AN ASSESSMENT OF THE BARRIERS TO EFFECTIVE STRATEGY IMPLEMENTATION: A CASE STUDY OF MINISTRY OF MINES AND MINING DEVELOPMENT: HEAD OFFICE, HARARE

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ABSTRACT

The main thrust of this research was to assess the barriers to effective strategy implementation in the Ministry of Mines and Mining Development in Harare. Identify the existing barriers to effective strategy implementation and evaluate the alternative ways of overcoming the barriers to effective strategy implementation. A sample of 40 comprising both managerial and non-managerial was selected from a population of 325 at the Ministry of Mines and Mining Development. The researcher used simple random sampling technique to determine the sample. Both qualitative and quantitative instruments were used in data collection. A self-administered questionnaire was administered to respondents and interviews were held with managers. The data collected was presented in Microsoft Word 2010 integrated packages. The findings indicates that, employees have at different levels had different perception. Ineffective communication among other things, is regarded as a barrier as communication was seen not to be cascading to the lower levels of the organisation and hence it poses as a challenge to the effective implementation of strategy in the Ministry of Mines of Mines and Mining Development. It is also observed that resources were not adequately allocated in line with the strategy. In addition, human capital was not adequately developed to match the standard of the current trends. Major recommendations, among others, were that there was needy for improved communication, adequate training of employee, and employee involvement in decisions among other things.