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A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS OF THE BACHELOR OF BUSINESS STUDIES HONOURS DEGREE (HUMAN RESOURCES MANAGEMENT)

OCTOBER 2012
ABSTRACT

The study focused on the impact of freezing recruitment on provincial staff performance. It aimed at identifying the factors that influenced the staffing levels at the Ministry of Education, Sport, Arts and Culture. In addition, the study was also aimed at evaluating the impact of freezing policy on staff performance. Literature pertaining to the area of study was reviewed and was gathered from textbooks and internet journals which included empirical studies. The goal model was used to evaluate organizational performance. A survey research design was employed and a combination of primary and secondary data sources was made use of. The questionnaire method was used to collect data from research participants. The research had a target population of forty five participants from which a sample of forty participants was drawn using simple random sampling techniques. The major findings of the study were that freezing recruitment hinder, deteriorate or ruin employee performance and organizational performance. The study also revealed that there were several factors which influenced the staffing levels at MoESAC and the major one being government regulations. In addition, the study also highlighted that women are under-represented at MoESAC. It was recommended that the MoESAC, its stakeholders and other government ministries have to lobby the government to lift the freeze for better performance. In addition, it was also recommended that government policies need to be implemented after weighing the costs and benefits of such policies. Further studies were also recommended in other government ministries and parastatals in order to have a broad view of the impact of recruitment freezes in various government set ups.