

STAFF RECRUITMENT CRITERIA AND ORGANIZATIONAL PRODUCTIVITY IN CALABAR SOUTH LOCAL GOVERNMENT COUNCIL, CROSS RIVER STATE, NIGERIA.

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Abstract

The purpose of the study was to investigate the relationship between staff recruitment criteria and organizational productivity in Calabar South Local Government Council of Cross River State, Nigeria. To achieve the purpose, one null hypothesis was formulated to guide the study. A sample of three hundred and sixty (360) staff were randomly selected for the study using stratified random sampling technique and simple random sampling technique in order to give equal opportunity to all the members of the population to be selected. Staff Recruitment Criteria and Organizational Productivity Questionnaire (SRCOPQ) was the main instrument used for data collection. The instrument was validated by experts in measurement and evaluation. The reliability estimate of the instrument was established through trial test and the reliability coefficient obtained using cronbach alpha method which ranges from .82. to .90. Pearson product moment correlation coefficient was the statistical tool used in testing the hypothesis under study at 0.05 level of significance with relative degree of freedom.

The result of the analysis revealed that, staff recruitment criteria are significantly related to organizational productivity. Based on the finding it was recommended that the criteria for staff recruitment should be void of sentiments, biasness, nepotism and all forms of corruption and be centered on the selection of only qualified applicants for the jobs.

Introduction

In a developing country like Nigeria, Staff are needed in virtually all organizations, parastatals, even ministries and private sectors. It is hard for any organization to be productive without adequate qualified staff, therefore organizational productivity depends on the quality of staff recruited (Ekpo, Ekpeyong and Eyo, 2024).

An employee has a great role in influencing work outcome in an organization and recruitment criteria is a determining factor in achieving this. Recruitment is a vital function of human resource management for any type of business organization. It is the term that refers to the process of attracting and choosing applicants for employment. (Armstrong, 2012), recruiting and selecting the wrong candidates who are not capable, comes with a negative cost. Thus, the overall aim of recruitment within the organizations to obtain the number and quality of employees that are required to satisfy the strategic objectives of the organization at a minimal cost (Remer, 2018). Recruitment process includes examining the necessities of work, drawing employees to their occupation, screening and selection of Candidates, contracting and coordinating the new employees (Cardy & Leonard, 2011). Once the organization had decided on the appropriate means through which they will recruit potential candidates for the job, their next task is to identify the most appropriate and effective method to use in order to select the right person (Egbula & Ekpo, 2016)

Organizational productivity represent a state of competitiveness attained through a level of effectiveness, this may also depend on the incentives provided by the management of the organization. The productivity of any organization depends to a large extent on it employees. A highly productivity work force is a valuable strategic asset for the organization (Ekpo, Monity and Eyo, 2024).

The leadership of an organization play a vital role in determining the selection and recruitment process in an organization considering the plethora of task or activities carried out in the organization (Nnaji, Ekpo and Onabe, 2024). The general purpose of recruitment according to Bakare (2012) is to provide the organization with a pool of potentially qualified job candidates. The quality of human resource in an organization highly depends on the quality of candidates attracted to the job. Human Resource department takes the responsibility for seeking and selecting the right person for this vacant position (Bakare, 2012). According to Egbula and Ekpo (2016) recruitment criteria is condition set aside to ensure that qualified persons are employed to fill vacant positions in an organization and it is understood to include application, examination interview and placement. Organizational productivity represents a state of competitiveness attained through a level of effectiveness and performance.

Statement of the Problem

Staff recruitment criteria which is one of the determining factors in organizational productivity is neglected. The general purpose of recruitment is to provide the organization with a pool of potentially qualified job candidates. The quality of personnel in an organization highly depends on the quality of applicants selected for employment. Undoubtedly, it is observed that the quality of employees recruited do not perform according to expectation Armstrong (2012). The frequent lopsided, partial and sentimental recruitment criteria in organization always raised public concern. Inadequate and improper recruitment criteria have led to the decline in organizational productivity despite all the efforts by managements to improve productivity. It is on this premise that the study investigated the relationship between staff recruitment criteria and organizational productivity in Calabar South Local Government Council.

Objective of the Study

To determine the extent to which staff recruitment criteria relates to organizational productivity.

Research Question

How does staff recruitment criteria relates to organizational productivity

Statement of Hypothesis

There is no significant relationship between staff recruitment criteria and organizational productivity.

Research Methods

The research adopted ex-post facto design, this design was considered appropriate because the researcher has no direct control of the independent variable since the manifestation has already occurred (Ndiyo, 2005).

The study consisted of every staff in Calabar South local government council. The study population was 1200 staff. The sample was obtained using stratified random sampling and simple random sampling technique, the population was stratified into junior and senior staff (700 and 500 respectively). Simple random sampling was used to obtain the sample size of 360, two hundred and ten (210) staff from the junior staff and one hundred and fifty (150) from senior staff. the data for the study was collected using questionnaire titled: Staff Recruitment Criteria and Organizational Productivity Questionnaire (SRCOPQ) The (SRCOPQ) was divided into three sections. Section A dealt with the respondents demographic data. Sections B contained 10 structured items measuring the independent variable and section C contains 6 structured items measuring the dependent variable. Four-point modified likert scale was used to determine the level of response. The instrument was validated by experts in measurement and evaluation and items found unsuitable were either removed or reconstructed. The reliability of the instrument was established through a trial test. Cronbach Alpha method was used to determine the reliability coefficient which ranged from .82 to .90 this figure confirmed that the instrument is reliable. 360 copies of the questionnaire were distributed and 324 copies were retrieved. Indicating 90% return rate. Pearson product moment correlation co-efficient analysis was used for data analysis at 0.05 level significant with relative degree of freedom.

Results

H0. There is no significant relationship between staff recruitment criteria and organizational productivity

The independent variable is staff recruitment criteria while the dependent variable is organizational productivity. To test this hypothesis, staff recruitment criteria was correlated with organizational productivity using Pearson productivity moment correlation coefficient. The result is presented in the table 1 below.

Table 1: Pearson product moment correlation coefficient of the relationship between staff recruitment criteria and organizational productivity (N=324)

Variable	X	SD	r-value	Sig
Staff recruitment criteria	18.42	1.28	0.42	.000
Organizational productivity	16.48	1.32		

*significant at .05, df =322

Source Field Work 2024

The result of the analysis shows that the calculated r-value of .42 is greater than the p-value .000 at .05 level of significant with 322 degree of freedom. This implies that the result is significant. Therefore, the null hypothesis failed to be accepted. This means that there is a significant relationship between staff recruitment criteria and organizational productivity.

Discussion of Findings

The result reveals that there is a significant relationship between staff criteria and organizational productivity. This necessitated the rejection of the null hypothesis and accepting the alternative hypothesis. The findings of the study is in agreement with the finding of a study carryout by Bernard and Bernadette (2014) on staff recruitment and selection process in Nigeria Public Service. The result of the study shows that employees recruitment process has a significant relationship with organizational performance. The result is also in line with the result of a study carried out by Orumwense and Mwakipsile (2017) on Personnel recruitment and organizational performance in Edo State Civil Service, which revealed a strong significant relationship between Personnel recruitment and organizational performance.

Conclusion

Based on the finding, the study revealed that there is a significant relationship between staff recruitment criteria and organizational productivity. It was therefore concluded that staff recruitment criteria plays an important role in organizational productivity.

Recommendation

It was recommended amongst others that the Human Resource department should have laid out recruitment policies that will guide recruitment and the selection of applicants and also provide an adequate pool of quality applicants.

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