

i

**THE EFFECTIVENESS OF MOTIVATIONAL PACKAGES ON
ORGANISATIONAL PERFORMANCE: A CASE STUDY OF TANZANIA
POLICE FORCE IN MWANZA CITY**

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ABSTRACT

The purpose of the study was to examine the effectiveness of Motivational Packages on Organizational Performance. The Tanzania Police Force has identified numerous problems, constraints and challenges related with the human resources management. These include lack of explicit recruitment and training policies, inability to cope with technological changes in policing, absence of human resource information systems, staff placement problems, mismatch between job holders' skills and job positions, and roles overload to some few officers. Furthermore, the available police training facilities are highly inadequate in the prevailing environment; secondly, they are ill equipped. For this reason, human resources development in the Force is highly compromised leading to poor performance in the delivery of police services.

It has also been noted that, in general, police officers and Staff is poorly remunerated and poorly motivated. These shortcomings have demoralized the force members resulting to frequent absenteeism from duty, low discipline, low commitment, and a considerable number of police officers are leaving the force to find greener pastures in other organizations and institutions within the country, to the detriment of the Police Force. Therefore the Tanzania Police Force faced a challenge of enhancing performance and responsiveness. Therefore the Tanzania Police forced introduced a Reform program were by; The modernization of the Police Force entails improving policing infrastructure facilities such as office and staff accommodation; operational and transport equipment; use of Information communication technology, management information systems, as well as Striving to have a well educated, adequately remunerated and highly motivated Workforce.

Therefore this research looked how those motivational packages improved the police force performance. The research was based on Mwanza city police force as a case study.

The study was guided by a literature review which comprised of conceptual frame work, ten theories of motivation and ten empirical literature research studies. The methodology used in this study was a case study design. The area of study was Mwanza city police force. The total population was 1142 Police officers and a sample that was selected consisted of 305 officers. Data was obtained through questionnaires, interview, and documentary review. The analysis tool was bivariete and multivariate with the help of SPSS.