

ABSTRACT

This study was done to assess the performance management systems in Non-governmental organizations with respect and focus in international organization operating in Tanzania, specifically selected organization, CARE International in Tanzania.

After a review of the literature relevant to performance management systems both over time and across different types of organizations, this dissertation confines its research .To a case study of the Assessment of Performance Management in Non-governmental organizations with its reference to CARE International in Tanzania and its challenges and improvements.

Data were collected using structured, open ended questionnaires and interviews supplemented by secondary data. Using a purposive or judgmental sampling a total of 50 respondents from the organization mentioned above were selected. After data analysis was done, the findings were interpreted and carefully presented to provide meaningful information for various users.

Important insight was gained into the relative importance of the performance management practices to promote desired employee outcomes and improved performance. The discussion of performance in organizations is incomplete without reference to the construct of organizational culture. This study also provided propositions to prompt further research on the role of performance management in reinforcing a high performance organizational culture. Insightful conclusions were drawn from the results obtained and recommendations are made for future research.

