

Evaluation of the University of Limpopo's Induction Program

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ABSTRACT This study focused on the University of Limpopo in South Africa's induction program. While the University has sound recruitment, selection, and employment policies, it faces many challenges, including staff retention. The University loses many of its knowledgeable employees to its competitors. Induction is very important step in ensuring staff wellbeing and thus in promoting staff retention. This study examined the University of Limpopo's induction program in order to establish whether or not the program is efficient and effective, and to assess if it meets the 21st century's induction standards. The study population included 50 employees, 25 academics and 25 non-academic staff members. Two relevant support departments, namely the Centre for Academic Excellence and the Human Resources Department's Training and Development Office, were also sampled. The study found that employees perceive that the University is not doing enough to induct employees. Very few employees were inducted. Furthermore, induction was not fully executed at different organizational levels. There were inconsistencies in both the content and the duration of induction. Finally, while the Centre for Academic Excellence's program was adequate to equip academics for their working environment, the same cannot be said for induction offered by the Human Resources Department.