

Critical and Strategic Issues in Compensation, Staffing and Personnel Management in Nigeria

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Abstract : Staffing and Compensation are at the core of any employment exchange, and they serve as the defining characteristics of any employment relationship. Most organizations understand the benefits that a longer term approach to staff planning can bring and the answer to this problem lies not in trying to implement the traditional approach more effectively, but in implementing a completely different kind of process for strategic staffing. The study focuses on critical points of compensation, staffing and personnel management. The fundamentals of these programs include the elements of vision, potential, communication and motivation. The aim of the paper is to identify the most important attributes of compensation and incentives, staffing and personnel management. Research method is the analysis and synthesis of scientific literature, logical, comparative and graphic representation. On the basis of analysis, the author presents the models of these systems for positive employee attitudes and behaviors.

Keywords : compensation, employees, incentives, staffing, personnel management

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