

What's the Use of Induction Courses? **A Case Study of Three South African Universities**

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ABSTRACT The provision of education for all children has resulted in huge increases in enrolment. The new staff induction can therefore help staff better understand higher education in the South African context. The aim of the study was to analyse the impact of the academic staff induction programmes in 3 Universities in South Africa. The study adopted the qualitative interpretive research methodology. Data were collected by self administered questionnaires and interviews with thirty-six lecturers. The findings revealed that academics are left on their own to work things out and only receive guidance and support very late during the course of the year. Universities are therefore encouraged to conduct induction workshops as soon as the new staff member arrives at the station.