

# The Development of Talents Cultivation and Discipline Construction in Public Universities in Tanzania

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**Abstract:** Talent cultivation and discipline construction in Higher education has recently demonstrated a great interest within educational researchers. However, little work has been done to explore this phenomenon in Tanzania. Despite this reality, the current study attempts to determine the development of talent cultivation and discipline construction among public universities in Tanzania. A structured self-administering questionnaire was used to collect relevant data and information's related to this study. The study was descriptive survey design and used frequency, table and percentages to analyze the findings. Accordingly, the result of the findings showed that, to raise professional development and economic development, high effort should be given on talent cultivation. Similarly, the study concluded that, the need for attention and systematic system in higher education policy, quality assurance and strengthening clear idea and favorable environment for innovation and talent cultivation in higher learning for teachers and students. Thusly, higher learning students should adhere what talent should be cultivated and how to cultivate their talents. Furthermore, the study gives recommendations to improve the newly system on recruited university teachers, staff and students hence, Curriculum development must establish a student-centered concept of school development. Given this facts, University college administration, teachers and students should realize their potential and take talent cultivation as the key goal that hold range of university vision.

**Keywords:** Cultivation, Construction, Talents, Discipline, Innovation, Higher Education, Tanzania

## 1. Introduction

### 1.1. Talent cultivation: What is it?

There are many ways in which concept of talent cultivation have been studied. To demarcate this, the most useful description typically implies the exploration to cultivate high quality talents and creative talents with good moral, character, knowledge and ability based on the accumulation experiences. Basically, this involves quality education, teaching resources, better learning environment and innovative learning pattern [1]. Similarly, discipline construction; Involves strategies and scientific principles in the universities and colleges, survival center foundation on quality teaching and academic level development of rationale and major symbol of social and economic development. Discipline construction is the central theme and the basis of scientific development of universities [1], [2], [16].

Indeed, government plays an important role in provision of education; through talent cultivation and discipline construction comfort to pave a way for professional knowledge, high quality labor force, creativity and improvement in science and technology. On the other hand, educational institutions should strengthen cultivation of international communication capabilities and both teachers and students should observe relationship between knowledge, cultural, management ability and intelligent quality for individual, community and economic development.

Reference[20] in Tanzania, Under the Universities Act No.7, all Universities and University Colleges are supposed to provide the nation with trained manpower for development and Well-being of the nation so as to transform the country from low to middle income country. Currently, there are 41 Universities and University Colleges distributed throughout

the country. Ten are Public Universities and three are Public University Colleges. On the other hand, there are 16 Private Universities and 12 Private University Colleges; Cited [24].

### 1.2 Researcher Conceptual frame work

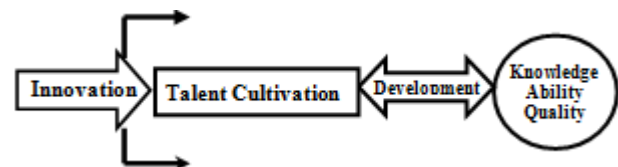


Figure 1: Researcher own construction (2013)

## 2. Review of Related Literature

Higher education as the totality of qualitative structural features within a country it is a micro-societal phenomenon whose characteristics are detected through international comparison. Governments are committed to the development of the university education on the premise that higher education is the most sensitive area of investment. Reference[1] postulates that, it's politically and socially that government need both highly trained people and top quality research to formulate policies, plan, programme and implement projects that are essential to national development. In particular, now days the globalization of economy has become very popular in the world[2],[3]. In the new phase of new century along with economic and social development and improvement in peoples living standards, higher education remarkable headway in its development of talents all around human development. Higher education provide basic foundations mission in providing education assistance and talent cultivation which involves the academic training, possession of basic surviving ability, accumulation of future ,competitive ability and demonstrate graduate and contribution to the society [15]. The various studies have also

revealed that, at present Chinese colleges and universities have made some achievements on reforming education ideas, occupation types, and talent cultivation process and mechanism[25].

In line with the previous views of literature, good progress in talent development; people having professional knowledge, special skills and who contribute to society through creative work are highly regarded in china, they are highly talent and high quality labor force among human resources[5],[6].The literature further observed that, through years of efforts the numbers of talented people has maintained a stable increase with improve quality optimize structure and thus gradually raising utilization efficiency, by the end of 2008 the total number of such people in china had reached 114 million. The literature holds that, it builds a complete long life education system with the focus on making education more equitable and improving quality. Higher education aim at training specialist of professional and highly qualified manpower to meet the needs of the government, industry business and all the branches of society [7].According to[3],[6],[8],to achieve the university objectives structure of governance management and decision making process in universities should be efficient and effective transparent and allow for representation and participation of the government and its agencies, academic staff and non-academic staff, students and any other relevant stake holder. Moreover, development of human resources is required for the social economic and technological advancement of any nation. As well [8], Point out that the excellence of higher education is the function of the people it is able to enlist and retain on its faculty. In order to generate this fact higher education should be well staffed and the responsibility to advance, disseminate knowledge, understanding and thus strive for excellence in research [10].

## **2.1 Literature studies in Tanzania perspectives**

Tanzania mainland is one of the countries in Africa which needs to work hard to cope with the current status of science and technology and invest in education in this era of globalization. Her level of science and technology is very low compared to the other developing countries. In the more than thirty years of Tanzania independence, the country has grown and changed demographically, economically politically socially culturally and another aspects. Her needs and problems have also grown and become more complex in nature. Eventually, in Tanzania there have been major steps taken in attempt to revamp its education higher education sector, achievement have been made in provision of students loan, expanded enrolments, improvement in infrastructure and access to books and teachers, However, with these notable improvements, there are still a long way to go in higher education.

Higher education is a vital instrument and vital media for imparting knowledge and skills at a higher level, institution of higher education require resources of a kind, level, and magnitude and mixed adequate for them to fulfill the mission for which they are chartered. Reference [10], Higher education refers to the scope of knowledge and skills imparted within tertiary level. Universities as the highest level of institution delicate to professional and intellectual development of mankind and society in general are expected

to concentrate on research teaching and public service and consultancy.

The higher education in Tanzania Vision is *“to have a Tanzanian who is well educated, knowledgeable, skilled and culturally mature to handle national and International challenges in various aspects, political and social economic fields by 2025”*. Recently the university of Dodoma and Dar es salaam has set an official launch of Confucius institute(CI) to teach Chinese language to learners at the university and improve knowledge of Chinese culture in the country, provide general series for government, civil society diplomats and the general public. In truth, this will facilitate collaborative research programme between china and Tanzania [10], [20], [24].

In line with various views of literature, the Author maintain that, curriculum emphasis in institution of higher education shall be placed on programme that are geared towards responding to the changing world of science and technology and the corresponding over changing needs of the people, their government, industry, commerce and the surrounding environment in general. There have evidently been rapid changes and advanced in the world of science and technology, Yet Tanzania along with other third world countries has lagged far behind and is continuing to use old and archaic methods and technologies. There is a need to adhere education concepts, stimulating student's motivation; construct new training and fully promoting quality education [21].

Various work of literature suggests that, the idea of development on talent cultivation and discipline construction in public universities should be a key point of consideration. University students should understand what kind of talents and discipline should develop for their personal, school, economic, social and country development. Particularly, there is a need of country to sensitize the policy of higher education on talent cultivation [1], [21]. Higher education plays a vital role in the development and training of human resources therefore the development of innovation talents for both teachers and students is needed. Indeed, the basic mission of higher education is to develop the talents and to train high quality and creative students who can contribute positive changes in the community. Universities play a significant position in produce skilled person capital to house change in universal organization and civilization towards economic, social and global context [9]. According to reference [11] 32.3% of students university smoking regularly and 42.5% of students use alcoholic beverages. Thus, in order to achieve a well-educated people, creative, active thoughts, sense of responsibilities and excellent devoted teachers there must be a high level of construction of teaching staffs and promote the essence of education research and impact people knowledge and educating people regarding their career development. Accordingly, it need a high demand to students to get a perfective effect of their talents and potential strengthening the system of innovative teaching and material construction.[5],[17],[23],[24]. People lack potential skills in science and engineering field. Study by [12] shows that number plate of Tanzania date back to and least 1933 in Tanganyika and the 1950s in Zanzibar they are the same size as their British counterparts and used the same front until late 1980s. This can be transformed by value orientation from university engineering students.

Sound development in academic can be matched with pillars on which entire future structure of personality sands and good academic records of students is an index of an effective educational system [19]. Education system should promote school; leadership by providing relevant exposure and professional learning community otherwise the quality of education will not be improved. Collective and integrated action at national, local and school level is required to meet the future demand of university students. Education for societies is needed to provide the necessary assistance especially psychological support from parents as well as teaching and learning materials which affect the learning process, lack of textbook, library and poor motivation to both students and teachers. As we think of education practices in schools, the decision makers and participants must think of designing school facilities based on needs of students and perhaps the community and improve ways of delivering instruction to students in the most effective manner must be a very strong consideration. Hence, talent cultivation is associated with students effort towards subject, mental strength, environment and once effort always contribute to good achievement and performance. [13], [14], [17], [26]

### 3.Objectives of the Study

This study undertaking is designed to investigate the Development of Talents Cultivation and Discipline Construction in Public Universities in Tanzania. Specifically the study aim to achieve the following three major objectives:

- 1 Perception of students on talent cultivation and discipline construction
- 2 Availability of teaching and learning resources in public universities
- 3 Factors affecting talent cultivation and discipline construction in public universities

### 4.Research Questions

In relation to the aforementioned objectives, this study was guided by the following main research questions:

- How do university students perceive on talent cultivation and discipline construction?
- How has rapid expansion of universities affecting the innovation on talent cultivation?
- Are resources necessary for teaching and learning available in universities?
- How higher education students motivated to innovative talent cultivation. Which factors have influenced their talents and discipline construction?

### 5.Methodology

The following study adopted both quantitative and qualitative method with a case study as a technique for data collection. Interview and open-ended Questionnaires were employed as instrument for data collection. Generally, ethical issues was observed and both participants were informed regarding the aims and nature of involvement and voluntary participation in the study[4],[18],[22].The analysis were mainly carried out using Excel spreadsheet, in terms of frequency counts, percentage scores and bar charts. Nevertheless, the findings

from the study cannot be over generalized as the researcher confined the selection of participants from two public universities located in Tanzania mainland. To generate the required information and to select the participants who were likely to be knowledgeable and information rich in relation to the purpose of the study, participants were randomly and purposively selected. The sample size and characteristics of the study population are summarized and presented in Table 1 below:

**Table 1: Study population and sample size**

Characteristic	Study population				Sample size
	Category	Teaching staff	Students	T	S
Male	160	22	80	15	60
Female	79	15	43	7	46
University A	7,500	56	41	12	9
University B	11,387	37	20	13	17
Total	19,126	130	184	47	132

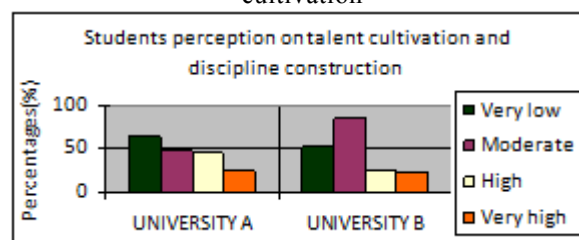
Note: T=teaching staff S=university students

### 6.Results and Discussion

From the way indicated, the findings of the study arising from a likert scaled questionnaires and interviews are presented and discussed below in light of the Study main themes and research questions:

**Research Question 1:** How do university students perceive on talent cultivation and discipline construction?

**Figure 1: Results of Students perception on talent cultivation**



In statistical analysis, from the above data, the following are observations: The questionnaires required respondents to indicate degree of agreement to various statements. In light from figure1 the results revealed that, student's perception on talent cultivation and discipline construction is very low in university A, Whereas in university B is moderate. A total of (82%) invited moderate, whereas (63.6%) declared as very low, of the respondents (24.5%) said it is high and only (19.2%) said that the perception of student on talent cultivation is very high. The findings are in agreement with reference [17], [26], and [27]. This means that, the majorities of students are not aware on talent cultivation and discipline construction. On the other hand higher produce high talented and skilled individual and must have the best talent cultivation in order to intimately link to the confidence for market, institution, institutions, society, and increase competition in global economy. For attractive to new international market and technology they also need to be aware that the organizations must also develop their employees talents and discipline which tend to increase employees motivation and performance to achieve the positive results and retention of workers.

**Table 2:** Results from Teachers responses

Responses	University		Total
	University A	University B	
Yes	2	3	5
	13.3%	5%	6.6%
No	10	55	65
	66.6%	91.6%	86.6%
Not sure	3	2	5
	20%	3.3%	6.6%
Total	N=15(100%)	N=60(100%)	N=75

Source: Research data (2013)

Following table 2, the respondents were asked to state their perceptions regarding talent cultivation and disciplinary construction. According to the findings (6.6%) of the respondents agreed that they are aware, (86.6%) not aware whereas (6.6%) were not sure. It is evident that majority of respondents were not aware on talent cultivation and considered less strategic on discipline construction. Despite the reality, literature revealed that, most of their studies are based on university selections and their major entrance courses students undertaken. Basically there is a need to put the students at the center of initiative to acquire connotation knowledge [10], [17].

**Table 3:** Summary of open ended interview on talent cultivation perception

cultivation perception					
Related interview questions					
1	Majority of public university students are not aware on talent cultivation and discipline construction				
2	University plays a key role in talent cultivation				
3	University students focused on achievements than talents				
Results					
S/n	Agreed	%	Disagreed	%	Remarks
1	123	68	56	31	Agreed
2	157	87	22	12	Agreed
3	170	94	05	05	Agreed

According to table 3 above, the result shows that, Majority of respondents agreed with item 1-3 to reveal the theme of perception in talent cultivation and discipline construction, the results indicated are (68.1%, 87.5%) and (94.2%) respectively. Together with this reference [26] affirmed on literary work.

**Research Question 2:** How has rapid expansion of universities affect talent cultivation and discipline construction?

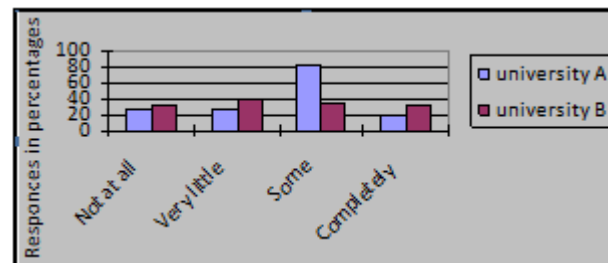
**Table 4:** Effects of rapid expansion of universities on talent cultivation and discipline construction

Effects	Frequency	Percentage (%)
Teaching and learning environment	24	13.4%
Enrollment	23	12.8%
Poor financing	12	6.7%
Gross students imbalance	15	8.3%
Worth in performance	14	7.8%
Gender imbalance	21	11.7%
Inadequate students loan	32	17.8%
Management information system	18	10.05%
Academic exchange services	20	11.7%
<b>Total</b>	<b>179</b>	<b>100%</b>

Referred to table 4 indicate that; majority of respondents pinpoint out the item 1, 2, 6 and 7. This draw forward the results that, inadequate student's loan (17.8%), teaching and learning environment (13.4%), enrolment (12.8%) gender imbalance

(11.7%) indeed, poor financing and gross students imbalance stigmatize students and enhancing high effect on talent cultivation and discipline construction. Nevertheless worth in performance, management information system and academic exchange services are also seen as influenced effects.

**Research Question 3:** Are resources necessary for teaching and learning are available in the universities?



**Figure 2:** Availability of teaching and learning resources in universities

The results in Figure 1: Resulted from open-ended interview showed that, there are very little teaching and learning resources in university A and in other universities some of them are available. This is to say that, most of universities lack teaching and learning resources which in one way or another affect the quality of teaching and new emerging area for talents adaptability, social and technological innovation.

**Question 4:** (a) How higher educating students motivated to innovative talent cultivation?

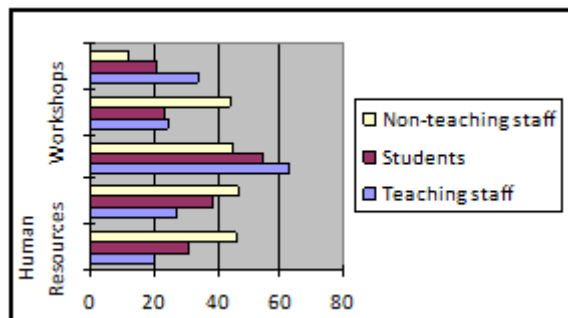
(b) What are the influenced factors?

**Table 5:** Mean summary on motivation and influenced factors

Reason	Yes	No	Remarks
Innovative teaching staff	34 (18.9%)	145 (81.0%)	Disagree
Theoretical understanding	57 (31.8%)	122 (68.1%)	Disagree
Teachers academic development	22 (12.2%)	157 (87.7%)	Disagree
Curriculum construction	15 (8.3%)	164 (91.6%)	Disagree
Reference books	45 (25.1%)	134 (68.3%)	Disagree
Course selection	29 (16.2%)	159 (88.8%)	Disagree
Practice base construction	33 (18.4%)	146 (81.5%)	Disagree
Interactive production and research	12 (6.7%)	167 (93.2%)	Disagree

Consequently, information generated from interview in Table 5 revealed that, the majority of respondents disagreed with factors that were provided; this indicates that the students are not motivated towards their career development and talent cultivation. There is a great need to motivate them through enhancement in innovative teaching staff, theory, research academic development, curriculum, reference books, courses, research and practical base construction for science students. It is commonly known that, what is needed is to look at whether the contents of higher education policies and programs proposed are consisted and feasible to innovative discipline and talents and what contextual factors are influencing the content of implemented and students attitude towards approach in exploring policy towards talent cultivation.





**Figure 3:** Graph showing results of Influenced factors on innovative talent cultivation

According to this study, findings from (figure 3 above :) the participants were asked to indicate the influenced factors on talent cultivation. Teaching staff, students and non-teaching staff pointed out the factors in chronological order. The findings indicated that, majority of institution lack of human resource, furnished lecture theatre, computer centre, workshops and laboratories. Thus, both maintain that, all has great significance impact on talent cultivation in universities and discipline construction. Nonetheless, quality in higher education refers to effective teaching and learning resulting from adequate resources including teachers [14], [20]

## 7. Summary of the Findings

This study sought to examine the development of talent cultivation and discipline construction in public universities in Tanzania. Based on the study objectives, and the research methodology, and study findings, the study revealed that, like all countries, Tanzania is bracing itself for a new century in every respect. The dawn of the new millennium brings in new changes and challenges of all sectors. The study holds that: Firstly; students should adhere on what talent should be cultivated and how to cultivate talents. Indeed, the various type of literature suggests that, perception of students on talent cultivation and discipline construction, availability of teaching and learning resources and to control the influencing factors. This is to say, there is a need to establish scientific education concepts, training objectives, nature of curriculum and strengthening of talent and discipline construction and strive for developing more high occupational quality, Centre of teaching and put the students at a Centre of initiative to acquire connotative knowledge. Secondly, the Education and Training sector has not been spared for these challenges. This is particularly important in recognition of adverse implications of globalization for developing states including Tanzania.

For example, in the case of Tanzania, globalization entails the risks of increased dependence and marginalization and thus human resource development needs to play a central role to re-address the situation. Creation of a higher education council for accreditation purposes; dramatic expansion of enrolments; institutionalization of cost sharing; correcting the gender imbalances in enrolments; improving female participation rates in science, mathematics and technology. On the whole, encouraging the establishment of private institutions; improving the funding of higher education, being responsive to market demands in the enterprise training; increasing autonomy of institutions of higher learning; improving coordination and rationalization of programmes

and sizes; and promoting of cooperation among institutions of higher learning.

Lastly, reforming is needed on teaching process, curriculum system, and practice and students evaluation system. It should be known that, Talent cultivation and discipline construction leads to innovation where as productivity, efficiency and quality products which is fundamental to increasing wealth in an economy critical component in increasing socio-economic transformation of a country. Therefore university should play a key role in realization of talents and discipline construction. Essentially, Higher education should provide the students with technical skills [27].

## 7.1 Conclusion and Recommendation

Recently the higher education is facing many challenges in the new era of science and technology. As a nation industry, universities increase productive capacity of the labor force. Good quality university education is an important avenue toward the nurturing and development of human resources required for the socio-economic and technological advancement of any nation. The study revealed that, many of the university teachers have no formal training in pedagogy and are recruited to teach on their basis of their performance (GPA). It is suggested that, Partnership approach with the universities, viable operational policies and activities in research are needed to establish the effect of structural adjustment programme and the labor market.

The exploration to cultivate high quality talents and creative talents with good moral, character, knowledge and ability based on the accumulation of experience requires development of quality teaching resources. To adopt the demand of society and the economic development university students should strength stable practical and adjust to the curriculum provision. Subsequently, there is a need for a more systematic university wide sensitization of academic staff, put new requirement for talents adaptability, sharing of common understanding of professional teaching and use of professionals, well versed in curriculum, educational management in the internal quality assurance. Innovative teaching environment and the government should device mechanism of ensuring that not only monitors but also facilitates the creation of mechanisms that ensure to sustainability. Student access, provision of enough research funds, regulation for quality learning for vibrant economy, higher education policy reform, institutional productivity, instructional delivery, enhance higher education participation rate, encourage effective partnership. Finally, for learning to take place, learning environment must be efficiently made conducive. Indeed, scientific and rational personnel training system should be cultivated and an academic atmosphere should be created and academic leader must play a key role in the process of talent cultivation and discipline construction in universities.

## 7.2 Recommendations

This study is significant contribution to the understanding of development of talent cultivation and discipline construction in public universities .Despite the reality and various views of literature and the findings of the study; the researcher draw up the following recommendations:

- Formulate policy that will enhance innovation talent cultivation and discipline construction in universities.
- The government should encourage and promote linkages and collaboration between local and foreign universities.
- Need for sustainability for higher education by resources allocation and new emerging area for science and technology.
- Cooperation among higher education institution, enhancing capabilities in training and research, human resource development and need for specialized skills. Students to have enough time of independent learning participate in research, scientific activities and pay attention to cultivate their ability of technology development and generate new knowledge.
- Further research to be carried out to assess talent cultivation and discipline construction in both public and private universities and other higher learning in Tanzania.

## 8.Future Scope and Implications of this Study

This paper discussed two main parts discipline construction and talents cultivation. In any organization, workers and leaders are responsible for developing their talents and working according to their disciplines, however, in order to accomplish their mission and goals need to align the talents and work force with the necessary capabilities. Not only in high learning but also in organization the managers needs to develop the talents and focus on discipline of their employees, this can be by reinforce shared value, build sustainable process to support development and reinforce the value of learning. Many studies have provided the evidence on factors which may hinder talents and discipline construction among the students are such as lack of development, culture more likely between the students and the environment. Time, some of the university career duration is not enough to accomplish the studies, conversely some students may also fail to set their priorities which will subject to poor time management and interfere with daily activities which are not part of their studies. Talent cultivation and discipline construction not only keep the students to perform well but also inspires them to perform and the same applies to employees in organization. It motivates them to make the most skills and capabilities they acquire.

Discipline construction not only build skills and capabilities and individual or organization may achieve but also address how they can achieve them and act as a core driving force to put their skills and capabilities to optimal use and hence increase the performance of the individual and contribute success job with meaningful productive work. As this study was done in two public higher education in Tanzania and available literature review therefore to provide detailed results different studies can be done in both private and public universities and organizations respectively. Everyone in organization should be able to change and allow innovation; change and growth. Basically, organizations must have the best talent in order to succeed in the global economy and achieving sustainable advantage. Curriculum must establish a student centered concept of school development.

The study therefore will applaud the public universities in Tanzania to improve on talents and discipline construction strategies since are major contributor in addressing problems

facing the society and key theme that driving strategic human resources management throughout organizations. Generally, this study is important in that it highlighted the development of talent cultivation and discipline construction in higher education. The study also highlights the Perception of students on talent cultivation and discipline construction, Availability of teaching and learning resources in public universities and Factors affecting talent cultivation and discipline construction in public universities. It would be necessary to carry out another study to assess the Core Teacher's Professional Identity and Instructional Practitioners in Higher education in Tanzania.

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Management, Project Management, Educational Finance, and Disaster Management. Thence he has attended several international conferences and in due time with research and books publications. Mr. Moshi at present (2010-2014) he is a post-graduate student in Economics and Management at Nanjing Normal University (NNU), Jiangsu, P.R.China.



**Zhang Xingping** (1964)-Male, He is the author and publisher of many books, Articles and research papers in the area of leadership and school Management, Pro.Zhang is highly talented in different areas, specifically the field of Management and administration, at present he is a doctoral tutor in Educational Economics and Management discipline and a director Institute of Educational leadership and management at Nanjing Normal University, Jiangsu, Zip code: 210097, P.R.China.



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