

**Recruitment, Selection and Performance of Primary School Teachers:
A Case Study of ABC International School**

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Primary Education has been always the foundation of the individuals' life. Therefore, to maintain an effective learning teaching process, selection and recruitment of teachers is an important consideration. However, many primary education systems comprise issues upon recruitment, teacher preparation, performance management, teacher development and empowerment. The objectives of the study are to identify the current recruitment procedure and assess the performance of primary school teachers. It is mainly a quantitative study complemented with the qualitative data. The study was carried out on a sample of 100 primary school teachers. Questionnaire survey, interviews and a documentary analysis were used as data collection methods. According to the findings, all primary teachers are female and majority of them are single and they are in the age group of 20 - 25 years. It was found that 54.2 % of teachers hold a Diploma level qualification though it is not necessarily considered for primary education or teaching. It should be noted that there is no strong relationship between performance of teachers and level of education. The study found that higher percentage (i.e. 43.8%) of teachers have served less than one year, and it was made clear that retention level of the primary school teachers was not up to satisfactory level. There was no statistically significant relationship between the level of performance and the recruitment methods. The study found that there is no necessarily a relationship between the performance indicators and actual performance. The study concludes that teachers' performances were in the average category and the recruitment and selections have an association with performance of primary school teachers though the impact is low.

Key words: *Performance, Primary school teachers, Recruitment, Selection*