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**THE EFFECTIVENESS OF THE RECRUITMENT STRATEGIES ADOPTED IN
PRIVATE SECONDARY SCHOOLS IN DOKOLO DISTRICT**

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ABSTRACT

The study investigated the effectiveness of the recruitment strategies adopted in private secondary schools in Dokolo District. The study laid specific emphasis on recruitment procedures, selection and orientation as the key variables and it was guided by the following research objectives; 1) To establish the effectiveness of the procedures Private Secondary Schools employ in the recruitment of teaching staff in Dokolo District, ii) To determine the effectiveness of Selection processes during the recruitment of teachers in Private Secondary Schools in Dokolo District, iii) To determine the effectiveness of orientation of teachers in Private Secondary Schools in Dokolo District. It adopted a cross-sectional survey research design in which structured questionnaires and face to face interviews were used to collect the data from 214 respondents including Directors, headteachers, deputy headteachers and teachers in the private secondary schools. A total of 9 secondary schools in Dokolo District were considered for the study. The selection of respondents was done using both probability and non-probability sampling techniques, that is, purposive and simple random sampling. The study found out that the level of recruitment procedures adopted in private secondary schools is low; this is represented by statistically ineffective recruitment procedures adopted in recruiting private secondary school teachers. On the other hand, the level of effectiveness of selection during recruitment of private secondary school teacher was found to be low; and, this is represented by ineffective selection processes during recruitment of private secondary school teachers. Also, the level of effectiveness of orientation in private secondary schools was found to be low; this is represented by statistically ineffective orientation of private secondary schools teacher. The study recommends among others, Government should caution private secondary school to strictly adhere to Government policy on recruitment as they recruit their teaching staff so as to avoid compromise ending up hiring inefficient non performing staff. This could be done through hiring Human Resource experts to conduct recruitment of staff.