

# Review of: "Determinants of Employee Recruitment in Sidama National Regional State, Ethiopia"

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The article "Determinants of Employee Recruitment and Selection: The Case of Hawassa City Administration in the Sidama Region, Ethiopia" provides a comprehensive examination of the factors that influence employee recruitment and selection in the Hawassa City Administration. The study is significant for various stakeholders, including management, administration, and human resource management professionals.

The study's methodology is well-designed and employs both descriptive and explanatory research methods. Stratified random sampling was used to distribute 385 questionnaires to employees in the city administration, while semi-structured interviews were conducted with the city administration HR directorate and managers of the sub-cities. The study analyzed the data quantitatively and qualitatively and employed both descriptive and inferential statistics.

The highlights of the study are that while the recruitment and selection practices have a clear policy, staff members are not aware of it, and recruitment and selection processes were found to be ineffective. Moreover, the six main determinants of recruitment and selection were found to be vacancy advertisement, selection test, selection interview, pre-employment check-ups, orientation, and selection decisions, with all six factors positively and significantly affecting the recruitment and selection practices.

The study's findings provide a benchmark for organizations that do not have proper recruitment and selection processes, enabling them to promote best practices and address shortcomings. Recommendations include periodically reviewing policies and procedures and developing a strategy to attract, retain, and utilize existing employees.

The article contributes to the existing literature on employee recruitment and selection practices in Ethiopia and provides valuable insights for researchers interested in further studies in this area. The study's limitations are that it focuses on a single city administration and that the sample size is relatively small. Future researchers may address these limitations by expanding the scope of the study to cover multiple regions and using a more extensive sample size.

Overall, the article presents a well-executed study that provides useful insights into employee recruitment and selection practices in the Hawassa City Administration. The study's findings have significant implications for stakeholders in the field of management, administration, and human resource management.

SWOT Analysis of the article.

The article presents a study on the factors that affect employee recruitment and selection in the Hawassa City Administration of the Sidama region of Ethiopia[2]. A SWOT analysis of the article reveals its strengths, weaknesses, opportunities, and threats.

#### Strengths:

- The study provides valuable insights into the recruitment and selection practices in the study area by collecting data from employees and managers through questionnaires and interviews.
- The study identifies and analyzes the factors that affect recruitment and selection in the city administration, including vacancy advertisement, selection test, selection interview, pre-employment check-ups, orientation, and selection decisions[21].
- The study offers recommendations for improving recruitment and selection practices in the city administration, such as periodically reviewing policies and developing a strategy to attract, retain, and utilize existing employees[23].
- The study's findings can be useful for stakeholders in the fields of management, administration, and human resource management, and could serve as a benchmark for other organizations that do not have proper recruitment and selection processes[4].

#### Weaknesses:

- The study's sample size is limited to the employees in the Hawassa City Administration, and its findings may not be generalizable to other organizations within the region or country.
- The study relies on self-report data, which may be subject to social desirability bias or response bias, and does not include objective measures of recruitment and selection practices.
- The study's recommendations lack specific action steps for implementing changes to recruitment and selection practices in the city administration.

#### Opportunities:

- The study's recommendations can be used as a basis for developing interventions or programs to improve recruitment and selection practices in organizations beyond the Hawassa City Administration.
- The study could inspire additional research on recruitment and selection practices in other regions or countries, as well as in organizations outside of the public sector.
- The study's findings could be used to inform the development of training programs for managers and HR officers on best practices in recruitment and selection.

#### Threats:

- The study's recommendations may not be implemented due to resource constraints or resistance to change from stakeholders within the city administration.
- The study's findings could potentially harm the reputation of the city administration if its recruitment and selection

practices are perceived as ineffective or biased.

- The study's findings may be misinterpreted or used to make inappropriate personnel decisions if the limitations of the study are not adequately considered.