

THE EFFECT OF THE RECRUITMENT POLICY ON THE PERFORMANCE OF SIRONKO DISTRICT SERVICE COMMISSION

NABWIRE DAMALIE, OCTOBER, 2010

ABSTRACT

The study was about the Effects of the Recruitment Policy on the Performance of District Service Commissions a case study of Sironko DSC. In order to examine the relationship, the following objectives were set; (i) To establish how SDSC attracts and recruits suitable Human Resources for the District; (ii) To assess how SDSC has enhanced staff discipline and professional standards; and (iii) To establish the relationship between the recruitment policies and the performance of SDSC; the sample comprised of 90 respondents drawn from the CAO, Members of Sironko District Service Commission, and Heads of Departments, Sector heads, Council members and some selected employees. The methodology used to investigate the above objectives included both qualitative and quantitative tools. A detailed analysis and description of the findings was then generated.

It was found out that; there was no transparency and independence in the operation of the DSC. The objectivity and integrity of the DSC was found to be compromised by political leaders. 80% of the respondents knew the normal recruitment process and 43.3% described the rightful and chronological recruitment process. However, respondents rated the recruitment process/procedure as being poor. Much as political influence overrides certain decisions by the DSC, qualification always counts as a key requirement. Variation in the performance of DSC can explain up to a tune of 77.9% variation in the performance of civil servants. The operation of the DSC was found to be affected by limited or poor financial facilitation of the service commission to help in their operation. High labour turnover was also cited as a major challenge hampering the smooth operations of the District Service Commission. Due to the current high unemployment level in the country, high numbers of applicants have often turned up for advertised job. Based on the above findings, it was recommended that; the nomination and approval of the DSC members by DEC should be revised. This should be done by the PSC to minimize on DSC members being accountable to political leaders.

The district should increase on the Budget line for the DSC. Since the DSC lacks independence and transparency it is recommended that its mandate should be recentralized just like it was done on the appointment of CAOs. Internal recruitment and promotions will lead to a happy and highly motivated staff and reduce high staff turnovers. The DSC to employ other methods of recruitment like aptitude tests to select the best out of the best for oral interviews.