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**Recruitment Practices and Employee Job Performance in Commercial Banks in Uganda: A Case Study of Kenya Commercial Bank.**

The study established the effect of recruitment practices and employee job performance in commercial banks in Uganda using Kenya Commercial Bank (KCB) as a case study. The study was guided by the following objectives: to examine the effect of sourcing on employee job performance; to evaluate the contribution of attracting on employee job performance; and to examine the effect of screening on employee job performance.

The study used a cross-sectional case study approach adopting both qualitative and quantitative approaches. A sample size of 118 respondents comprising of management staff, heads of departments/sections, human resource staff, branch managers and operations staff selected using purposive sampling and simple random sampling. Data was collected using self-administered questionnaires and in-depth interviews. The data was analysed using Microsoft excel and the Statistical Package for the Social Sciences (SPSS) version 20. The major findings of the study revealed that there is a significant relationship between employee sourcing and employee job performance where employee sourcing was a predictor of job performance. Likewise, a significant relationship was observed between employee attracting and employee job performance where employee attracting was seen to be a predictor of job performance. Further still, the relationship between employee screening and employee job performance showed a significant relationship. In conclusion, employee sourcing, attracting and screening as dimensions of recruitment practices, determine employee job performance in commercial banks. The study recommends, therefore, that management of commercial banks should make efforts to ensure that there is effective employee sourcing, attracting and screening so as to promote employee job performance. The stakeholders in the banking sector should develop strategies in line with the study variable relationships to enhance employee job performance in commercial banks. W

**Key Words: Recruitment Practices, Employee Job Performance, Commercial Bank, Kenya Commercial Bank**