

Table of Contents

Title	Author / Affiliation	Pages
Professional Certification and Career Development: A Comparative Analysis between Local and Foreign Certifications	<i>Ohuyemi Theophilus Adeosun</i> , Kwame University of Lagos (Nigeria) <i>Waliu Mulero Adegbite</i> , Kwame University of Johannesburg (South Africa)	1-14
Africa's Continental Free Trade and Sustainable Development: An Economic Assessment	<i>Jonathan D. Quartey</i> , Kwame Nkrumah University of Science and Technology (Ghana)	15-44
Managerial Competency of Primary Healthcare Facility Managers in the Selected District Councils in Tanzania	<i>Ukende Apollo Kingu</i> , University of Dodoma (Tanzania) <i>Ismail J. Ismail</i> , Mbeya University of Science and Technology (Tanzania) <i>Stephen M. Kibusi</i> , University of Dodoma (Tanzania)	45-65
Effectiveness of the Force Account Approach in Tanzanian Local Government Authorities: Do Management Support and Staff Competence Matter?	<i>Theresia Ernest Macharia</i> , Kongwa Dodoma (Tanzania) <i>Alex Lelian Banzi</i> , University of Dodoma (Tanzania) <i>Ismail Abdi Changalima</i> , Kongwa University of Dodoma (Tanzania)	66-82
A Mixed Methods Exploration of Measurement, Impact and Strategy for Affirmative Action and Socio-economic Justice in the South African Financial Sector	<i>Richard A. April</i> , University of Johannesburg (South Africa) <i>Cookie M. Govender</i> , University of Johannesburg (South Africa)	83-105
Work-life Balance and Organisational Commitment among Married Female Nurses	<i>Alaa S. Jameel</i> , Cihan University-Erbil, Kurdistan Region (Iraq) <i>Ahmed S. Alheety</i> , University In Lebanon (Lebanon)	106-126
Training and Performance of Public Procurement Professionals in Tanzania: The Mediating Role of Career Development	<i>Richard Jaffu</i> , The University of Dodoma (Tanzania)	127-147