

The National Examinations Council of Tanzania



Certificate of Secondary Education

This is to certify that **BONIFACE GAMALIEL MAWOWA**

Index No. **S2445-0025**

sat for the Certificate of Secondary Education Examination

at **MPWAYUNGU SECONDARY SCHOOL**

in **NOVEMBER 2015**

and qualified for the award of

CERTIFICATE OF SECONDARY EDUCATION

in **DIVISION THREE**

after attaining the following performance:-

Subject	Grade
CIVICS	C (PASS)
HISTORY	C (PASS)
GEOGRAPHY	C (PASS)
KISWAHILI	C (PASS)
ENGLISH LANGUAGE	C (PASS)
PHYSICS	D (PASS)
CHEMISTRY	D (PASS)
BIOLOGY	C (PASS)
BASIC MATHEMATICS	D (PASS)

Chairperson

Executive Secretary

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CS15 0045270

The National Examinations Council of Tanzania



Advanced Certificate of Secondary Education

This is to certify that **BONIFACE GAMALIEL MAWOWA**

Index No. **S0448-0665**

sat for the Advanced Certificate of Secondary Education Examination

at **SADANI SECONDARY SCHOOL**

in **MAY 2018** and qualified for the award of an

ADVANCED CERTIFICATE OF SECONDARY EDUCATION

in Division **TWO**

after attaining the following performance:-

Subject	Grade
GENERAL STUDIES	E (PASS)
HISTORY	D (PASS)
GEOGRAPHY	D (PASS)
KISWAHILI	D (PASS)

Chairperson



Executive Secretary



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ACS18 000014876

INSTITUTE OF SOCIAL WORK



This is to certify that

BONIFACE GAMALIEL MAWOWA

Registration No. **BHRM/T.2019/074**

Having satisfied the requirements for the award of

Bachelor Degree in Human Resource Management

with

UPPER SECOND CLASS

was admitted to the degree at the ceremony held in
Dar es Salaam on this Eighth day of December in the year Two
Thousand and Twenty Two

Chairperson
Board of Governors



Rector

BD.HRM0002029

INSTITUTE OF SOCIAL WORK [ISW]

Landline : +255 (2) 274443/
2700918
Fax : +255 (2) 2701375
Email : info@isw.ac.tz
Website : http://isw.ac.tz

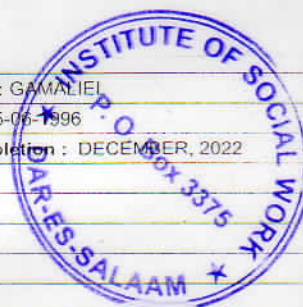


P.O.Box 3375
Kijitonyama
Dar es Salaam
TANZANIA



ACADEMIC TRANSCRIPT

Surname : MAWOWA	First Name: BONIFACE	Middle Name: GAMALIEL
Registration No : BHRM/T.2019/074	Sex : M	Birth Date: 05-06-1996
Date of Admission : SEPTEMBER, 2019	Admission Type : Equivalent	Date of Completion : DECEMBER, 2022
Citizenship : Tanzanian		
Home Address :		
Programme Name : BACHELORS DEGREE IN HUMAN RESOURCE MANAGEMENT		
Overall G.P.A :	4.0	
Classification:	Upper Second Class	



FIRST YEAR : 2019/2020

Module Code	Module Title	Credits	Grade	Points	GPA
HRU 07101	Principles of Management	12	B+	48	
HRU 07102	Principles of Human Resource Management	12	B+	48	
HRU 07103	Introduction to Organisation Behaviour	12	A	60	
HRU 07104	Communication Skills	9	A	45	
HRU 07105	Information Communication Technology (ICT)	12	B+	48	
HRU 07106	Development Studies	9	B+	36	
HRU 07201	Industrial Relations	12	A	60	
HRU 07202	Human Resource Planning	12	B+	48	
HRU 07203	Business Ethics and Good Governance	9	A	45	
HRU 07204	Business Research Methods	9	B+	36	
HRU 07205	Accounting Principles	9	A	45	
HRU 07206	Principles of Economics	9	B	27	
Sub Total :		126		546	4.3

SECOND YEAR : 2020/2021

Module Code	Module Title	Credits	Grade	Points	GPA
HRU 07301	Entrepreneurship Skills	12	A	60	
HRU 07302	Business Law	9	B	27	
HRU 07303	Managerial Accounting	9	C	18	
HRU 07304	Principles of Marketing	9	B+	36	
HRU 07305	Business Mathematics and Statistics	9	B	27	
HRU 07306	Recruitment and Selection	12	B+	48	
HRU 07401	Supervisory Skills	9	B+	36	
HRU 07402	Organisation Change and Development	9	A	45	
HRU 07403	Introduction to Social Protection	9	A	45	
HRU 07404	Quantitative Methods	9	C	18	
HRU 07406	Introduction to Compensation Management	9	B+	36	
Sub Total :		105		396	3.7

THIRD YEAR : 2021/2022

Module Code	Module Title	Credits	Grade	Points	GPA
HRU 07405	Field Work Practice	36	A	180	
HRU 08101	Human Resource Information System	9	B	27	
HRU 08102	Management Decision Making Techniques	9	B	27	
HRU 08103	Organization Behaviour	12	B	36	
HRU 08104	Labour Law	9	B	27	
HRU 08105	Strategic Management	9	B+	36	
HRU 08109	Performance Management	12	A	60	
HRU 08206	Career Management	11.0	B+	44	
HRU 08207	Human Resource Training and Development	12	C	24	
HRU 08208	Human Resource Orientation and Placement	12	B	36	
HRU 08210	International Human Resource Management	9	B+	36	
HRU 08214	Financial Management	9	B+	36	
HRU 08215	Dissertation	18	A	90	
Sub Total :		167		659	3.9


Examination Officer

Date 11/5/2023

CERTIFIED AS A TRUE COPY
OF THE ORIGINAL

**DODOMA URBAN WATER SUPPLY AND SANITATION AUTHORITY
(DUWASA)**



**This is to certify that Mr. BONIFACE G. MAWOWA
Has successfully completed Industrial Practical Training
at DUWASA from JULY to OCTOBER, 2021.**


.....
Industrial Supervisor
DODOMA URBAN WATER SUPPLY
AND SANITATION AUTHORITY
DUWASA
For: MANAGING DIRECTOR



Certificate of Participation

This is to certify that

BONIFACE G. MAWOWA

For Participation in awareness creation on East Africa Intergration process through the street campaign on 12th January 2021 organized by East Africa Youth Organization.

Gwakisa G. Makaranga
Executive Chairman
East Africa Youth Tanzania



(IHUREMSA)
INSTITUTE OF SOCIAL WORK
HUMAN RESOURCE MANAGEMENT STUDENTS
ASSOCIATION



CERTIFICATE

Award

This is to Satisfy that

BONIFACE GAMALIEL MAWOWA

Participated appropriately in Soft Skills Training held at ISW on 28 May 2022 based on
"The Role of Innovation for Job Creation"
and acquired the following skills

- Communication Skills
- Identification of the opportunity Skills
- Creativity & Innovation Skills
- Risk - Taking Skills
- Problem Solving Skills
- Digital literacy Skills

.....
Dr. Judith Msangi
Head of Department

.....
Kelvin .R. Silla
Ihuremsa Chairperson

INSTITUTE OF SOCIAL WORK
HUMAN RESOURCE MANAGEMENT
STUDENT ASSOCIATION
(IHUREMSA)
P.O. BOX 3375 DAR ES SALAAM
DATE



(IHUREMSA)

INSTITUTE OF SOCIAL WORK
HUMAN RESOURCE MANAGEMENT STUDENTS
ASSOCIATION



Certificate of Participation

Award

This is to Satisfy that

BONIFACE G. MAWOWA

Participated appropriately in Soft Skills

Training held at ISW on 15th January 2022 based on
"Entrepreneurship Skills Toward Industrial Transformation in
World Market Competition" and acquired the following skills

- Creation and implementation of business idea
- Innovation & creativity
- Capital management skill

HEAD OF HUMAN RESOURCE
MANAGEMENT DEPARTMENT
INSTITUTE OF SOCIAL WORK
P. O. Box 3375
DAR-ES-SALAAM

Dr. Riziki Nyello
Trainer/Facilitator

Dr. Judith Msangi
Head of Department

Kilyabusalu Kasumbi
Ihuremsa Chairperson



INSTITUTE OF SOCIAL WORK STUDENT'S ORGANIZATION (ISWOSO)




CERTIFICATE FOR ACADEMIC PARTICIPATION

This is to certify that
MAWOWA BONIFACE G.


**For the Participation of the Academic Competition on Professionals and
Industrial Transformation.**

For Academic Year 2020/2021

Date: 20 Feb, 2021


Julieth Mchunguzi
Chief Judge


Benedict Mhanga
ISWOSO President


Nickson Kalikawe
Minister of Education
(ISWOSO)



"A youth Driven Community"

Certificate Of Leadership

Is hereby awarded to

BONIFACE G. MAWOWA

In recognition of your excellent leadership and Abilities to motivate EAC YOUTH CLUBS and the team to produce remarkable results on EAC YOUTH CLUBS which are coordinated by the East Africa Youth Organization in partnership with the Ministry of Foreign Affairs and East African Cooperation.

Well done

A blue ink signature of Gwakisa G. Makaranga.

Gwakisa G. Makaranga
Executive Chairman

East Africa Youth Organization

