, labeling, condom inaccessibility and sexual abuse. The following recommendations were made: School HIV/AIDS educators to ensure school adolescents without and with disabilities study HIV/AIDS; HIV/AIDS teachers be sufficiently trained and supplied with materials such as Braille for teaching visually impaired school adolescents. School inspectors should monitor and evaluate school curriculum implementation. Curriculum developers ensure linkages between life skills and ability to act among school adolescents with disabilities. Education policies guide integration of HIV/AIDS to address students with disabilities, additional studies on the subject of HIV/AIDS relation to students with disabilities and HIV/AIDS topics to be integrated in subjects other than Biology and Civics.

Rwejuna, Zacharia Reginard (2013) *Factors Affecting Completion Rates at the Open University of Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study explored factors affecting completion rates in open and distance learning institutions, using the Open University of Tanzania (OUT) as a case study. The

study was done in Dar es Salaam, Kagera, Mwanza, Shinyanga, Singida, Dodoma, Kilimanjaro and Tanga regions. The study employed a mixed methods design, with emphasis on qualitative approach. It involved 224 respondents reached through questionnaires, focus group discussions, and interviews. The findings indicated that students failed to complete studies on time because of poor examination feedback, low students' commitment to studies, students' low income, shortage of study materials, library materials, and supervision problems. The study established opportunities to be harnessed to improve completion rate to be, printed study materials, science laboratories, TV and radio programmes, forging partnerships, as well as investing more in Open Educational Resources (OERs). The strategies to improve completion rate that were found included, use of e-counseling, mobile phones, group discussions with emphasis on interaction and networking, enhanced face to face sessions, enhanced orientation seminars and institutionalizing on demand examinations (ODEX). The recommendations made to improve completion rate at OUT were to adopt a study materials policy that would demand course tutors to ensure that within two years of their teaching they should have developed course materials for their respective courses. Information Communication Technologies (ICT) training programmes should feature in every face to face and orientation programmes that is organized. The Government of Tanzania was called upon to improve electrical power supply in rural areas to facilitate rural based students to learn using OERs.

Institute of Continuing Education

Masters Dissertations

Baradyana, Nicolaus Kandula (2013) *The Role of Distance Learning in Teacher Professional Development in Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

The use of distance learning (DL) for teacher professional development is not a new phenomenon. It has been experienced by various countries like India, Indonesia, United States, United Kingdom and other countries. Tanzania launched DL in the early 1970's when the UPE policy enabled teachers to be recruited through this programme. In addition to that the Open University of Tanzania which was established in 1992 has played a great role for development of teachers' professionalism through DL. The purpose of this study was to examine the role played by distance learning as a strategy for teacher's professional development. The

attempt was on student teachers who take their studies at different levels including upgrading, certificate, Diploma and Degrees by using DL in Kibaha and Mkuranga Districts in the Coast Region. The study was conducted by using a sample of 120 respondents from Kibaha and Mkuranga districts through questionnaires and interview. It intended to answer three questions that are the set goal of DL for Teachers' Professional Development (TPD), the modes of instructional delivery in DL and teacher's interest on DL as the modes for teacher's DPD. Findings revealed that the set goal for DL for TPD seemed to be relevant to the students. Also the mode of DL was traditional method conducted in modules basis. Lastly teacher's interest on DL as a model for TPD seemed to be preferable as the means of developing teacher's skills and competence on performing their duties efficiently as it links theory and practice. This study recommends the integration between theory and practice, introduction of ICT in the programme under DL, improvement of teachers resource centres, collaboration between OUT and teachers resources centre encouragement of pre-service generation to join DL programme.

Mlay, Juliana (2013) *Provision of Learner Support Services to Undergraduate Students of the Open University of Tanzania: A Case Study of Temeke Regional Centre*. Masters dissertation, The Open University of Tanzania.

Abstract

This study aimed at investigating the extent to which provision of learner support services to the Open University of Tanzania (OUT) undergraduate students influenced teaching and learning process in distance learning. Specifically, the study intended to examine the availability of learner support services for improving and facilitating distance learning; investigate quality of the available learning support services in maintaining quality distance education; and examine the managerial challenges faced by the Director of the Regional Centre in the provision of learning support services. Methodologically, qualitative approach was used and the study was conducted at Temeke Regional Centre, Dar es Salaam. Participants of the study included 45 undergraduate students, one Director of the Regional Centre (DRC), eight lecturers, two ICT Technicians, and one librarian. Data were collected through interviews, documentary review, and focus group discussion. Findings revealed that there was a great shortage and poor supply of study materials and library services to the students. In line with research findings and the drawn conclusion, researcher recommends that library services and face-to-face sessions should be arranged and provided irregularly and consistently at the regional centre according to the set-timetable focusing on the academic issues as the core function; guidance and counselling services should be established; ICT services should be provided; University examinations should be derived from the course outlines, study materials provided and content covered to ensure relevance and validity of the examinations;

finally researcher recommends for a study to assess the practices, achievement and effectiveness of OUT decentralization policy of establishing regional centres in providing and downsizing services to the clients.

Ndakama, Emmanuel S. B. (2013) *The Role of Print Media on Women Enrolment and Participation in Open and Distance Learning in Tanzania: A Case of Tabora Regional Centre of the Open University of Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

This study examined the role of print media on enhancing women enrolment and participation in Open and Distance Learning. In particular, the study focused on the importance of print media in influencing women enrolment and participation in Tabora regional centre of the Open University of Tanzania. The study was exploratory in nature. Data collection tools included the Questionnaire and interview. Respondents were randomly selected from a population of women ongoing and graduate students registered at Tabora regional centre of the Open University of Tanzania. The study had 35 respondents that included the Director of Tabora regional centre, 2 academic staff, 1 non-academic staff, 16 women continuing students and 15 graduate women students. The findings of the study revealed that the print media has an impact on women enrolment and participation in open and distance learning due to having more family responsibilities. In particular adequate print media would contribute to the completion of programmes in time. In addition the study revealed that print media are the most appropriate medium for rural learners who face limited access to internet, affordability, training, fear of technology and there are electricity challenges. The study recommends that the Open University of Tanzania while using ICT there is need also to prepare adequate and quality print media and distribute them to individual learners in time in order to promote women enrolment and participation.

Msusi, Kelvin Lusekelo (2016). *The Influence of Incentives and Rewards on Teachers Work Performance in Mbeya Region, Tanzania*. Masters dissertation, The Open University of Tanzania.

Abstract

Teachers' high performance in schools has been discussed lot throughout the world by many researchers. The objective to the study in general was to explore the influence of incentives and rewards on teachers' work performance. The specific objectives of the study were, to examine how teachers' recognition as reward influence teachers' work performance, to assess how provision of accommodation as incentives improves teachers' work performance and to find out whether salary level as incentive and salary increment as reward improve teachers' work performance.

The study employed interview to 10 educational stakeholders including one Regional Educational officer, three District Educational officers, four Heads of schools and two Educational Administrative officers (TSD and School Inspector). The main findings showed that; Teachers' recognition influence work performance, as most respondents agreed and from the interview done. Also the findings showed that the provision of good and quality accommodation facilities improve teachers' work performance. The salary level and increment has been found from the study that it improve work performance. For the it was concluded that teachers' work performance is influenced by provision of incentives and rewards, thus it is recommended that the government should introduce the recognition system to teachers, maintain the teachers salary payment in time, build quality houses for teachers and facilitate transport to and from schools, make teacher aware of their rights, provide hardship allowance and the general teaching allowance.

Ndimbo, William Hugo (2013) *Attracting Teacher College Tutors to Postgraduate Programmes Offered Through Open and Distance Learning*. Masters dissertation, The Open University of Tanzania.

Abstract

This study was set to investigate whether tutors in public Teacher Colleges are attracted to pursue postgraduate programmes offered through Open and Distance Learning specifically, at The Open University of Tanzania. The study also aimed at suggesting viable strategies that could attract more teacher college tutors in public teacher colleges to pursue post graduate programmes offered through ODL particularly, at OUT. The study was mainly qualitative in nature although some aspects of descriptive quantitative measures were employed. The data were collected through interviews and questionnaires. The findings revealed that the majority of teacher college tutors in public Teacher Colleges were not aware of the existence of OUT despite the university's advertisements. The study found that there were a number of reasons that hindered the few teacher college tutors who were aware of the institution from pursuing postgraduate programmes offered through ODL especially at OUT. The reasons were categorized into those related to The Open University of Tanzania, college tutors' employer and the tutors themselves. The study concluded that to a large extent OUT has played its role in advertising and publicizing the university through different media. However, it is evident through the study that much time was taken to complete postgraduate programmes studied by postgraduate students because of misplacement and loss of tests, assignments and examinations results, delay to give feed back for the marked tests, assignments and examinations, lack of study materials, and lack financial support from MoEVT. These reasons contributed in hindering tutors in public Teacher Colleges from pursuing postgraduate programmes at OUT. The researcher recommends that there

is a need for OUT and MoEVT to address the challenges that distract teacher college tutors from pursuing post graduate programmes at OUT.

Nkingwa, David Masonga Mathias (2013) *Barriers to Effective Communication in Distance Education: A case of the Open University of Tanzania - Tanga Regional Centre*. Masters dissertation, The Open University of Tanzania.

Abstract

The aim of the study was to investigate barriers to effective communication in distance education at the Open University of Tanzania (OUT) - Tanga Regional Centre. Sixty nine respondents participated in the study through questionnaires, focused group discussions and semi- structured interviews. Data for the study were collected around the following focused themes: Communication barriers caused by OUT students, barriers caused by the OUT as an operating institution and barriers caused by English language as the medium of instruction. Tanga Regional Centre and Korogwe Teachers' College (KTC) which are OUT Examination centres were the areas of study. Meaning condensation technique was used to analyze the qualitative data which were obtained. Incompetence in Information Communication Technology (ICT) and English Language were among the main barriers to effective communication in provision and delivery of distance education at the OUT -Tanga Regional Centre. Furthermore, The OUT administration has not installed reliable internet services at Tanga Regional Centre and it had not digitized all her study materials. The study recommends that OUT students should study English language and ICT so as to be able to effectively interact with study materials. OUT students are advised to be serious in studying. The OUT administration is advised to digitize all of her study materials. Finally, the Government of Tanzania is urged to install electric power and internet services all over the country, allocate enough funds to enable OUT prepare and procure adequate teaching and learning resources. It is the right time for Kiswahili to be used together with English language so as to enable students who are incompetent in English language to use Kiswahili for their studies.

Doctoral Theses

Olekambainei, Priscilla Emmanuel (2013) *Maasai Girls Access to Secondary Education in Ngorongoro District*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study focused on factors affecting Maasai girls access to secondary education in Ngorongoro District. It was guided by five objectives that focused on enrolment

status of girls; retention and completion rate; passing rates for Form IV examinations, selection to form V and other tertiary institutions importance attached to education; and lastly, barriers to girls education as compared to boys. Access was defined in terms of enrolment, retention, drop out, completion, achievement, and selection for further education. The study involved 516 students, of whom 42 percent were boys and 58 percent were girls. Questionnaires interviews and focused group discussions were used as instruments for gathering data. The major findings were that; in enrolments the difference between boys and girls was small as 56.3 percent were boys and 43.7 percent girls. This is very close to national ratios of 54 percent boys and 46 girls in 2012. In retention, the data showed that more girls than boys dropped out. The data also owned that performance was so low but more so for girls. Barriers to girls access to education included poverty which was ranked first by both boys and girls, cultural rites of passage, home chores, poor quality of teachers, and care of animals. To rectify the situation, it is recommend that (i) Government should to take affirmative action in addressing education access in pastoralists areas by increasing the number of good schools to reduce distances to school. (ii) Hostels and boarding schools should be built (iii) There is need to rethink on the need to reintroduce more relevant combinations biased schools to cater for special needs of the pastoralist communities.

Mlyuka, Enock Emmanuel (2015) *The Quest for Teacher Job Satisfaction –Job Performance Relationship in Tanzania’s Public Primary Schools: The Case of Iringa Region*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study attempted to assess job satisfaction- job performance relationship as distinct work-related attitudes among teachers in public primary schools. The main aim was to establish the validity of the relationship based on the Tanzanian work setting in education. The study was based in Iringa Region as a case study area. Forty two (42) public primary schools were randomly selected for the study from all the districts of the region. Sampling procedure used the principle of purposive, stratified and simple random samplings. Data was collected using observations, individual interviews, documentary review and structured questionnaires. Closed ended questions were used as survey instruments. In addition to using SPSS for data analysis, content and normal regression analyses were also employed. Generally, the study substantiated that there is a statistical significant relationship between teachers’ job satisfaction and job performance. The regression results, further, indicated that living and working conditions as well as supervision such as by school heads have greater influence on teachers’ job performance than the other predictors. The results are contrary to studies which indicate that there is no relationship between employee job satisfaction and job performance. From policy and practical points of view, the study concluded that there is a need for serious measures to

address teachers' claims and demands related to their professional duties and responsibilities. The Tanzania's education and employment policies should provide for teachers' social recognition and value in society. The study also suggested areas for further research.

Kessy, Hyasinta Catharine Francis (2016) *Differential Effectiveness of Plain and Multimedia Enriched Sex Education Instructional Materials on Secondary School Student's Performance in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study assessed the differential effectiveness of plain and multimedia enriched instructional materials on students' academic performance. Using between groups experimental design, three treatment groups were given a variety of enriched instructional materials. The groups comprised of : 54 students exposed to audio visual materials, 54 students were taught by audio aided instructional materials, 53 printed multicolour, and 54 printed plain as a control group. Multiple choice and matching item questions were used in the pre and post tests to assess student's knowledge of the given set of materials before and after the experimental treatments. The post test result scores were used as dependent variables while multimedia enrichment was the independent variables. Results from the tests showed that differently enriched materials were not equally effective in facilitating academic performance. The audio visual group was found to perform significantly superior (56.76%) than the printed plain ($p= 0.001$); audio aided group performance was significantly higher (52.31%) than the printed plain ($p=0.05$); printed multicolour group performed higher (49.57%) than the printed plain group (45.54%) but not statistically significant at ($p=0.23$). However, the correlation between gender and performance in different multimedia enrichment levels was only significant in the printed multicolour instructional materials in favour of boys. The study recommends the use of multimedia technology in the preparation and use of instructional materials for secondary schools. The study further recommends studies on teachers' competence in developing, embedding and using multimedia enriched instructional materials.

Machuka, Samson Masese (2016) *Determinants of Productivity of Small-Scale Holdings of Arabica Coffee and its Supply Response in Kenya: A Case Study of Kiambu County*. Doctoral thesis, The Open University of Tanzania.

Abstract

The main objective of this study was to investigate the determinants of productivity of coffee farms and its supply response in Kiambu County in Kenya. The study sought to assess how the combined use of coffee farm sizes, fertilizers and spray

chemicals of the small scale farmers contributed to coffee productivity; how each of the three factors contributed individually to coffee productivity; how the supply response of coffee output varied based on coffee prices and input costs; and the trends in coffee output by the small scale farmers in the County. Data was collected from 125 farmers for the period 2004 to 2014. A pooled regression analysis based on Cobb-Douglas and Nerlove models was conducted. The estimation results of the supply response based on the Nerlove model showed that coffee output in the current period varied significantly with changes in the coffee output in the previous period and its two-year lag. The long run price elasticity was estimated at 0.800. The estimation results also showed that prices of coffee were statistically insignificant in relation to coffee output. The estimation results also indicated that both the farm size and the quantity of triple 17 and CAN fertilizers used were positively and statistically significant in relation to the coffee output. This was, however, not the case for sumithion type of fertilizer. In addition, one acre of coffee farm increased coffee output by 1.418 kilograms. Further, the quantity of copper type of spray used was positively and statistically significant in increasing the coffee output. Based on the study, it is recommended that farmers need to increase the quantity usage of compound fertilizer in the form of triple 17, and those who do not use fertilizers have to be encouraged to use triple 17 fertilizer. It is also recommended that the government ought to subsidize the cost of fertilizers and spray chemicals.

Marwa, Anthony (2016) *Faculty and Students Perceptions about E-learning for Enhancing Interactive Learning in Higher Learning Institutions in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study investigated academic faculty and students' perceptions about e-learning for enhancing interactive learning in universities in Tanzania. The study employed quantitative and qualitative methods to generate rich, contextual data from the four higher learning institutions namely The Open University of Tanzania (OUT), the University of Dar es Salaam (UDSM), Muhimbili University of Health and Allied Sciences (MUHAS) and Mzumbe University (MU). The study involved 225 students, 12 lecturers and four ICT administrators from the four higher learning institutions obtained through purpose sampling. Questionnaires, interviews, documentary analysis, observations of e-learning facilities, and content analysis of posts through social media (Jamii forums) were used in data collection. Data were analysed using the SPSS package. Findings show that 62.0% of faculty and 73.89% of students respondents perceived e-learning to have relative advantage over traditional forms of interactive learning, strategies employed to effect wide adoption of e-learning among students and academic faculty were; skill training, ICT policy development, erection of e-learning infrastructure and use of the Moodle as official e-learning. Students engaging in interactive learning through e-learning were those;

exposed to high engaging tools, owning smart phones, skilled in using e-learning technologies, while distance, cost, social roles and slow internet speed were considered to be influencing factors to adoption of e-learning for interactive learning purposes. The study recommends that; further research be conducted in the area, learning theory and or research be an integral part of need assessment, teachers selected to teach through e-learning should have required skills or be trained in e-teaching, design and frequent review of ICT policy should be implemented.

Mohamed, Nurdin (2016) *The Quality of Contents, Staffing, and Teaching Approaches of Degree and Non-Degree Teachers Training Institutions in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

The purpose of this study was to review and assess the quality of contents, staffing, and training approaches, used in degree and non-degree teachers training institutions in Tanzania. The main focus was on the professional components of the programmes rather than the academic subject matter such as geography or chemistry. The study used both quantitative and qualitative paradigms, as it employed the survey research design. The data were organized in tables, themes, figures and interview data were organized around the specific research objectives which were entry qualifications, curriculum contents, training approaches, trainers qualifications and trainees performance. In terms of findings, the study showed that trainees joined teachers training institutions and university colleges of education with minimum qualifications. Very few students joined with above average qualifications. Likewise, there were very few students who scored distinction and first class in final examinations. The content, structure, and coverage of the programmes were well organized and covered the basic issues in the teaching profession. The professional subjects for grade “A” were in one syllabus. The time allocated for professional subjects was said to be not enough, especially for diploma and grade “A”. There were no modern teaching aids and no well-equipped libraries in all teachers training colleges and in some of the new universities. The passive transmittal teaching and learning approaches were the most used as active learning activities were rare. Furthermore, some tutors and lecturers experiences in teaching were below standards as some possessed bachelor degree only, and some were diploma holders, with very few holder of masters’ degree. On other hand, in universities, most of the lecturers were holder of masters’ degree and a few PhD while professors were very few.

Mlyuka, Enock Emmanuel (2015) *The Quest for Teacher Job Satisfaction –Job Performance Relationship in Tanzania’s Public Primary Schools: The Case of Iringa Region*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study attempted to assess job satisfaction- job performance relationship as distinct work-related attitudes among teachers in public primary schools. The main aim was to establish the validity of the relationship based on the Tanzanian work setting in education. The study was based in Iringa Region as a case study area. Forty two (42) public primary schools were randomly selected for the study from all the districts of the region. Sampling procedure used the principle of purposive, stratified and simple random samplings. Data was collected using observations, individual interviews, documentary review and structured questionnaires. Closed ended questions were used as survey instruments. In addition to using SPSS for data analysis, content and normal regression analyses were also employed. Generally, the study substantiated that there is a statistical significant relationship between teachers’ job satisfaction and job performance. The regression results, further, indicated that living and working conditions as well as supervision such as by school heads have greater influence on teachers’ job performance than the other predictors. The results are contrary to studies which indicate that there is no relationship between employee job satisfaction and job performance. From policy and practical points of view, the study concluded that there is a need for serious measures to address teachers’ claims and demands related to their professional duties and responsibilities. The Tanzania’s education and employment policies should provide for teachers’ social recognition and value in society. The study also suggested areas for further research.

Marwa, Anthony (2016) *Faculty and Students Perceptions about E-learning for Enhancing Interactive Learning in Higher Learning Institutions in Tanzania*. Doctoral thesis, The Open University of Tanzania.

Abstract

This study investigated academic faculty and students’ perceptions about e-learning for enhancing interactive learning in universities in Tanzania. The study employed quantitative and qualitative methods to generate rich, contextual data from the four higher learning institutions namely The Open University of Tanzania (OUT), the University of Dar es Salaam (UDSM), Muhimbili University of Health and Allied Sciences (MUHAS) and Mzumbe University (MU). The study involved 225 students, 12 lecturers and four ICT administrators from the four higher learning institutions obtained through purpose sampling. Questionnaires, interviews,

documentary analysis, observations of e-learning facilities, and content analysis of posts through social media (Jamii forums) were used in data collection. Data were analysed using the SPSS package. Findings show that 62.0% of faculty and 73.89% of students respondents perceived e-learning to have relative advantage over traditional forms of interactive learning, strategies employed to effect wide adoption of e-learning among students and academic faculty were; skill training, ICT policy development, erection of e-learning infrastructure and use of the Moodle as official e-learning. Students engaging in interactive learning through e-learning were those; exposed to high engaging tools, owning smart phones, skilled in using e-learning technologies, while distance, cost, social roles and slow internet speed were considered to be influencing factors to adoption of e-learning for interactive learning purposes. The study recommends that; further research be conducted in the area, learning theory and or research be an integral part of need assessment, teachers selected to teach through e-learning should have required skills or be trained in e-teaching, design and frequent review of ICT policy should be implemented.

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Abstract

The purpose of this study was to review and assess the quality of contents, staffing, and training approaches, used in degree and non-degree teachers training institutions in Tanzania. The main focus was on the professional components of the programmes rather than the academic subject matter such as geography or chemistry. The study used both quantitative and qualitative paradigms, as it employed the survey research design. The data were organized in tables, themes, figures and interview data were organized around the specific research objectives which were entry qualifications, curriculum contents, training approaches, trainers qualifications and trainees performance. In terms of findings, the study showed that trainees joined teachers training institutions and university colleges of education with minimum qualifications. Very few students joined with above average qualifications. Likewise, there were very few students who scored distinction and first class in final examinations. The content, structure, and coverage of the programmes were well organized and covered the basic issues in the teaching profession. The professional subjects for grade “A” were in one syllabus. The time allocated for professional subjects was said to be not enough, especially for diploma and grade “A”. There were no modern teaching aids and no well-equipped libraries in all teachers training colleges and in some of the new universities. The passive transmittal teaching and learning approaches were the most used as active learning activities were rare. Furthermore, some tutors and lecturers experiences in teaching were below

standards as some possessed bachelor degree only, and some were diploma holders, with very few holder of masters' degree. On other hand, in universities, most of the lecturers were holder of masters' degree and a few PhD while professors were very few.