

Induction and Mentoring as Correlates of Senior Management Team's (SMT's) Job Performance at Maluti District, Eastern Cape, South Africa

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ABSTRACT People need support to help them engrave new skills into their own basic skills. Hence, the role of induction and mentoring cannot be over emphasized. This research investigated the effect of induction and mentoring on the SMT's job performance. The research adopted a Correlational survey research design. Simple random sampling technique was used to select the participants. Self-structured questionnaires were validated and used to elicit information from the respondents. The findings revealed among others that the SMT members did not feel that they could do their job well, even if they had not undergone any induction process, schools did not induct new personnel. This may further mean that many schools did not adhere to the organization policy of induction and the bulk of the SMT participants were not aware that they were suppose to assign mentors to their supervisees. The study recommends that the training of the SMTs in relation to the organizational policies should be structured properly.