IMPACT OF RECRUITMENT PRACTICES ON ORGANIZATION PERFORMANCE:
A CASE STUDY OF INDEPENDEN ELECTORAL AND BOUNDARIES COMMISSION

BY

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THIS IS A PROPOSAL SUBMITTED IN PARTIAL FULFILLMENT FOR THE
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DECLARATION

This research project is my original work and has not been presented for any academic award in any learning institution.

Signature........................................ Date.................................

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This research project has been submitted for examination with my approval as the University of Nairobi Supervisor.

Signature........................................ Date.................................

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ABSTRACT

Human resource practices such as recruitment forms the basis of an organization’s competitive advantage and such determines firm’s performance with a subsequent effect on the organization performance. It is therefore critical to identify what sources of recruitment best suit the organization as through the recruitment process the firm gets opportunity to identify and attract the correct pool of human resource aim at giving it competitive advantage in the market. This study sought to establish the impact of recruitment practices on organization performance at the Independent Electoral and Boundaries Commission (IEBC).

The study adopted a descriptive research design on a target population of 512 IEBC’s employees at the Headquarter from which a sample 51 respondents was obtained. The study made of questionnaires to collect primary data. Data analysis was done using descriptive techniques which gave rise to statistics such as frequencies, percentages, means and standard deviation. The data was presented kin tables and figures.

The study found that IEBC conducts external recruitment the most. Recruitment process which was termed as efficient is done through psychological, personality and practical tests and the Organization employs staff based on experience and skills (qualified staff). The study concludes that concludes that IEBC recruitment practice had a positive impact on its performance. The study recommends that to professionalize the recruitment process, IEBC should outsource some of its recruitment functions.