

## ABSTRACT

This research study sought to assess the factors affecting performance of human resource management in public organization in Tanzania. The specific research objectives were: to determine effect of staff competence on performance of human resource management at Arusha City Council, to examine the effect of budget allocation on performance of human resource management at Arusha City Council and to examine the influence of government policy on performance of human resource management at Arusha City Council. The research design adopted was a case study because it sought to discover the relationship between aspects of a problem. The method of data collection used was interview and questionnaire while the sample size used was 66 respondents, and sampling techniques used was simple random sampling and 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. While the findings of the study reveals that staff competence leads to reduction of cost on operation of organization, increase the profit share to the organization, improvement of the information flow management and increase performance of workers in the organization. The budget allocation increases the responsiveness to customers, facilitates smooth operations and improve management of resources. In conclusion, the study concludes that Staff competence is the means of reduction of cost on the operation of organization increase the profit share to the organization, improvement of the information flow management. The study recommends that the government must ensure always their conducive environment such as provision of education scheme that support and generate more competence people and prospective worker (youth) in the country who will be able to cope with market dynamic in human resource management in today world and hence to meet customer demand.

