

**USES OF OPRAS AS A METHOD OF PERFORMANCE APPRAISAL ON ORGANIZATIONAL PERFORMANCE: EXPERIENCE OF MOSHI MUNICIPAL COUNCIL, TANZANIA**

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**ABSTRACT**

*The study aimed at assessing the uses of Open Performance Review and Appraisal System (OPRAS) on organizational performance of Moshi Municipal Council (MMC). The Agency Theory was used to inform the study as Local Government Authorities (LGAs) are just agents while the government is the principal in service provision for the citizens. A survey research design with a mixed approach was employed for the study. A sample of 159 respondents of was used for the study. The collected data were analyzed using descriptive statistics through mean scores in which generally a mean score of 2.07 was obtained. Employees agreed that, uses of OPRAS at MMC were for promotion to different ranks, monetary rewards, staff career development, salary increase and transfers. It was further found that, OPRAS results for the period of performance reviews were not used for motivating employees, training of employees to empower them, non-monetary rewards, employees recognition or being used as a basis for research. It is concluded from the research findings that, the used of OPRAS at MMC for organizational performance is not effective. It is recommended that MMC and Policy makers overseeing Local Government Authorities (LGAs) to train supervisors on OPRAS so that they may acquire the basic knowledge, skills and competence required for its effective implementation relating to organizational performance. Also during appraisal and review process, both supervisors and employees should be involved and supervisors should provide feedback to their subordinates to connect the process with organizational performance.*

**KEYWORD:** *Performance Review And Appraisal System, Organizational Performance, Tanzania.*

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