

**AN EVALUATION OF THE RECRUITMENT AND SELECTION OF EDUCATORS: THE  
CASE OF ZAMBEZI REGION EDUCATION DIRECTORATE, NAMIBIA**

**BY**

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## **DECLARATION**

I, Bollen Simataa Khama, student number 215075005, hereby declare that the dissertation for M.A (Public Administration) to be awarded is my own work and that it has not previously been submitted for assessment or completion of any postgraduate qualification to another University or for another qualification.

Bollen Simataa Khama

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## **Abstract**

This study evaluated the recruitment and selection of educators in the Zambezi Education Directorate of Namibia. Its objectives were: (1) to investigate ways and means of facilitating the implementation of the Public Service Act (Act no. 13 of 1995) with regard to the recruitment and selection of educators in the Zambezi Education District of Namibia; (2) to assess the role played by environmental and contextual factors in the performance of officials responsible for recruitment and selection of educators in the Zambezi Education District of Namibia; and (3) to find out if there was a relationship between the high turnover of educators and the processes of recruitment and selection of educators during the period of the investigation.

A qualitative research methodology was used to conduct the study. A sample of 21 participants was selected for the study. It was comprised of six officials from the division human resources management - responsible for receiving information about teachers needed in schools from the circuit offices and advertising vacant posts; six officials from division of professional services - responsible for ensuring that educators who are recruited possess the prescribed teaching qualifications and competences; two officials in management cadre - responsible for administrative and financial decisions on recruitment and selection of educators and ensuring that posts have been budgeted for before they are filled. Seven participants who were former employees of the Zambezi Education Directorate also formed part of the sample.

The researcher used interviews to gather data from participants. He also consulted relevant official documents such as the Public Servant Staff Rules (PSSR), circulars and policies issued by the Office of the Prime Minister (OPM) the Public Service Act, (Act No. 13 of 1995) and the Education Act, (Act No. 11 of 2000).

The study found, among others, that some participants who were involved in the recruitment and selection processes were not aware of the relevant Recruitment and Selection Policy. The environment and the context in which the recruitment and selection policy was implemented created loopholes for inefficiency and ineffectiveness. Furthermore, the study found that there was a relationship between the turnover of

educators and the processes of recruitment and selection of educators. Hence the study recommends various ways and means of improving the recruitment and selection process in the Zambezi Education Directorate.

Key words: Recruitment and Selection, HRM qualitative method; Interviewing; and staff turnover.

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