

Assignment Name: Human Resource Management (HRM) Practices in the Public Sector in East Africa		Country: Tanzania and Uganda
Location within Country: National but primary research undertaken in Dar es Salaam, Iringa and Mpwawa Districts in Tanzania and Kampala, Mpigi and Kamuli Districts in Uganda.		Professional Staff Provided by Dege Consult: 5: Principal Researcher, Researcher (Tanzania) Research Assistant (Tanzania) 2 data entry staff
Name of Client: Danish Institute for International Studies & Danida Copenhagen Denmark (initial phase sub-contracted through PEM-Consult, final phase directly with DIIS)		N ^o of associated staff: 3
Address: Danish Institute for International Studies Strandgade 56, 1401 Copenhagen K, Denmark Email contacts: oth@diis.dk		N ^o of Staff-Months; Duration of Assignment: man months: 6 mm.
Start Date (Month/Year): November 2005	Completion Date (Month/Year): February 2007	Approx. Value of Services (in Current US\$): 40,000 USD.
Name of Associated Consultants, If Any: Ole Therkildsen – Team leader		
Name of Senior Staff Involved and Functions Performed: Principal Researcher: Per Tidemand, Researcher: Dr Benson Bana		
Narrative Description of Project: The research project explored practices of human resource management and their impact on organizational performance. Research was carried out in 12 organizations in Tanzania and Uganda including 4 local governments, 4 executive agencies and 4 ministries. 400 public servants were interviewed in a survey and approximately 150 interviewed in focus group discussions.		
Description of Actual Services Provided by Your Staff <ul style="list-style-type: none"> • Development of methodology with team leader, • Development of survey instruments • Fieldwork in Uganda and Tanzania • Data entry and analysis in SPSS-PC • Report writing and presentations to Ministries responsible for Public Service in both Uganda and Tanzania. 		
Firm's Name: DEGE Consult Ltd sub-contracted with DIIS (with initial phase sub-contracted to DIIS via PEMconsult)		