

Effect of Human Resource Utilization on Organization Performance: A case of Tanzania Police Force Kilimanjaro Region

By

Juma Kanena

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The dissertation assessed the effects of human resource utilization on organizational performance, a case of Tanzania Police Force at Kilimanjaro Region. The dissertation was guided by three objectives namely to examine the status of human resource utilization at the Tanzania Police Force; examine the influence of human resource utilization and analyse the influence of human resource management practices towards the utilization human resource on organizational performance. The dissertation used a sample size of 86 respondents and data were collected using questionnaire. Simple random sampling was used in obtaining respondents. Data were analysed through multiple responses and multiple regressions of the aid of statistical package for social science. The dissertation findings revealed that the coefficient of human resource under-utilization and constant are found to be statistically significant at 1% level (0.00) and (0.00) respectively. The findings revealed that TPF management can assign jobs to persons who did not understand job requirements this is evidenced by 70.9% of the respondents who revealed that duty like public prosecution is over-utilization proxy which might lead into bringing unhappiness to employees and ultimately decreases goodwill. The dissertation concluded that Tanzania Police Force do underutilize and over utilize their staff in different aspects basing on rank, education and human resource management practices were practiced. The dissertation recommends to the TPF management to utilize their staff accordingly in order to function and achieve the desired objectives. Also The Tanzanian police force should make sure that there are right people to the right jobs in order to maintain an effective and eminent police workforce. Further Tanzania police force should improve human resources performance by providing learning opportunities in order to build an efficient and effective Tanzanian police force.