Human Resource Policy as a Correlate of Job Satisfaction among Lecturers
in the Faculty of Humanities and Social Sciences at
Makumira University, Tanzania

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Declaration

This research dissertation is my own original work and has not been presented to any other university for a similar award before

Signed

………………………….. Date …………………………

Valentine Mathias Tarimo

(Researcher)
Approval

This is to certify that this researcher report has been written under my supervision and now is ready for submission to Graduate School, Makerere University with my approval.

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(Supervisor)

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Dedication

This research dissertation is dedicated to my late parents Mr. Mathias James Tarimo and Mrs. Neema Mathias Tarimo whose aspirations, care, encouragement, generosity, guidance and love I miss dearly. In my heart you remain forever. May God rest your souls in eternal peace. Amen!
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Abstract

The purpose of the study was to assess the correlation between human resource policy and job satisfaction among lecturers in the Faculty of Humanities and Social Sciences (FHSS) in Makumira University. The study was carried out in six departments namely; Education, Geography, History, Information Technology, Languages and Music. The study hypotheses were: (H₁) Pay policy was positively correlated with employee job satisfaction, (H₂) Promotion policy was positively correlated with employee job satisfaction and (H₃) Training policy was positively correlated with employee job satisfaction. The study employed correlational cross-sectional design. A sample size of one hundred respondents was randomly chosen from six departments in FHSS to take part in the study. Though, data collection period collided to the University holiday calendar, only seventy three respondents were assessed. A self-administered questionnaire was used to collect information from respondents. The collected data were analysed by Statistical Package for Social Scientists (SPSS) using, Independent t-test and Fisher’s Analysis of Variance (ANOVA) to determine whether demographic variables varied with employee job satisfaction. Karl Pearson’s Linear Correlation Coefficient and Multiple Regression Analysis approach were undertaken to assess the correlation between pay, promotion, training policies and employee job satisfaction.

The study results indicated that, hypothesis one (H₁) and hypothesis two (H₂) were not supported by the findings. Further, hypothesis three (H₃) were supported by the findings that training policy was statistically significantly positively correlated with employee job satisfaction in Makumira University. The study concluded that, pay and promotion policies were not significantly correlated with job satisfaction thus should not be given much emphasis. The emphasis and priority should be given to the training policy which found to be a significant and
the only predictor influenced the employee level of job satisfaction. The study recommended that for Makumira University management is to increase level of job satisfaction of lecturers’ pay and promotion policies should not be given the upper hand since it had found no significant correlation with lecturers’ job satisfaction level. However, much attention and focus should be on provision of both off-the-job and on-the-job training programs since it had significant relationship with employee job satisfaction. For future studies related to the study the researcher recommended that, future researchers to employ more relative large sample, qualitative paradigm and the current study has been carried in a private university in Tanzania, hence future researchers could consider public universities in Tanzania for contrast purpose.