

**ASSESSMENT OF CORPORATE SOCIAL RESPONSIBILITY IN TZ LTD
COMPANIES: A CASE OF TANZANIA PORTLAND CEMENT COMPANY
LIMITED IN WAZO AREA**

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REQUIREMENTS FOR THE DEGREE OF MASTER OF HUMAN
RESOURCES MANAGEMENT OF THE OPEN UNIVERSITY OF
TANZANIA**

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CERTIFICATION

The undersigned certifies that he has read and hereby recommends for acceptance by the Open University Tanzania entitled: “Assessment of Corporate Social Responsibility in Tanzania Limited Companies: A case of Tanzania Portland Cement Company in Wazo Area “in partial fulfillment of the requirements for the degree of Master of Human Resources Management (MHRM) of the Open University of Tanzania.

.....

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.....

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DECLARATION

I, Ernest John, do hereby declare that this dissertation is my own original work and that it has not been presented and will not be presented to any other University for a similar or any other degree award.

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Signature

.....

Date

DEDICATION

This dissertation is dedicated to my lovely parents Mzee Nyachiel Ernest and Miliam Masinde, as well as my family whose prayers, encouragement, cooperation and value placed to have made my education career bear such fruitful achievements.

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 stratified 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.

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LIST OF ABBREVIATIONS

BP	-	British Petro
CSI	-	Corporate Social Investment
CSR	-	Corporate Social Responsibility
EIA	-	Environmental Impact Assessment
HCG	-	Heidelberg Cement Group
LTD	-	Limited
MHRM	-	Master in Human Resource management
NGO	-	Non-Government Organization
NPC	-	National Population Censer
OHSA	-	Occupational Safety and Health
TPCC	-	Tanzania Portland Cement Company
URT	-	United Republic of Tanzania
WB	-	World Bank
WBCSD	-	World Business Council for Sustainable Development
WHO	-	World Health Organization

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the Problem

Globally corporate Social Responsibility goes beyond environment; Legal and workplace issue to one's that best enhance a company's external reputation. Corporate Social Responsibility is more voluntary rather than legal obligatory just as in developing nations (Anderson,1998).The notion of Corporate Social Responsibility in United State of America is wider that the whole procedure of company's production is a party of Corporate Social Responsibility because they engage people in employment and business activities (Friedman, 1963). But on the other hand corporate social responsibility (CSR) promotes a vision of business accountability to a wide range of stakeholders, besides shareholders and investors. Key areas of concern are environmental protection and the wellbeing of employees, the community and civil society in general, both now and in the future. (WBCSD, 2002).

Mullins & Richard (2005) argued that, in the context of industrialized countries such as Europe and Japan it has been noted that environment management is the key area leading concerned with corporate social responsibility issues. China and Japan consume too many resources with rapid growth of industrial systems. Common criticisms such as human rights, environmental and labor standards towards corporate social responsibility (Robbins, 2001).

In sub Saharan Africa companies Corporate Social Responsibility is still in its

infancy, social and environmental activities of individual, companies remain scattered. For Africa it has been reported that corruption, poor industrial policies tend to favor foreigner investors at the expense of local communities (Davies & Freederick, 1984).

In East Africa, the East Africa Business Council summit of business leaders in the region has been sitting annually since 2002 each year discussing on deliberate and various issues including those related to Corporate Social Responsibility concerning ltd companies. (Ufadhili Trust, 2004).

In Many companies private Tanzania such as BP, Standard Chartered Bank, Tanzania Breweries, Vodacom, National Bank of Commerce as well as Tanzania Portland Cement Company ltd (TPCC) have carried out activities which the researcher regards as CSR actions. There are several acts which propound the wider aspect of CSR. The two acts which are mentioned in this regard are the Occupational Safety and Health (OHSA 2003) Act (URT, 2003) and the Environmental Management Act (URT, 2004).

Tanzania Portland Cement Company ltd (TPCC) was established by cementia holdings of Switzerland in 1959. In 1962 cementia holdings in collaboration with Tanganyika Development Company now (Tanzania Development Company) started to build the cement factory Wazo Hill in Dar es Salaam. The government of Tanzania owned 20% of the company shares. Corporate social responsibilities are more involuntary and it is under legal obligations (TPCC, 2010).

Tanzania Portland Cement Company Ltd (TPCC) is the market leader in Tanzania's cement industry. Current shareholders in the company are Scancem International (69.3% fully subsidiary of Heidelberg Cement Group (HCG) and individual private shareholders 30.7%. Its stock is actively traded in the Dar es Salaam stock exchange. Its mother company, HCG is one of the biggest producers of construction materials Worldwide. Through Scancem it operates 2 cement plants and 9 grinding plants in Africa (Twiga Cement 2010).

1.2 Statement of the Problem

Corporate social responsibility services in Tanzania Portland Cement Company Ltd, is witnessed so worse, as Wazo Ward community benefit less despite of the fact that they live around the Tanzania Portland Cement Company (The, Guardian 2013). Bad enough the company is polluting the environment around them and most of them are being affected by the dusts as well as tremendous or consistent noises and still the company's management don't take efficient and effective measures in order to rescue the situation (The Guardian, 2013). Analysis from WHO (2001) indicated that Corporate Social Responsibility is witnessed very harsh to the local community, despite of government policies in companies that companies should be located far from the communities settlement and any established company should undertake stakeholder analysis index, that should show all the principle beneficiaries local communities around the inclusive companies.

Also the research done by WB (2009) indicated that local communities should be considered in employment, direct soft loan, aids and generally local community

participation. The situation in Tanzania Portland Ltd Cement Company Ltd in Wazo is proved opposite. These some researches done have focused generally in developing countries company few have done in Tanzanian company Ltd but no one has exactly done on Wazo Ward Community.

This made a researcher to raise interests to conduct a study explores to identify whether the Wazo Ward community is economic benefiting from TPCC, by determining company relationship between Wazo Ward community and TPCC, to identify company 'adherence to government laws. This study was end up with possible efforts made by the company to minimize environmental risks to the society.

1.3 General Objective of the Study

The General objective of this study was to assess Corporate Social Responsibility in Tanzania Portland Cement Company Ltd in Wazo area.

1.4 Specific Objectives

The following specific objectives was guide the study

- i) To determine the existing relationship between the TPCC Company and the society around it
- ii) To examine economic benefits a society gains from Tanzania Portland Cement Company ltd in Wazo Ward area
- iii) To identify company' adherence to government laws governing its operations
- iv) To propose possible efforts made by the company to minimize environmental risks to the society around it

1.5 Research questions

- i) What is the existing relationship between TPCC Company and the society around it?
- ii) What are economic benefits a society gains from Tanzania Portland Cement Company Ltd in Wazo area?
- iii) Does company adhere to government laws governing its operations?
- iv) What are possible efforts made by the company to minimize environmental risks to the society?

1.6 Significance of the study

This study will increase and expand the existing body of knowledge on corporate social responsibility between the Tanzania Portland Cement Company Ltd and Wazo community. The study will also stimulate intellectual questions for further studies related with Corporate Social Responsibility toward depth. Understanding of the interactions between Ltd companies and local communities, in terms of policy implication, legal responsibility, and social responsibility and also the study will provide image that can be related with that pot rayed in the current policy on Corporate Social Responsibility.

Findings of the study will serve as a stepping stone for future researcher who will conduct studies on the same or similar topics by providing a source of empirical literature. Also, successful completion of the study will enable the researcher to fulfill the requirements for the award of a Masters degree in Human Resources Management (MHRM) offered by the Open University of Tanzania.

1.7 Limitation of the Study

In conducting this research study, the research was faced the following limitations

1.7.1 Financial Limitation

The researcher expected to encounter financial limitations because the amount of money required for conducting the study was not be sufficient.

1.7.2 Data Availability

Confidentiality attitude expected to be a problem because TPCC' executive may treat Corporate Social Responsibility reports as confidential documents thus, refused to provide them to the researcher

1.7.3 Time Constraints

This study was carried out for a short period of time because the requirements was to do so as to be able to follow the deadline of the Open University of Tanzania almanac

1.8 Delimitation of the Study

Despite the facts that the Tanzania Portland Cement Company ltd has nine Departments and Wazo Ward has six hamlets, the study limited to corporate department, Personnel department and Wazo hamlet only in order to enable the researcher to carry out an in depth investigation of the problem

CHAPTER TWO

2.0 LITERATURE RIVIEW

2.1 Definition of Key Concepts

2.1.1 Corporate social responsibility

Is the implied enforced or felt obligation of managers, acting in their official capacity, to serve or protect the interests of groups other than themselves? It is how a company generally behaves toward society (Wayne, et al, 2005). Anderson (1998) defined corporate social responsibility as the obligation of a firm, beyond that is required by law or economics, to pursue long term goals that are good for society.

Also, Corporate social responsibility is regarded by WBCSD (2000) defined corporate social responsibility as an ethical behavior of a company towards society management acting responsible in its relationship with other stakeholders who have a legitimate interest in the business, and it the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large (Porter& Kramer2006).

Corporate Social Responsibility is a concept whereby companies integrate social and environmental concerns into their business operations and in their interaction with their stakeholders, employees, customers, shareholders, investors, local communities on a voluntary basis (WBCSD 2000). Corporate Citizenship and Corporate Social Responsibility. Both terms refer to a value system which a company adopts in order to be responsible to broader society. Such values inform and guide all company

operations and activities. Within the South African context, a corporate citizenship value system should underpin activities such as corporate governance, employment equity, environmental management (WHO, 2000). Product stewardship, preferential procurement, human rights and corporate social investment (CSI) (Friedman, 1963).

Porter & Kramer (2006) Basing on what the above authors have defined it, the researcher concludes that CSR as the readiness and willingness of the company as the whole or the management to share some part of the corporate profit or income with the society in the corporate external environment such as contribute something in education, health, social welfare of the society etc. Or CSR is about how companies manage the business processes to produce an overall positive impact on society. Or Corporate Social Responsibility is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large (Anderson, 1998).

Social refers to characteristics of living human being as applied to populations of humans. Always refers to the interaction of human being and human being the interaction is voluntary or involuntary (Mullins, 2005). To remain acceptable to general public, a firm must accomplish its purpose while complying with societal norms. When a firm responds effectively to social interests, it is said to be socially responsible (Wayne, et, al, 2005).

Involves an obligation by subordinate to perform a certain duties or make certain decisions. Responsibility must be supported by authority and by the power to

influence the areas of performance for which the subordinate is to be held responsible. Company limited should be responsible to their around communities. Is created within a person when accepting a task and the appropriate delegation of authority (Mullins, 2005).

Table: 2.1 Prioritizing Social Issues

Prioritizing Social Issues		
Generic Social issues	Value chain social Impact	Social Dimensions of competitive context
Social issues that are not significantly affected by a company’s operations nor materially affect its long term competitiveness	Social issues that are significantly affected by a company ‘activities in the ordinary course of business	Social issues in the external environment that significantly affect the underlying drivers of a company’s competitiveness in the location where it operates

Source: Wayne, et, al, (2005)

Corporate are the most common business organization and is chartered by a state and given many legal rights as an entity separate from its owners. This form of business is characterized by the limited companies like Tanzania Portland Cement Company.

Table 2.2: Corporate Involvement in Society

Corporate Involvement in Society :A strategic Approach		
Generic social impacts	Value chain social impact	Social Dimensions of competitive context
Good citizenship	Mitigate harm from value chain activities	Strategy philanthropy that leverages capabilities to improve salient areas of competitive context
Responsive CSR	Transform value chain activities to benefit society while reinforcing strategy	Strategic CSR

Source: Carroll (2008)

2.2 Critical Theoretical Review

2.2.1 Stewardship Principle Theory of Corporate Social Responsibility

Stewardship principle theory of Corporate Social Responsibility (CSR) was found by Edward Younkins (1953) refers to a form of corporate self-regulation integrated into a business model, which usually involves active compliance with the law, ethical standards, and international norms. This theory aims to achieve positive impacts on the environment, consumers, employees, and the communities. Under the force of globalization, this theory has been challenged by the diminishing different roles of the government and firms, especially when the power of multinational companies is rising (Friedman, 1963).

Carnegie, (1900) argued that the Steward Principle theory is premised on religious teaching. It asserts that wealthier individual and business entities recognize themselves as Stewards or care takers of the community wealthy. They just hold the properties in trust for the whole society. The theory requires the businesses use the wealthy it possesses in only uses that the society deem appropriate and legitimate (Mullins, 2005).

Richard (2005) states that, a business should, engage in generating more wealth through means which are detrimental to society like drug trafficking or environmental degradation activities. According to this theory, it is the responsibility of the businesses to increase societies wealthy by making profitable investment and realizing benefits to its shareholder and set strategies for making CSR infective to the local community (Anderson, 1998).

However, it has been stated by the World Bank Group, that “Corporate social responsibility is the commitment of businesses to contribute to sustainable economic development by working with employees, their families, the local community and society at large to improve their lives in ways that are good for business and for development. Which is not practiced by the TPCC as the company does not involve and assist Chasimba local community in every front (Lynch and Richard, 2006).

In reality, corporations, whether small or large, should be responsible for our society since they are also actors of the social institutions, but in what aspects they are responsible for and how far should this responsibility be are within the corporation capacity and norms set which is normally lead to various interpretations by different social actors (Kurschner, 1996).

Referring o the above contributions from different authors in order for an organization to be in a good term with the society to which it is operating or conducting its business, it is very important for such organizations to think of the welfare of the society concerned. Basing on my study, it is very unfortunate that many organizations have forgotten what is required of them as far as the concept of CSR is concerned and this is among the factors that trigged me to conduct such a study (Paschal, 2006).

2.2.2 Anew philanthropic Theory of Corporate Social Responsibility

Anew philanthropic Theory of Corporate Social Responsibility was found by Sean Stannard Stockton, (2011) his theory based on cherish in which owners of Ltd

companies should offer to local community. The focus was to enhance the proper corporate social responsibility in any located and established Ltd companies, good relation is of greater important and normally it reduces unnecessary contradiction in the ltd company's area and propels maximum company profit (Wayne, et, at, 2005).

Corporate Social Responsibility in TPCC, as the selected area of the study. Is noticed to be improper in which local community around TPCC are blaming on the workability of TPCC, in which local community do not benefit from the TPCC and still the ltd company TPCC is polluting the environment to the local community due to dusts and consistence noises. So this made a researcher to raise interest to investigate on this dilemma (Wayne, et, at, 2005).

(Zivin and Small (2005) advertise their social and environmental good works in effect solicit charitable contributions from customers, Employees, investors and other stakeholders. They compete with not for-profit, NGOs in the market to supply public and humanitarian goods, To analyze how Corporate Social Responsibility unselfishness affects firm valuations, a model has been developed in which investors gain utility both from personal consumption and from making donations to worthy causes.

This study will be guided by corporate social responsibility, business in the society because this frame work shows the real situation on how the company should respond on provision of Corporate Social Responsibility in relation to the local community, employee, share holders, management and government (Mullins, 2005).

Basing on the above perspective you can notice that TPCC, do not adhere to local community around them in every front. With this regard misunderstandings tend to persist due to per relationship between the TPCC employees and community around. As most of the literature stipulates that when locating any ltd company, the question of assisting local community from the grassroots is emphasized. Since TPCC is against the local community this made me conduct a study on Corporate Social Responsibility so that a researcher come up with new knowledge pertaining this social relationship (Wayne, et, at, 2005).

A new philanthropic theory of Corporate Social Responsibility can be criticized in every front, because humanitarian goods can be provided to the public but still the public may lose interests to such assistance may be due to preferences and cultural tendencies of the particular society or community. Looking on company social responsibility company managers may stimulate good social relationship but still the community around, do not appreciate of what is being assisted as a result local community may harm the ltd company aggressively by theft, robbery and negative view of a particular ltd company (Mullins, 2005).

2.2.3 The Sullivan Principles Theory of Corporate Social Responsibility

This theory was founded by Sullivan H.S (1953) the theory states that, the objective of the Sullivan Principles theory are to support economic, social and political justice by companies where they do business to support human rights and to encourage equal opportunity, at all levels of employment and enhance disadvantaged workers for technical supervision and better managerial opportunities and to assist greater

tolerance and understanding among people.

Freeman and Rockey (2004) propound that the Global Sullivan Principles theory support Universal Human Rights such as freedom of association, equal opportunity for all, employee treatment, responsible between the company and impacted community, health and safety, sustainable development and fair competition. This theory emphasizes that social relationship and good economic base in companies if well organized tend to propel human rights. But on the other hand some societies do not appreciate whatever is being assisted by the companies as a result grievances tend to persist, the same is occurring in TPCC and Chasimba community (Kurschner.D, 1996).

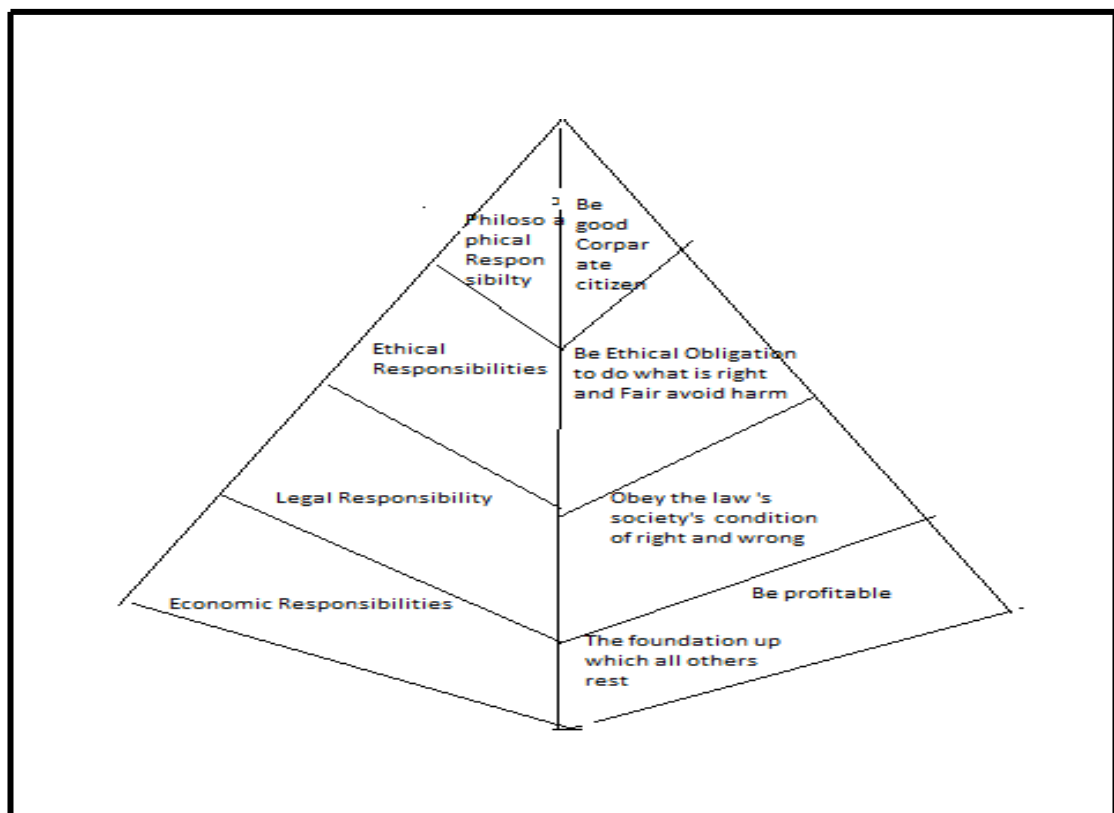


Figure 2.1: Corporate Social Responsibility Pyramid

Source: Carroll (2008)

2.2.4 Carroll's Model of Corporate of Social Responsibility

Carroll's mode of Corporate Social Responsibility was founded by Carroll (1979). This mode describes Carroll's pyramidal layers from the apex, as discretionary, ethical, legal and economic responsibilities layers. He went further to define the four layers starting with the base where economic responsibility is regard as of paramount importance for the business to be able to execute the rest of the responsibilities. Economic responsibilities include creating employment, business, and supply of service or products and tax contribution to the government (Friedman, 1963).

The second layer of Carroll's CSR pyramid from the bottom is the legal responsibility here by the business is expected to abide by the laws of the country or the system at which it operates. This includes fulfilling the minimum standards of operations and engaging in fraudulent activities (.Masoud, 2004).

The third layer of Carroll's pyramid constitute of ethical obligation. These are societal expectation although are not codified into law hence do not qualify as legal responsibility (Masoud, 2004).

Carroll, (1999) his fourth layer is what is referred to as discretionary or philanthropic responsibility. These are obligations that business goes an extra mile because it considers a good thing to do. Some companies refer these as social investment (Masoud, 2004).

Carroll's model has been very much referred to in the Corporate Social Responsibility. Probably the most significant achievement of Carroll's model was its

ability to reduce the differences between the former two schools of thought in Corporate Social Responsibility. In fact Carroll (1991) has come to stage of integrating Milton Friedman's Corporate Social Responsibility definition in his economic layer of CSR responsibility to an extent of showing how little the two schools of thought differ (Carroll, 1999). This model as far as this study is concerned attempts to identify political economy as well as government intervention should play its role in marketing system and proper relationship in companies. So basically this theory tries to show the extent in which ethical and economic factors in companies' operation should have reciprocal relationship, where there are poor economic responsibilities automatically illegal issues tend to persist (Friedman, 1963).

2.3 General Discussion of the Topic

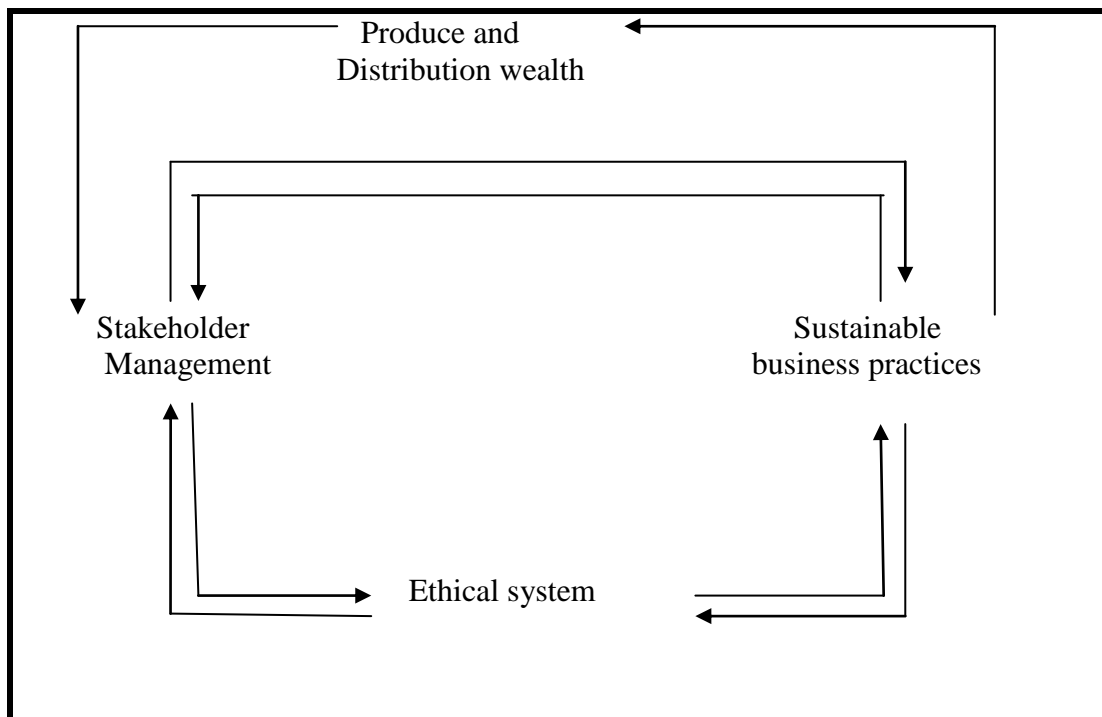


Figure 2.2: Corporate Social Responsibility as a System

Source: Porter & Kramer (2006)

2.3.1 Corporate Social Responsibility as a System

Porter & Kramer (2006) state that the arrows in figure 2 demonstrate the flows that influence behaviors between the parts and impact the overall structure of the system. Understanding the interrelationship processes of change reinforces in balance. Producing and distribution wealth, stakeholders management, ethical system and sustainable management practices managed individually or excluding one or more of components, causes the CSR system to collapse.

For instance, a breach of ethics is not a sustainable business practice that harms one or more stakeholders and thus, impairs the ability of the corporation to produce and distribute wealth. Managers need to understand the dynamic complexity of CSR rather than the detailed complexity of parts in order to be successful. This proposed position is different than other definition because they generally use terms such as profits, economic development or commercial success to describe the financial requirements for CSR (Paschal, 2006).

Carroll (1991) state that the system approach necessitates that the wealth that is must be distributed to stakeholders, which is direct benefit to society, Wealth is distributed by providing financial resources to stakeholders in the form of wages, the acquisition of materials from suppliers a return on capital and paying taxes for example, all of which are societal function of the company Porter & Kramer (2006). The production and distribution of wealth is so essential to corporate social Responsibility because without it ,the company cannot exist,hence,it has diminished all opportunities to create financial benefits for stakeholders. On the opposite side of figure 2 a company

that does not employ sustainable management practices will see profits, market share and competitive advantage decline, which influences their ability to fulfill the purpose of the company. (Zivin and Small (2005).

2.3.2 Cooperate Culture

Cooperate culture is the area of important at any limited companies, because any organization must have its organizational culture, Norms and values of a particular area tend to determine social relationship of a particular area, as a result relevance of labor ,human rights and proper Environmental Impact Assessment (E.I.A) if well maintained tend to simplify better business operations (Friedman,1963).

On other words is the personality of an organization, or simply as how things are done around, it guides how employees think, act, and feel. Corporate culture is a broad term used to define the unique personality or character of a particular company or organization, and includes such elements as core values and beliefs, corporate ethics, and rules of behavior. (Paschal, 2006).

2.3.3 Cooperate Governance

Cooperate government must be enhanced by use fashion through openness, transparency, rule of law and promotion of peace and security in welling areas. The role of government remain that of emphasizing good political economy trough marketing intervention ,ethical consideration and total discouragement of differences between the company owners and communities around .On the other hand all the principle of cooperate government should be identified from the grass root.(Anderson,1998).

Corporate governance is a method of governing the company like a sovereign state, instating its own customs, policies and laws to its employees from the highest to the lowest levels. Corporate governance is intended to increase the accountability of your company and to avoid massive disasters before they occur. (Hall, 1996).

2.3.4 Business Performance

Business performance in any company limited is positively emphasized in order to propel profit maximization through control standard that will enhance simple process maximum product so labor relations, motivation and promotions will automatically promote maximum outputs (Davies&Fredrick,1984) Business seeks greater freedom of action to perform economically then this freedom must be used responsibly. In other words there is moral dimension to Corporate Social Responsibility and performance which involves building systems of corporate ethics and values into the enterprise (Richard, 2005).

2.3.5 Local Community Benefits

Community around the company is one of the principle beneficiaries for any located or established company, they have to benefit directly and indirectly, by direct benefiting they have to be employed as workers and indirect they can employ themselves as “mama ntilie, shoes shiners and other related service provision the situation in TPCC seems to discriminate the community around the company as a result consistent conflict between them (Friedman, 1963).

2.3.6 CSR vs Philanthropy

It is important to explain first the difference between CSR and Corporate Philanthropy.

These two concepts are sometimes combined in broad models of CSR *e.g.* Carroll's Pyramid, Carroll (1991), but they do have specific meanings. Corporate Philanthropy basically refers to the idea of the firm 'giving back' financially, to society some of the wealth it has created thanks to society's inputs. Frederick (1987) introduced the 'charity principle' as an obligation for the wealthy to support the less fortunate. The 'charity principle' goes along with the 'stewardship principle' *i.e.* business as the guardian of 'society's resources' to justify the theory of CSR. By itself, philanthropy or charity does not necessarily mean that a firm develops a broader strategy to comprehensively assess its impacts on society, and to design plans, policies and tools to improve its overall performance towards society (Frederick 1987).

Carroll (1991) defines CSR as a pyramid made up of four layers: economic, legal, ethical and philanthropic responsibilities respectively), and clearly states that "CSR includes philanthropic contributions but is not limited to them. In fact, it would be argued here that philanthropy is highly desired and prized but actually less important than the other three categories of social responsibility" (Carroll, 1991, p.42).

Anderson (1998) argues that figure 2 above identifies the major contribution to the CSR concept by academics on one hand and by business and society on the other. It is a neither absolute nor exhaustive but an attempt to highlight the main drivers in the development of CSR's meaning and scope indeed, academic will tend to assess CSR more in terms of social contract than of sustainability, which is probably more easy to translate into managerial through the idea of legitimacy where as civil society will refer to the price of power business is granted (Anderson, 1998).

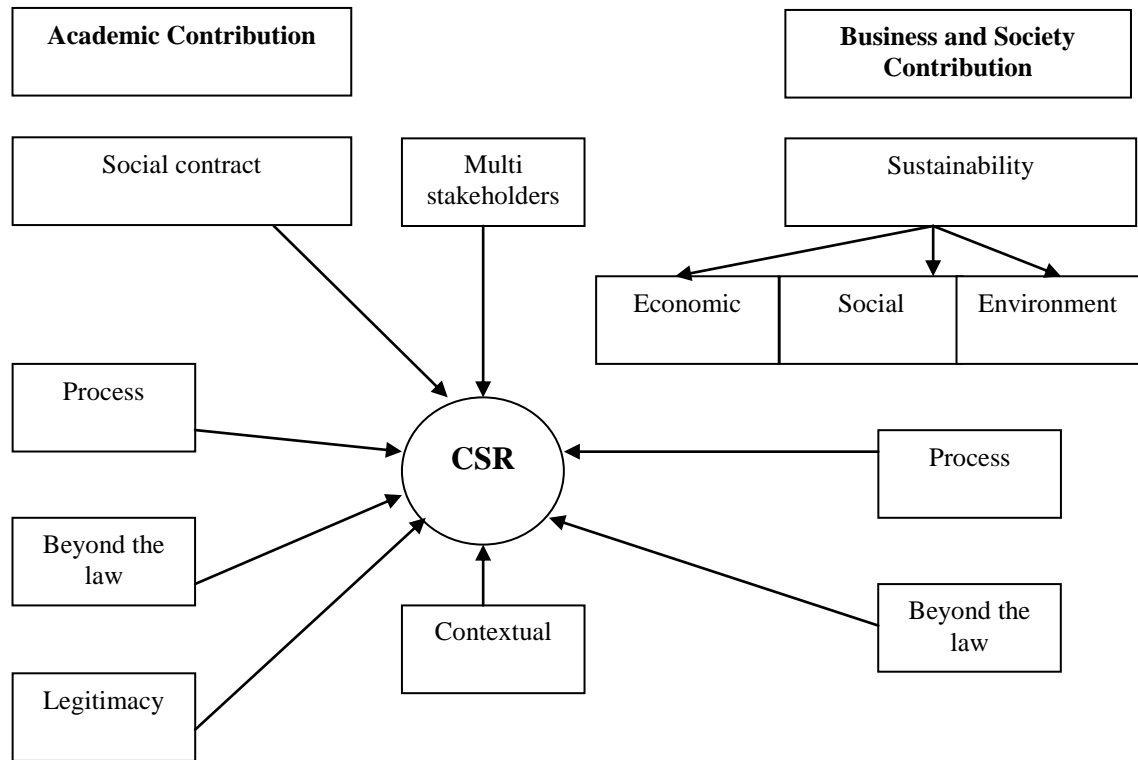


Figure 2.3: Major contribution of CSR

Source: Anderson (1998)

Friedman (1963) states that both academic and business and society acknowledge the multistakeholder framework and the fact that CSR is going beyond the prescription of the law, business and society will focus on the discretionary or voluntary aspects of CSR. One should note that both academics and business and society identify similar themes for debate, but the terminology used may somehow change the implications for implementing and assessing CSR (Carnegie 1900).

2.3.7 The opposing Views on CSR

There are theories and models on Corporate Social Responsibility but basically they represent two main schools of thought. One group argues for the corporations and wealthy individuals to be 'social responsible'. Carnegie (1900) developed two ideas

on Corporate Social Responsibility; Stewardship principle and Charity principle. The two ideas advocate for those who are privileged in the society to help the under privileged ones as they privileged are considered as caretakers of society's wealth (Anderson, 1998).

Friedman (1963) argues for the second school of thought, that primary task of corporations is to maximize profit and shareholder's wealth. He draws most of his argument from the legendary Adam Smith's wealth of nations. This school of thought underscores the fact that in the final analysis, social pays for social involvement of companies through increased price. Furthermore, they argue that business companies do lack social skills to be able to deal with problems in the society hence incompetent to pursue CSR. This school of thought argues that in a capitalistic society, economic performance is an organization's primary social responsibility. If corporations do not serve shareholders first, they will fail to serve society. Corporate decline and failure benefits no one (Anderson, 1998).

Carnegie (1990) state that the contemporary position on CSR is no longer on the exact mentioned opposing schools of thought. Most academician's researchers and practitioners are currently focusing their discussion on CSR scope as well as diversity of its conception Carroll, (1979) developed a model with economic, legal ethics and philanthropic layers. Corral developed a pyramid relationship between the four layers arguing that a company needs to be first profitable and obedient to the government laws so that it may work ethically and support the society (Carroll, 1999).

Carroll (1999) his initial pyramid had economic responsibility being at the base, followed by legal responsibility, ethical responsibility and philanthropic responsibility at the apex. He argued that the primary responsibility of the company is to be economically profitable, and then followed by abiding by laws of the government, followed by ethical requirements and finally being socially supportive to the community as discretionary responsibility. In this model, Carroll was able to combine and reduce deviations from the previous two schools of thought who were spearheaded by Carnegie (1990), on one side and Friedman (1963), on other. Yet still, there is growing feeling that CSR could have limitless definition similar to other important concepts like democracy or justice (Carroll, 1979)

Table2.3: Arguments For and Against CSR

Arguments Supporting CSR	Arguments against CSR
1) Improvement of corporate and Local image of the firm	1) Violation of profit maximization principle
2) Long term stockholders interest are safeguarded	2) Social involvement expenditure
3) Business should help sorting out mess in society they participate in their making	3) Low level of reporting to public
4) Help maintain and gain customers	4) Lack of skills to solve social problems
5) Investors like to invest in socially responsible companies	5) Social actions are not measurable so why participate
6) Moderate possible destructive Government regulations	6) Society is better off with business efficiency and low costs
7) Can convert social needs into Profitable business opportunities	7) CSR will increase power to business which has already too much of it and may abuse it
8) Better take action than to take no action	8) If government wants it should give organization that support social activities adequate incentive to do so
9) Better to prevent the problem from Occurring in the first place	9)

Source: Anderson (1998)

2.3.8 Further Developments on CSR

Frederick (1994), for instance, developed three perspectives on CSR: Corporate Social Responsibility (or CSR 1), Corporate Social Responsiveness (or CSR 2), and Corporate Social Rectitude (or CSR 3). Frederick argues that: “firms may adopt, and historically may have passed through, these three alternative stances with respect to their relationships with society” (Carnegie 1990) CSR 1, which is Corporate Social Responsibility, for Frederick, is often referred to as a ‘doctrine’, and proposes six precepts that lead to a socially responsible corporate behavior. CSR 2, or Corporate Social Responsiveness, tends to be more managerial in essence and explores how a firm should respond to societal pressures. CSR 2 assumes that CSR 1 has previously examined the question of whether firms should be sensitive to social issues.

Finally, CSR 3 focuses on the values that are used as normative references to assess corporate behavior (Carnegie 1990). Actually, these three scopes of CSR can be compared to the characteristics highlighted in the literature. Indeed, admitting that CSR 1 is Frederick’s definition of CSR, CSR 2 refers to the idea of CSR as a process to be designed in relation to multistakeholders, while CSR 3 suggests the possibility of a social contract that would settle the wrong and right things to do for corporations (Frederick1994).

2.4 Empirical Study

Ofori (2001), on his study about Local and International Perspectives of Corporate Social Responsibility, from University of Ghana Business School found that CSR is regarded in the country’s perspective. Also of the top 100 listen firms in the Ghana

club, stakeholders' perception is the internationally connected Ghanaian firms are more subscribing to the contemporary CSR notion compared to non-international counterparts. He therefore recommended that there is a strong influence from international connection for the firms to subscribe to CSR in developing countries like Ghana (Paschal.S, 2006). This study deviates from Tanzanian practice on corporate social responsibility because it much practiced in some private limited companies and not in country perspectives as in Ghana.

Masoud and Lauwo (2006) On their study on understanding stakeholder view of CSR in state owned and privatized firms in Tanzania specifically, they tested models formulated by Carroll in 1991 and 1995 on the ranking of CSR components – economic, legal, ethical and philanthropic and the importance attached on them to shareholders, employees, consumers and community. Carroll pyramid model which ranks the CSR components in priority order as Economic, legal, ethical and philanthropic has received challenges. This is due to the fact that all studies by Carroll were done in developed world, posing questions as to whether results can differ if studies were done in a developing country such as Tanzania. Masoud & Lauwo (2006) study's findings for both state owned and private firms supported Carroll's model.

The legal responsibility was found appealing stronger in the state owned firm while relationships between stakeholder's salience and the components of CSR was found to be significant between employee. Private as well as state owned firms confirmed that shareholders are more concerned with Economic components of CSR, employee

ranks high legal component; Customers rank high ethical and community ranking philanthropic component of CSR. (Masoud & Lauwo 2006).

Masoud and Lauwo (2006) study was able to capture perceptions of managers due to the fact that it is them who make decision. However, getting data directly from the wider spectra of stakeholders will provide an enhanced picture. Similarly, this study used the stakeholder's categories which were in Carroll's model, example, shareholders, employee, customers and community. There is room to use other categories of stakeholders including the mass media, whose influence to community's perception is high. Also stakeholders such as business associations are becoming a strong lobbying force nowadays and can be used to gauge the significance of CSR components. Furthermore, the Masoud and Lauwo (2006), study also suggested further qualitative research involving wider stakeholders group on firms' resource allocation to the CSR component. This study realize the stake holders involvement as well as at Wazo TPPC also this notion is well known and the corporate department is established but it is not functioning

Mgema (2007), on his findings on the impact of corporate social responsibility on organization performance. His findings showed that organization were doing well during the period of participating in social responsibility. Among the recommendation presented by a researcher was firms engaged in corporate social responsibility should design their program in order to benefit rural community, the relationship between these are the title Corporate Social Responsibility, but the difference of these are this research deals with the organization performance while

my study deals with assessment of corporate social responsibility in Ltd company. Also Kibodya (2007) corporate social responsibility practices from stakeholder' perspective, Observation, physical inspection also interviews are the research methodology used by the researcher, the finding of the researcher showed that understanding differ according to the level of the people in education, status and age.

Among the recommendations presented by a researcher was company needs to share their good values to the community, the relationship between these are topic based on corporate social responsibility, but the difference of these are this research deals with the CSR practices from stakeholder' perspective while my study deals with assessment of corporate social responsibility in Ltd company. These findings will link with the researcher's perceptions that the local community should participate designing corporate social responsibility according to their needs.

Visser (2006) on his findings about revisited Carroll's pyramid in an African context and tried to speculate the order of the layers in Africa. He argues that in Africa economic responsibilities still gets the most emphasis followed by philanthropic responsibilities due to poverty levels as well as social economic needs in the continent. The legal responsibilities comes third in significance and ethical comes last at the apex. Therefore the modified Carroll's Pyramid in an Africa context. These findings were link with the research, my study deals with assessment of corporate social responsibility perceptions that the local community should participate to designing corporate social responsibility according to their needs. According to visser (2006) should look as shown below.

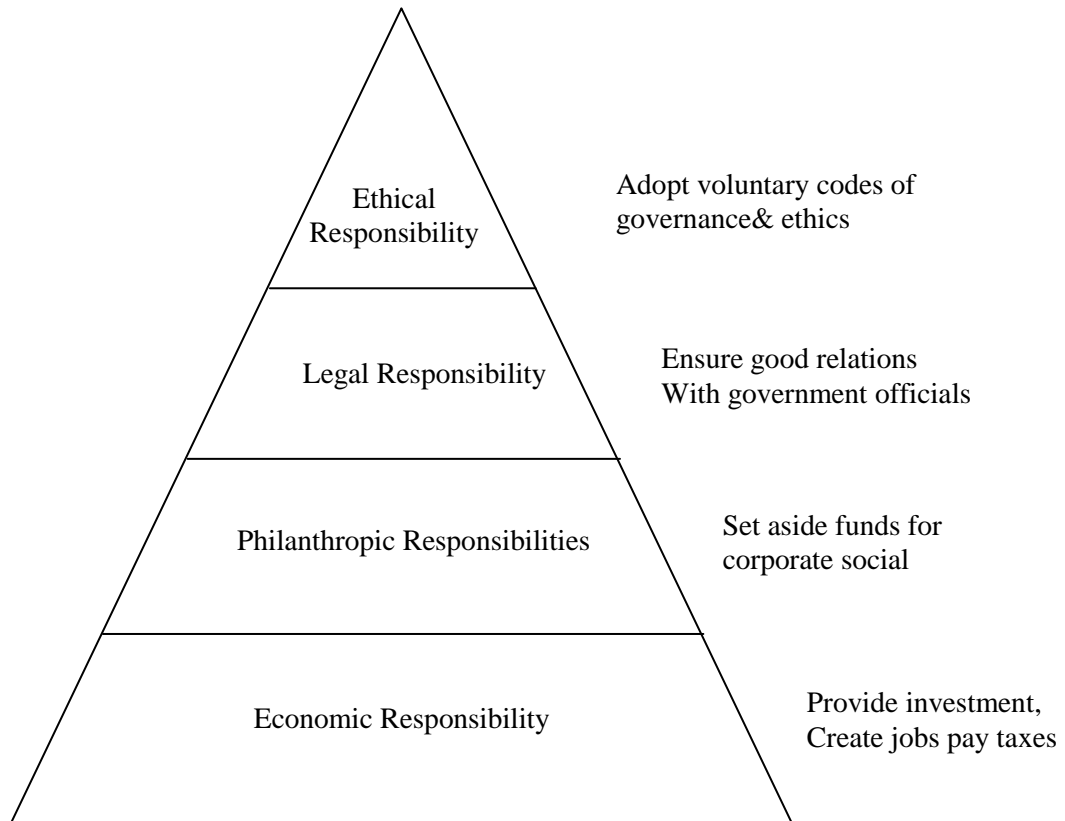


Figure 2.4: Visser's Africa Pyramid

Source: Visser (2006)

2.5 Research Gap

Most studies conducted by other researchers have revealed Corporate Social Responsibility in the context of Europe, Asia, America and Africa as whole. America corporations continue to be example of Corporate Social Responsibility to their employees and communities. Few studies have conducted on corporate social responsibility in the context of Tanzania but they have not touched on the assessment of cooperate social responsibilities in limited companies like TPCC, so this made a researcher to raise interests to conduct this study by focusing on identifying whether the local community is benefiting from Tanzania Portland Cement Company,

identifying the state of industrial relationship between the local community and Tanzania Portland Cement Company Ltd and suggesting the ways to rectify the problems of industrial relationship between the local community and Tanzania Portland Cement Company Ltd

2.6 Conceptual Framework of This Study

Is a work or broader idea of a research that contains key concepts and issues which a researcher enabling to explore in the study. A concept is a work or a phrase which symbolizes several interrelated ideas and meaning.

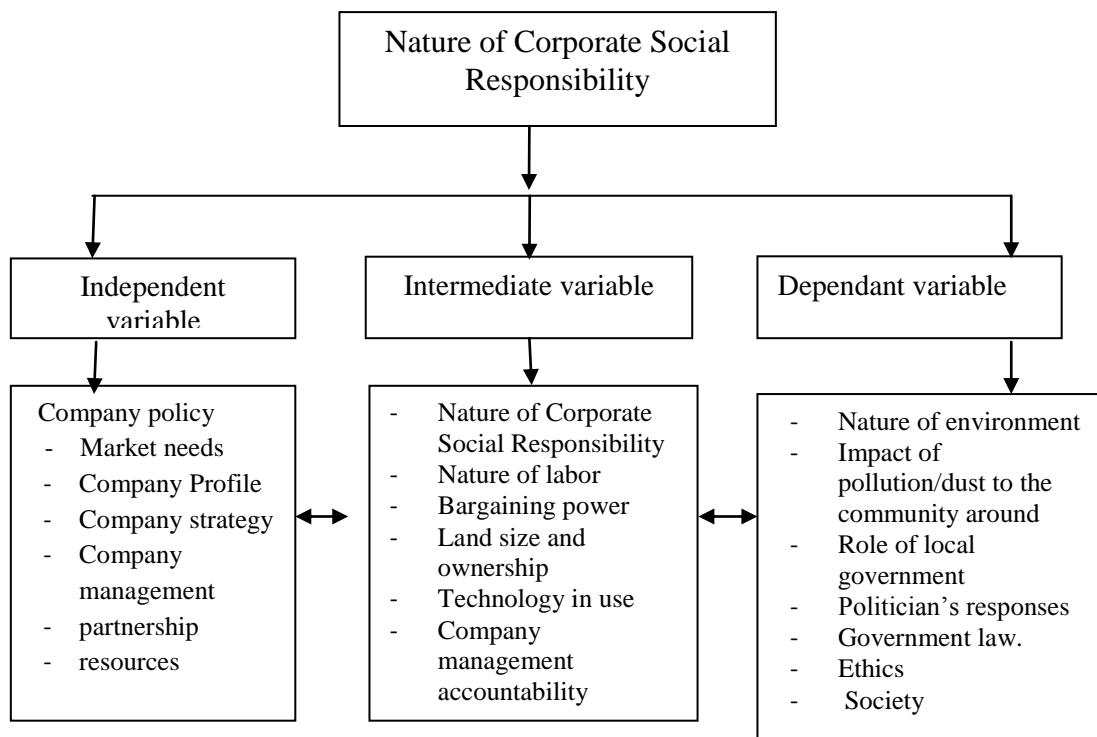


Figure: 2.5 Conceptual frameworks

Source: Researcher (2012)

The researcher thought that there is a significant relationship among the Independent variable, intermediate variable and Dependent variable. In order to have better

Corporate Social Responsibility in Limited Companies with communities around them. The researcher assumes that in order to be successful the company policy should stipulate how it will engage itself in prevention of the impact of pollution to the community. Also the market needs of the company should not breach the government laws on Corporate Social Responsibility. The company should set long and short time strategies on how to the local community around the company could benefit from the business running around. The company leadership or management should participate in provision of knowledge to the local community on how take care of their environment as well as on the best use of the resources given to them.

Therefore must be a significant cooperation and relationship between both parties also before establishing Limited companies; they have to adhere to Environment Impact Assessment (E.I.A) and stakeholders analysis in who benefits what and how should be cited or allocated. All stakeholders should take part in Corporate Social Responsibility such as government should set laws on Corporate Social Responsibility. Where others such as management of Tanzania Portland Cement Company should be responsible to take part to their concern areas. Each part should develop the strategy on achieving the CSR objectives such as developing transparency policy, forms of responsibility, legal, economic and social responsibility if the government will set up the laws that all the corporate will have to abide on, and then the corporate will do so provided that the failure to do so will cost them corporate severely. In other words, whether or not the corporate will fulfill their CSR will depend on the established or laid down government laws and regulations concerning CSR. Company's effectiveness on fulfilling their CSR will also depend on

among other factors, the awareness of CSR by the society concerned. If the society is not aware and so doesn't claim for its rights when it comes to CSR then the company might capitalize on such a weakness hence unfulfillment of its CSR. It can be summed that government interventions in socio-economic sector including Limited companies sector should be emphasized so that it can reduce grievances and conflicts that should gear improper development of a particular limited company

CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Research paradigm

Is the underlying assumptions and intellectual structure upon which research and development in a field of inquiry is based Saunders, (2000) his research used qualitative design because this study dealt with the collection of non- numerical data where research questions used. This paradigm has enabled the provision of useful information to understand the process behind the observe results and access changes in the Wazo community perceptions on CSR (Kothari 2004).

3.2 Research Design

A research design is a logical and systematic plan prepared for directing a research study. It specifies the objectives of the study, the methodology and techniques to be adopted for achieving the objective Churchill and Lacobucci (2002). It constitutes the blueprint for the collection, measurement and analysis of data. It is the plan, structure and strategy of investigation conceived so as to obtain answers to research questions (Trochim.M.K, 2 003).A research design is the program that guides the investigator in the process of collecting, analyzing and interpreting observation. It provides a systematic plan of procedure for the researcher to follow (Krishnaswami and Ranganatham, 2005).

3.2.1 Area of the study

This study conducted at Wazo Ward; the Ward is located in kinondoni Municipality.

It was initially mtaa area within Kunduchi Wards up to March 2010. According to the 2002 National population census, Kunduchi had a total population 75, 575 people. Kunduchi covered 5823.06 Ha (58230m²) In order to ease Administration functions Kunduchi Ward was divided into two Wards namely Kunduchi (itself) and Wazo in March 2010. Wazo ward is comprised of six mtaa areas namely Wazo (itself) Salala, Kilimahewa, Mivumoni, Kisanga and Madale. Wazo ward had a total population 40,000 people, is bordered by the old Bagamoyo (Ali Hassan Mwinyi) Road to the East, Goba Ward in the south, Bunju Ward in the North East and Mbezi Ward in the South East. The Ward covers 33,942, Ha (3,394.22), where Tanzania Portland Cement Company is found. The headquarter of Wazo Ward is at Salala (URT, 2007).

3.2.2 Population, Sampling and Sample Size

3.2.2.1 Target population

Saunders (2000) defined populations group potential participants, objects or events to whom or which researcher wants to generalize the result of the study derived from the sample drawn from the population. While, Saunders (2000.) define population as any group of individual that has one or more characteristics in common that are of interest to the researcher. Population is defined as the totality of the objectives under the investigation (Kothari (2004)). In other words, population is a group of attention to the researcher from which he/she would select the sample for the study. The target population for this study consists of 40000 citizens of Wazo Ward, where by TPCC workers are 300 and Wazo local communities are 39700 people (URT 2007).

Table 3.1: Population Distribution in Wazo Community

Category	Number of people
Wazo local community	39700
TPCC workers	300
Total	40000

Source: NPC (2002)

Table: 3.2 Departments of TPCC and Total number of workers

Category	Corporate	production	maintenance	Personnel	Accountant	Business	Transport	Procurement	Quality assurance
No of workers	20	140	30	15	10	30	20	20	15

Source: Researcher, (2012)

3.2.2.2 The Sample size

Kothari (2004), states that a sample is a portion of the population that is selected by the researcher to represent the population in a research study. In order to fulfill the objectives of the study, the researcher was selected a small number of people who have knowledge about the research study to represent the entire population. Although an increase in sample size was increased the precision of the sample results, a large sample size does not guarantee the accuracy of the results (Krishna swami and Ranganatham, 2005). The sample size can statistically estimated by deciding the required level of accuracy. (Trochim, 2003). In this study, a total of 50 respondents used to provide relevant information, the sample constitute of 15 TPCC workers and 35Wazo citizens (Saunders, 2000).

Table: 3.3 Sample Compositions by Categories and Gender

Categories of participants	Female	Male	Total
TPCC workers	5	10	15
Wazo Ward community	15	20	35
Total	20	30	50

Source: Researcher, (2012)

3.2.3 Sample and Sampling Techniques

Sampling technique is a process of selecting a sample from the population. Both, simple random and stratified random techniques used to select respondents among the population based on the argument that societies are not homogeneous. Each unit in the society has an equal opportunity to be included in the sample. It is a means for securing a representative sample (Saunders, 2000).

This technique used simply because of its simplicity in this sense that it is easy to understand and apply; moreover the samples always contain subjects with characteristics similar to the population as a whole. (Krishna swami and Ranganatham, 2005).

3.3 Data Collection

The search for answers to research questions is called collection of data. Data are facts, and other relevant materials, past and present, serving as bases for study and analyses. Both primary and secondary data used (Krishnaswami and Ranganatham, 2005).

3.3.1 Types of Data (Primary and Secondary)

3.3.1.1 Primary Data Collection Techniques

Primary data collection methods are original sources from which the research directly collects data that have not been previously collected e.g. collection of data directly by the researcher on brand awareness, brand through various methods such as observation, interviewing, mailing etc(Kothari 2004).But the collection of primary data is costly and time consuming (Krishna swami and Ranganatham, 2005).Primary data collection used because it enabled the researcher to get supplementary information in addition to that obtained by used questionnaires and interviewing, conducted to staff members of Tanzania Portland Cement Company ltd and Wazo community.

3.3.1.1.1 Questionnaires

A questionnaire is a set of questions which are usually sent to the selected respondents to answer at their own convenient time and return back the filled questionnaire to the researcher. In this research study, questionnaires with both open and close-ended questions administered to respondents in order to collect data and information on the subject matter. (Churchill and Lacobucci. 2002).

Questionnaires has been administered in group settings for convenience. The researcher can give the questionnaire to the Wazo local community where multidisciplinary tools used to present and be fairly sure that there was a high response rate. If the respondents don't understand the meaning of question they can ask for clarification. (Trochim, 2003).

3.3.1.2 Secondary Data collection Techniques

These are sources containing data which have been collected and compiled for another purpose. Secondary source consists of readily available compendia and already compiled statistical statements and reports whose data may be used by researches for their studies e.g. census report, obtained from second-hand information related with aspect of the study, namely journals, newspaper cuttings, independent study reports and dissertations.(Krishnaswami andRanganatham, 2005).

3.3.1.2.1 Documentary Reviews

Document search involves obtaining data from any written or visual sources such as diaries, novels incident reports, advertisements, speeches, official documents, files, films, audiotapes, books, newspapers and so on (Kothari, 2004) This study employed the review of written documentary sources. These sources included different reports or records of the Corporate Social Responsibility. It dealt with the systematic examination of existing data at any sector specifically administrative records, committee reports, budget and financial record as well as Corporate Social Responsibility trends and policies. Document search was employed to supplement other methods to review the reliability of data sought from questionnaire methods because it was believed would add information pertaining the assessment of Corporate Social Responsibility in the study area. (Saunders 2000).

3.2 Data Analysis Plan

Analysis of findings analyzed used,, numbers, percentages, histograms also SPSS version 15 and descriptions that enable the researcher to make a logical conclusion

base on the data that truly represent the problems of the study, this was enabled readers of the report to easily understand and interpret the data collected. The data source was come from respondents' explanations, views, opinions and expression of feelings in written. Data tallied to determine their mean ratings among the TPCC workers and citizens of Wazo Ward. Researcher was interpreting data obtained from questionnaires in order to answer the research questions investigated.

3.3 Validity of Data

Validity is an important requirement of a measuring instrument like attitude scale. Validity means the effectiveness or success of an instrument in measuring the specific property which it intends to measure (Churchill and Lacobucci, 2002) The measurement of physical properties like height, weight, length etc, does not pose the problem of validity, because it is direct and standardized measuring devices are available (Kothari, 2004) But measurement of abstract properties like attitude, morale motivation etc, is indirect and gives rise to the problem of validity. It becomes necessary to gather some sort of evidence to that the concerned measuring instrument does in fact measure what it supposed to measure. The degree of validity of an instrument is determined through the application of logic and statistical procedures (Krishnaswami and Ranganatham, 2005).

Instruments were ensured by processing data into manageable proportions through editing, coding, and tabulation methods. Data collected was checked while still in the field to ensure that all questions are answered. Contradictory information was removed if found useless. By coding, answers to each item on the questionnaire were

classified into meaning full categories. Tabulation was used to obtain frequencies and percentages of each item.

3.4 Reliability of Data

Reliability means the ability of a measuring instrument to give accurate and consistent result For example; a weighing scale is reliable, if it gives the same reading when the same object is weighed several times. Reliability has two aspects: Stability and non-variability or equivalence. An instrument is stable if it gives consistent results with repeated measurement of the same object (Churchill and Lacobucci, 2002) the degree of stability is determined by comparing the results of repeated measurements with the same instrument. Along with repeated observations, statistical measures of dispersion and correlation tests are used. (Kothari, 2004). While stability is concerned with personal and situational fluctuations from one time to another, non-variability or equivalence is concerned with variations at one point in time among investigators and samples of items. Procedures (Krishnaswami and Ranganatham, 2005).

Data collected was checked while still in the field to ensure that all questions are answered. Contradictory information was removed if found useless. By coding, answers to each item on the questionnaire were classified into meaning full categories. Tabulation was used to obtain frequencies and percentages of each item.

3.5 Ethical Issues and Consideration

In order to ensure that ethical issues I observed during data collection, the research adheres to the rules and regulations governing human rights. This was to ensure that

the rights to privacy and protection of the respondent was not infringe. Saunders (2000) during the study the relevant respondents was informed on the purpose of the study. All attention was observed and respected regarding their right to privacy and protection from any harm which could result from the information they gave out. Assurance of no other use of the information given apart from the study purpose was granted. Furthermore, in relation to ethics and confidentiality in research, the research bore the responsibility of ensuring that information about the subjects and their responses remained confidential and that they are used for no purpose other than the research for which it was intended (Bramble, 1997).

CHAPTER FOUR

4.0 RESEARCH FINDINGS DATA ANALYSIS AND DISCUSSION

4.1 Sample Characteristics

The characteristics of sample are described by identifying the percentage of respondents by gender, age, experience and level of education as discussed below.

4.2 Gender Distribution

For the purpose of this study researcher analysed the gender distribution of the population under study in both Tanzania Portland Cement Company (TPCC) and of that Chasimba Community at Wazo Ward to determine whether there was gender balance or not, this could help to determine TPCC adherence to the government policy in staff employment which requires employers to ensure gender balance in their recruitment and to get presentation of the both males and females in the society understudy.

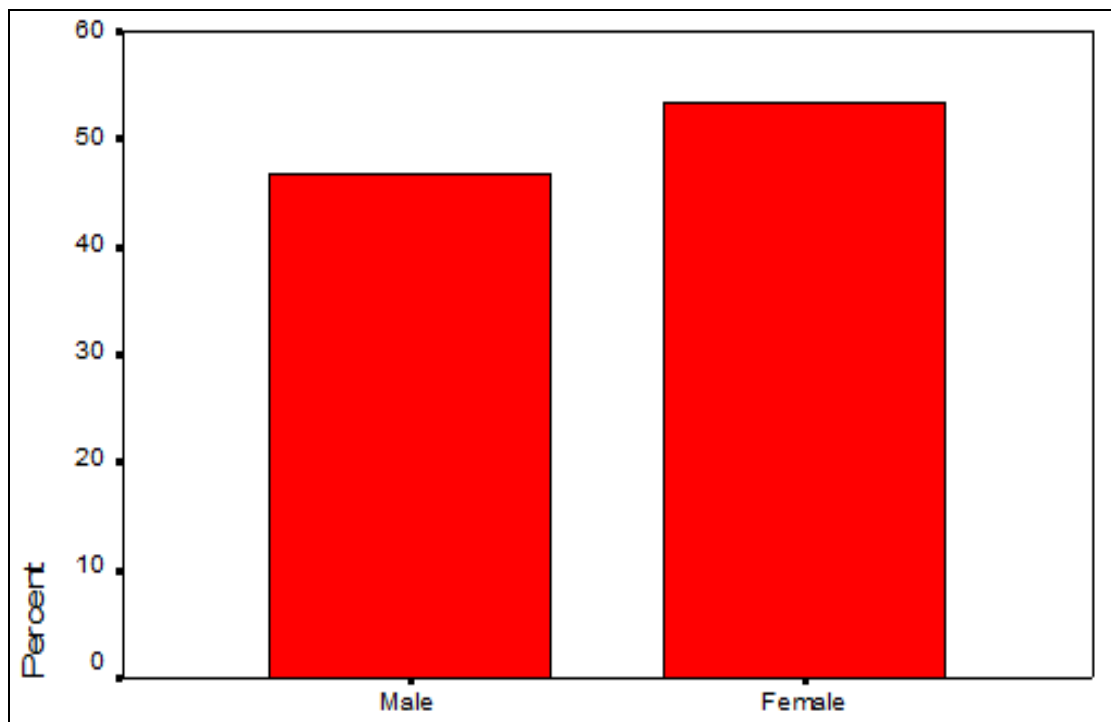
The research findings as indicated in the table below show that for the TPCC workers involved in a sample 53.3% of the respondents which equals to 8 respondents out of 15 total respondents in a sample were females while 46.7.% of them which equals 07 respondents out of the 15 respondents in a sample were males. The findings indicate that the number of females at TPCC outweighed the number of males, but there was a slight difference between the two. This implies that there was gender balance in staff recruitment in TPCC which was due to adherence to the government recruitment policy of 1998.

Table 4.1: Gender Distribution

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	7	46.7	46.7	46.7
	Female	8	53.3	53.3	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

On the other side Age distribution of the 35 respondents who were the Chasimba Community in wazo ward as shown in the figure below show, 58% of them were females while 48 of them were males, the number of females outweighed the number of males but in slight difference this means there was equal representation.

**Figure: 4.1 Gender Distributions**

Source: Field Data (2013)

4.2.1 Age Distribution

Researcher observed the population age distribution of the area under study for the purpose of determining age groups existed in the organisation and their impact to the implementation of the different policies and procedures including the government policy on employment which state the age limits for employment and maturity of the respondents to understand the subject matter understudy.

The research findings as per table below, show the percentage of respondents who were workers at TPCC by Age whereby 46.7% of the respondents which equals to 7 respondents out of the 15 respondents had the age ranging 18-30years, while 33.3 percentage of the total respondents which equals to 5 respondents out of the 15 respondents had the age ranging 31-45 years , and 20% of the 15 respondents which equals to 3 respondents out of the 15 respondents had the age ranging 46years and above , Majority of the respondents at TPCC had the age ranging 18-30 years which is the working age, this implies that the TPCC is characterised by the working age population ,Further the research findings implied that government employment policy was well adhered.

Table 4.2 Ages Distribution

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-30yrs	7	46.7	46.7	46.7
	31-45	5	33.3	33.3	80.0
	46 and above	3	20.0	20.0	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

On other side the age distribution of the 35 respondents from Chasimba Community as indicated in the figure below show that 51% of them had the age of 31-45 years, while 31% of them had the age of 18-30 year and the rest 17% of them had the age between 46 years and above, this implies people of different age groups who were well matured involved in the study which helped to capture relevant data.

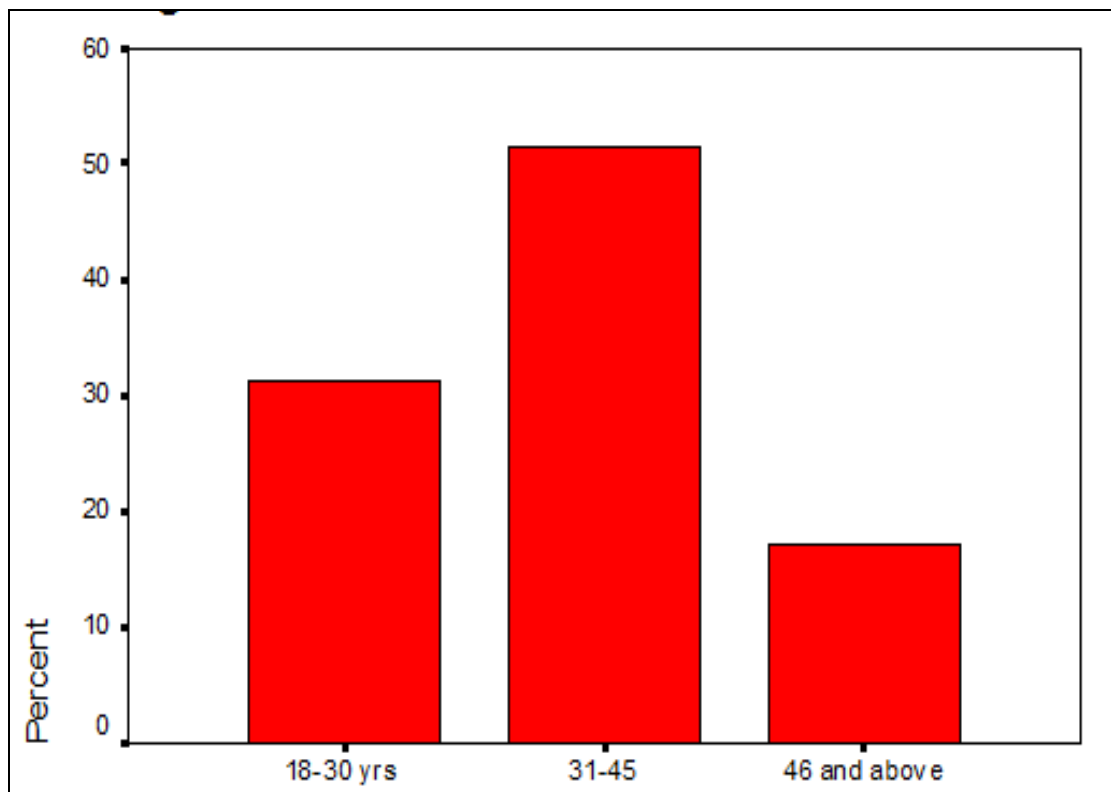


Figure 4.2: Age distribution

Source: Field Data (2013)

4.2.2 Tenure

Table 4.3 below shows the working experience of the respondents who worked at TPCC, findings reveals that most of the respondents had working experience of 11-15 years accounting to 53.3% of the 15 respondents while 26% of the respondents which equals to 4 respondents had working experience of 6-10 years, and 3

respondents accounting for 20% had the working experience of 0-5years. The length of tenure of a respondent influences understanding on the subject matter under study in organization. Since Most of the respondents at TPCC have served for 11-15 years as shown in the research results in a table below. We can therefore conclude that staffs involved in a sample at the TPCC are well experienced with greater understanding on the functioning of the CSR.

Table 4.3 Working Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0.5yrs	3	20.0	20.0	20.0
	6-10 yrs	4	26.7	26.7	46.7
	11-15 yrs	8	53.3	53.3	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013),

On the other side the time respondents from Chasimba Community lived nearby the TPCC were analysed to measure their experience on the Problems and the benefits that society got from the TPCC operations in Wazo Ward. Findings as indicated in the Figure below show that, 60% of them lived for 1-5 yrs nearby TPCC, while 20% of them lived for 11-15 years, and 11% of them lived for 6-10 years, and the rest 8.6% lived for 16 and above. This implies that majority had experience of 1-5 Years which is good to have understanding on the problems and the benefits that Wazo ward community get from the TPCC operation.

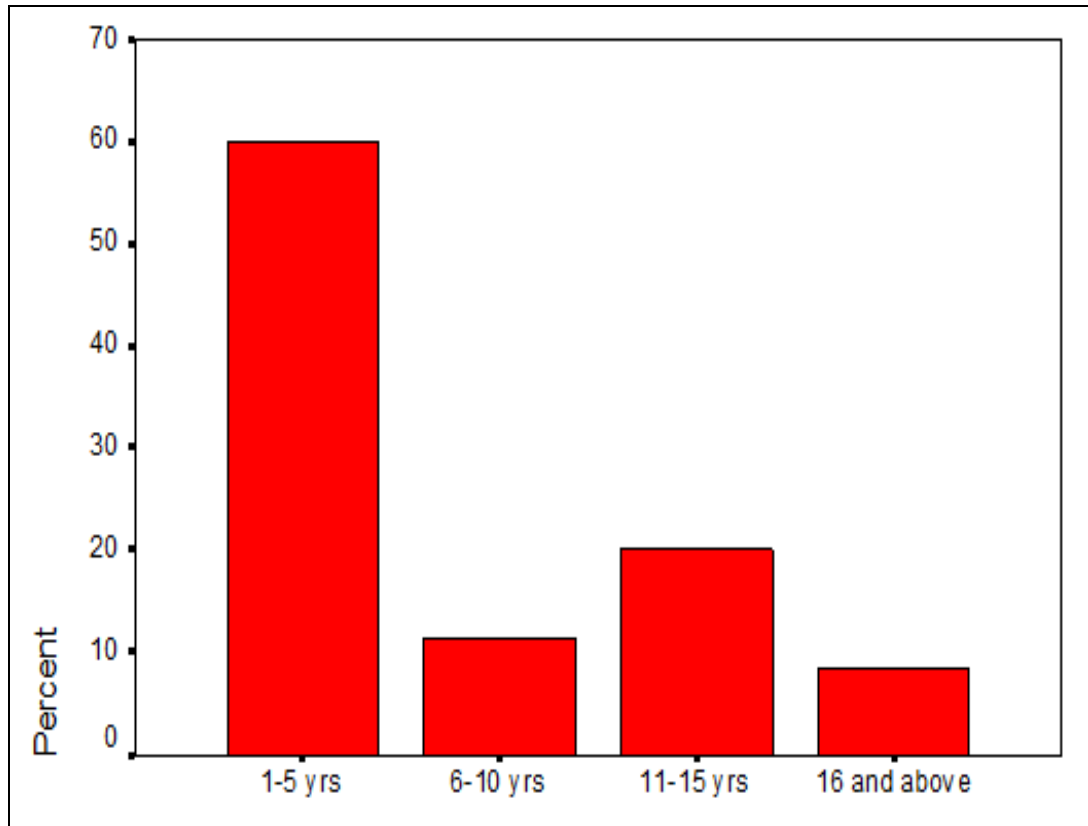


Figure 4.3: Time a Person Lived Nearby TPCC

Source: Field Data (2013)

4.2.3 Educational Levels

Researcher observed the respondents education levels from Wazo ward Community for the purpose determining their employability and level of understanding with regard to their educational capabilities. The results in figure below indicates that most of the respondents about 51% had ‘O level Secondary education and followed by the Diploma level 10 respondents which is 25.5%, followed by 38% who had primary education and while only 2% had A’ level secondary education and other 2% had college education. This implies that most of the Wazo ward community had only secondary education which could facilitate them to get causal works at TPCC lather than professional jobs.

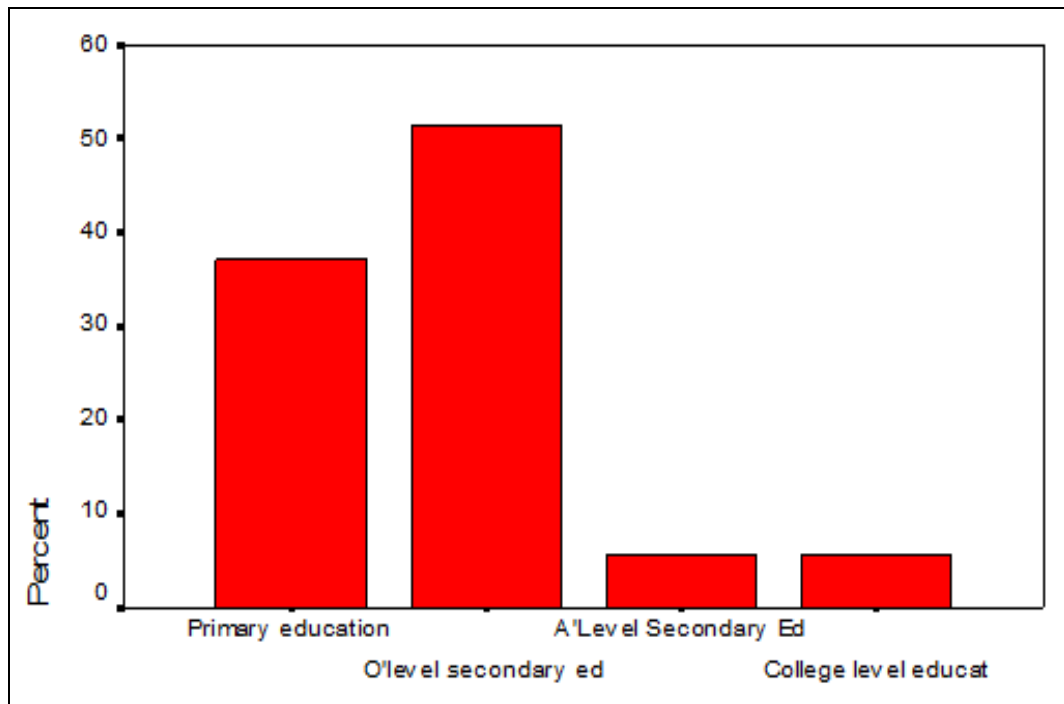


Figure4.4: Education Levels

Source: Field Data (2013)

4.2.4 Existence of Conflicts between the TPCC and the Chasimba Society

From the given table below, the research findings show that when respondents from TPCC were asked on whether there was existing conflict between their company and the Wazo ward society, 80% of them said yes while only 20% of them said there was no conflict between the TPCC and the wazo society, this implies that there were existing conflicts between the TPCC and the Wazo society. The existence of conflicts between the two sides indicates that there were inadequate CSR activities undertaken by the TPCC which in turn weakened the relationship between the two sides. This was supported by the Kibodya (2007) who recommended that company needs to share their good values to the community. Visscor (2006) said the CSR of the company should consider the needs of the society which should be in order which

includes the ethical responsibility, regal responsibility, and philanthropic responsibility as well as economic responsibility (Masoud & Lauwo 2006)

Table 4.4 Existence of Conflict between TPCC and Chasimba Community

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	12	80.0	80.0	80.0
	No	3	20.0	20.0	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013),

These results were also supported by the findings obtained from the Wazo society as shown in the figure below, out of the 35 respondents who were from Wazo society, when asked on whether there existed conflicts between the TPCC and the Wazo society, about 68% of them said yes there was existing conflicts while only 32% of them said no, there was no existing conflicts. Therefore, it can conclude that there were existing conflicts between TPCC and the Wazo Ward community which weakened the relationship between the two sides.

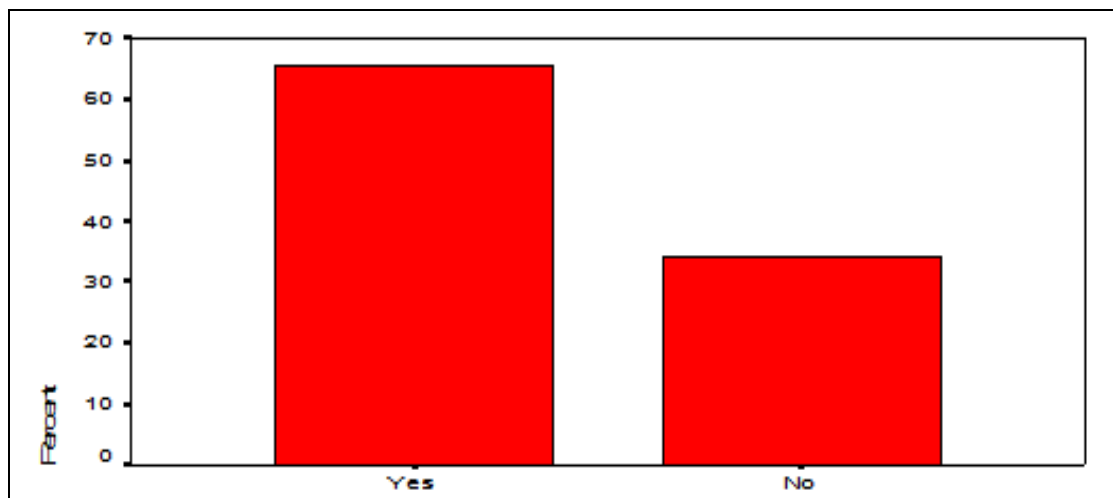


Figure 4.5: Existence of Conflict between TPCC And Chasimba Community

Source: Field Data (2013),

4.2.5 Types of the Existing Conflicts between the TPCC and Chasimba Community

From the given table below, the research findings as per TPCC staff show that when respondents were asked on the types of the conflicts which existed between the TPCC and the Chasimba Community, majority commented on Environmental Pollution and Land Conflicts while some of them said Company properties theft and uncognition of the Chasimba community views ,these findings were also supported by the findings from the Chasimba community who also mentioned the same conflicts as shown in the table below.

This implies that play little on ethical and legal responsibility to the Chasimba community which involves failure resolving the land conflicts including failure to relocate the community and failure to protect the community from the environmental pollutions as the government laws required it to do, this weakened the relationship between the two sides.

TPCC need to have good relations with the Society, this was also supported by Anderson, (1998) who argued that Cooperate government must be enhanced by use fashion through openness, transparency, rule of law and promotion of peace and security in welling areas. The role of government remain that of emphasizing good political economy trough marketing intervention ,ethical consideration and total discouragement of differences between the company owners and communities around .On the other hand all the principle of cooperate government should be identified from the grass root.

Table 4.5 Types of Existing Conflicts between TPCC and Chasimba Community

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Environmental Pollution	5	33.3	33.3	33.3
	Land conflicts	6	40.0	40.0	73.3
	Theft Company Properties	2	13.3	13.3	86.7
	Uncognition of Chasimba community views	2	13.3	13.3	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

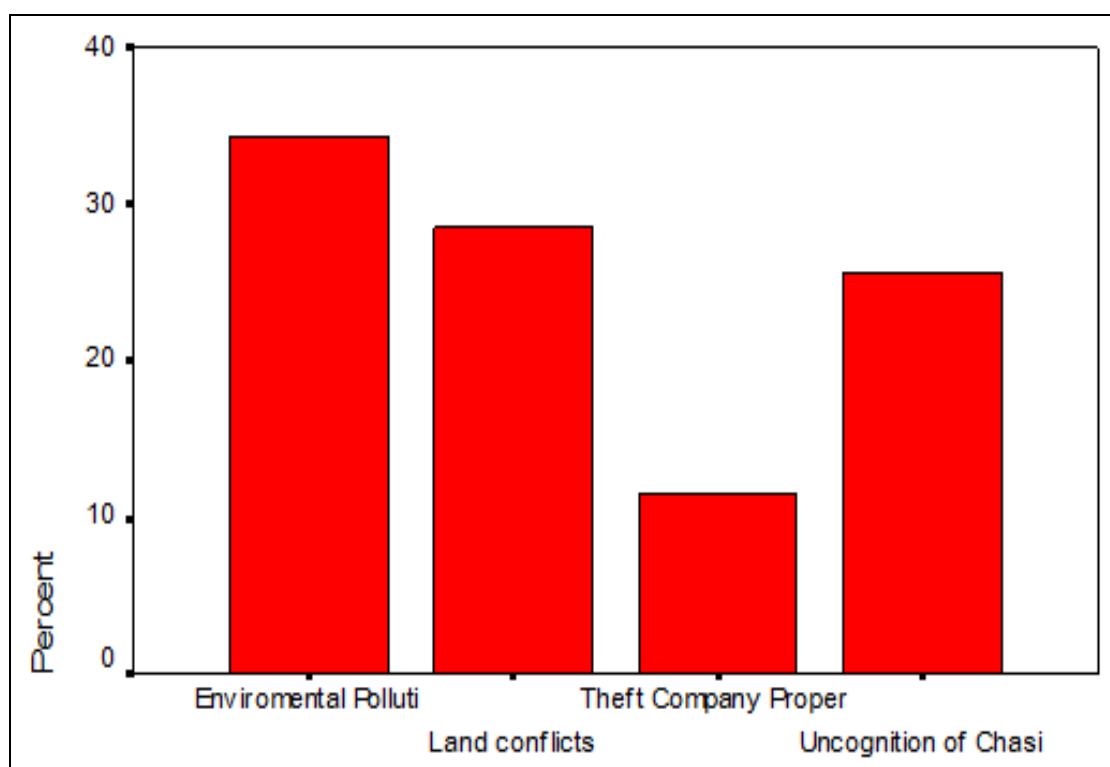


Figure 4.6: Types of Existing Conflict between TPCC and Chasimba Community

Source: Field Data (2013)

4.2.6 Existing Relationship between the TPCC and the Chasimba Community

The research findings as per TPCC staff, when were asked on whether were satisfied by the relationship existed between TPCC and the Wazo Chasimba community, 60% of them said no, they were not satisfied by the existed relationship between the TPCC and Chasimba Community, while 40% of them said yes, they are satisfied by the relationship which existed between the TPCC and Chasimba society. This implies that majority of the staffs at TPCC were not satisfied by the relationship existed between TPCC and the Wazo ward Community. This indicated that there were inadequate CSR activities played by the TPCC which in turn weakened the relationship between the two sides.

TPCC like any other Companies need to have good relations with the Society, this was also supported by Anderson, (1998) who argued that Cooperate government must be enhanced by use fashion through openness, transparency, rule of law and promotion of peace and security in welling areas. The role of government remains that of emphasizing good political economy trough marketing intervention, ethical consideration and total discouragement of differences between the company owners and communities around. On the other hand all the principle of cooperate government should be identified from the grass root.

Table 4.6 Existing Relationship between TPCC and Chasimba Community

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	6	40.0	40.0	40.0
	No	9	60.0	60.0	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

On other side the research findings as shown in the figure below indicated that majority of the Chasimba community were also not satisfied by the existed relationship between the two sides.

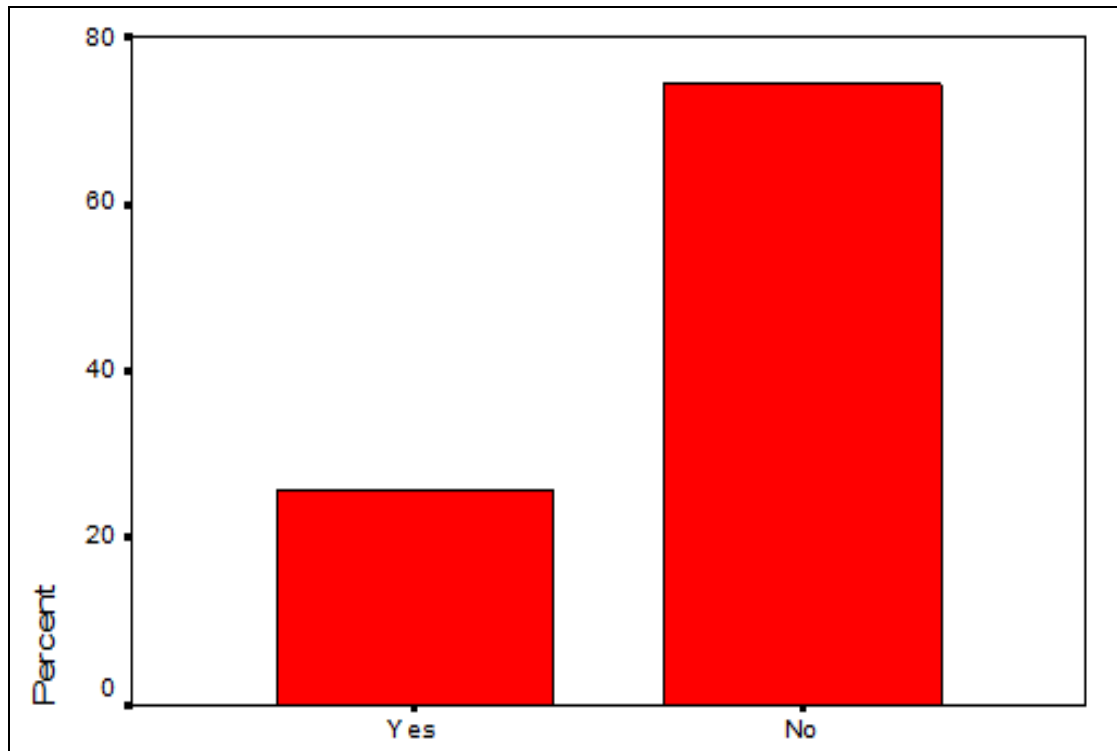


Figure 4.7: Existing Relationship between TPCC and Chasimba Community

Source: Field Data (2013)

4.2.7 To Examine Economic Benefits a Society Gains From Tanzania Portland Cement Company Ltd in Wazo Ward area

4.2.7.1 TPCC subsidizing Chasimba Community Economic Benefits

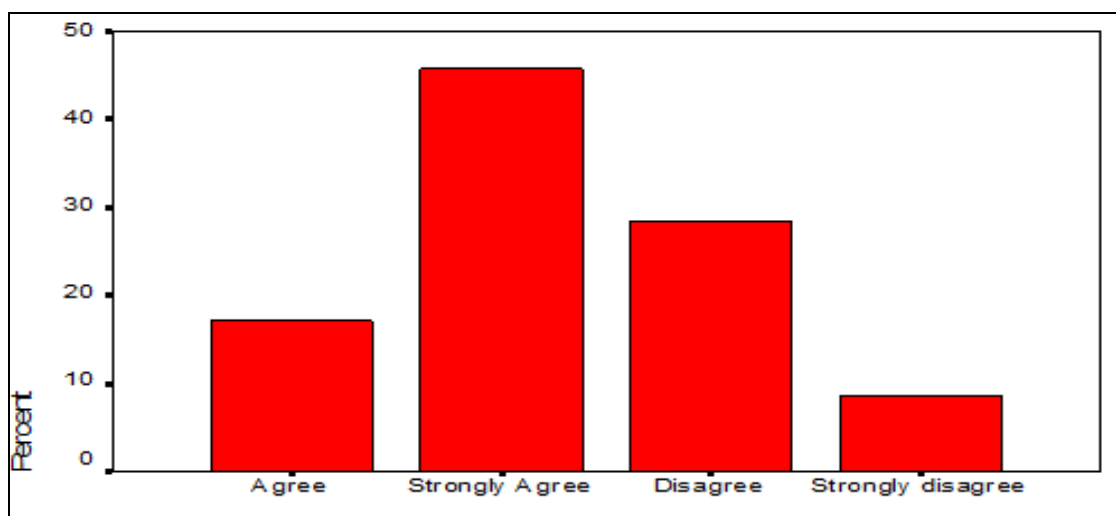
Research findings as per TPCC staff show that when they were asked on whether TPCC subsidize the Chasimba Community economic benefits, majority of them about 46.7% strongly agreed while only 6.7% of them strongly disagree, this implies that TPCC subsidize the economic benefits to Chasimba Community.

Table 4.7 TPCC subsidizing Chasimba Community Economic Benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	5	33.3	33.3	33.3
	Strongly Agree	7	46.7	46.7	80.0
	Disagree	2	13.3	13.3	93.3
	Strongly disagree	1	6.7	6.7	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

These results were also supported by the findings from Chasimba Community as it is shown in the figure below, that majority of them when were asked on the question, they strongly agreed on that. Therefore this indicated that TPCC in its CSR plan played well its economic responsibility. Community around the company is one of the principle beneficiaries for any located or established company, they have to benefit directly and indirectly, by direct benefiting they have to be employed as workers and indirect they can employ themselves as “mama ntilie, shoes shiners and other related service provision, (Friedman, 1963).

**Figure4.8: TPC subsidizing Chasimba Community Economic Benefits**

Source: Field Data (2013)

4.2.7 TPCC Employment Provision to Chasimba Community

Research findings as per TPCC staff when were asked on whether they are satisfied by the TPCC employment provision to Chasimba Community majority of them about 46.7% strongly agreed and only 13.3% of them strongly disagreed, this implies that TPCC provides employment to Chasimba community and most of the staff of TPCC are satisfied by it. But it strongly disagreed by the Chasimba community itself as when they were asked on whether are satisfied by the TPCC employment provided to them, majority of them about 45% of them strongly disagreed, This implies that TPCC provides employment to Chasimba community as one of the CSR activities but it is not satisfactory.

This was supported by Friedman,(1963) who argued that Community around the company is one of the principle beneficiaries for any located or established company, they have to benefit directly and indirectly, by direct benefiting they have to be employed as workers and indirect they can employ themselves as “mama ntilie, shoes shiners and other related service provision the situation in TPCC seems to be in adequate to the community around the company as a result consistent conflict between them (Mgema, 2007).

Table 4.8 TPCC employment provision to Chasimba Community

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	4	26.7	26.7	26.7
	Strongly Agree	7	46.7	46.7	73.3
	Disagree	2	13.3	13.3	86.7
	Strongly Disagree	2	13.3	113.3	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

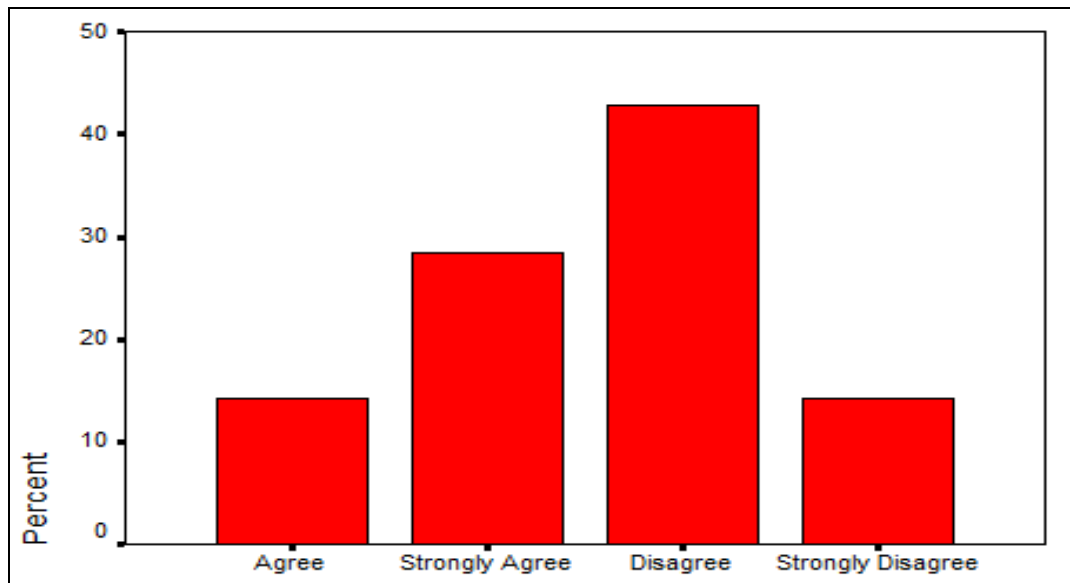


Figure 4.9: TPCC Employment Provision to Chaasimba Community

Source: Field Data (2013)

4.2.8 TPCC provision of Development Programs to Chasimba Community

When TPCC staff respondents were asked on whether there were Development programs established by TPCC to Chasimba Community, majority of them about 60% strongly agreed on that, while only 6.7% of them strongly disagreed, this implies there were development programs established by the TPCC to Chasimba community. But these results were opposite to the findings from the Chasimba community whom when asked whether there were development programs established by TPCC to them, most of them about 38% disagreed on that while some of them agreed, therefore it can concluded that there were development programs established by TPCC but were not satisfactory to Chasimba Community. This indicated that TPCC were not preparing enough fund for the CSR activities hence little was done on development programs to the society, this in turn weakened the relations with the society.

This was also supported by Carroll (1991), as argued the firms to have Philanthropic responsibility to the society. Corporate Philanthropy basically refers to the idea of the firm ‘giving back’ financially, to society some of the wealth it has created thanks to society’s inputs. Frederick (1987) introduced the ‘charity principle’ as an obligation for the wealthy to support the less fortunate. The ‘charity principle’ goes along with the ‘stewardship principle’ *i.e.* business as the guardian of ‘society’s resources’ to justify the theory of CSR. By itself, philanthropy or charity does not necessarily mean that a firm develops a broader strategy to comprehensively assess its impacts on society, and to design plans, policies and tools to improve its overall performance towards society.

Table 4.9: Existence of Development Programs to Chasimba Community Established by TPCC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	2	13.3	13.3	13.3
	Strongly Agree	9	60.0	60.0	73.3
	Disagree	3	20.0	20.0	93.3
	Strongly Disagree	1	6.7	6.7	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

4.3 To Identify Company’ Adherence to Government Laws Governing Its Operations

Research findings as per TPCC staffs as shown in the table below show that when respondents were asked to recommend on the government policies adhered by TPCC in protecting on making the Wazo society safe, majority of them recommended on

environmental conservation and land survey which both scored 26.7% while 20% of them recommended on faithfully leaders and executives while the rest recommended on relocation of wazo community and relocation of TPCC by 13.3% each, these results were also supported by the results from the Chasimba community which also were the same as it is shown in the table below. This implies that TPCC in some aspects adhered to the government policies but in some areas it failed to adhere the government policies which included the relocation of the Chasimba community which led to continued land conflicts between the two.

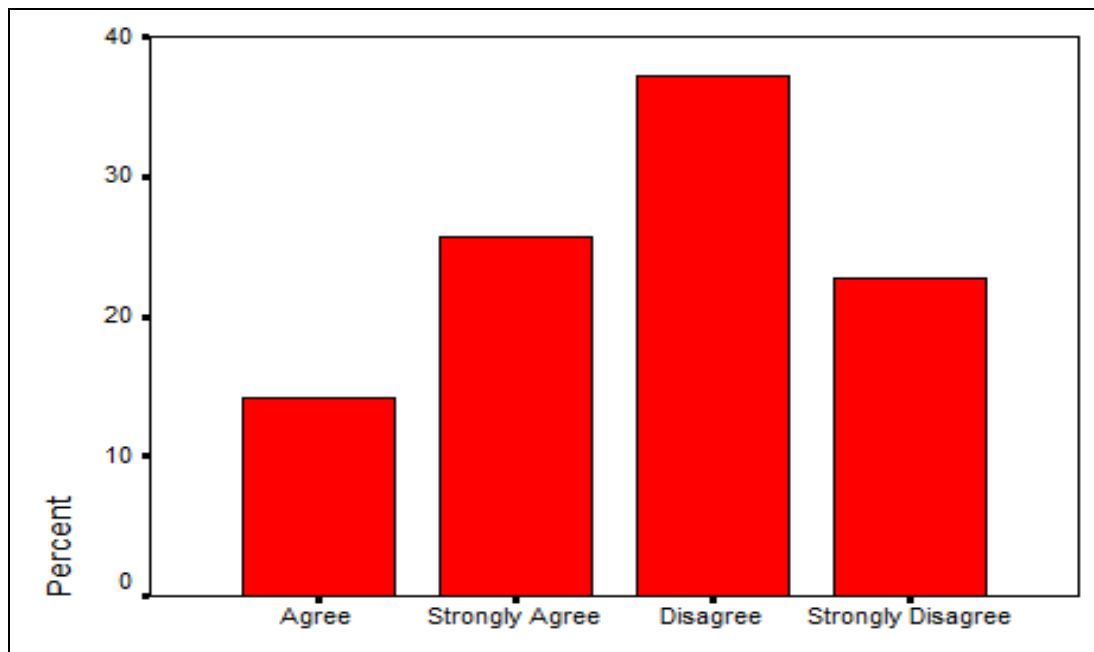


Figure 4.10: Existence of Development Programs to Chasimba

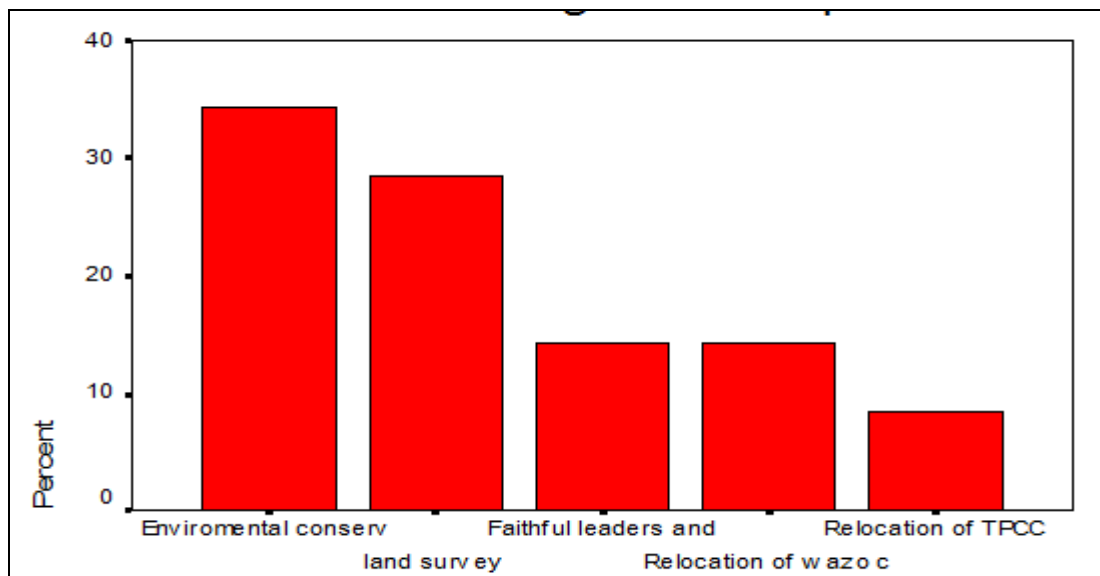
Source: Field Data (2013)

TPCC like any other organization is obliged to adhere government policies; this was supported by the Visser (2006) who argued on ethical and legal responsibility to be considered first in CSR plan of the Company.

Table 4.10: .TPCC Adherence to Government Policies

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Environmental conservation	4	26.7	26.7	26.7
	land survey	4	26.7	26.7	53.3
	Faithful leaders and executives	3	20.0	20.0	73.3
	Relocation of wazo community	2	13.3	13.3	86.7
	Relocation of TPCC	2	13.3	13.3	100.0
	Total	15	100.0	100.0	

Source: Field Data (2013)

**Figure 4.11: TPCC Adherence To Government Policies**

Source: Field Data (2013)

4.4 What are Possible Efforts Made By the Company to Minimize Environmental Risks to the Society?

As per figure below the research findings show that the possible efforts made to minimize environmental risks includes establish dust control mechanisms, improve

smoke control mechanisms, and establish sound proofs to control noise pollution and adherence to government policies so as to protect the society from environmental pollutions. TPCC like any other company is responsible to protect the society from the environmental pollution resulting from its activities as required by law and ethical consideration. TPCC like any other organization is obliged to adhere government policies which involves environmental conservation, this was supported by the Visser (2006) who argued on ethical and legal responsibility to be considered first in CSR plan of the Company

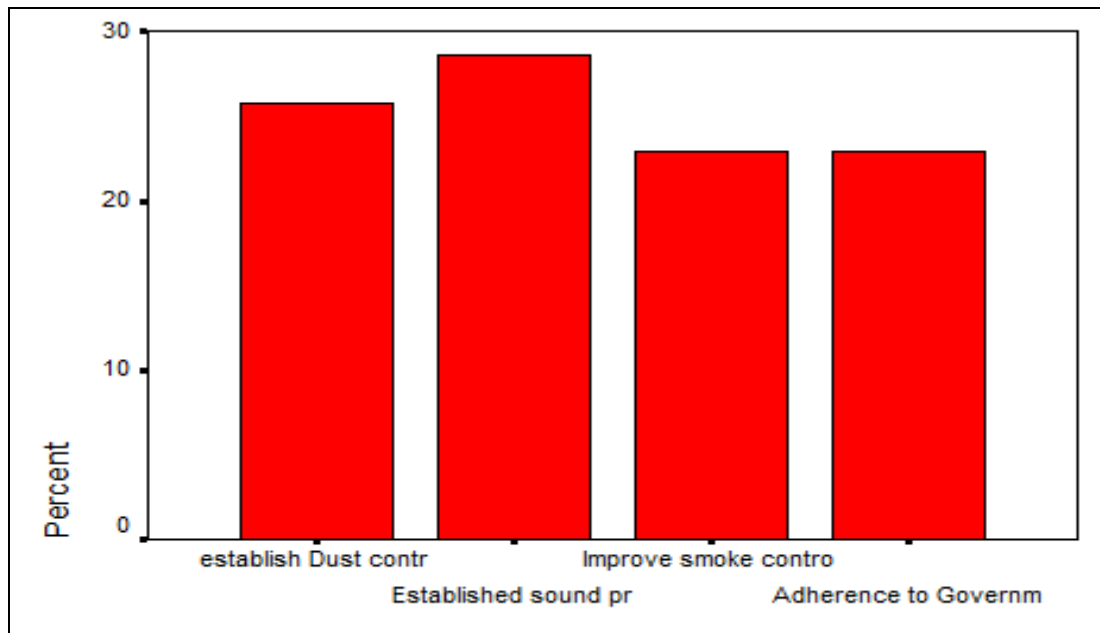


Figure 4.12: Efforts to Be Made By TPCC to Minimize Environmental Risk to the Chasimba

Source: Field Data (2013)

CHAPTER FIVE

5.0 SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary of the Study

The study was conducted at Tanzania Portland Cement Company (TPCC) which is located in Dar es Salaam region; it was aimed to assess Corporate Social Responsibility in Tanzania Portland Cement Company Ltd in Wazo area, a sample of 50 respondents was used in the study which involved both TPCC staffs and the Chasimba Community in Wazo ward. The study had also specific objectives which include, To determine the existing relationship between the TPCC Company and the society around it, To examine economic benefits a society gains from Tanzania Portland Cement Company Ltd in Wazo Ward area, To identify company' adherence to government laws governing its operations, To propose possible efforts made by the company to minimize environmental risks to the society around it.

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.

5.2 Conclusion

Based on the summarized points of the study the following conclusion was made, The TPCC played its role on corporate social responsibility by adherence to government policies, established development programs to the Wazo society and provision of the employment to the wazo community. But yet there are challenges which weaken its relationship with the community which includes the land conflict which is due to the failure to relocate the Chasimba community.

5.3 Recommendations

Since the study findings show that there is land conflict existing between the chasimba community and TPCC, Government should find the alternative area for the relocation of the Chasimba community, including paying their rights for the ownership of land they had. Since the study findings indicated that one of the conflicts which weakened the relationship between Chasimba community and TPCC was environmental pollution which included dust emission, therefore TPCC should improve dust control mechanism as to protect community; this will help to improve the relationship between the two sides.

The research findings show that noise pollution was one of the problems which weakened the relationship between Chasimba Community and TPCC; therefore, for the purpose of improving the relationship between the two, TPCC should establish the sound proofs to control noise pollution. Since Research findings show that smoke emissions by TPCC was one of the problems claimed by the Chasimba Community, therefore, TPCC should improve the smoke control mechanisms.

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APPENDICES

APPENDIX I: Research Budget

The following are the cost estimates the researcher is expected to incur doing the conclusion of the report.

S/no	Details	Each	Total
1	SUPPLIES Accommodation Typing Photocopy Printing Binding Editing Air time TOTAL	400000 80000 30000 100000 20000 180000 <u>30000</u> <u>840000</u>	840,000
2	OTHER ASSOCIATED EXPENSES Transport Food TOTAL GRAND TOTAL	120000 300,000 <u>320,000</u> <u>740,000</u>	740,000 1,580,000

The above cost analysis is prepared and presented basing on financial constraints of the country it has been adjusted to conform to the economic situation.

APPENDIX II: Work Plan

	2012	MAR	APRL	MAY	JUNE	JULY	AUG	SEPT
	PROPOSAL							
1	Preparation of proposal							
2	Submission of Proposal							
3	Field Work & Data Analysis							
4	Report preparation							
5	Report Submission							

APPENDIX III A: Questionnaire for the Wazo hamlet Community

Interviewer's introduction:

I am a student at The Open University of Tanzania (OUT) pursuing Master degree have prepared this questionnaire for purpose of collecting data concerning Assessment of Corporate Social Responsibility in Ltd Companies at Tanzania Portland Cement Company in Wazo Area. Your contribution is highly valued in making the study successful. Assurance is given that your personal information will be handled confidentially and it will be used for academic purpose only.

SECTION A: Background Information

1 Age of the respondent (years)

18-30 () 31-45 () .Above 46 ()

2 Genders:

Male () Female ()

3 marital statuses :(write Yes or No)

Married ----- Divorced-----

Not married ----- any specify-----

4 Level of education

Standard seven () Secondary school () Advanced Secondary School ()

Any level specify

5 Level of Income per month

10000-50000/= () .60000-100000/= () .110000-300000/= () Above
310000/=

6 Sources of income -----

SECTION B

7. How long have you living near Tanzania Portland Cement Company (years)

1-5 6-10 7-11 12 and above ()

8. Are there any conflicts between Tanzania Portland Cement and Wazo ward especially chasimba community? (a) Yes, (b) No ()

If there are, tick were appropriate their gravity i.e. the higher the number the greater the gravity

[LEVEL OF EFFECTS]

(a) Environmental pollution 1 () 2 () 3 () 4 () 5 ()

(b) Land conflicts 1 () 2 () 3 () 4 () 5 ()

(c) Theft company properties 1 () 2 () 3 () 4 () 5 ()

(d) Uncognition of wazo ward
Community views 1 () 2 () 3 () 4 () 5 ()

(e) Environment protection 1 () 2 () 3 () 4 () 5 ()

9. Are you satisfied relationship between the Tanzania Portland Cement Company and Wazo ward especially chasimba community? Yes () No ()

If yes why-----

If no why -----

10. Is the village/ward governments involved in solving company relationship issues between Tanzania Portland Cement Company and it's around community

If yes how the issues are solved? -----

If no, how do you cope with the situation? -----

For question no (11-13) put a tick where appropriate

11. Is Tanzania Portland cement Company (Twiga cement) subsidizing Wazo ward community economic benefits? Agree () strong agree () disagree () strong disagree ()

12. Are you satisfied with the Tanzania Portland Cement Company (Twiga cement) involvement in provision of employment to Wazo ward community? I Agree () 2 strong agree () 3 disagree () 4 strong disagree ()

13. Are there developmental programmes established in the Wazo ward by the Tanzania Portland Cement Company (Twiga Cement)? 1 agree () 2 strong agree () 3 disagree () strong disagree ()

14. Suggest ways what the Tanzania Portland Cement Company could do to make the wazo ward economic benefits

.....
.....
.....

If no, how do you cope with the situation?.....

Given below are government policies which TPCC should adhere to make Wazo society to be safe. Tick where appropriate

[LEVEL OF COMPENTANCE]

(15) Environmental conservation 1 () 2 () 3 () 4 () 5 ()

(16) Land survey 1 () 2 () 3 () 4 () 5 ()

(17) Faithfully leaders and executives 1 () 2 () 3 () 4 () 5 ()

(18) Relocation of wazo community 1 () 2 () 3 () 4 () 5 ()

(19) Relocation of Twiga cement 1 () 2 () 3 () 4 () 5 ()

20. Is the Tanzania Portland Cement Company (Twiga cement) involved in preserving the wazo ward community environment? 1 agree () 2 strong agree () 3 disagree () 4 strong disagree ()

(21) What are possible efforts made by the company to minimize environmental risks to the society?

- (1)-----
- (2)-----
- (3)-----
- (4)-----
- (5)-----

Thank you for your cooperation

**APPENDIX III B: Interview Guide for Tanzania Portland Cement Company
Workers**

Interviewer's introduction:

I am a student at The Open University of Tanzania (OUT) pursuing Master degree have prepared this interview guide for purpose of collecting data concerning **Assessment of Corporate Social Responsibility in Ltd Companies at Tanzania Portland Cement Company in Wazo Area**. Your contribution is highly valued in making the study successful. Assurance is given that your personal information will be handled confidentially and it will be used for academic purpose only

SECTION A: Background Information

1 Age of the respondent (years)

18-30 () 31-45 () Above 46 ()

Gender

Male () .Female ()

3 marital statuses :(write Yes or No)

Married _____ .Divorced _____

Not married _____ any specify _____

4 Level of education

Advanced Diploma () Bachelor Degree () Master Degree ()

Any level specify _____

SECTION: B

5. For how long have you been working with the Tanzania Portland Cement Company (twiga cement)? -----

6. Are there any conflicts between Tanzania Portland Cement and Wazo ward especially chasimba community? (a) Yes, (b) No ()

If there are, tick were appropriate their gravity i.e. the higher the number the greater the gravity

[LEVEL OF EFFECTS]

(a) Environmental pollution 1 () 2 () 3 () 4 () 5 ()

(b) Land conflicts 1 () 2 () 3 () 4 () 5 ()

(c) Theft company properties 1 () 2 () 3 () 4 () 5 ()

(d) Uncognition of wazo ward

Community views 1 () 2 () 3 () 4 () 5 ()

(e) Environment protection 1 () 2 () 3 () 4 () 5 ()

7. Are you satisfied relationship between the Tanzania Portland Cement Company and Wazo ward especially chasimba community? Yes () No ()

If yes why-----

If no why -----

8. Is the village/ward governments involved in solving company relationship issues between Tanzania Portland Cement Company and it's around community

If yes how the issues are solved? -----

If no, how do you cope with the situation? -----

For question no (9-13) put a tick where appropriate

9. Is Tanzania Portland cement Company (Twiga cement) subsidizing Wazo ward community economic benefits? Agree () strong agree () disagree () strong disagree ()

10. Are you satisfied with the Tanzania Portland Cement Company (Twiga cement) involvement in provision of employment to Wazo ward community? I Agree () 2 strong agree () 3 disagree () 4 strong disagree ()

11. Are there developmental programmes established in the Wazo ward by the Tanzania Portland Cement Company (Twiga Cement)? 1 agree () 2 strong agree () 3 disagree () strong disagree ()

12. Suggest ways what the Tanzania Portland Cement Company could do to make the wazo ward economic benefits.....

Given below are government policies which TPCC should adhere to make Wazo society to be safe. Tick where appropriate

[LEVEL OF COMPENTANCE]

(13) Environmental conservation 1 () 2 () 3 () 4 () 5 ()

(14) Land survey 1 () 2 () 3 () 4 () 5 ()

(15) Faithfully leaders and executives 1 () 2 () 3 () 4 () 5 ()

(16) Relocation of wazo community 1 () 2 () 3 () 4 () 5 ()

(17) Relocation of Twiga cement 1 () 2 () 3 () 4 () 5 ()

18. Is the Tanzania Portland Cement Company (Twiga cement) involved in preserving the wazo ward community environment? 1 agree () 2 strong agree () 3 disagree () 4 strong disagree ()

(19) What are possible efforts made by the company to minimize environmental risks to the society?

(1)-----

(2)-----

(3)-----

(4)-----

(5)-----

Thank you for your cooperation

KIAMBATANISHO III C: Dodoso kwa wakazi wa mtaa wa Wazo

Utambulisho

*Mimi ni mwanafunzi kutoka chuo kikuu Huria cha Tanzania. Ninasoma shahada ya uzamili. Nimeandaa dodoso katika kukusanya taarifa kuhusiana na **Tathimini ya Mahusiano ya kijamii ya kata ya Wazo na Kampuni ya kiwanda cha kutengeneza saruji cha Wazo** Mchango wako wa mawazo ni muhimu sana ili kufanikisha utafiti huu. Taarifa utakayotoa itakuwa siri na itatumika katika Nyanja ya kitaaluma tu*

SEHEMU: ri wako (katika) miaka

18-30 () 31-45 () juu ya 46

2. Jinsia

Mme () mke ()

3. Hali ya ndoa

Umeoa () haujaoa () umefiwa () Au ()

4. Kiwango cha elimu

Darasa la Saba () kidato cha nne () Kidato cha sita () kiwango

kingine

.....

5. Kiwango cha kipato Kwa mwezi

10000-50000 () 60000-100000 () 110000-300000 () zaidi ya 310000 ()

6. Taja chazo cha kipato-----

SEHEMU B

7. Ni muda gani tangu uishi karibu na kiwanda cha kutengeneza Saruji cha wazo (miaka)

1-5 () 6-10 () 7-11 () 12 na kuwendelea

8. Je kuna migogoro kati ya kiwanda cha kutengeneza saruji cha wazo na jammii ya kata ya wazo hususan Jamii ya Chasimba ndiyo () hapana ()

Kama kweli migogoro ipo weka alama ya vema kwenye migogoro kati ya hizo zifuatazo hapo chini, pia chagua kiwango cha ufahamu

[KIWANGO CHA UFAHAMU]

Uaribifu wa mazingira 1 () 2 () 3 () 4 () 5 ()

Mgogoro wa ardhi 1 () 2 () 3 () 4 () 5 ()

Wizi wa mali ya kiwanda 1 () 2 () 3 () 4 () 5 ()

Kutothaminiwa jamii ya

Kata ya Wazo 1 () 2 () 3 () 4 () 5 ()

(e) Kutozuia uaribifu wa mazingira 1 () 2 () 3 () 4 () 5 ()

9. Je unaridhika na uhausiano uliopo kati ya uongozi wa kampuni ya kiwanda cha saruji cha wazo na jamii ya kata ya wazo hususaani jamii ya chasimba? Ndiyo () hapana ()

Kama ni ndiyo uhusiono upi?-----

Kama ni hapana kwa namna gani?-----

10. Serikali ya kijiji na kata ya Wazo zinajihusisha na utatuzi wa mahusiano kati ya kampuni ya kutengeneza saruji ya Wazo na jamii inayokizunguka kiwanda? Ndiyo () Hapana ()

Kama ni kweli mambo gani yalishatatuliwa na serikali hizo?.....

.....

Kama serikali hazishikishwi utatuzi wa mahusiono unafanywaje?.....

.....
.....

Kuanzia swali la (11-13) weka alama ya vema pale panapofaa

11. Je uongozi wa kiwanda cha kutengeneza saruji cha Wazo unaisaidia jamii ya kata ya wazo kiuchumi?

Unakubali () unakubali Sana () unakataa () unakataa katata ()

12. Unaridhika na utaratibu wa ajira unaotolewa na Kampuni ya kiwanda kinachotengeneza saruji cha Wazo?

Unakubali () unakubali Sana () unakataa () unakataa katakata ()

13. Je kuna taratibu zozote zilizoanzishwa na kampuni ya kiwanda cha kutengeneza Saruji cha Wazo kwa maendeleo ya kata ya Wazo hususan cha Simba?

Unakubali () unakubali sana () unakataa () unakataa katakata ()

14. Pendekeza njia madhubuti ambazo zinaweza kufanywa na uongozi wa kiwanda cha kutengeneza Saruji cha Wazo zinazoweza kuisaidia jamii ya kata ya wazo kiuchumi

.....

Chini kuna baadhi ya taratibu na kanuni za serikali ambazo zinatakiwa zifuatwe na kampuni ya kiwanda cha kutengeneza saruji cha Wazo kwa jamii ya Wazo hususan jamii ya chasimba

[KIWANGO CHA KUWELEWA]

(15) Kuzuia uaribifu wa mazingira 1 () 2 () 3 () 4 () 5 ()

(16) Upimaji wa ardhi wa eneo la kata ya wazo 1 () 2 () 3 () 4 () 5 ()

(17) Uaminifu wa viongozi 1 () 2 () 3 () 4 () 5 ()

(18) Kuamishwa jamii ya kata ya Wazo 1 () 2 () 3 () 4 () 5 ()

(19) Kuamishwa kwa kiwanda cha Wazo 1 () 2 () 3 () 4 () 5 ()

(20) Je kampuni ya kiwanda cha kutengeneza Saruji cha Wazo kinajiusisha kikamilifu na utunzaji wa mazingira katika eneo la kata ya Wazo?

Unakubali () unakubali sana () unakataa () unakataa katakata ()

(21) Juhudi zipi zifanywe na kampuni ya kutengeneza saruji ya Wazo ili kupunguza hatari ya mazingira kwa jamii ya Wazo?

(1)-----

(2)-----

(3)-----

(4)-----

(5)-----

Natanguliza shukrani za dhati

APPENDIX V: Tanzania Portland Cement Company (Twiga Cement) Photos



Source: TPPC Library (2013)

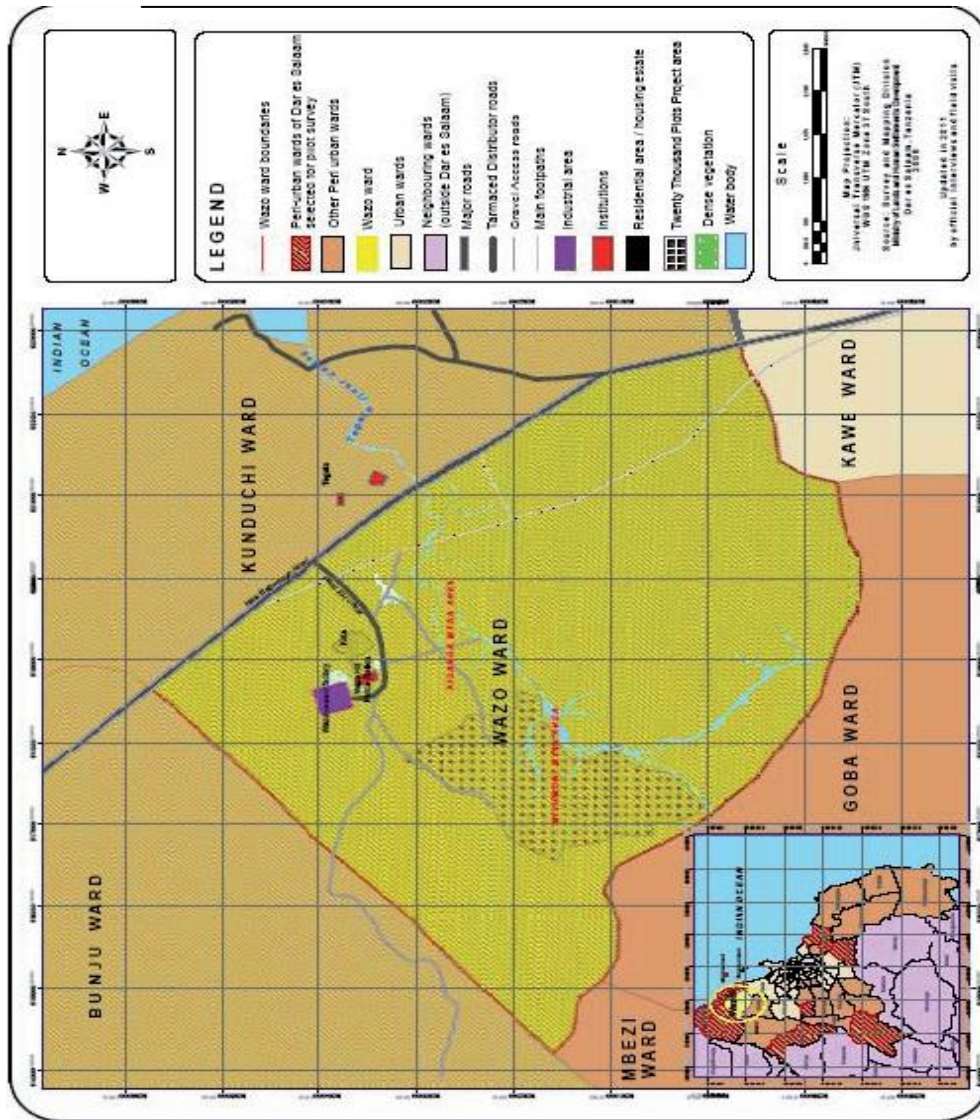
APPENDIX VI: Photo shows a Meeting of Wazo Ward community discussing Chasimba Land



Photo Shows a Meeting of Wazo Ward Community Discussing Chasimba Land

Source:TPCC Library (2013)

APPENDIX VII: The Map Shows the location of Wazo Ward area



Source: Data from Survey and Mapping Division 2013 Dar es Salaam