

**ASSESSMENT OF THE RECRUITMENT PROCEDURES AND JOB
SATISFACTION IN THE POLICE FORCE: THE CASE STUDY OF THE
POLICE FORCE IN DAR ES SALAAM ZONE**

BY

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ABSTRACT

The Study was done in 30 Police stations in the Dar es Salaam zone. Respondents (145) participated in the study. The general objective was to investigate the recruitment procedures and job satisfaction in the Police Force. Specific objectives included: Analysis of the recruitment procedures for Police Force applicants, assessment of job satisfaction; and examination of recruitment policy in the Police Force. Case Study research design and qualitative research approach were employed during the study. Research methods such as interview, observations and documentary analysis were used to collect data and were affected through the use of interview questions, observation and documentary review schedules. Content analysis was used during data analysis where by large amount of data was reduced into small portions for easy analysis.

Findings indicated that respondents were not satisfied with recruitment in the Police Force. Recruitments were dominated with favors, corruption, nepotism, forgery of certificates and biasness. These negatively affected the performance of the Police Force because most of those recruited were not committed to serve the Police Force. Findings indicated that there was job dissatisfaction which were caused by low remuneration/low salary, mistreatment of Police Officers in terms of administrative practices, poor houses poor interpersonal relations, bad retirement and pension plans, risk allowances with no proper insurance as well as improper staff training.

Recommendations for immediate action include; (i) Recruitment to be done direct from secondary schools, universities and other training colleges (ii) Employees in the Police Force should be provided with good housing, fringe benefits, good salaries and

interpersonal relationship which are major components of job satisfaction at workplace;

(iii) The minimum qualifications for recruitment to be Form IV certificate (without imposing a condition of division three) and Form VI. (iv) Police Force to have proper staff training and development. Recommendations for further study include: (i) same study to be done at other Police stations in the zone. (ii) Study to be done on the impact of corruption on promotion in the Police Force. (iii) The study of promotion procedures in the police force so as to identify causes and effect of favors and delays to be promoted among Police Force members.