

**ASSESSMENT OF CHANGES IN MOTIVATION OF NGORONGORO
CONSERVATION AREA AUTHORITY'S EMPLOYEES DUE TO
REVIEWED SCHEMES OF SERVICE**

BY

JOSHUA MOSHI

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ABSTRACT

In 2005 NCAA started to use the reviewed schemes of service, which provided improved salary structures with increased pay and promotion based on education and merits. The aim of the reviews was to improve employees' motivation, of which the change on employees' motivation due to the revisions was to be assessed in the period of five years. This research aims at assessing the changes in employees' motivation due to 2004 reviewed schemes of service.

A descriptive research design was adopted whereby qualitative and quantitative research methods were used. Data were collected through reviews of various secondary sources such as organization performance reports, General Management plans and structured questionnaire.

The findings indicate that 59.1 percent of the employees were at least motivated before the 2004 revisions were made while at least 88 percent of employees are now motivated as a result of the 2004 revisions. This indicates a positive change to employee's motivation due to 2004 reviewed schemes of services. From this fact, the study recommends that organizations should perform, from time to time, participatory reviews to the schemes of service and implement the suggested changes immediately thereafter. Organizations, especially those located on restricted areas e.g in game reserve areas, should have appropriate policy on employees' fringe benefit packages that suits the unique needs of the particular employees.