



**BUSITEMA
UNIVERSITY**
Pursuing Excellence

**RECRUITMENT PROCESS AND EMPLOYEE PERFORMANCE IN PALLISA
DISTRICT LOCAL GOVERNMENT**

BY

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**A RESEARCH DISSERTATION SUBMITTED TO THE DIRECTORATE OF
GRADUATE STUDIES, RESEARCH AND INNOVATION IN PARTIAL
FULFILMENT OF THE REQUIREMENT FOR THE AWARD OF
MASTER OF BUSINESS ADMINISTRATION IN
HUMAN RESOURCE MANAGEMENT
OF BUSITEMA UNIVERSITY**

JUNE, 2022

PLAN A

DECLARATION

I Imucheri Rose, hereby declare that this thesis entitled “*Recruitment Process and Employee Performance in Pallisa District Local Government*” is my original work, and it has never been presented for any award at any institution of higher learning, and it is not concurrently submitted in candidature of any other degree, and that all sources of material used for the thesis have been duly acknowledged.

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APPROVAL

This is to certify that this dissertation titled the effect of *Recruitment Process on Employee Performance* is submitted with our approval as the authorised University supervisors.

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DEDICATION

I dedicate this piece of work to my father Mr: Okalang Jude (RIP) and mother Ms: Tino Regina who have taught me to believe and fear God.

ACKNOWLEDGEMENT

Thanks to the Almighty God for the peace of mind, good health and continuous amazing gifts that he has given me. I acknowledge my supervisors; Dr.Kakuba Sultan Juma and Dr. Musenze Ibrahim for the academic support throughout this entire period.

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ABSTRACT

This study examined the relationship between recruitment process and employee performance in Pallisa District Local Government. The study aimed at examining the relationship between the recruitment process and employee performance. The study was premised on three specific objectives namely; to establish the relationship between job analysis and employee performance; to determine the relationship between selection and employee performance, and to establish the relationship between induction and employee performance in Pallisa District Local Government. The study was anchored on the resource based view and human capital theories to explain recruitment process and employee performance. The study adopted a cross sectional survey research design with a target population of 158 employees and a sample 150 employees which were determined using Krejcie and Morgan (1970) Table for sample size determination and selected using stratified simple random sampling. The study used a closed-ended questionnaire to collection data. The data were checked for validity using factor analysis and reliability using Cronbach Alpha test. The collected data was entered in SPSS and analysed using descriptive statistics, correlation and regression. The correlation results indicated a significant relationship between job analysis, selection, and induction with employee performance. The findings from the regression analysis revealed a positive and statistically significant effect between job analysis, selection, and induction on employee performance. The study concluded that improving the efficiency and effectiveness of the recruitment process improves employee performance. The study recommended that the management of Pallisa District Local Government should carry out job analysis before carrying out human resource practices like recruitment and selection and therefore any human resource decisions should be based on the results of job analysis. Further research should be conducted in either a similar study setting by taking a least 90 percent of the Local Governments countrywide with a view of broadening the scope of knowledge.

Keywords: Recruitment Process, Employee Performance

CHAPTER ONE

1.0 Background to the Study

The current urge to improve employee performance has tasked organizations to enhance their respective recruitment processes. Employee performance in public agencies is based on the ability by which the organisation acquires the human resources with the required skills abilities and competencies. This is because employees are at the fore front of executing the organisational tasks and duties to achieve the organisational objectives.

The performance of an employee is related to the behaviour an individual employee exhibits at the work place, and how effective they execute their work roles and responsibilities that are delegated or assigned to them. Employee performance has been defined by Tomczak *et al.* (2018) as the collective tasks/activities executed by the employee in line with the set organizational goals including the unique behaviours exhibited by those employees when solving particular situations.

The existing literature on employee performance conceptualizes employee performance in terms of employee behaviour and outcomes as these variables are more objective to measure and define (Rivai & Sagala, 2009). According to Mangkunegara and Octorend (2015) and Adebola (2017) performance of individual employee is indicated by the quality (the ability to produce results of that work done close to perfect) and quantity (the amount of activities/tasks completed) of output and timely execution of duties (finishing the work on time maximizing the time available for other activities).

The performance of employees in Public Organisations including Local Governments whole over the world is considered inadequate (Gamage, 2014). In Indonesia for instance, organizations are faced with the challenge of attracting and selecting the right employees to take up organizational vacant positions and this has negatively impacted on the performance

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