

The Effect of Selection Processes on Employee Turnover in Small and Medium Enterprises in Sunnyside, South Africa

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ABSTRACT The purpose of this study was to evaluate the effect of selection processes on employee turnover in small and medium enterprises in Sunnyside, Pretoria. A non-probability sampling technique was used and 210 questionnaires were returned, representing an eighty-four percent response rate. The empirical investigation indicated that the effect of selection processes on employee turnover was composed of factors influencing selection procedures, techniques influencing selection procedures, and aspects effecting employee turnover in SMEs. The selection factors were found to be positively correlated to one another but had a negative correlation with the turnover factor. Significant statistical associations were found to be present between the factors and the size of the organizations, marital status, level of educational qualifications, ethnic classification, the extent of influence of the EEA on selection processes, the belief of what the selection process consists of, and the frequency of selection process exercises conducted by the SMEs involved.