

Effect of Recruitment and Selection on Employee Performance in Hospitality Industries

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Abstract : This study sought to establish the effect of recruitment and selection on the employee performance in hospitality industries. The success of any organization in this modern business environment depends on the caliber of the manpower that steer the affairs of the organization. History has shown that recruitment and selection as a function of human resources management practices have a pivotal role in determining the level of employee performance in an organization. The hospitality industries have been faced with challenges of performance due to unconventional selection and placement practices in terms of poor policy in selecting candidate, inconsistency in selection process, sidetracking employment test and interview, godfatherism and regional selection process etc. The overall objective of the study was to determine how recruitment and selection affect employee performance in hospitality industry in Ogun State, Nigeria. This study adopts descriptive and inferential research design while population was drawn from leading hotels in Ogun State, Nigeria. The samples size was 100 employees and questionnaire was used to collect data while Cronbach alpha was used to test the instrument. The result of the study reveals that correlation between employee performance and recruitment and selection were highly significant.

Keywords : employee performance, human resources management, practices, recruitment, selection

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