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**THE EFFECTIVENESS OF STRATEGIC PLANNING IMPLEMENTATION
IN HIGHER LEARNING INSTITUTIONS: A CASE OF TUMAINI
UNIVERSITY DAR ES SALAAM COLLEGE (TUDARCO)**

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Abstract

This descriptive research study was done with the aim of assessing the effectiveness of strategic planning implementation in higher learning institutions and to provide desirable recommendations for effective implementation. The research study was carried out with the case study of Tumaini University Dar Es Salaam College (TUDARCo) involving sample of fifty employees (both academic and administrative staff). The study utilized both primary and secondary data. The main data sources were primary data, while secondary data were used to supplement primary data. The research contained both qualitative and quantitative data analysis. Both the Microsoft excels and Statistical Package for Social science (SPSS version 11.0) was used in aiding the analysis and presentation of research findings. The findings of the study revealed that Universities (in Tanzania) have not been able to effectively and efficiently accomplish strategic plans due to stringent budgets allocated for the implementation purpose, lack of coordinated efforts by the faculties and departments, management failure to sensitize its employees about strategic planning, unsatisfactory commitment by top management, poor participation by the all stakeholders affected by plans, and inability to identify relevant opportunities in the environment. The study ended with the desirable recommendations earmarked to enhance University's capabilities in pursuing effective implementation. The study recommended Universities to solicit extra fund to be able to meet strategic needs, guarantee top management support in implementation, exercise proper environmental audit, and involve all stakeholders in formulation and implementing strategic plans for creating a sense of responsibility and ownership.