

ABSTRACT

This research study sought to assess the role of professional ethics in performance of human resource functions in local government authorities in Tanzania. The specific research objectives were: to examine the ethical practices in HRM functions, to find out the effect of ethics on performance of HRM functions and to determine the effects of government policy on performance of HRM functions at Arusha City Council. The research design adopted descriptive research design. The method of data collection used was interview and questionnaire while the sample size used was 50 respondents, and sampling techniques used was purposive sampling methods. The validity test methods employed were reviewing of the data, to verify the reliability of the tool. Data analysis techniques used were qualitative and quantitative analysis. The findings of the study revealed that ethical practices increase transparency, accountability, integrity and objectivity in human resource functions. Likewise, ethics increase the value for money, transparency, equality and accountability in the HRM performance. Moreover, this study concluded that presence and adherence of government policy helps to avoid a one-man opinion, sets the specific parameters under which to operate, ensures adherence to ethical conduct and enhances value and quality hence promotes competition and innovation. Hence, it is concluded that, ethic practices enhance the performance of HRM functions. The study recommends that the government must ensure always there is conducive environment such as provision of education scheme that support and generate ethically competent people and prospective worker (youth) in the country who will be able to cope with market dynamic in HRM in today's world and hence to meet the customer demand.

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