

## ABSTRACT

The main objective was to assess the influence of competitive salary in good performance of public companies in Zanzibar. Specifically, the study aimed to identify the influence of competitive salaries toward good performance of PS that is subject to comparison with non PS and to identify their competitive salaries in good performance and suggest measures to be taken to solve disputes on the issue of competitive salaries.

The methodology used to conduct this study was causal in nature and included the use of various data collection methods and tools such as questionnaires, interviews. The data collected during the study was checked for completeness, accuracy, clarity and uniformity. Numerical data was analyzed by computing percentages for quantification purposes and presented in the form of tables and figures.

From the findings of the study, the researcher concludes that there are various types of competitive that are subject to salaries in performance such as; education level, ages, working experience, furtherance of the employees (training) and labor education. The study also concludes that competitive salaries have a positive influence in good performance among the employees. To accelerate the good resulting from competitive salaries, PS and non PS focus on providing good environment of working conditions on various matters.

To address the issue of competitive salaries and its influence on the companies' good performance in Zanzibar, the researcher recommends that, both, the Public Companies (PS) and Ministries as well as department of the Revolutionary Government of Zanzibar (NPS), through ZPC and MIC should conduct an investigation and find better ways of resolving the issue of competitive salaries. Also, more emphasis should be put on performance craterous so as to make them aware of competitiveness salaries issues

LIBRARY  
INSTITUTE OF ACCOUNTANCY  
ARUSHA