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**ASSESSMENT OF THE EFFECTIVENESS OF HUMAN RESOURCES
PLANNING IN ACHIEVING ORGANIZATIONAL OBJECTIVES: A CASE
OF TANZANIA PUBLIC SERVICE COLLEGE AND IMMIGRATION
DEPARTMENT**



BY

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ABSTRACT

The objective of this study is to assess the effectiveness of Human Resources Planning in achieving organizational objectives. In pursuit of this objective, the methodology that was applied in data collection includes questionnaire, oral interview, observation and document analysis. Judgment sampling was used to select the sample for study, the sample includes members of HR department, administration and heads of department. The survey data were analyzed by using SPSS (Statistical Program for Social Sciences).

The findings show that HRP improves organizational performance and it is very effective in enabling an organization to achieve its objectives. HRP and succession planning are now practiced in some organizations and they help to improve performance and stability of organizations.