

# FOCUS ON RESEARCH AND TRAINING INSTITUTES

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INSTITUTE OF DEVELOPMENT  
MANAGEMENT  
MZUMBE, TANZANIA

## 1. *History and objectives.*

The site on which the IDM stands has an educational history of more than twenty years. Formerly, a training school for chiefs, Tax Clerks and Local Court Magistrates in colonial times, Mzumbe has evolved into an Institute for High Level training of Professional Manpower.

The Institute of Development Management (IDM) was initially established at Mzumbe on 1st July, 1970 as a Government Institution under the then Central Establishment Division of the President's Office, by the amalgamation of the Institute of Public Administration (IPA) which formed part of the former University College, Dar-es-Salaam, and the Local Government and Rural Development Training Centre, which was in existence at Mzumbe prior to 1st July, 1970. On 1st July, 1972 the Institute was formally established as a parastatal education institution under Act No. 15 of 1972. From then the Government of the institute was vested in a Governing Body.

The merger of the afore mentioned two institutions marked the beginning of the fulfilment of a bigger and more ambitious project of establishing a high powered training institute whose task will be to train professional business managers, administrators, accountants, lay magistrates and various other professional men required to man all the sectors of this nation's economy.

The main reasons which led to the establishment of the IDM were that :

a) There had been no training institution in Tanzania which provided full scale tuition in advanced management education nor were there institutions in the whole country which provided residential qualification in accountancy and business administration. In either case such training was to be obtained overseas.

b) Management education obtained from overseas Institutions was primarily oriented towards the needs and circumstances of the country in which the institution were situated, and was conducted within the context and against the background of the condition of that foreign country. It was thus found imperative that such training should be provided in Tanzania where it will require to focus on job requirements and be responsible to needs, aspirations, policies and background of Tanzania.

c) Indefinite reliance on foreign sources for such vital education to produce manpower required to man the people's organs was at variance with the nation's policy of self-reliance in trained manpower.

For the reasons thus mentioned, the Government decided to establish the Institute as a top priority in the second Five Year Development Plan, 1969-1974.

The functions and objectives of the Institute are :

a) to promote social, economic and political development by providing opportunities for the study of, and for training in the principles, procedures and techniques of management, accountancy and Business Administration of justice and rural development ;

b) to conduct training programmes in the specified subjects above and in such other subjects associated with development as the Government Body may from time to time decide ;

c) to engage in research into the operational and organisational problems and training needs in the specified subjects and to evaluate the results achieved by its training programmes ;

d) to provide consultancy services in the specified subjects to the Government, and such other bodies or organisations as may be designated by the Minister responsible for Ministry of Manpower Development (which is the Parent Ministry of the IDM) ;

e) to sponsor, arrange or provide facilities for conferences and seminars on the specified subjects and other topics related thereto ;

f) to give advice and make recommendations on such matters of administrative reform as the Minister responsible for central Establishment may refer to the Institute for its advice ;

g) to establish departments within the Institute for the organisation and administration of its work and activities ;

h) to manage the affairs of any Institute, college training establishment or other educational institution the interests of which are transferred to or otherwise acquired by the Institute ;

i) to arrange for the publication and general dissemination of material produced in connection with the work and activities of the Institute,, including training manuals and materials, procedural handbooks and the recorded results of research projects ;

j) to do anything or enter into any transaction which, in the opinion of the Governing Body, is calculated to facilitate the proper and efficient carrying on of its activities and the proper performance of its functions above mentioned.

## *2. Administration and Personnel.*

The IDM is an autonomous Institution vide Act of Parliament No. 15 of 1972. The Administration of the Institute is vested in the Governing Body which draws broad guidelines, rules regulations and sets limits on how the Institute should be run in general.

Being a high level training Institution, its alumni are directly linked to the High level Manpower Allocation Committee housed in the Ministry of Manpower Development. The latter is the parent ministry of the Institute and it is accountable to the National Assembly about the IDM activities.

Apart from the broad guidelines, rules and regulations issued by the Governing Body and the directives which might be issued by the parent ministry from time to time, the Institute observes and sticks to the directives issued from time to time by the Standing Committee on Parastatal Organisations (SCOPO).

As a high level training institution the Institute of Development Management is composed of two types of staff. The teaching staff and the non-teaching staff.

The chief executive of the Institute is the Principal who is both the chief academic officer and the chief administrative officer. He is assisted by a Vice Principal who is also the chief co-ordinator of all academic matters. Reporting to the Vice Principal are the Heads of Academic Departments. At present they are five in number. The heads of Departments administer the various courses conducted at the Institute. They are also responsible for the good performance of the teaching staff allocated to their departments. The teaching staff are categorized into different ranks ranging from Professor at the apex, Associate Professor, Senior Lecturer, Lecturer, Assistant Lecturer to Tutorial Assistant at the bottom. All together there are about 120 members of the academic staff, the expatriate staff inclusive.

The non-teaching staff are grouped into an administrative wing headed by an Executive Secretary who is responsible to the Principal for the provision of administrative and supportive services.

Under the Executive Secretary are :

a) Registrar who is assisted by an Assistant Registrar in taking charge of office services, personnel matters, public relations and admissions and examination. The Registrar is also assisted by a Dean of Students in Student Counselling, Catering Services, Halls of Residence, Health Services, and Sports and Games. Various other staff help in the provision of the mentioned services.

b) Bursar who is assisted by an Assistant Bursar in performing a number of functions including finance and account, bookshop, stores, buildings and estates, workshops, and development projects. Many other staff assist in carrying out the functions.

c) Senior Librarian who is assisted by a Librarian providing general library services, and Audio-visual Aids Officer who is providing technical Services. Some other staff work under them.

In total there are about 550 academic and non-academic staff whose joint efforts contributes towards the effective functioning of the Institute's operations.

### 3. *Teaching Methods and Research Activities.*

The IDM training programmes are functional and job-oriented in nature and are closely related as far as possible to work situations and problems of Tanzania. Methods of instruction provide for direct active participation to course participants by use of case studies, syndicates, role playing as well as by direct lecturing. Visual Aids are also used to supplement the above methods.

Since the IDM is a national institution its whole approach to management and development problems is geared towards the national ethics, and the needs and aspirations of Tanzania in translating the nation's policies of Socialism and Self-reliance. These policies are, therefore, taught as an essential and integral part of the syllabi of all the Institute courses. The medium of instruction is English save the magistrates course which is conducted into Swahili.

Term tests and End of Academic Year Examinations together with regular monthly assignments form the basis of student's performance and assessment rigidly observed throughout the course period. Those assessments are an integral part of the various programmes conducted at the Institute and affect the students award at the end of his course. Examination Regulations governing the conduct of the tests and examinations grading and evaluation of student's work performance, are available on request.

Accountancy students are also allowed to sit for the National Board of Accountants and Auditors professional examinations to enable them qualify for registration with the Board. All students save those in their final year are posted to various districts across the country practical work assignments at the end of the third term.

The nine weeks practical work period is usually spent in areas connected with students course work and lecturers usually supervise them for a few weeks in order to assess work performance and how much the student has gained from his work experience.

Field attachment assignments give students the opportunity to think about areas in which they would like to conduct research. The papers produced by students, in most cases those studying for Diploma in Community Development and Diploma in Public Administration are kept on file in the department to which the students belong or in the Institute library. It is the intention of the Institute to use such papers for teaching and reference purposes.

On the other hand, research papers produced by members of the IDM staff are usually kept on file in the publications section or in the library. Some of the publications by the Institute staff are :

1. O.K. Mwamuli Sanga, *A Critical Review of Development Models and Related Theories of Change.*
2. M.M. Mujiga Saira, *Accounting : A Course for Beginners.*
3. M.N. Alizeti, *The Dynamic of Labour Relations in Tanzania.*
4. G.G.M. Ituga, *The Social Responsibilities of Managers in Tanzania.*

At the moment all research activities have been suspended due to the financial constraints. However, as the financial position improves, the institute hopes to undertake the following research projects :

1. **The Managing of District Development Corporation in Tanzania ; A Case Study of Morogoro and Dar-es-Salaam District Corporations (G.G.M. Ituga).**
2. **Central Administration in Tanzania (B.F. Masesa).**
3. **Management Practices of Small Scale Industries in Tanzania (M.A. Khan).**
4. **Socialism and Socio-economic Development in Tanzania (P.T. Mhongole).**
5. **Peasant Participation in Government Development Policies in Rural Areas : A case study of Tanzania after the Arusha Declaration (1967-72) (Isaac K. Kamugisha).**
6. **Appraisal of Capital Investment Projects in Tanzania : Problems and Prospects (S. Sirajuddin).**
7. **The Masses' Contribution to Rural Development in Tanzania (O.K.M. Sanga).**
8. **Likerts Management System in Tanzanian Organizations (B. Baklien).**
9. **A Forecast Model on the Supply of Manpower in Tanzania based on Plans to develop the Education System (Haakon Hellenes and Phocas Lasway).**