

**Corporate Entrepreneurship Development in Public Sector Organizations in Tanzania  
A Case of Moshi University College of Co-operative and Business Studies ( MUCCoBs)**

**By**

**Kelvin Luka Nzilano**

**Master of Science in Entrepreneurship, Mzumbe University, 2014**

The major goal of the study was to assess the contribution of internal organisational factors on the performance of public universities in Tanzania. One hundred and twenty (120) questionnaires using purposive and systematic sampling were collected from the Moshi University College of Co-operative and Business Studies (MUCCoBs). The Means comparison technique was used in which t-tests and one way analysis of variance (ANOVA) was employed in data analysis. Internal consistency of data was checked using Cronbach Alpha Coefficient. The findings discovered that work discretion and autonomy, rewards and reinforcements and organizational boundaries were identified as the most relevant and influential factors in shaping corporate entrepreneurial behaviour of employees at MUCCoBs. The study further examined the extent to which internal organizational factors affects corporate entrepreneurial behaviour of employees at MUCCoBs. It was discovered that rewards and reinforcements, work discretion and autonomy, and organisational boundaries had positive effect on corporate entrepreneurial behaviour of employees at MUCCoBs. On the other hand, management support and time availability had negative effect on corporate entrepreneurial behaviour of employees at MUCCoBs. The study further, examined the impacts of demographic profiles on respondents' perceptions of internal factors at MUCCoBs. It was discovered that working experience had significant effect on employees' perceptions of internal factors of CE development at MUCCoBs. The notable perceptions suggest that newly recruited and mid — experienced staff had negative perceptions on management support for corporate entrepreneurial behaviour at MUCCoBs. They perceive that the environments were not conducive enough for them to exhibit corporate entrepreneurial behaviours at MUCCoBs. This may be attributed by the fact that most of the experienced and highly experienced staff were at managerial positions of the University College. The study recommends that more efforts be directed to the newly recruited and mid — experienced staff who expects to serve the University College longer. This study is important as it attempts to test the applicability of corporate entrepreneurship theories among public sector institutions in Tanzania.