

**AN ANALYSIS OF THE CHALLENGES FACING THE DISTRICT SERVICE
COMMISSION IN THE RECRUITMENT OF HUMAN RESOURCES IN IGANGA
TOWN COUNCIL**

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ABSTRACT

The research study was about an analysis of the challenges facing the District Service Commission in the recruitment of Human Resources in Iganga Town Council. The set objectives were i) to examine the challenges faced by the District Service Commission in the recruitment of competent human resources, ii) to analyze the process and functions of the District Service Commission in as far as recruitment is concerned and iii) to establish the impact of District Service Commission on the entire recruitment process in Iganga Town Council. The research adopted a cross-sectional survey design to be more applicable. This is because the sample size is large with a cross section of respondents. This kind of design maximized reliability and minimized bias. In all however, it took note of all the relevant steps that are involved in the survey regarding the analysis of the challenges facing the District Service Commission in the recruitment of Human Capital in Iganga Town Council. The results indicated that despite the fact that the District Service Commission is meant to enhance the recruitment of competent human resources for better policy implementation and desirable service delivery to the targeted beneficiaries at the grass roots, it is still characterized by several challenges. This is because of the pressure from policy makers, inadequate funding, corruption and absence of suitable candidates, bureaucracy and limited personnel. It is also noted that the functions of the DSC are not well streamlined because of influence peddling by the politicians, malpractice and bribery characterizing the recruitment process. Basing on the findings therefore, it is suggested that there is need to streamline the practice of recruitment to enhance the DSC if policy implementation and service delivery to the targeted stake holders on the ground is to be more desirable. For instance, there is need to minimize and check the influence of politicians, lobby for more funding, minimize corruption by punishing those that abuse the recruitment policy. It is also important to increase the capacity of the membership of the Public Service Commission in relation to that of the DSC and minimize bureaucratic delays in the policy of implementing the policy of recruitment. Above all it is significant to promote proper selection of the membership

of the DSC, strict supervision of the entire recruitment process, ensure Independent of the DSC and promote the policy of Equal Employment Opportunities. This may go along way in streamlining the recruitment process of human resource in Iganga Town Council.