

THE PARADOX OF THE NEXUS BETWEEN EMPLOYEES' PERFORMANCE APPRAISAL SCORES AND PRODUCTIVITY IN TANZANIA

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ABSTRACT

Employee appraisal has been a challenge in many Tanzanian organizations. While productivity is very low in many organizations, hardly does any employee score the lower grades in assessment forms. This scenario is the result of the fissures in the Performance Improvement Model that is inherent in the weak Performance Management System in Tanzania. Consequently, the tool for performance appraisal; OPRAS fails to indicate organizations' productivity. In order to remedy the systemic contradiction, there should be political commitment and seriousness in employee performance appraisal, among other key factors at all levels of Tanzanian Organizations. This will enable organisations to directly link employees' performance to their productivity.

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