Human resource recruitment policy and employee performance in the public sector: A case study of the Uganda Bureau of Statistics

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Introduction

This study was important because of the need to ensure transparent, unbiased, fair, and equitable employee recruitment and selection processes in the public sector in general and in the Uganda Bureau of Statistics (UBOS) in particular.

Objectives

1. To establish how the Uganda Bureau of Statistics has ensured compliance with recruitment standards to achieve equity and fairness,
2. to establish how the Uganda Bureau of Statistics has ensured fairness in staff recruitment and selection process,
3. to examine how the Uganda Bureau of Statistics has ensured that there is an appropriate recruitment information and records system of staff.

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Methodology

The study used a sample size of 60 respondents selected using Neumann's formula (2010), out of an accessible population of 70 staff at the UBOS. Descriptive and explanatory research designs were employed, as well as quantitative and qualitative approaches. Purposive, random, and stratified sampling strategies were used to select the sample. Both primary and secondary data collection methods were used to collect relevant data. Self-administered questionnaires and an interview guide were the principal data collection tools used.

Key findings

The study found 76% of observed variability, which showed how HR Recruitment Policy led to effective employee performance. This was explained by the two independent variables (HR Recruitment Policy and Employee Performance in UBOS). $R=0.872$ was the correlation coefficient between the observed value of the dependent variable and the predicted value based on the regression model. The observed value of 0.760 indicated that the linear regression model did not fit well. The Adj. R^2 (0.771) was the proportion of the variability in the dependent variable explained by the linear regression. The results showed that proper human resource recruitment policy remained the major factor of improved employee performance of UBOS.

Recommendations

The study recommends that the first step to a fair recruitment and selection process is to come to terms with

the fact that the only aim of a recruitment process is to find the best candidate for the job. It also recommended that the process has to be fair, transparent, and fully compliant with all legal requirements to ensure effective employee performance at the UBOS.

Key references

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