

## RECRUITMENT PRACTICE AND EMPLOYEE PRODUCTIVITY IN MINING COMPANIES IN THE NORTH-CENTRAL REGION OF NIGERIA

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### **ABSTRACT**

*Extant literature revealed that employment practices determine employee productivity. However, there is paucity of empirical literature on the direct relationship between recruitment practice and employee productivity in the Nigerian mining industry. The study examines the relationship between recruitment and employee productivity in selected mining companies in the North-Central region of Nigeria. Using survey research design, a structured questionnaire was administered to 425 employees of five selected mining companies in the North-Central region of Nigeria. The findings revealed that recruitment practice has a positive significant relationship with employee productivity in selected mining companies in the North-Central region of Nigeria ( $r(411) = 0.515, p < 0.05$ ). Based on the findings, the study recommends that management of mining companies in Nigeria should conduct their recruitment exercises in an unbiased manner to ensure the employment of the right personnel and foster high level of employee productivity. Management should appropriately assign responsibilities to each employee based strictly on merit.*

**KEYWORDS:** *Recruitment Practice, Employee Productivity, Nigerian Mining Industry*

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