

Problems Surrounding Probation In The South African Public Service

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Abstract

The aim of the study was to investigate problems surrounding probation periods in the South African Public Service. A qualitative study was conducted to determine the views of both probationers and supervisors managing the probation process. Data was gathered by means of focus groups and individual interviews. Nine key areas were identified as being problematic, viz. clarity regarding the purpose of probation, lack of proper guidelines, the duration of probation, rotation during probation, lack of training, poor management of probation, performance management, anxiety and stress, power and authority. Recommendations are made concerning possible interventions.

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