AN ANALYSIS OF RECRUITMENT AND SELECTION TO ORGANIZATIONS IN THE AGRICULTURE INDUSTRY: A CASE STUDY OF NATIONAL TESTED SEEDS IN BULAWAYO, ZIMBABWE

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ABSTRACT

The purpose of this study was to assess the effectiveness of the recruitment and selection practices and procedures of National Tested Seeds, Bulawayo. It was to find out the recruitment and selection practices of the organization, the effectiveness of the recruitment and selection practices of National Tested Seeds, the challenges associated with the recruitment and selection practices of this company and ways to help improve human resource planning and development. The study obtained information from twenty (20) respondents from staff of National Tested Seeds in Bulawayo through the use of questionnaires. Questionnaires comprising of both closed and open-ended multi-choice type of questions were used to ascertain respondents’ views on peculiar issues pertaining to employee recruitment and selection practices. The results indicated that, advertising of job vacancies and employee referrals are mostly the mode for recruiting potential employees, it was also realized that the method used in the recruiting and selection process was very effective and moreover helped improve employee performance, the study revealed that the selection and recruitment process are also characterized with lots of challenges. A number of challenges were identified as barriers hindering effective recruitment and selection of workers, which includes: poor human resource (HR), competency level on the part of employee, lack of key talents and labor turnover. Among the recommendations made were that potential employees should all be treated fairly in the recruitment and selection process, more so employees must be appraised constantly to ensure that they improve upon their performance and it was also recommended that before recruitment and selection all job profiles reflect the real requirements of the job.