

**CORPORATE TRANSFORMATION AND ORGANIZATIONAL
GROWTH
A CASE STUDY OF RWANDA BIOMEDICAL CENTRE (RBC)**

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ABSTRACT

This study entitled “Corporate Transformation and organizational Growth” becomes vital for any organization to develop. Low rate of Growth due to corporate transformation of organizations have become a “chronic disease” especially in developing countries with no exception of Rwanda. The research aimed at contributing to an improved understanding of the usefulness of Corporate Transformation in RBC that would serve as an exemplary of other institutions in the process of growth.

The researcher used descriptive survey as a study design that involved asking a sample of respondents (111) on particular issues pertaining to the study. Both primary and secondary sources of collecting data were applied for effective study of the problem. The purpose of the study was to analyze the gap of Corporate Transformation on Growth within Rwanda Biomedical Centre. Data was collected using open ended and closed questionnaires as well as face to face interviews and it was analyzed through statistical tables by determining the frequency of responses for every variable showing the number of accuracy of the respondents’ responses to the questions by testing the relationship and this was done after editing and coding .

The study was guided by the specific objectives:

Assessing the process and implementation of corporate transformation in Rwanda Biomedical Centre and observe how it has tremendously affected Organizational growth. Also identifying the factors that led to corporate transformation in Rwanda Biomedical Centre, and how they have observed the necessity of transforming the growth of the institution. Identifying the relationship between corporate transformation and growth in Rwanda Biomedical Centre and see if there is a link between the two phenomenon. The results of the study shows that the elements of corporate transformation contributes to an improved understanding of growth in RBC when consideration is emphasized on harmonization of activities, conduct of thorough study before introducing the process, and best practices.

Also the study shows that the factors that led to corporate transformation in RBC were poor structure, resistance to change and poor research.

Results revealed also that the relationship between corporate transformations and growth is vital variables as they go hand in hand for effective development. The recommendations are revised that the structure of RBC meet the needs of the system, conduct through research, change whenever it arises and best ways of harmonizing activities in order to effectively achieve the process of corporate transformation as planned.