

**THE EFFECTS OF INDUCTION/ORIENTATION ON THE
PERFORMANCE OF NEW EMPLOYEES: A CASE STUDY OF THE
SMALL INDUSTRIES DEVELOPMENT ORGANIZATION (SIDO)**

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ABSTRACT

Orientation is a technique by which a new employee is rehabilitated when joining an organization and introduced to its practices, policies, purposes and predominance expectations. The objectives were thus, to investigate on the methodologies used for the orientation/induction programme, to examine the effects of orientation/induction on the employees' predominance and to identify the factors affecting effective orientation/induction programme and proposing measures to curb them. The study ought to come up with some measures to improve the orientation/induction in public service organizations.

A case study approach was used to collect data. The unit of enquiry was employees working with Small Industries Development Organisation (SIDO). The findings of this study revealed that orientation/induction was conducted but it had not been given due attention in the public organizations in Tanzania. There was very much appreciation of improved predominance of employees due to orientation. Methods used during the orientation process had positive influence over new employees' start up in the organization. In order to improve the orientation programme it was recommended that; for orientation process to be effective must involve human resource and line departments' staff both of whom need to undergo training on how to conduct it. The methods used should be objective so as to bring the intended impact to public organization's human resource capacity.