

The Effect of the Employment Equity Act on Academic Staff Recruitment in a South African University

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ABSTRACT The main objective of this study was to investigate the effect of the Employment Equity Act (EEA) on academic staff recruitment at a South African university. Data was collected through the use of self-administered questionnaire in a survey of 19 respondents. The research findings indicated that the EEA has an adverse effect on the recruitment of academics staff. Recommendations to improve the adverse impact of EEA on staff recruitment are suggested.