AN EXAMINATION OF THE IMPACT OF CAREER MANAGEMENT ON JOB PERFORMANCE IN GOVERNMENT PARASTATALS: A CASE STUDY OF GRAIN MARKETING BOARD (HEAD OFFICE).

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Abstract

Lack of structured career policies and practices at GMB (Head Office) has resulted in high labour turnover of key staff, low morale (frustrations), incompetence and absenteeism. The research sought to find out the impact of career policies and practices on job performance. The study applied the case study method and data was collected using questionnaires, interviews and documents. Sixty respondents and 15 interviewees were chosen using a simple random sampling method from a population of 375. The sample had 10 managerial and 50 non managerial employees. The research findings were presented using pie charts, graphs and tables. A Statistical Package for Social Sciences (SPSS) was used to analyse data. The research findings were that most of the employees, especially non managerial employees, were not aware of the current career policies and practices at GMB (Head Office). In addition, management did not involve all employees in career management programmes and the majority of the employees perceived their organisation’s career management system to be ineffective and inefficient which resulted in lower employee commitment, absenteeism and frustrations. The findings also revealed that there was a positive relationship between career management and job performance and that most of the respondents pointed out that career policies and practices were not clearly defined at GMB. The study, therefore recommends that career advice and career management awareness programmes must be offered to all employees as a way of improving GMB’s career policies and practices. Moreover, it is suggested that effective and efficient career policies and practices be put in place to boost employee commitment thus reducing absenteeism, frustrations and incompetence. Furthermore, it is recommended that GMB should restructure its training and development policy or guidebook and include career management in its company strategy and make sure it benefits all employees. Lastly, the study recommends further researches in other parastatals in order to take a broad view of the findings of this case study.