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FACTERS THAT AFFECT PUBLIC PROPERTY DISPOSAL SERVICE: THE CASE OF MINISTRY OF AGRICULTURE AND NATURAL RESOURCE

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A Thesis Submitted to Addis Ababa University, School of Commerce in partial Fulfillment of the Requirement for the Master of Arts (MA) in Logistics and Supply Chain Management

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DECLARATION

I hereby declare that the thesis entitled “Factors that affect public property disposal” in MoANR is original and has not been submitted for other degree or the like in this University College or any other institutes. It does not contain any material, partly or wholly, published or written by others, except those references quoted in the text

Student Name	**Student signature and date**
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CERTIFICATION

This to certify that Gezachew Assegid has carried out his thesis work on the topic entitled “Factors affect that public property disposal in Ministry of agriculture and natural resource under my guidance and supervision. Accordingly, I hereby assure that his work is appropriate and standard enough to be submitted for the award of Master of Arts degree in Logistics and Supply chain Management.

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Addis Ababa University

College of Commerce

School of graduate studies

Factors that affect public property disposal in Ministry of Agriculture and natural Resource.

BY

Gezachew Assegid

This is to certify that the thesis prepared by Gezachew Assegid, titled: "Factors that affect public property disposal in Ministry of agriculture and natural resource and submitted in partial fulfillment of the requirements for the **Master of Arts Degree in Logistics and supply chain management** complies with the accepted standards with respect to originality and quality.

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Name of Department Head__________________________ signature ___________

Date_____________

DEDICATION

In Memory of My Lovely Mother URGE AGETA (ETIYE)

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ABBREVIATIONS

FDRE	Federal Democratic Republic of Ethiopia
PPPAS	Public Procurement and Property Administration Service
MoANR	Ministry of Agriculture and Natural Resource
PPPDS	Public Procurement and Property Disposal Service
GOFAM	Government Organization Fixed Asset Management Manual
MDAs	Ministry Department Agents
PPAD	Public Property Administration Department
PPA	Public Procurement Act
PPDA	Public Procurement of Disposal Asset
FAMU	Fixed Asset Management Unit
CSIR	Council of Scientific and Industrial Research
UN	United Nation
ICT	Information Communication Technology
MoALR	Ministry of Agriculture and Live stock resource

ABSTRACT

This study was conducted at Addis Ababa University College of Commers. The objective of the study was to identify the factors that affect public property disposal in Ministry of Agriculture and Natural Resources (MoANR). It explains how other scholars have written about disposal of un used stocks and environmental issues in general. The research strategy such as type of design, scope and limitations of the study are explained also the nature and type of data; sampling procedures, measurement and data collection, data processing and data analysis was also explained, also the analysis of the findings was provided whereby the bases of conclusion and recommendations was found and which will enable the MoANR to improve and increase its efficiency. The research design is made based on descriptive and explanatory research approaches. The researcher distributed 110 questionnaires and 84 were filled and returned. Both primary and secondary data were used throughout this research. The methods which the researcher used to collect data were; questionnaire, focus group discussion and observation. The finding chapter provides answers to the research questions (What are the factors that affect public property disposal in MoANR? How the factors affect public property disposal in MoANR, What kind of improvement can be made on the property disposal system MoANR), which were formulated to assist in achieving the objectives of the study. After the study and after editing the findings analysis proved that MoANR property disposal was affected by factors such as; efficiency, responsibility, demand driven, leadership, policy, staff efficiency, man power, the use of ICT and obsolete hazards. The result of this study indicates that the independent variables positively affect the dependent variable (disposal performance) to a significant extent. These factors explain 76.4% of disposal performance, while the rest 23.6 is explained by other factors which are not subject of this study. So the recommendation solutions for the factors have been suggested and these factors should be worked up on as soon as possible

Key words; efficiency, responsibility, demand driven, leadership, policy, staff competency, man power, information communication technology, obsolete hazards.

Note: MoANR now changed to MoALR

CHAPTER ONE

1. Introduction

1.1 Background of the Study

Procurement entities should dispose of their assets at least once every year. A disposal committee should be formed to work with the user departments and the head of procurement to prepare the disposal plan. Disposal of stores is one of the most important functions of material management in any organization Osibanjo, (2007). This has become necessary as the equipment and other items tend to become surplus, obsolete, and unserviceable, over a period of time due to its long usage. The disposal of this type of stores is needed to be done on periodic basis (CSIR, 2007). Asset to be disposed of still have for money in them and even when they undergo wear and tear and may still have financial value for the organization in question.

According to Wisoughby, (1989) integrated material management ought to be viewed from holistic perspective, the action of planning, acquisition, control and disposal should be performed in such a way that facilities, personnel and capital are optimized, while providing appropriate customer service levels Kathawaala and Nauo,(1989).To this extent the disposal function, must be regarded as an incidental task that has gained substantial importance due to a better recognition of the key benefit it can generate in an organization. On the other hand research has shown that goods are disposed of based on the following factors; if it is out of order, goods used for two periods, unusable and defective goods Takayoshi Shinkuma,(2006).

Disposal is the act of derecognizing an asset that has reached the end of its useful life when no future must be disposed or boarded off either with the aim of producing some financial returns or decongesting the stores to make way for new items and products. In Ethiopia, public procurement and property disposal service (PPPDS) was established as a government institution in 2010. Its objective is to enable the speedy disposal by sale of properties of public bodies at fair prices **(**regulation NO 184/2010)**.** Public property directive, manuals, public procurement and property disposal service (PPPDS) is established to dispose public properties that their unit price is greater than 1000 birr and their summary price is greater than 100,000 birr. It is known that every institution is mandated to dispose public properties that their unit price is up to 1000 birr and their summary price is up to 100,000 birr. This authorized body (PPPDS) collects reports of disposable assets from each organizations and make announcements of bidding for sale. There are some properties that can be disposed by reusing through rehabilitating the asset and donating for other public organizations. Ministry of information technology are authorized to dispose IT equipment from each public organization, type of vehicles is disposed by ministry defense, metal is disposed by metal and engineering corporation, the amount of disposition request from each public organization and the practical performance of centrally disposing agents cannot match. Because of such problems, centrally disposing agents sometimes refused to receive disposing requisition and even if they received, they delay for a long time to dispose these properties from public organizations (Endalew, 2016).

The Ministry of agriculture and natural resource is one of the government organization in the Federal Democratic Republic of Ethiopia has faces many challenges in public property disposal. Besides, the problems mentioned above by the researcher, obsolete; soil fertilizers, pest sides, herb sides, laboratory chemicals, electronic equipment like; unused computers and accessories, photocopy machines, type writers, vehicle; spare parts, batteries and tiers, sample food crops, scraps and oil wastes are damped in warehouse and different size containers from one up to twenty years. The researcher is working in MoANR for more than ten years as property administration case team coordinator and senior property administration expert. Due to those the researcher was be interested on the topic area.

1.2 Statement of the problem

Public property disposal in Ethiopia has led by its own statutory documents such as proclamation (649/2001), property administration directive (9/2003) and manuals (Government owned fixed asset management manual, stock management manual). Property disposal functions are overall monitored by public procurement and property administration agency and other authorized body directly or indirectly. There are various problems faced in property disposal which can affect social, economic and environmental advantages of the country unless series solution is intended.

According to Endalew, (2006), research findings there are identified problems from a sample of selected 16 federal public organizations from which the Ministry of Agriculture and Natural Resource (MoANR) is excluded. Problems such as; effective recording system and clear documents of properties, disposable properties haven't been recorded separately to make ready for dispositions, missing of ownership document regarding vehicles during disposition, dalliance made through centrally disposing agents.

Even if any research hadn't been done upon the factors that affect public property disposal in Ministry of Agriculture and Natural Resource, besides the above mentioned problems there are drawbacks repeatedly identified by audit general and internal audit findings and annual report of 2006, 2007, 2008 and 2009 years. The problems were listed as; unable to dispose disposable properties for a long period of time, lack of an identification of disposable items from serviceable items, insufficient human resource structure, lack of recording and proper handling of disposable properties, un safe placing and handling of obsolete chemical hazards, over demand of procurement practice and there are various problems that had not been pointed on the audit reports.

However, the problem is still persisting according to researcher's knowledge. So, it is important to find the fact through scientific research and to suggest the organization for the identified problems above and fill research gaps by examining factors that affect public property disposal such as, structural, governmental, human resource, physical factors and hazards at the Ministry of Agriculture and Natural Resource.

1.3. Research Questions

Based on the identified problems above literature reviewed, the researcher has developed the following questions that need to be researched in the context of Ethiopia with special focus on Ministry of Agriculture and Natural Resource to examine the factors that affect public property disposal in MoANR.

1. What are the factors that affect public property disposal in MoANR?
2. How do the factors affect public property disposal in MoANR?
3. What kind of improvement can be made on the property disposal system in MoANR?

1.4. Research Objectives

Based on the question above, the research was following general and specific objectives:-

1.4.1 General Objectives.

The general objective of this research is to examine the factors that affect public property disposal system in MOANR.

1.4.2 Specific objectives of the study

The specific objectives of the research are;

1. To identify the factors that affects public property disposal system in MoANR
2. To examine the factors how they affect public property disposal in MoANR
3. To recommend on the public property disposal performance for further improvement in MoANR.

1.5 Significance of the Study

The study reveals to the Ministry and other stakeholders by providing detailed information on the factors that affect property disposal and it was help the PPAD (Procurement and property administration department) to identify property disposal problems. It also helps to PPAD with some recommendation on their current trends in property disposal. Moreover, contribute to the literature and give feedback and an insight for researchers to future extended research activities to develop new perspectives towards the most pressing problems to solve the problems of public property disposal and increasing the effectiveness of the ministry to handle the problems.

1.6 Scope and Limitations of Study

The focus of study is identifying the factors that affect public property disposal. The researcher face challenges in getting reliable data from randomly selected employees due to different social factors of employees during the period of primary data collection, in addition to time, budget and other resources.

1.7 Definition of Terms

Public property: - Any property of the Federal Government of Ethiopia other than public fund and land public procurement and property administration proclamation No, (649/2009).

Public property disposal: - mean the transfer of public property to another person by sale or means or the act of getting rid of public property by burning or burying.

Surplus materials: -are those items which have no immediate use, but have accumulated due to faulty planning, for costing and purchasing.

1.8 Organization of the Study

This research is organized in five chapters. With the above brief introduction of the research paper in chapter one which mainly discussed about the background, gaps and the contribution of the study, the remaining part of the thesis is organize as follows. Chapter two presents detailed literature on relevant topics on the study of the public property disposal, empirical studies review and conceptual framework. Subsequently, research design including description of the study area, the research design, population and sampling, data collection, and data analysis techniques were reviewed in chapter three. Chapter four is explain results and discussion including data presentation which describes the empirical results, findings and discussions of the research by evaluating data collected. Chapter five summarizes the main findings of the study and draws conclusion and appropriate recommendations.

CHAPTER TWO

2. LITERATURE REVIEW

In this chapter, the researcher has reviewed relevant literatures which are in related with the title in the study area. The chapter thus includes concepts and ideas, definitions; factors that affect public property disposal, Conceptual framework of the research and empirical evidences are also included.

2.1. Theoretical Literature Review

2.1.1Definition of public property disposal

According to the Ethiopian Federal Government procurement and property administration proclamation (No.649/2009), «Public Property» mean any property of the Federal Government other than public fund and land; «Fixed Asset» mean tangible asset the value of which is determined by a directive to be issued by the Minister, that is in operational use and that has a useful economic life of more than one year, such as furniture, computers, heavy equipment, vehicles, ships and aircraft, buildings, roads, sewers, bridges, irrigation systems, dam and the like; "disposal "mean the transfer of public property to another person by sale or other means or the act of getting rid of public property by burning or burying;

According to government organization fixed asset management manual (GOFAM), property disposal is the process by which federal institution identify and then transfer, donate sell or buy property they no longer need. Institutions may also consolidate or co-locate their offices in order to reduce the amount of unneeded space they own or lease. Disposition is an important asset management function because the cost of maintaining unneeded properties can be substantial, consuming financial resources that might be applied to long-standing real property needs, such as repairing existing facilities or other pressing policy issues, such as reducing national debt.

The province's policy frame work, as it applies to dispose opportunities, is designed around five principles that balance the objectives of obtaining good value for money with a process that is fair to both ministries and vendors. This are:- (1)Competition-disposal of surplus tangible asset are competed, wherever practical;(2) Aggregation-government selling power is leveraged through centrally managed disposal activities; (3) Value- for money- disposing government assets are disposed of in coordinated manner to maximize the value to the government; (4) Transparency- vendors have fair access to information regarding disposal opportunities, processes and results;(5)Accountability- government institutions are accountable for the results of their decisions to dispose of the province's public property (tangible and intangible assets) and for complying with government disposal policies.

2.1.2 Obsolete Inventory

The phenomenon of obsolescence is prevalent in all walks of life. Technological obsolescence is well known. Particularly in the electronics field. The obsolete items cannot be eliminated but can be controlled by better planning.

Surplus Items; Surplus items are those materials which have no immediate use but have accumulated due to faulty planning, forecasting and purchasing(Gopalakrishanan (2004). Surplus stocks at a specific time include items, which are in excess of requirements and may be consumed at a future date. Surplus stocks result from over ordering and significantly contribute to the quality of obsolescent and dormant stock, if stored over a period of time. Surplus is the state of an item when the stock is likely to last longer than a reasonable period or when it is no longer required for the job for which it was purchased, but the material is in good condition. Surplus materials are merely in excess of what is needed, while obsolete materials are those which are not required at all due to changes in design. Dormant or slow-moving stocks are these items whose usage is infrequent. The items usually become dormant when large quantities of spares are held as safety stock.

Definition of obsolete items

According to Gopalakrishanan (2011), obsolete items are those items which have gone out of date because of various reasons, and cannot be used economically or safely in the organization. Keeping the items in the warehouse may entail a loss to the organization. It may have its own economic worth, but no longer can be used for the organizations operations as advantageously as it has hitherto been used.

Obsolete Stocks: Obsolete stocks are those equipment and materials which are not damaged and which have economic worth, but which are no longer useful for the specific company's operations/uses. They include machines, items like food and drugs whose effectiveness has elapsed with the passage of time (Gopalakrishanan, 2004).

Identification of Obsolete Items

The items need proper enlisting, scrutiny and expert opinion before classifying them as obsolete. The warehouse manager has to periodically analyze the movement of items and classifies them as fast-moving, slow-moving, and non-moving, depending on the frequency of issues from the stores.

Reasons for Obsolescence: One of the most common reasons for obsolescence in many organizations is the sudden introduction of new technology, rationalization and design changes, without adequate preparation, communication and planning. Adoption of standardization, elimination of non-standard varieties and introduction of cost reduction method, has led to obsolescence in a few companies. In many organizations there is no specific department for controlling obsolescence. Faulty forecasts, overbuying, buying in bulk, faulty store-keeping, inadequate application of preservatives, inefficient materials handling, poor manufacturing method, improper codification, and use of supplier's part number are the other common reasons for obsolescence.

Remedial measures : Whenever equipment is purchased, it is necessary to introduce buy-back clause, to enable exchanging the initially dumped wrong spare parts by the required spare parts. Stock records should be periodically combed for identifying surplus, slow-moving, non-moving, insurance and obsolete items. On-moving items falling under x category should be circulated to the maintenance/operations department, for declaring the items obsolete. This list containing non-moving obsolete items should be circulated to sister organizations and vendors on a time-bound basis.

Disposal of Obsolete Items: Delay in disposing of redundant stocks not only increases the inventory carrying cost, but also creates the risk of deterioration and loss of sale value of the stock. Stock verification also becomes laborious. Du to faulty planning, an item, which is bought for usage in the organization, becomes non- moving and unserviceable and has to be disposed off. Before disposal is planned for, a minimum value, to be approved by the finance, should be fixed to avoid future audit queries. According to Gopalakrishanan (200ll) the obsolete items should be disfigured before disposal, so that the same item but in a new packaging, is not purchased by the company: bearings is a case in point in this context. Disposal is effected by 1/ inviting offers from time to time from possible sources, 2/ entering into annual contracts and 3/ public auction. It is necessary to associate the finance and users in the process of realizing the highest value from the obsolete items. Since complete eradication of obsolescence is not possible, it is necessary to allow for this in the annual budget to avoid accumulation of huge obsolete stock in the warehouse over the years.

2.1.3. Major concepts about property disposal

2.1.3.1 Why government owned fixed assets should be disposed?

The Government Fixed Asset Management Manual (GOFAM) stated that, the government owned fixed assets management cycle complete only if disposal of assets is possible. A public body acquires fixed assets, uses it and when it is no more needed when it is no more functional, the public body must be able to dispose it in an economic, legal and transparent manner. Otherwise, the management of asset becomes complicated, uneconomic and inefficient.

There are four commonly known reasons to start the fixed asset disposal process. These are: Unserviceable:-Because of many factors including normal usage of the asset, old age or accident, the cost of repairing the asset might become much more expensive than the use the public body can drive out of it. In such cases it becomes a rational decision to dispose the asset instead of incurring additional repair cost. **Obsolete:** -Obsolescence could happen due to several factors. An asset could be rendered obsolete due to technological change. It may not fit with other assets in use. The output of the asset might not be accepted by the end users. Similarly, using not is economical in terms of cost and time. Hence, the asset needs to be disposed. **Surplus: -**Even if asset is in a good condition, and is not obsolete, the public body might not use it currently and in the near future for some reason. Other public bodies might need such assets in such cases it is generally economical to dispose the asset rather than keeping it and making it obsolete or unserviceable. **Abandoned assets: -** These are assets held under police or other legal institute's custody, or assets the owners of which are not known or are unable to satisfy some legal requirements to become the final owner of the assets. This includes assets kept by customs and police. The public bodies that keep these assets are not using the items as fixed assets. Rather the assets held due to the normal course of operation of those public bodies. Hence the assets can be considered as stock and should be dealt with under consumable stocks management system.

2.1.3.2. When government owned fixed assets should be disposed?

First of all, a public body needs to segregate the fixed assets that should be disposed of for one of the reasons mentioned above. Segregation of fixed assets is done by fixed asset management unity throughout the year and especially during the general count and annual physical count. The disposal process is therefore started after asset are segregated and kept in a way that expedites the disposal process. Segregation of assets enables making the decision as to when the disposal process should start. The cost of disposal in terms of expenditure needed to move the asset to the place of disposal, to advertise for disposal, to arrange the items and the staff time to deal with these is significant. So the disposal process should be started when there is an accumulation of enough quantity of asset to be disposed.

On the other hand keeping some assets more than a certain period might cause environmental and health hazard. Such asset should be disposed of as soon as possible. Assets for disposal should not contain material that is not intended for disposal. Example of material that should be cleared from assets before disposal are:**1/stationary**, particularly printed stationery, which is could be misused, or used for fraudulent purposes; **2/ software**, the unauthorized movement of which could breach license agreements; **3/ classified information** contained in hard or floppy disks; **4/ records, files,** papers or whiteboards containing information which, if disclosed, could breach privacy legislation, and/or cause embarrassment or problems for the public body; **5/ hazardous assets** the transfer of which could create legal liabilities. The public body ascertains that all the assets it intends to dispose are by it. If not, transferring such assets back to the owner should be considered.

2.1.3. Methods of property disposal

Disposal of fixed asset could be made in any one of the following ways that enable the public body to achieve the best available net return when sold; to treat correctly assets requiring special consideration in their disposal; and to be even- handed; open and honest in all dealings. The options given hereunder might not be suitable for some special assets, such as armaments, that need special procedure of disposal. Public bodies that own such assets need to discuss special disposal procedures with regarded departments.

Transfer to other public bodies: when public body decides to dispose assets, the first thing it should be considered to be demand for assets by other public bodies. The item to be disposed could not be such asset that could not be easily obtained in the market due to various factors. If the asset is of that nature, other public bodies should be given priority to acquire the assets. When the asset to be disposed is expected to have possible heritage or cultural value, the public body needs to determine:

- ✓ Whether an asset has heritage or cultural significance;
- ✓ Which public body is suitable custodians for the asset; and
- ✓ When to sell, donate or lend the item on a long-term basis.

It is reasonable to transfer such assets free of charge or to accept an offer which is less than the market value in order to ensure that items of genuine heritage significance are preserved in an appropriate form. The other reason why public bodies should consider transfer of the property that they want to dispose of is the cost of disposal. Advertisements need not be announced, arrangements for public tenders are not required to transfer goods for the public bodies. Therefore, when there is expectation that the proceed to be obtained from the disposal of the asset is not enough to cover the expenses that that was be paid for disposal, when the asset to be disposed is unique and that the appropriate way is to transfer it to other public bodies. A consideration equal to the estimated marketable value shall be made on transfer of assets between public bodies. All such transfers shall be funded by budget.

Disposal by sale: Sale of public property can be made in one of two commonly known ways. Selecting between the two methods need to be made after considering the advantage of the two methods under the circumstance of the public body in question. The decision should also be based on practical and financial considerations such as achieving the best price (net of cost) and the speed with which the arrangements for sale can be made. The **two methods** are: **-** (1) **Sale by public auction**; Sales by auction are a public sale of asset by competitive bidding where the price is determined by the highest acceptable bid. Auctions are usually the most suitable outlet for high-volume, low value assets. Public bodies shall advertise the public auction through official Medias in order to get sufficient competitors to precede fair competition. The auctioneer shall state the reserve piece before auction begins. If this reserve price is not met, the institution was retain the items. The disposal committee shall then reconsider the most appropriate method of disposal**, (2) Sale through public tender;** Sales through tender are a public request for tender to dispose of assets, usually achieved through advertising in the press or in a notice board. This procedure is more resource-intensive than selling by auction but if the effective way of high-value and unusual goods, items located outside main towns or in remote areas and assets that have a geographically dispersed potential market.

Sale as scrap: If at any stage of disposal it is estimated that the receipts was not be enough to cover the cost of disposal, or if the asset could not be sold as an asset its own right, the property shall be scrapped. Furniture, metal and equipment could be considered scrap if they cannot be sold in their own right for the reason that they are broken or they are too outdated. Those scraps could be sold through auction or tender the case may be. Asset like books which are not suitable for other methods of disposal may be recycled. The recycling option, wherever available, is preferable to dumping goods.

Reuse internally: is the importance option for disposition of used federal properties. Some federal agencies and facilities have processes in place to track, redistribute and reuse used properties with in a facility or institution. Look for opportunities to give your properties a second (or third or fourth) life with your facility or institution. And Burying/Burning: Property that may cause side effects upon an environment and social life should be disposed through burying by following statute issued by regarded body.

2.1.3.4 Environmental requirements and historical preservation

The transfer of surplus federal property may be subject to an array of environmental requirements intended to protect human health and safety, natural resources, and cultural resources. Which requirements may apply to the transfer of a property would depend up on the site-specific conditions, such as the presence of waste, contaminations and other potential hazards. For example, federal facilities that manage hazardous wastes or underground storage tanks are subject to closer requirements. If contamination is present, remediation may be required to prevent potentially harmful exposure subsequent to transfer. Federal facilities not involved in industrial operation still may contain hazardous substances from other sources that could present challenges for transfer and reuse, such as asbestos or lead-based paint in buildings. In addition to human health and safety hazards, the potential impact of a transfer on certain natural and cultural resources (such as historic buildings) also must be assessed. How such resources would be protected by the recipient of federal property subsequent to transfer may be a potential issue.

The time and resources necessary for compliance with environmental and historical requirements may vary considering among public properties depending on capability. The process of determining which federal requirements may apply and how compliance must be demonstrated is sometimes referred to as the environmental review process (or environmental and historical review). The agency may be required to complain with certain environmental laws, regulations and executive orders before they can make final decision regarding the disposition of the property. Certain federal requirements may apply specifically because the property disposition would involve a transfer from federal ownership. That is, the disposition may be subject to certain requirements that generally would not apply or could apply differently to property transfers between nonfederal agencies or privet entities.

The principal federal statutes that govern environmental review process, identification and remediation of hazardous substances, and historic preservation is outlined below, followed by a summary of the requirement each statute other federal laws also may apply to a property transfer depending on the site specific conditions. Federal agencies must consider the environmental impacts of an action before making a final decision about that action. With regard to surplus property disposal the responsibility federal agency would be required to identify impact associated with both reporting the property as excess and disposal of property, but not necessarily its future development that would not constitute a federal action itself. Generally requires federal agencies to clean up contaminated federal property prior to transferring the property out of federal ownership, unless assurances are provided that the cleanup was be carried out subsequent to transfer and certain conditions are satisfied.

2.1.3.5 Best practice on Establishment of committee in Ethiopian

There are different types of committee established by each public organization that can involve in property disposal services. From these:-

- ✓ Property disposal committee
- ✓ Initial price estimation committee for disposable properties
- ✓ Selling and bid evaluation committee is some of the established committee participates in property disposal.

Assets are segregated for disposal and report on asset that is proposed to be disposed of shall be prepared by fixed asset management unit (FAMU) in collaboration with store. The report shall be prepared at least once in a year after the conduct of the annual physical count. The report shall show the list of the assets, the book value of the asset, the reason for disposal and the estimated market value each asset whenever possible to assign market value. The head of the FAMU shall present the report to the head of the public body how shall instruct the disposal process to continue. The head of the public body might instruct all the assets or only some of the assets in the report to be disposed of. Upon obtaining approval of the head of the public body, FAMU shall present the report to the valuation committee. The valuation committee shall go through the report carefully, inspect the condition of the assets and assets fairness of the market value proposed by the FAMU. After thorough review of the report, the valuation committee shall decide on reserve price for each and every asset in the report. The committee shall give the approved report to the FAMU with a copy to a disposal committee and the process was continue the involvement of the valuation committee in the process shall stop at this stage.

A disposal committee should be established at each institution to serve management as an advisory body in the disposal of fixed assets in accordance with the regulation in this regard. The function of the disposal committee should include:- Review the reports presented; Recommend appropriate method of disposal for the assets or approve the recommendations; Follow up the process of bid advertisement, bid collection, bid opening to ensure that the process is carried out transparently and even-handedly; Attend public auctions; Recommend sales of assets after evaluating the bid documents or attending the auctions; Recommend disposal of assets in other method other than tender and auction; Act as a body of inquiry or arbitration in the settlement of disputes on fixed assets disposal. Prepare and submit minutes of its meetings to the head of the public body with a copy to FAMU.

The function and powers of the disposal committee are limited to the capacity of an advisory body and the acceptance or rejection of the committee’s proposals remains within domain and prerogative of the head of the head of the public body. The disposal committee was report to the head of public body who was appoint its members and chairman. The committee should comprise Divisional Heads from appropriate Division such as Procurement, Planning, Finance, Legal, Technique and property.

The head of other divisions or their delegates may also be called by the committee to provide advice and assistance relevant to its proceedings. The committee was hold meeting as frequently as the demands of public body was dictate. The chairman was preside over all meeting and his absence the members present was elect among themselves an acting chairman for that particular meeting, provided that such meetings by substitution of the permanent chairman shall not exceed two consecutive meeting and not more than three times during a fiscal year. Members of the committee may send their delegates when under pressure of their regular business. The permanent chairman, who acts as the sole liaison between the committee and the head of the public body or his delegate, should always present resolutions and proposals of the committee to the head of the public body.

The members of the committee may not exceed five. Attendance by four members in the absence of permanent chairman was constitute a quorum. If the permanent chairman is present, the presence of three members including the chairman was constitute quorum. Each member including the secretary and delegated staff was have one vote-resolution passed by simple majority. In case of tie, the presiding chairman was have a deciding vote. The secretary was be the head of the FAMU and was assist the chairman in calling meeting and be responsible for the receipt of reports, preparing minutes and maintaining all of the committee's records. Committee meetings was generally be held at the head office but may also be held at branch offices when necessary.

The primary duty is to assist to management in the review, evaluated and verification of reports, recommendations or requests submitted by FAMU on the disposal of fixed assets with a view to Ascertaining that existing internal policies and other governmental regulations concerning the disposal of property are strictly adhered to; Relating and overseeing the contemplated disposal action with the financial position and overall plans of the institution's programed activities, so that isolated actions was not impede progress and achievements of long term objectives; Determining and advising whether retention or disposal was serve the best interests of the institution ; Disposal actions for fixed assets whose total estimated market value or reserve price is equal to or less than birr 1 million, are approved by the head of the public body. The head of the public body should obtain the go ahead of the government property administration department (GPAD) for disposal action fixed assets whose total reserve price is greater than birr 1 million. Estimating the Market value of property for disposal FAMU and the valuation committee should estimate the current marketable value of every item of public property identified for disposal. Where it feels it necessary, the can approach other specialized public bodies and enterprise for advice on the marketable value. The estimation of current marketable value should take in to consideration:

- ✓ The current market value of similar items
- ✓ The current condition of the item for sale
- ✓ The age of the items for sale
- ✓ The historical statistical data on price offers received from bidders for property not slid at a previous auction or tender process.

Book value should not be taken as market value or reserve price. The estimation of current marketable value should be used to decide whether or not it is justified to auction the items and to calculate the reserve price at auction.

2.1.3.6 Receipts from Disposal

When public bodies sell public property they was receive a cash receipt. The institution should account for the cash received and keep as a receipt, not as a reduction in expenditures. This means that any cash received from disposals and kept by the institution from part of the institution's budgetary allocation not an additional to it. This cash can therefore be spent only up on any activities approved in the budgetary estimates: the public body can deduct expenditures incurred to dispose the assets such as advertisement cost, transportation to the place of and transport paid to committee members to attend auctions and bid opening ceremonies, from the cash collected from sales of the asset. This means only the net amount shall be transferred to MoFED. In the case of vehicles, however, 50% of the net profit from disposal can be used to replace disposed vehicles. Approved to use for this purpose should requested from GPAD.

2.1.3.7 Accounting for disposal

When the assets to be disposed are returned to store, they are taken out from the fixed assets management process. The fixed asset registration (FAR) are kept separately unit the assets are disposed of and are delivered to the buyer. After the assets are disposed, report of disposal assets shall be prepared by the disposal committee. Based on this report, the FAR of asset disposed of shall be kept in a separate file. This action was ensure that assets disposed of was not be included in the report of asset in use. As the annual summary is done after physical count is conducted and disposed assets was not be obtained during count, the cost and accumulated depreciation of the disposed assets was automatically be removed from the accounting records. If a report of disposed assets is required for various reasons, it can be prepared from disposed assets file. The collection from sale of assets is accounted for the other income. Cash or bank as appropriate was be debited and other income shall be credited. If there are expenditures paid for disposal, that expenditure account was also be credited to reduce it to zero.

2.1.4 Empirical studies

Procurement regulation, rules and procedures were established to enable the government to manage their affairs efficiently by having all the necessary material and services and reduce costs involved in procurement (Kossima, et, al, 2001). Contrary to the expectation, procurement in the government has been inefficient, regulations deliberately been fluted for the benefit of individuals. The government lost a lot of money by purchasing inferior goods and services at high price and sometimes in acclaim those goods that were not delivered.

(Tunganege, et, al, 2003) revealed in his study on assessment of management and disposal of dormant and obsolete materials that dormant and obsolete materials exist due to lack of proper communication between user department and supplier department which results to the purchases of spare parts and associated parts for obsolete motor vehicles and machines.

In another study done in Tanesco by Kafyetta (1995), there is substantial scope for improvement of performance and cost saving in inventory control, disposal management of Tanesco surplus stores. These are possible due to the absence of clear disposal control and management techniques to asset problems in existence. Such problems include those of having a high financial investment in stocks and a high rate of stock out of key disposal/materials at the same time. There also an absence on the standard working methods. The stores performance is also poor as far as the level of service offered to customers; obsolescence stocks and security of UN useful materials are concerned.

A study conducted by Jolia, (2006) on disposal of public owned non-core assets revealed that, to be specific, there should be more transparent, predetermined selection criteria for disposal of public assets and making them known to the public as well as involving stakeholders such as PPRA in the divestiture program.

2.1.5 Conceptual framework of the study

Conceptual framework is a set of ideas that shows the relationship between the dependent and independent variable; it was be used as a basis for making analytical discussion and conclusion on the relationship of the variables of the study. The conceptual framework presented in fig. 1 was used in the research on which this dissertation is based. It shows the inter-link and relationship between independent and dependent variables. The independent variables are presumed to influence the dependent variable. However, this study was assume that chances of change in the dependent variable are highly dependent on the changes in the independent variables.

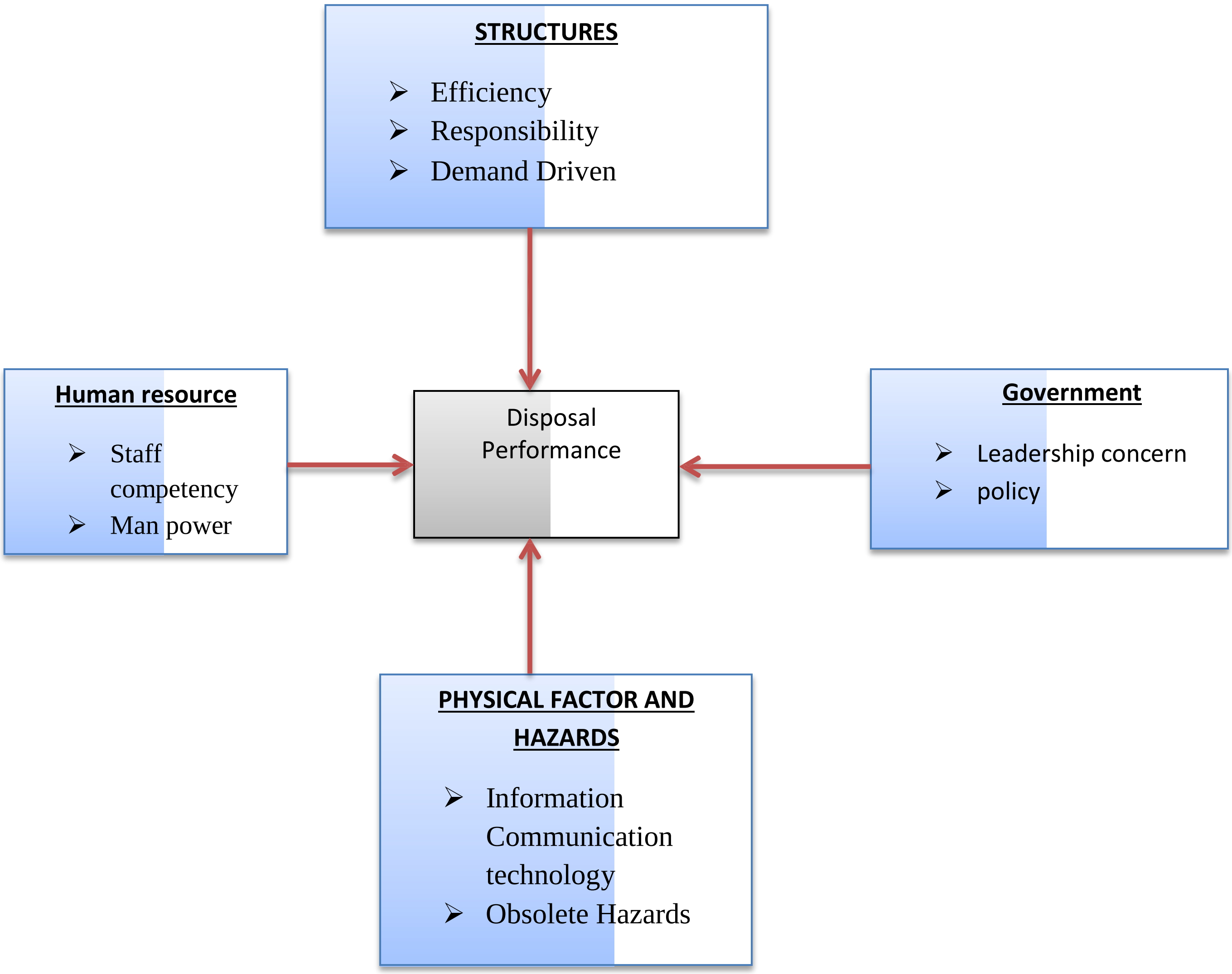

Figure 1. Conceptual Framework of Variables

(Source: Own design)

Efficiency: It represents the effectiveness of something in low cost and time. Therefore, in this study the organization (MoANR) is not structurally efficient in disposal system. This indicates that efficiency was negatively related with property disposal system.

Responsibility: It shows that in public property disposal system is not efficiently disposed if the related body is not responsible in the system.

Demand driven: It shows that organizations procurement plan is not demand driven it leads to an acceptable accumulation of unserviceable items.

Leadership concern: This is one of the main issues in one organization. If the leadership at all level give attention to the property disposal it will disposed efficiently

Policy: Policy is the main tool to do certain goal. Therefore if the policy applied in the good manner and revised accordingly the disposal system for all public property was well done unless the policy is revised or not applied accordingly the resource may lose.

Staff Competency: One of the main perspectives of one organization was learning and growth for the employees. i.e capacity building is the main perspective /issue for one organization. If there is staff competency the property disposed well unless not.

Man power: If man power is fulfilled for one work the result will be positive, therefore in this finding if the man power was not fulfilled the property is not disposed efficiently.

ICT: ICT is the main important for one organization. To automate and do everything in the good manner within a short period of time with low cost.

Obsolete Hazards: Obsolete hazards are the main issues for human being because it is absolutely related with human health. Therefore if the organization not takes this in consideration it may harm for human health and the work not done properly.

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CHAPTER THREE

3. RESEARCH METHODOLOGY

3.1 Research Design

This study in line with brief presentation of the approach of the study, design of the research instruments, the selection of the study and research participants. The focus of this study was the factors affecting public property disposal. The researcher is used mixed method of research which involves qualitative and quantitative approaches. Quantitatively, the research was used sample survey research method. Qualitatively, Focus Group Discussions, Key Informant Interview was undertaken with experts and department heads. To this end, a descriptive and regression analysis was employed for analysis.

3.2 Description of the Study Area

3.2.1 Location

The study was undertaken at Federal ministry of Agriculture and Natural Resource. The ministry which is found in Addis Ababa, Ethiopia.

3.3 Types and Sources of Data

Creswell, J. (2009) noted at a mixed method of research design is useful when either the quantitative or qualitative approach by itself is in adequate. This method can provide to understand the research problems though extra time needed to collect and analyze both quantitative and qualitative data.

Accordingly both qualitative and quantitative data was collected from secondary and primary sources. To support and triangulate the primary data, secondary data was collected from various sources such as books, directives, manuals, proclamation, previous research findings, websites and other published and unpublished documents including journals (annual, quarterly and monthly publications), MoANR annual reports and academic journal articles which was relevant to the study.

Primary data was collected from sample employees of MoANR by well-trained enumerators using a structured questionnaire under the supervision of the researcher. For primary data collection a combination of qualitative and quantitative methods ware used. For quantitative data structured questionnaire was designed, which includes both open and closed-ended questions ware designed and pre-tested to ensure validity and reliability, and to make overall improvement of the same and in line with the objectives of the study. The questionnaire was first prepared in English and then translated into Amharic language, to make easy the communication between enumerators and the respondents. For qualitative data collection, focus group d discussion was designed to complement the structured survey with relevant actors. Moreover, Personal observation in store and Key Informant Interview was conducted to triangulate with the structured survey questionnaire.

3. 4 Sampling Methods

For this study, in order to select a representative sample a multi-stage sampling technique was applied. At first stage sample procedure was be the randomly sampling to select Ministry of agriculture and natural resource sector; in the second stage, with the consultation of MoANR, one department (procurement and property administration) purposely selected and take all employees (35) of the department and 75 employees from other all departments randomly select out of 30 departments in the ministry.

3.5 Sample size determination

The determination of sample size is determined by using Yamane (1967:886) provides a simplified formula to calculate sample sizes: For the sake of cost and time saving, and homogeneity of the population used degree of precision by 0.09 and it is very vital and usual as well to take a minimum sample size and provides a simplified formula to calculate sample sizes:

$$n = \frac{N}{1+N(e)2} \text{...} \quad (1)$$

Where **n** is the sample size, **e** is the level of precision assumed to be 0.09%.

N is the population size Thus **N=1000**

Therefore, as per the above formula the sample size (n) computed is **110** sample employee**.**

Table 1. Sample distribution of employees

Table 1. Sample distribution of employee

S/No	**Sample**	**Population of employee**	**Sample**
1	MoANR	1000	110
		110	

Source: (MoANR, 2018)

3.5 Methods of Data Collection

The primary data was collected from employees at the procurement and property administration department. Enumerators for the data collection were selected on the basis of educational back ground. Training was given to the enumerators about method of data collection and the contents of the questionnaire. Before data collection, the questionnaire was pre-tested on 8 employees from the department to evaluate the appropriateness of the design, clarity and interpretation of the questions, relevance of the questions. Hence, appropriate modifications and corrections was made on the questionnaire. Data was collected under continuous supervision of the researcher.

3.6 Ethical Consideration

An official letter was written from department of Logistics and Supply Chain Management, Addis Ababa University School of Commers to district office for the facilitation of the study. Oral and written informed consent was secure from study participant before data collection. Study participants were clearly informed that they can withdraw from the study at any time if they needed to do so. In this thesis, a relevant literature was thoroughly reviewed and all sources or materials used for this thesis were properly acknowledged. The right of each respondent to refuse or answer for few or all questions was respect. Names of study participants were not mentioned in the study report to ensure confidentiality.

3.7 Method of Data Analysis

The data analysis procedure includes the process of packaging the collected information putting in order and structuring its main components in a way that the findings can be communicated easily and effectively Kombo and Tromp, (2011).The analysis of qualitative and quantitative data was be made both during and after data collection using SPSS version 20 software Descriptive statistics.

3.7.1 Statistical and Specification Tests

There are different methods suggested to detect the existence of multicollinearity problem between the model explanatory variables. Among these methods Collinearity test commonly used and is also employed in the present study to detect multicollinearity problem among continuous explanatory variables. Contingency coefficient was used to detect the degree of association among discrete explanatory variables. The discrete/dummy variables are said to be collinear if the value of contingency coefficient is greater than 0.75 (Gujarati, 2004).

CHAPTER FOUR

4.1 .DATA ANALYSIS, PRESENTATION AND INTERPRETATION

The main objective of this study was to examine factors that affect public property disposal performance in ministry of agriculture and natural resource. In this regard, this chapter presents the results and findings of the study as collected from the sample population. The data was gathered exclusively from questionnaire as the research instrument. The questionnaire was designed in line with the objectives of the study. To enhance quality of data obtained, likert type questions were included where by respondents indicated the level of agreement to which the variables were practiced in a five point likert scale and open ended questionnaire. Coded responses were entered into statistical package for the social sciences (SPSS) version 20, for data analysis. The data have been presented by tabulation, and some figures. The chapter covers respondents based on how the research question/objectives affect disposal performance in ministry of agriculture and natural resource and the results are presented and interpreted.

4.1.1 Descriptive results

The descriptive statistics of sampled ministry were computed from employees. The objective was to access factor affecting public property disposal systems.

Both primary and secondary source of data are used for this study. Primary source are used to get data issues related to identify factor affecting public property disposal systems. Secondary source are included reports, statistical data from PPAD and different books and journals.

Survey was carried out to collect data from a total of 110 sample employees, Key informant Interview, as an interchange of views between two or more than two people a topic of mutual interests sees the role of human interaction for knowledge production, and it lets the respondents to speak confidently (kvale, 1996).

4.2. Demographic Data

In this section, the researcher analyzed and discussed demographic information of the respondents which are relevant to the study was summarized on the tables here below and the frequencies and percentages are calculated and described.

4.2.1 Questioners Response Rate

The total questionnaire distribute were 110 for Ministry of Agriculture and Natural Resource staffs in Addis Ababa and a total of 84 were properly filled and returned.

Table 4.1 Response Rate

Response Rate	Frequency	Percentage
Responded	84	7.4
Not responded	22	20.6
Total	110	100

Source: survey result (2018)

4.2.2. Demographic characteristics of the respondents

In this study the demographic characteristics of respondents have no effect on the public property disposal system. But it may affect positively or negatively on the other way, the study was done by assessing factor affecting the public property disposal systems. Therefore, the study kept demographic factor constant. Simply for the case of description Out of total sampled respondents from respondent's majority 46.4% of employees are degree older and 7.% were have advanced diploma. Also

46.4% respondents have more than six years work experience. Out of all respondents from the public property department were junior experts.

Table: 4.2 demographic characteristics

Variable	n = 84	Frequency	Percentage
Educational status	Certificate	8	9.5
	Diploma	12	14.3
	Advanced Diploma	6	7.1
	First Degree	39	46.4
	Second Degree	19	22.6
Work Experience	one year	4	4.4
	2-3 year	19	22.6
	4-6 year	22	26.2
	above 6 year	39	46.4
Position	general director	3	3.6
	director team	5	6
	leader senior	5	6
	expert Junior	22	26.2
	expert	36	42.9
	clerical worker	13	15.5

Source: (Own Survey data, 2018)

The level of education of the respondents show that 9.5% were certificate, while 12% diploma holder, 7.1% were advance diploma, while 46.4 %were first degree holders, and 22.6%were second degree holders. This shows that the respondents were educated and could understand and respond to the questioner. from the total valid respondents 4.4%(4 respondents) of them have one year and below one year of experience, 22.6% (19 respondents) of the respondents have 2 to 3 year work experience, 26.2% (22 respondents) four to six year of experience and the rest 46.4% (39 respondents) of them have above 6 years work experience. In general, it can be seen that the majority of the respondents has spent more than 6 years working in MoANR and from this figure we understand that the information obtained from them is reliable or dependable since they experience and well know-how about the concept.

In table 4.2 above from the total valid respondent 3.6% (3 respondent) of them were general director, 6 %(5 respondents) of them were director, 6 %(6 respondent) of them were team leaders, 26.2 %(22 respondents) were senior expert, 42.9% (36 respondents)of them were junior expert, 15.5 (13 respondents) of them were clerical workers. This shows that the majority were able with adequate designation authority. Thus, it is clear that the experienced and educated respondents could understand the problems in disposal related activities and give sufficient and correct information that could contribute through the validity of this study.

Table 4.3. Response on structural Efficiency

n= 84 Questions	Frequency Percentage	S. disagree	disagree	Neutral	Agree	S. agree
Public property disposal process is handled efficiently in organizational structure.		37 44	37 44	4 4.8	5 6	1 1.2
There is efficient Structural linkage between departments with PAD for disposal.		33 39.3	39 46.4	7 8.3	4 4.8	1 1.2
Public property disposal is efficiently Performed in MoANR		35 41.7	41 48.8	5 6	3 3.6	0 0
Disposable items are efficiently identified and selected in annual base		33 39.3	40 47.6	6 7.1	4 4.8	1 1.2
Annual disposal plan is efficiently implemented in MoANR		39 46.4	37 44	6 7.1	2 2.4	0 0

Sources :(own survey data, 2018)

4.3.1 Structural efficiency and its effect on disposal performance

Out of all respondents 44% of the respondents strongly disagree that in Ministry of Agriculture and Natural Resource public property disposal process is handled efficiently, 44% of the respondents disagree, 4.8% of the respondents neutral, 6% of the respondents agree, and 1.2% of the respondents strongly agree. This shows that majority of the respondents strongly disagree and disagree that public property disposal process is handled efficiently. This indicates that public property disposal process do not handled efficiently.

About 39.3% of the respondents strongly disagree that in MoANR there is efficient structural linkage between departments with property administration for disposal issues, 46.4% of the respondents disagree, 8.3% of respondents neutral, 4.8% of respondents agree and 1.2% of the respondents strongly agree. This shows that majority of the respondents disagree that there is efficient structural linkage between departments with property administration for disposal issues. This indicates that there is no efficient structural linkage between departments with property administration for disposal issues.

Out of all respondents 41.7% of the respondents strongly disagree that in MoANR public property disposal is efficiently performed. 48.8% of the respondents' disagree.6% of the respondent's neutral, 3% of the respondents agrees and none of the respondents strongly agree. This shows that majority of the respondents disagree that public property disposal is efficiently performed. This indicates that public property disposal do not efficiently performed.

About 39.3% of the respondents strongly disagree that in MoANR disposable items are efficiently identified and selected in annual base. 47.6% of the respondents disagree, 7.1% of the respondents neutral, 4.8%of the respondents agree and 1.2% of the respondents strongly agree. This shows that more than half of the respondents disagree that disposable items are efficiently identified and selected in annual base. This indicates that disposable items are not efficiently identified and selected in annual base.

Out of total sampled employees 46.4%of the respondents strongly disagree that in MoANR annual disposal plan is efficiently implemented, 44% of the respondents disagree. 7.1% of the respondents' neutral, 2.4% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents strongly disagree that annual disposal plan is efficiently implemented. This indicates that annual disposal plan is not efficiently implemented.

Table 4.4 Response summary on structural

n=84	Frequency Percentage	Strongly disagree	disagree	Neutral	agree	Strongly. agree
Public property disposal responsibility is only for PPAD		23 27.4	40 47.6	10 11.9	11 13.1	0 0
The responsibility to Select, identify and record obsolete and unserviceable items are only for PPAD		26 31	43 51.2	7 8.3	8 9.5	0 0
PPAD and disposal committee are responsible for dispose disposable items		24 28.6	38 45.2	8 9.5	10 11.9	4 4.8
Concerned Departments are responsible to identify, select and report obsolete and unserviceable items.		26 31	44 52.4	6 7.1	7 8.3	1 1.2
In PPD process inter organizational departments and external organizations are clear responsibility		29 34.5	36 42.9	6 7.1	8 9.5	5 6

Source: (own survey data, 218)

4.3.2. Structural responsibility and its effect on disposal performance

Table 4.3.2 from this result out of all respondents the respondents reply for structural responsibility factors of disposal performance. It is taken in to account that 0, 1, 2, 3, and 4 represent for strongly agree, disagree, neutral, agree, and strongly agree respectively. The subsequent analysis was conducted based on table 4.3.2 above.

About 27.4% of the respondents strongly dis agrees that in MoANR public property disposal responsibility is only for public property administration department. 47.6% of the respondents disagree, 11.9% of respondents neutral, 13.1% of respondents agree, none of the respondents disagree. This show that more than half of the respondents disagreed that public property disposal responsibility is only for public property disposal administration. This indicates that public property disposal responsibility is not only for public property administration departments.

Out of all sampled 31% of the respondents strongly dis agrees that in MoANR the responsibility to select, identify and record obsolete and unserviceable items are only for PPAD. 51.2 of the respondents disagree. 8.3% of the respondents neutral. 9.5% of the respondents agree and none of the respondents strongly agree. This shows that majority of the respondents disagree that the responsibility to select, identify and record obsolete and unserviceable items are only for PPAD. This indicates that the responsibility to select, identify and record obsolete and unserviceable items is only for PPAD.

Out of all sampled employee 28.6% of the respondent strongly disagree that in MoANR PPAD and disposal committee are responsible for dispose disposing items. 45.2 % of the respondents disagree, 9.5% of the respondents neutral, 11.9% of the respondents agree and 4.8% of the respondents strongly agree. This shows that more than half of the respondents disagreed that PPAD and disposal committee are responsible for dispose disposable items. This indicates that PPDA and disposal committee is note responsible for disposable items.

From this study 31% 0f the respondents strongly agree that in MoANR concerned departments are responsible to identify select and report obsolete and unserviceable items. 52.4% of the respondent's disagree.7.1% of the respondent's neutral, 8.3% of the respondents agree and 1.2% of the respondents strongly agree. This shows that more than half of the respondents disagreed that concerned departments are responsible to identify, select and report obsolete and unserviceable items. This indicates that concerned departments are not responsible to identify, select and report obsolete and unserviceable items.

Out of all respondents 34.5% of the respondents strongly agreed that in PPD process inter organizational departments and external organizations are clear responsibility.42.9% of the respondents disagree, 7.1% of the respondents neutral, 9.5% of the respondents agree and 6% of the respondents strongly agree. This shows that more than half of the respondents disagreed that in PPD process inter organizational departments and external organizations are clear responsibility. This indicates that in PPD process inter organizational departments and external organizations are not clear responsibility.

Table: 4.5 Response summaries demand driven

n=84 Questions	Frequency Percentage	S. disagree	Disagree	Neutral	Agree	S. agree
In MoANR public property disposal is demand driven.		24 28.6	42 50	9 10.7	9 10.7	0
The demand of disposal is equally in both PPAD and user department		13 15.5	58 69	9 10.7	4 4.8	0 0
Office equipment's are standardized and demanded accordingly in MoANR		12 14.3	53 63.1	13 15.5	6 7.1	0
Disposable and unserviceable items are created by over demand office equipment practice.		10 11.9	44 52.4	14 16.7	14 16.7	2 2.4

Source: (own survey data, 2018)

4.3.3. Responses on Demand Driven

This study shows the respondents reply for structural demand driven factors of disposal performance is taken in to account that 0,1,2,3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively.

Out of all respondents 28.6 % of the respondents strongly disagree that in MoANR public property disposal is demand driven , 50% of the respondents disagree, 10.7% of the respondents neutral, 10.7% of the respondents agree and none of the respondents are strongly agree. This shows that more than half of the respondents disagreed that public property disposal. This indicates that public property disposal is not demand driven'

Out of all respondents 15.5% of the respondents strongly disagree that in MoANR the demand of disposal is equal in both PPAD and user department. 69% of the respondents disagree, 10.7% of the respondents neutral, 4.8% of the respondents agree and none of the respondents strongly disagree. This shows that more than half of the respondents disagreed that the demand of disposal is equal in both PPAD and user department. This indicates that the demand of disposal is not equal in both PPAD and user department.

In the ministry 14.3% of the respondents strongly disagree that in MoANR office equipment is standardized and demanded accordingly, 63.1% of the respondents disagree, 15.5% of the respondents neutral, 7.1% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents strongly agreed that office equipment is standardized and demanded accordingly. This indicates that Office equipment is not standardized and demanded accordingly.

About 11.9% of the respondents strongly disagree that in MoANR disposable and unserviceable items are created by over demand office equipment practice. 52.4% of the respondents disagree, 16.7% of the respondents neutral, 16.7% of the respondents agree and 2.4% of the respondents strongly agree. This shows that more than half of the respondents disagreed that disposable and unserviceable items are created by over demand office equipment practice.

Table: 4.6 response summary on leadership concern

n=84		S. disagree	Disagree	Neutral	agree	S. agree
	Frequency Percentage					
Leadership is concerned to public property disposal.		16 19	47 56	7 8.3	14 16.7	0 0
Leadership was assign resources to select record and identify disposable items as other organizational activities.		16 19	47 56	7 8.3	14 16.7	0 0
Leadership facilitates logistics and incentives for those who are working in chemical and disposable items ware house.		17 20.2	48 57.1	12 14.3	6 7.1	1 1.2
Leadership establishes strong valuation, approval and disposal committee in MoANR.		19 22.6	49 58.3	11 13.1	5 6	0 0
Leadership establish strong inter		19	49	10	6	0

organization departmental integration and co-ordination for disposition of property.	22.6	58.3	11.9	7.1	0

Source: (own survey data.2018)

4.4.1. Leadership concern and its effect on disposal performance

Table 4.4 shows the frequency and percentage. It is taken in to account that 0, 1, 2, 3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively. The subsequent analysis was conducted based on table 4.4.1 above.

Out of all respondents 19% of the respondents strongly disagree that in MoANR leadership is concerned to public property disposal, 56% of the respondents disagree, 8.3% of the respondents neutral, 16.7% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that leadership is concerned to public property disposal. This indicates that leadership is not concerned to public property disposal.

From all respondents 19% of the respondents strongly disagree that in MoANR leadership assigned resources to select record and identify disposable items as other organizational activities, 56% of the respondents disagree, 8.3% of the respondents neutral, 16.7% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagree that leadership assigned resources to select, record and identify disposable items as other organizational activities. This indicates that leadership do not assigned resources to select record and identify disposable items as other organizational activities.

Out of all respondents Majority 57.1% of the respondents disagree, About 20.2% of the respondents strongly disagree that in MoANR leadership facilitates logistics and incentives for those who are working in chemical and disposable items warehouse, 14.3% of the respondents neutral, 7.1 % of the respondents agree and 1.2% of the respondent strongly agree. This show that more than half of the respondents disagreed that leadership facilitate logistics and incentives for those who are working in chemical and disposable warehouse. Out of all respondents 58.3% of the respondents disagree, About 22.6% of the respondents strongly disagree that in MoANR leaders establish strong valuation, approval and disposal committee, 13.1% of the respondents neutral, 6% of the respondents agree and none of the respondents strongly agree. This shows that half of the respondents disagreed that leaders establish strong valuation, approval and disposal committee. This indicates that leaders do not establish strong valuation, approval and disposal committee.

From Sampled employees for this study 22.6% of the respondents strongly disagree that in MoANR leader ship establish strong inter organization departmental integration and co-ordination for disposition of property,58.3% of the respondents disagree, 11.9% of the respondents neutral, 7.1 of the respondents agree and none of the respondents strongly agree. This shows that majority of the respondents disagreed that leadership establish strong inter organization departmental integration and co-ordination for disposition of property. This indicates that leadership do not establish strong inter organization departmental integration and co-ordination for disposition of property.

4.4.2 Governmental policy and its effect on disposal performance.

Table: 4.7 response summary on governmental policy

n=84 Frequency Percentage	S. disagree	disagree	Neutral	Agree	S. agree
There is clear directives and manuals for disposal of all public property.	17 20.2	46 54.8	12 14.3	8 9.5	1 1.2
There is clearly authorized body to dispose obsolete chemicals in local government.	28 33.3	47 56	7 8.3	2 2.4	0 0
Deposable property is recoded in financial statement/ accrual base of accounting system.	15 17.9	50 59.5	12 14.3	6 7.1	1 1.2
The is due attention for public money than public property.	22 26.2	44 52.4	12 14.3	5 6	1 1.2
Public property disposal is processed based on Public policy, directives & manuals in MoANR.	13 15.5	48 57.1	14 16.7	8 9.5	1 1.2

Source; (own survey data, 2018)

4.4.2 Governmental policy and its effect on disposal performance

Table 4.4.2. Shows, it is taken in to account that 0, 1, 2, 3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively. The subsequent analysis was conducted based on table 4.4.2 above. About 20.2 %of the respondents strongly disagree that in MoANR there are clear directives and manuals for disposal of all public property, 54.5% of the respondents disagree, 14.33% of the respondents neutral, 9.57% of the respondents agree and 1.2 of the respondents strongly agree. This shows that more than half of the respondents disagreed that there are clear directives and manuals for disposal of all public property. This indicates that there is no clear directives and manuals for disposal of all public property.

In this study from all sampled employees 33.3%of the respondents strongly disagree that in MoANR there is clearly authorized body to dispose obsolete chemicals in local government, 56% of the respondents disagree, 8.3% of the respondents neutral, 2.4% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that there is clearly authorized body to dispose obsolete chemicals in local government. This indicates that there is no clearly authorized body to dispose obsolete chemicals in local government.

Out of all respondents 17.9% of the respondents strongly disagree that in MoANR disposable property is recorded in financial statement/ accrual base of accounting system, 59.5% of the respondents disagree, 14.3% of the respondents neutral, 7.1% of the respondents agree and 1.2% of the respondent strongly agree. This show that more than half of the respondents disagreed that disposable property is recorded in financial statement/ accrual base of accounting system.

About 26%of the respondents strongly disagree that in MoANR that the government is due attention for public money than public property, 52.4% of the respondents disagree, 14.3%of the respondents neutral, 6% of the respondents agree and 1.2 of the respondents strongly agree. This shows that half of the respondents disagreed that the government is due attention for public money than public property this indicates that the government is not due attention for public money than public property.

Majority of all respondents 57.1% of the respondents disagree, 15.5% of the respondents strongly disagree that in MoANR public property disposal is processed based on public policy, directives and manuals, 16.7% of the respondents neutral, 9.7% of the respondents agree and 1.5% of the respondents strongly agree. This shows that majority of the respondents disagreed that public property disposal is processed based on public policy, directives and manuals. This indicates that public property disposal is not processed based on public policy, directives and manuals.

Table: 4.8 Summary responses on staff competency

n=84		S. disagree	disagree	Neutral	Agree	S. agree
	Frequency Percentage					
Disposal activities conducted by competent public property administration staff.		12 14.3	53 63.1	10 11.9	8 9.5	1 1.2
Public property administration staff has ability to apply public property disposal principles.		7 8.3	54 64.3	16 19	7 8.3	0 0
staff ability to identify & select items		10 11.9	51 60.7	17 20.2	6 7.1	0 0
staff skills to handle complex items		14 16.7	52 61.9	11 13.1	7 8.3	0 0
understand the policy, directives & manuals		7 8.3	54 64.3	14 16.7	9 10.7	0 0

Source: (own survey data, 2018)

4.5.1. Staff competency and its effect on disposal performance

The result shows the frequency and percentage. It is taken in to account that 0, 1, 2, 3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively. The subsequent analysis was conducted based on table 4.5.1 above.

From all respondents 14.3%of the respondents strongly disagree that in MoANR disposal activities conducted by competent public property administration staff, 63.1% of the respondents disagree, 11.9% of the respondents neutral, 9.5% of the respondents agree and 1.2 of the respondents strongly agree. This shows that more than half of the respondents disagreed that disposal activities conducted by competent public property administration staff. This indicates that disposal activities do not conducted by competent public property administration staff.

From Sampled employees 8.3%of the respondents strongly disagree that in MoANR public property administration staff has ability to apply public property disposal principles, 64.3% of the respondents disagree, 19% of the respondents neutral, 8.34% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that public property administration staff has ability to apply public property disposal principles. This indicates that public property administration staff does not have ability to apply public property disposal principles.

About 11.9%of the respondents strongly disagree that in MoANR public property administration staff has the ability to identify and select disposable items, 60.7% of the respondents disagree, 20.2% of the respondents neutral, 7.1% of the respondents agree and none% of the respondent strongly agree. This show that more than half of the respondents disagreed that public property administration staff has the ability to identify and select disposable items,

About 16.7%of the respondents strongly disagree that in MoANR public property administration staff has the necessary skills and competence to handle complex and strategic disposable items, 61.9% of the respondents disagree, 13.1%of the respondents neutral, 8.3% of the respondents agree and none of the respondents strongly agree. This shows that half of the respondents disagreed that public property administration staff has the necessary skills and competence to handle complex and strategic disposable items. This indicates that the public property administration staff does not have the necessary skills and competence to handle complex and strategic disposable items.

About 8.3% of the respondents strongly disagree that in MoANR public property administration staff has the ability to understand the policy, directives and manuals. 64.3% of the respondents disagree, 16.7% of the respondents neutral, 10.7% of the respondents agree and none of the respondents strongly agree. This shows that majority of the respondents disagreed that public property administration staff has the ability to understand the policy, directives and manuals.

This indicates that public property administration staff does not have the ability to understand the policy, directives and manuals.

Table: 4.9 response summary on man power

n=84 Questions	Frequency Percentage	S. disagree	Disagree	Neutral	Agree	S. agree
In public property administration department necessary man power is fulfilled		25 29.8	49 58.3	6 7.1	4 4.8	0 0
Public property administration department work standard position is attractive		13 15.5	53 63.1	13 15.5	4 4.8	1 1.2
Public property administration department staff satisfaction in their salary standards when they compere w		14 16.7	55 65.5	12 14.3	3 3.6	0 0

Source: (own survey data, 2018)

4.5.2. Man power and its effect on disposal performance

Table 4.5.2. Shows the frequency and percentage. It is taken in to account that 0, 1, 2, 3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively. The subsequent analysis was conducted based on table 4.5.2 above. Out of all total sampled employees 29.8of the respondents strongly disagree that in MoANR in public property administration department necessary man power is fulfilled, 58.3% of the respondents disagree, 7.1% of the respondents neutral, 4.8% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that in public property administration department necessary man power is fulfilled. This indicates that in public property administration department necessary man power is not fulfilled,

Out of total respondents 15.5%of the respondents strongly disagree that in MoANR public property administration department work standard position is attractive for new employees, 63.1% of the respondents disagree, 15.5% of the respondents neutral, 4.8% of the respondents agree and 1.2 of the respondents strongly agree. This shows that more than half of the respondents disagreed that public property administration department work standard position is attractive for new employees. This indicates that public property administration department work standard position is not attractive for new employees,

About 16.7% of the respondents strongly disagree that in MoANR public property administration department staffs are satisfied in their position salary standards when they compeer to other departments with the work load, 65.5% of the respondents disagree, 14.3% of the respondents neutral, 3.6% of the respondents agree and none of the respondent strongly agree. This show that more than half of the respondents disagreed that public property administration department staffs are satisfied in their position salary standards when they compeer to other departments with the work load. This indicates that public property administration department staffs are not satisfied in their position salary standards when they camper to other departments with the work load.

Table: 4.10 response summary on ICT

n= 84 Questions	Frequency Percentage	S. disagree	Disagree	Neutral	Agree	S. agree
Using ICT has brought satisfaction to all stakeholders. In MoANR.		14 16.7	48 57.1	10 11.9	11 13.1	1 1.2
Using ICT has support to reduce paper work		15 17.9	47 56	11 13.1	11 13.1	0 0
ICT has play role to increase quality of PPD performance service		15 17.9	49 58.3	11 13.1	9 10.7	0 0
ICT has increase the output of PPAD		5 6	54 64.3	9 10.7	16 19	0 0
ICT speed up the disposal process		12 14.3	51 60.7	9 10.7	10 11.9	2 2.4

Sours: (own survey data, 2018)

4.6.1. Information communication technology and its effect on disposal performance.

Table 4.6.1. Shows the frequency and percentage. It is taken in to account that 0, 1, 2, 3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively. The subsequent analysis was conducted based on table 4.6.1 above.

About 16.7%of the respondents strongly disagree that in MoANR using information communication technology has brought satisfaction to all stakeholders, 57.1% of the respondents disagree, 11.9% of the respondents neutral, 13.1% of the respondents agree and 1.2% of the respondents strongly agree. This shows that more than half of the respondents disagreed that using information communication technology has brought satisfaction to all stakeholders; This indicates that using information communication technology do not have brought satisfaction to all stakeholders,

About 17.9%of the respondents strongly disagree that in MoANR using information communication technology has support to reduce paper work, 56% of the respondents disagree, 13.1% of the respondents neutral, 13.1% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that using information communication technology has support to reduce paper work. This indicates that using information communication technology has not support to reduce paper work,

About 17.9% of the respondents strongly disagree that in MoANR information communication technology has play role to increase quality of public property disposal performance, 58.3% of the respondents disagree, 13.1% of the respondents neutral, 10.7% of the respondents agree and none of the respondent strongly agree. This show that more than half of the respondents disagreed that information communication technology has play role to increase quality of public property disposal performance. This indicates that information communication technology has not play role to increase quality of public property disposal performance.

Out of all respondents 9% of the respondents strongly disagree that in MoANR information communication technology has increase the output. 64.3% of the respondents disagree, 10.7%of the respondents neutral, 19% of the respondents agree and none of the respondents strongly agree. This shows that half of the respondents disagreed that information communication technology has increase the output. This indicates that information communication technology has not increase the output.

About 14.3% of the respondents strongly disagree that in MoANR information communication technology has speed up the disposal process, 60.7% of the respondents disagree, 10.7% of the respondents neutral, 11.9% of the respondents agree and 2.4% of the respondents strongly agree. This shows that majority of the respondents disagreed that information communication technology has speed up the disposal process. This indicates that information communication technology has not speed up the disposal process,

Table: 4.11. Response summary on obsolete hazards

n=84 Question	Frequency Percentage	S. disagree	disagree	Neutral	Agree	S. agree
obsolete chemical store		29	51	3	1	0
		34.5	60.7	3.6	1.2	0
workers protected from chemical		26	54	3	1	0
		31	64.3	3.6	1.2	0
store workers have medical		34	43	6	1	0
checkup		40.5	51.2	7.1	1.2	0

Source: (own survey data, 2018)

4.6.2 Obsolete hazards and its effect on disposal performance

Table 4.6.2. Shows the frequency and percentage. It is taken in to account that 0, 1, 2, 3 and 4 represent for strongly disagree, disagree, neutral, agree and strongly agree respectively. The subsequent analysis was conducted based on table 4.6.2 above.

Out of all 34.5%of the respondents strongly disagree that in MoANR obsolete chemicals are placed in highly secured stores without mixed by serviceable items, 60.7% of the respondents disagree, 3.6% of the respondents neutral, 1.2% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that obsolete chemicals are placed in highly secured stores without mixed by serviceable items. This indicates that obsolete chemicals are placed in highly secured stores without mixed by serviceable items.

From all sampled employees 31% of the respondents strongly disagree that in MoANR chemical store workers are protected from chemical hazards by using standardized protection materials, 64.3% of the respondents disagree, 3.6% of the respondents neutral, 1.2% of the respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagree that chemical store workers are protected from chemical hazards by using standardized protection materials. This indicates that chemical store workers are not protected from chemical hazards by using standardized protection materials.

About 40.5% of the respondents strongly disagree that in MoANR chemical store workers have programed medical checkup, 51.2% of the respondents disagree, 7.1% of the respondents neutral, 1.2% of the respondents agree and none of the respondents strongly agree. This show that more than half of the respondents disagreed that chemical store workers have programed medical checkup. Chemical store workers have not programed medical checkup.

As four respondents explained through interview it is very much cost to export disposable pestsides and other chemicals to abroad since those chemicals can net be disposed within local. Also it needs its own directive and manuals that show the procedure should be followed during disposition process since it can cause for environmental pollutions. As two respondents explained through interview no mechanisms set up for protection and medication for those employees working in the chemical store. This affects employee’s motivation to select and relocate obsoleted chemicals from serviceable one.

In general based on the above findings factors that are affected public property disposal independent variables(efficiency, responsibility, demand driven, leadership, policy, staff competency, man power, use of information communication technology, affects dependent variable (public property disposal performance).

From open ended questions, the respondents were mentioned some factors that are affected the performance of public property disposal process in MoANR. These are outdated disposal procedures and policies that are not solved the existing problems of disposal, Lack of attention on property disposal,

4.7 disposal performance evaluation

The researcher evaluated MoANR'S disposal performance by five of disposal principles.

Table 4.12 MoANR's disposal performance statistics

	N	Mean	Std. Deviation
Competition	84	1.12	.666
Aggregation	84	1.21	.695
Value for money	84	1.10	.801
Transparency	84	1.24	.705
Accountability	84	1.35	.829
Valid N (list wise)	84		

Source: Survey Result (2018)

As indicated in the above descriptive statistics table, MoANR disposal process is working at the competition with a mean value of 1.12, at the Aggregation with mean value of 1.21, at the value for money with mean value of 1.10, at the transparency with the mean value of 1.24, and at the accountability with the mean value of 1.35. Therefore, from the result above, one can conclude that the disposal performance is poor because, computation, aggregation, value-for money, transparency and accountability for property disposition which is below average point. It is favorable that the disposal services are appropriate and that they are disposed at the best possible manner to meet the needs of the disposal in terms of the needs of competition, aggregation, value-for money, transparency and accountability. Disposal performance has been described as the degree of achievement of certain effort or undertaking. It relates to the prescribed goals or objectives which form the project parameters. It is all about meeting or exceeding stake holders' needs and expectations from a project.

4.8. The activities that impacts on disposal performance in MoANR

The researcher identified the major factors of disposal performance by ranking the percentage value of the respondents. The factors listed in the questioner derived from the secondary data mainly affecting disposal performance in internal and general audit and PPAD 2006, 2007 and 2008 annual report and from literature review. The overall rankings have been established as shown in table 4.13

Table 4. 13. Variable which have impact on disposal performance

	Response	percent	Rank
How do you rate the following activities impact on the performance of public property disposal performance of the MOANR?	Lack of clear disposal procedure for all disposable items.	31	1
	Inadequate monitoring and evaluation of disposal performance.	21	2
	Lack of proper knowledge, skills and capacity staff	18	3
	End users not concerned about disposal items	16	4
	Poor implementation of information communication technology.	8	5
	Accountability, fraud and corruption	4	6
	Inadequate budget for disposal activities	2	7

Source: (Own survey data, 2018)

Based on the data listed above, a total of seven factors that contribute to affect the performance of disposal were identified, ranked and analyzed. The high percent indicated in the above table having the greatest influence on the performance of property disposal in MoANR. All of the respondents respond that, from the above factors, two factors i.e. Lack of clear disposal procedure and accountability, fraud and corruption are related policy and procedure. Two factors i.e. Inadequate monitoring and evaluation of disposal performance and inadequate budget for disposal activities are related to leadership concern. One factor i.e. Lack of proper knowledge, skills and capacity staff is related to staff competency. One factor i.e. End users not concerned about disposable items is related to responsibility and one factor i.e. Poor implementation of information communication technology is related to the use of information communication technology.

4.8. 1 Result from focus group discussion

The researcher was conducted focus group discussion with two department directors, three team leaders and four ware house management staffs. The issues raised on discussion are;

- Why public property was not disposed annually? What are basic problems to dispose?
- Why obsolete agricultural chemicals are dumped for many years without selection and placed with serviceable chemicals? What are the factors that affect to dispose those chemicals?
- To what extent the chemical hazards affect the environment and human health in ministry?

After discussion based on the above questions the researcher explore the results from the focus group discussion.

- It was mentioned during the discussion period, that the ministry of agriculture and natural resource was established as a ministry in 1909 E.C. by name ministry of farming. From this, the ministry has more than 100 years age. The ministry has structurally arranged so many times and at this time many organizations merged with their organization's property. Because of this disposable items are damped through the years without dispassion. To tackle these problems, the ministry working for dispassion and disposed vehicles and office equipment's by sale and transferring to MTC, ICT and charitable organization according to the rule. This is very small amount when compared to disposable items that are damped in the warehouse (especially vehicle spare parts). Other items that are not having clear disposal procedures sated by the government policy are; vehicle; batteries and tiers, sample food crops, scraps, cartridges and oil wastes.

- There is no authorized body to dispose obsoleted agricultural chemicals like pesticides herbicides and laboratory chemicals in local. Even though, to dispose those chemicals through abroad the government costs more than their initial cost. Ministry of agriculture disposes obsolete chemicals organizing from the whole country with the collaboration by outside venders. But, the problems are still persisted. This brings environmental and human health problem. So, it needs special attention from the leaders.
- Also there are problems in departmental structure to overtake disposal problems. qualified and skilled employees are not recruited in warehouse management area, the position salary does not attract the new employees, it needs attitudinal change to look public property administration areas as important part of the organization. Skilled man power and well organized team must be created to handle disposal issues.
- Leadership must be focus on the above problems by assigning and delegating appropriate personnel by facilitating logistics, incentives and other encouragements.

4.8.2 Test and Statistical analysis

In this study the researcher used inferential analysis with the tests of significance for normality; chi-square test is used in order to determine the validity of data. The date was sorted to group questions according to applicable constructs under test. Tests and analysis of the data are presented below:

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Table 4.14 Contingency coefficients for discrete variables

	Efficiency	Responsibility	Demand Driven	Leader ship	Policy	Staff Compe - tency	Man power	ICT	Obsolete hazard
Efficiency	1	0.314	0.228	0.135	0.181	0.058	.043	0.125	0.099
Responsibility		1	0.053	0.134	0.195	0.087	.263	0.111	0.029
Demand Driven			1	0.088	0.088	0.255	0.213	-.026	-.026
Leadership				1	0.354	.263	0.318	.350	.350
Policy					1	0.375	.263	.011	.011
Staff Competency						1	0.099	0.343	.099
Man power							1	0.345	0.346
ICT								1	0.277
Obsolete Hazard									1

In the above table the correlation coefficient shows that the relationship of the discrete variable test the pearson chi- squire value is greater than 0.75. Therefore the correlation between variables is significant

CHAPTER FIVE

5. SUMMARY CONCLUSION AND RECOMMENDATION

5.1 SUMMARY

The researcher can conduct the study as the following depend up on the result obtained from primary and secondary data. In this part of study, main findings, conclusion and recommendations are discussed.

- Disposal is the act of derecognizing an asset that has reached the end of its useful life when no future must be disposed or boarded off either with the aim of producing some financial returns or decongesting the stores to make way for new items and products. IN Ethiopia, public procurement and property disposal service (PPPDS) was established as a government institution in 2010. Its objective is to enable the speedy disposal by sale of properties of public bodies at fair prices **(**regulation NO 184/2010)**.**
- There were problems unable to dispose disposable properties for a long period of time, lack of an identification of disposable items from serviceable items, insufficient human resource structure, lack of recording and proper handling of disposable properties, un safe placing and handling of obsolete chemical hazards, over demand of procurement practice and there are various problems that had not been pointed on the audit reports.
- However, the problem is still persisting according to researcher's knowledge. So, it is important to find the fact through scientific research and to suggest the organization for the identified problems above and fill research gaps by identifying factors that affect public property disposal such as, efficiency, responsibility, demand driven, leader ship, policy, staff competency, man power, ICT and obsolete hazards at the ministry of agriculture and natural resource.
- A multiple stage sampling procedure was followed to select the ministry, 110 sampled employees' with probability proportionate to size of the total employee' of the ministry. Both qualitative and quantitative data were collected through primary and secondary sources. Structured interview schedule and key focus group discussion was developed for the collection of necessary primary information.

- In addition, the secondary data obtained from different materials was used. Simple descriptive percentage analysis, chi-square, and ranking were employed in the process of data analysis. The result from the finding was.
- About 54.5%of the respondents disagree that in MoANR there are clear directives and manuals for disposal of all public property, 20.2% of the respondents strongly disagree, 14.33% of the respondents neutral, 9.57% of the respondents agree and 1.2% of the respondents strongly agree. This shows that more than half of the respondents disagreed that there are clear directives and manuals for disposal of all public property. This indicates that there is no clear directives and manuals for disposal of all public property.
- From Sampled employees for this study 58.3% of the respondents disagree that in MoANR leader ship establish strong inter organization departmental integration and co-ordination for disposition of property,22.6% of the respondents strongly disagree, 11.9% of the respondents neutral, 7.1 of the respondents agree and none of the respondents strongly agree. This shows that majority of the respondents disagreed that leadership establish strong inter organization departmental integration and co-ordination for disposition of property.
- Majority of all respondents 57.1% of the respondents disagree, hat in MoANR public property disposal is processed based on public policy, directives and manuals, 15.5% of the respondents strongly disagree, 16.7% of the respondents neutral, 9.7% of the respondents agree and 1.5% of the respondents strongly agree. This show that more than half of the respondents disagreed that public property disposal is processed based on public policy, directives and manuals.
- From all respondents 63.1%of the respondents disagree that in MoANR disposal activities conducted by competent public property administration staff, 14.3% of the respondents strongly disagree, 11.9% of the respondents neutral, 9.5% of the respondents agree and 1.2 of the respondents strongly agree. This shows that more than half of the respondents disagreed that disposal activities conducted by competent public property administration staff.
- From Sampled employees 64.38.3%of the respondents disagree that in MoANR public property administration staff has ability to apply public property disposal principles,8.3% of the respondents strongly disagree, 19% of the respondents neutral, 8.34% of the

respondents agree and none of the respondents strongly agree. This shows that more than half of the respondents disagreed that public property administration staff has ability to apply public property disposal principles.

- From this result 57.1%of the respondents disagree that in MoANR using information communication technology has brought satisfaction to all stakeholders, 16.7% of the respondents strongly disagree, 11.9% of the respondents neutral, 13.1% of the respondents agree and 1.2% of the respondents strongly agree. This shows that more than half of the respondents disagreed that using information communication technology has brought satisfaction to all stakeholders; This indicates that using information communication technology do not have brought satisfaction to all stakeholders.
- Out of all total sampled employees 58.3of the respondents disagree that in MoANR in public property administration department necessary man power is fulfilled, 29.3% of the respondents strongly disagree This shows that more than half of respondents disagreed that in public property administration department necessary man power is not fulfilled.
- About 57.1%of the respondents disagree that in MoANR using information communication technology has brought satisfaction to all stakeholders, 16.71% of the respondents strongly disagree, 11.9% of the respondents neutral, 13.1% of the respondents agree and 1.2% of the respondents strongly agree. This shows that more than half of the respondents disagreed that using information communication technology has brought satisfaction to all stakeholders; This indicates that using information communication technology do not have brought satisfaction to all stakeholders.
- It is favorable that the disposal services are appropriate and that they are disposed at the best possible manner to meet the needs of the disposal in terms of the needs of competition, aggregation, value-for money, transparency and accountability.
- Disposal performance has been described as the degree of achievement of certain effort or undertaking. It relates to the prescribed goals or objectives which form the project parameters. It is all about meeting or exceeding stake holders' needs and expectations from a project.
- The researcher identified the major factors of disposal performance by ranking the percentage value of the respondents. The factors listed in the questioner derived from the secondary data mainly affecting disposal performance in internal and general audit and

PPAD 2006, 2007 and 2008 annual report and from literature review. The overall rankings have been established as shown in table 4.13

- Based on the data listed above, a total of seven factors that contribute to affect the performance of disposal were identified, ranked and analyzed. The high percent indicated in the above table having the greatest influence on the performance of property disposal in MoANR. All of the respondents respond that, from the above factors, two factors i.e. Lack of clear disposal procedure and accountability, fraud and corruption are related performance). Accordingly, the correlation coefficient shows that the relationship of the discrete variable test the Pearson chi-squire value is greater than 0.75. Therefore the correlation between variables is significant.

5. 2. Conclusion

This chapter will present the overall conclusion of this research, with a focus on the correlation between the outcome of this research and the research objectives that have been outlined in chapter one. The conclusion will show that the research aim of this research, which was to provide guidance frame work for the area of improvements of property disposal that can be applied, has been achieved.

The final part of this chapter will provide suggestion to improve the current implementation of the property disposal in MoANR. Some further studies that can be pursued based on this research outcome will be provided to enrich the studies in public property disposal in MoANR.

- The researcher identified that public property disposal process handling, linkage between departments with PPAD, disposal performance, identification and selection of disposable items and implementation of annual disposal plan is weak because of structural inefficiency.
- The researcher's findings indicated that the responsibility of public property administration department, disposal committee and concerned departments and inter organizational structure are not doing their work in responsible manner. Even though, inter organizational departments and external organizations those, decide on obsolescence and the place where the obsoleted items are disposed are not clear.
- As indicated in researcher's finding public property disposal is not disposed by annual base.
- According to researcher's findings leader ship concern is less in disposal process, leadership does not assigned resources to select record and identify disposable items as other organizational activities, also logistics and incentives are note facilitated for

those who are working in chemical and disposable items where house, strong valuation, approval and disposal committee does note established, lastly leadership does not establish strong inter organization's departmental integration and co-ordination for property disposal.

- The researcher identified that there are not clear directives and manuals to dispose all public properties (from secondary data from PPDS and from primary data), it is strongly responded in open ended equation that there is no any authorized body established by the government to organize and dispose obsolete chemicals in local, disposal properties does not recorded in financial statement and disposal process is not fully implemented according to public policy, directives and manuals.
- According to the researcher's finding disposal activities does not conducted by competent staff, the staff ability to apply the public property disposal principles and the ability to identify and select and handle disposal items is poor. Also the ability to understand and implement policy, directives and manuals is less.
- The researcher identified that in public property disposal department; there is no fully employed manpower in identified positions, position salary is not attractive and the staffs are not satisfied in their position salary.
- According to researcher's findings the use of information communication technology do not bring satisfaction, reduce paper work, increase quality performance, increase output and speed up disposal process.
- The researcher identified that obsolete chemicals are placed unsecured and mixed with serviceable chemicals, chemical store workers are not protected from chemical hazards by using standardized protection materials and they have note programed medical checkup.

5.3 Recommendation

Based on finding of the study, conclusion drawn in line with the study objectives, the following points are suggested by the researcher in order to improve disposal performance of ministry of agriculture and natural resources.

As disposal procedures should be carried out holistically to achieve value for money, there must be a greater consciousness on the disposal of public property since the MoANR is suffering from a greater loss of improper disposal of assets. So, that the ministry has to work on the nine disposal factors in order to improve its disposal performance in particular and organizational performance in general in order five principles disposal. The ministry should continue improving disposal process problems, by establishing efficient and effective public property administration department structure and fully engaged experienced, skilled and trained man power.

The researcher recommends the following in order to improve if not eliminate all of these factors.

- The management of MoANR should issue inter organizational polices on how inventory should be managed so as these polices should guide decisions and conduct of staff dealing with management of stocks they should be clearly stated and printed to facilitate easy reading and understanding.
- Leadership should be concerned to dispose obsoleted chemicals and disposable items by facilitating logistics, incentives and rewards for those are working in disposal. Because MoANR needs special attention for disposals due to its longevity and accumulation of many items dumped without disposition for many years.
- There should be departmental communication and integration between purchase personal and the storekeeper. This is possible if the management introduces the team working system where by every department will collaborate another department. Through this one department can see the necessity of another department.
- The management should be able to make decision on how to order, how much, when and where to order. Through this the organization can be able to keep only safety stock in order to avoid frequent stock out with consideration of economy.
- Politics should not guide procurement. All procurement should be done as per plan, not as per somebody's preferences.
- Policy maker should formulate policies which will ensure compliance with economical

and beneficial disposal activities to the MoANR: the present disposal policy should be reviewed and improved in order to ensure value for money since the existing one contains proven short comings. Also policy makes should accept views and suggestions about good public property disposal criteria.

- The public property administration should be fulfilled by skilled and well trained man power in a sufficient manner.
- Well-coordinated and effective disposal committees should be established to accomplish their duties in efficient manner.

5.4. Suggestion for further study

This research is conducted only on federal Ministry of agriculture and natural resource therefore; the researcher recommends that other researchers include branch institutes and agricultural colleges in and outside Addis Ababa.

The study was limited to nine attributes of disposal performance and few variables of disposal performance measures. Further research is recommended on the other factors.

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ANNEX: A

Questionnaires

Addis Ababa University School of Commerce

Department of Logistics and Supply Chain Management

Dear respondent,

My name is Gezachew Assegid and I am carrying out an academic research on the Factors that affects public property disposal: the case of Ministry of Agriculture and Natural resource.

The validation of the research objectives depends on your genuine and timely response by completing the attached demographic and disposal related questionnaires. Please be assured that the information acquired shall be used purely for academic purpose only and will be kept strictly confidential. Please indicate your level of agreement or disagreement by using (√ or x) mark on the appropriate box given corresponding to each statement, please state your opinion on the space provided for open question and no need of writing your name.

Your co-operation and assistance will be highly appreciated. If you need any clarification or information: **Mob, 0913539747, E-mail, gezachew4@gmail.com**

Part one: demographic data

1. Educational status

   .1. Certificate, 2. Diploma, 3. Advanced diploma, 4. First degree, 5. Second degree, 6. PhD

   Relevant work experience

   1. 0_1 year, 2. 2-3 years, 3. 4-6 years, 4. Above 6 years
2. Please indicate your designation/ position

   1. General Director, 2. Director, 3. Team leader, 4. Senior expert, 5. Expert, 6.clerical worker

   Please specify if other____

PART TWO: STRUCTURAL

4 what is your level of agreement with the following statements that relate to the **structural** in MoANR?

S.N.	**Structural related questions**	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
A.	**Efficiency**					
4.	Public property disposal process is handled efficiently in the organizational structure.					
5.	There is efficient structural linkage between departments with property administration for disposal issues.					
6.	Public property disposal is efficiently performed in MoANR.					
7	Disposable items are efficiently identified and selected in annual base.					
8	Annual disposal plan is efficiently implemented in MoANR.					
B	**Responsibility**					
9	Public property disposal responsibility is only for public property administration department (PPAD).					
10	The responsibility to select, identify and record obsolete and unserviceable items are only for PPAD.					
11	PPAD and disposal committee are responsible for dispose disposable items.					
12	Concerned departments are responsible to identify, select and report obsolete and					

	unserviceable items.					
13	In PPD process inter organizational departments and external organizations are clear responsibility.					
C	**Demand driven**					
14	In MoANR public property disposal is demand driven.					
15	The demand of disposal is equal in both PPAD and user department					
16	Office equipment is standardized and demanded accordingly in MoANR.					
17	Disposable and unserviceable items are created by over demand office equipment practice					

IF you want to add, please specify____

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Part three; governmental issue questions

5. What is your level of agreement with the following statements that relate to the effect of **government** on public property disposal?

S.N.	**Government related questions**	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
D	Leadership concerned relationship questions					
18	Leadership is concerned to public property disposal.					
19	Leadership was assigned resources to select record and identify disposable items as other organizational activities.					
20	Leadership facilitates logistics and incentives for those who are working in chemical and disposable items ware house.					
21	Leadership establishes strong valuation, approval and disposal committee in MoANR.					
22	Leadership establish strong inter organization departmental integration and co-ordination for disposition of property.					
E	**Policy related questions**					
23	There are clear directives and manuals for disposal of **all** public property.					
24	There is clearly authorized body to dispose obsolete chemicals in local government.					
25	Disposable property is recorded in financial statement/accrual base of accounting system.					
26	The government is due attention for public money than public property.					
27	Public property disposal is processed based on public policy, directives and manuals in MoANR.					

If you want to add, please specify____

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Part four: human resource

6. To what extent do you agree **human resource** influence public property disposal performance in MoANR?

S.N	**Human resource related questions**	Strongly disagree	disagree	neutral	agree	Strongly agree
F	**Staff competency related questions**					
28	Disposal activities conducted by competent public property administration staff.					
29	Public property administration staff has ability to apply public property disposal principles.					
30	Public property administration staff has the ability to identify and select disposable items.					
31	Public property administration staff has the necessary skills and competence to handle complex and strategic disposable items.					
32	Public property administration staff has the ability to understand the policy, directives and manuals.					
G	**Man power related questions**					
33	In public property administration department necessary man power is fulfilled.					

34	Public property administration department work standard position is attractive for new employees.					
35	Public property administration department staffs are satisfied in their position salary standards when they compere to other departments with the same work load.					

If you want to add, please specify____

PART FIVE: PHYSICAL FACTORS AND HAZARDS

7. To what extent do you agree **physical factors and hazards** influence public property disposal performance in MoANR?

S.N.	**Physical factors and hazards relate questions**	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
H	**Information communication technology related questions**					
36	Using information communication technology has brought satisfaction to all stakeholders in MoANR.					
37	Using information communication technology has support to reduce paper work in PPAD.					
38	Information communication technology has play role to increase quality of public					

	property disposal performance in MoANR.					
39	Information communication technology has increase the output of PPAD.					
40	Information communication technology has speed up the disposal process in MoANR.					
I	**Obsolete hazards**					
41	Obsolete chemicals are placed in highly secured stores without mixed by serviceable items.					
42	Chemical store workers are protected from chemical hazards by using standardized protection materials.					
43	Chemical store workers have programed medical checkup.					

If you want to add, please specify ____

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PART SIX property disposal performance related questions.

8. How do you rate (evaluate) the MoANR property disposal performance based on five disposal principles.

S.N	Property disposal performance rating with disposal principles	Very poor	poor	Neither good nor poor	good	Very good
1	Competition					

2	Aggregation					
3	Value for money					
4	Transparency					
5	Accountability					

9. How do you rate the following activities impact on the performance of public property disposal activities of the MoANR in the order of their impact?

S.N.	Variable which have impact on disposal performance	Rank (1-7)
1	Lack of proper knowledge, skills and capacity staff	
2	Inadequate budget for disposal activities	
3	Accountability, fraud and corruption	
4	Inadequate monitoring and evaluation of disposal performance	
5	End users not concerned about disposable items	
6	Poor implementation of information communication technology	
7	Lack of clear disposal procedure	

Thank you again!!!