

## **ABSTRACT**

This study investigates the relationship between selection process and performance of employees in the Ministry of Labor, Public service and Human Resource Development in the Government of Southern Sudan. The study further sought to ascertain the existence of the selection process and methods in the MLPS & HRD. The study employed a descriptive study. Out of 141 Permanent employees of the MLPS & HRD, 60 were made as sample using the random sampling techniques. The study utilised a self develop questionnaire and a structured interview guide for selection process. Frequency and percentages, weighted mean and Pearson product moment correlation coefficient (Pearson  $r$ ) were used as statistical treatment of the data. The major findings revealed the following: the extent of selection process employed and selection method were: 3.83 and 3.53 respectively. The findings also revealed that there is existence of significant relationship between selection process and employee performance with a computed  $r$ -value of 0.764 and critical  $r$ - value of 0.027. In conclusion from the research findings, Selection process exists in the ministry. Practices of favouritism also identified. The calculated correlation showed that selection process if and when carried out brings about a positive employee performance. Methods of selection should be emphasised and welfare of the employees should be applied equally to all the employees regardless of sex.