

Investigating The Effectiveness of Recruitment and Selection Methods in Contemporary Public Sector Organizations: A Case of Narok Level Four County Hospital

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Abstract

In the current dynamic and unpredictable operating business environment, organizations require human resources that is flexible, faithful, competent, reliable and self-assured, which provides an underpinning for achievement of objectives. Effective recruitment and selection can result in cost reduction for the process, high employee retention rates, employee loyalty and productivity and avoidance of legal issues. Narok county government, has a recruitment and selection policy however, it is not clear if it is effective enough since issues of responsiveness to emerging challenges are perceived. The main objective of this study is to investigate the effectiveness of recruitment and selection practices in public sector organizations with a focus on the Narok Level Four County Hospital. There is little empirical research that validates the efficacy of recruitment and selection methods in organizations. The research method adopted for this study was quantitative using a survey approach. Data on which the paper is based was collected from 87 employees obtained through simple random through a self-administered questionnaire. The researcher applied statistical tools of percentage analysis, regression and correlation for data analysis. The results indicated that advertising of job vacancies and use of internet are mostly the mode for recruiting potential employees. While most of the respondents strongly agreed that, internal recruitment method enhances motivation and reduces the labor turnover rates within the hospital.

Key Words: Recruitment, Selection, Effectiveness, Methods, Public Sector Organizations