AN INVESTIGATION INTO THE IMPACT OF SUCCESSION PLANNING ON STAFF MOTIVATION: A CASE STUDY OF THE ZIMBABWE PRISONS AND CORRECTIONAL SERVICE – HEADQUARTERS

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Abstract

The research study sought to investigate the impact of succession planning on staff motivation, a case study of the Zimbabwe Prisons and Correctional Service. The research employed the use of questionnaires and interview guide as instruments for data collection. The population of 100 employees was used. A sample size of fifty (50) middle managers was eventually pooled. Bar graphs, pie charts and tables were used to present data. The major research findings showed that there is a relationship between succession planning and staff motivation. If there is no a proper succession planning framework staff is demotivated. Some of the recommendations made were that ZPCS should have proper succession planning framework in order to motivate staff and manpower planning exercises such as recruitment and development of employees should be carefully done in order to fill managerial positions. Potential future leaders should be measured on their competencies, connection and culture. This enables the organisation to ascertain how strong their business and planning skills, how well do they connect with other people and how much passion do they model for the organisation’s culture.