



Qualitative Analysis of Competence-Based Approach to Recruitment and Selection Process in Private Tertiary Institutions in Ghana

Collins Osei-Abeyie Yeboah *

Lecturer in Department of Business Administration

Presbyterian University College, Ghana

*Corresponding Author: coliyeboah@gmail.com

Francisca Serwaa Adamah

Assistant Registrar

Presbyterian University College, Ghana

Abstract

This paper presents attempts to report and evaluate on how traditional approach to recruitment and selection in Private Tertiary was superseded by a competency-based approach. The study uses a qualitative research approach, conducting four intensive interviews and having focus discussions with HR managers, staff and senior officers who are involved in recruitment and selection process. The findings from in-depth interviews led to the following major propositions; the studies participants acknowledged the challenges and limitations of the existing recruitment and selection process and recognized the need for a more competency-based approach. Also, the respondents explained that implementation of the new system enable equal opportunities for all job applicants and make the process competitive. In this sense, it was highlighted that the key role of training of staff, senior officers involves in the process, development of a clear competency-based assessment model in the areas of job descriptions, interviews, and selection process aligned with the strategies, the post applied for and the business needs of the institutions, contributes to distinctive performance. The studies recommend that the new system of competency approach should be aligned to the business needs of the institutions, the development of policies to regulate the assessment of candidates for a job post. The study also contributes to HRM literature on competency based to recruitment and selection.

Keywords: Competency, Recruitment and Selection, Private Tertiary Education, Appointment and Promotion Committee

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