

ASSESSMENT OF THE LEVEL OF JOB PERFORMANCE (TEACHING AND RESEARCH) AMONG ACADEMIC EMPLOYEES IN HIGHER LEARNING PUBLIC INSTITUTIONS IN ZANZIBAR

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ABSTRACT

The purpose of the study is to determine the level of job performance among academic employees in higher learning public institutions in Zanzibar. Despite the important role played by job satisfaction on academic employees' performance, information about levels of academic employees' job satisfaction factors and performance among higher learning public institutions in Zanzibar is not available. This has limited the ability of the institutions to address job performance related problems so as to meet accountability measures, such as Teaching and Research Performance Standards (TRPS) and institutions success and growth. The target population for this study consisted of all permanent academic staff (Senior Lecturers, Lecturers, Assistant Lecturers and Tutorial Assistants) working in the higher learning public institutions in Zanzibar. The total of 214 academic employees and 30 students were selected to avail information concerning the study. Data gathering methods involved both primary and secondary sources. The questionnaires about job satisfaction and academic employee performance were created based on a job description questionnaire

KEY WORDS: Retention, Motivation, Institution and Significant.

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