

**CONTRIBUTION OF EMPLOYEE ENGAGEMENT ON EMPLOYEE EFFECTIVENESS IN THE TANZANIA POLICE FORCE IN MOSHI MUNICIPALITY**

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**ABSTRACT**

*The study was on assessment of the contribution of Employees' Engagement (EE) on employees' effectiveness in the Tanzania Police Force (TPF) in Moshi Municipality. A concurrent research design was used with a mixed research approach involving quantitative and qualitative data collection. A sample of 80 participants who are police officers was used with 5 key informants interviewees. Data was collected through self-administered questionnaires and key informant interviews using an interview guide. The data reliability was ensured by employing triangulation method to validate the data using questionnaire and interviews. Then, analysis was done to get characteristics pattern of the data obtained. Thereafter, an assessment of the employees' effectiveness was done using descriptive statistics analysis. It was found that, out of the twelve (12) analysed indicators tested revealed that, police officers were engaged and being effective in their duties. All respondents in the tested indicators rated with mean score of 3.6 and above in all items. It is concluded that, engagement in the TPF leads to effectiveness of employees hence organizational performance. The study recommends that, engagement should be taken as a human resource function aimed at increasing effectiveness for performance of TPF to keep employees' effectiveness intact so that performance for the entire organization is realized at all times.*

**KEYWORDS:** *Employees Engagement, Employees Effectiveness, TPF, Moshi Municipality.*

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