

UNAFRI's Head of Research and Policy Development Department delivers a keynote address at a Conference organized by the Uganda Society

UNAFRI's Head of Research and Policy Development Department, Maicibi Alhas (PhD), has revealed that the combination of the right quantity and quality of human resources could manipulate other resources towards the realization of organization's goals and objectives.

He made this statement during his Keynote Address at the National Conference on Uganda Society, Science and Technology for Universities and Research Institutions held in Kyambogo University, Uganda.

In his paper titled: **Tips on Human Resource Selection and Training in Organizations for National Development**, he said that both the human resources and non human resources are the component that made up a nation and an organization; adding that the component ones should be retained to serve the country at organizational and national positions.

He noted that the quality of the human resources has a high correlation with the level and quality of organizational performance and productivity. Therefore, Maicibi advised that every organization should strive to attract, select and retain the best quality of the human resources, and stressing likewise that very nation should strive to train citizens to be competent for positions that exist in organizations.

The Head of Research and Policy Development, said the potential of the African countries can be realized when the right people with the right competence, aptitude, attitude and the will and zeal of service are sourced and hired to fill positions in organizations as well as national political posts.

Discussing the benefits of Africans from the Millennium Development Goals (MDGs), he said it is disheartening to note that at the midway point between their adoption in 2000 and 2015 target date for achieving the MDGs, the sub Saharan Africa is not on track to achieve the Goals. To achieve the first goal, he said, there should be positive discrimination in favour of females (but who must be qualified) to fill vacancies in organizational and national posts.

He identified effective methods for selection of Employees in an Organization to include Short listing; Graphology; Buddy rating, Selecting test and questionnaires; Group exercises; interviews, amongst others.

Further, he came out with interview pitfalls that can affect the objectivity of the exercise and reduce the chances of selecting the right candidate. These include: the halo and horns effect; the stereotyping effect; the temporary extension effect; the expectancy effect; the contrast effect; the primacy effect; amongst others.

In eliminating those interview pitfalls, the presenter came out with the Law of Three and the Assessment centre's use.

Maicibi called upon Managers (both at the organizational and national levels) to find effective ways to support their employees, to remove obstacle, which may be holding them back, and to help them develop their answers and find their feet.

While concluding, the Research and Policy Development head said wrong selection of employees are costly to all nations and organizations that cherish development. He called for proper deservable objectivity when selecting people to fill existing vacancies and posts.

(Detail of the full presentation is found on UNAFRI's website)

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