

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 BACKGROUND OF THE STUDY**

The development of any nation's economy is synonymous with the development of her human's resources. For any country to make appreciate trust in harnessing her agricultural potentials scientific and technological advancement, high quality human resources to be of high quality, through search will have to be made to recruit high quality personnel. The purpose of the recruitment function is to seek new employees to fill positions required for the successful conduct of the work.

It is the understanding that the role and of development of any economy is reciprocated on the qualitative factor of the human resources which had promoted many nations particularly the development economics of the west to make such a staggering investment in research training and developing her labour services and human capital. It has become obvious therefore that the grouping of nations into developed and developing, technologically advanced and technological dependents of these nations qualitatively.

For a company/organization to attain appreciable growth in forms of return on investment and targets, such organization must ensure that she possess highly trained, skilled and qualitative labour force. Situations exist when two companies with the same capitalization and operations within the same environmental factors and constraints produce different records in their level of efficiency and effectiveness of goals. The prediction, which can be easily drawn from, such situation is that the qualities of human resources in companies are not the same.

The inference from the above statement become more glowing when we examine the current treating in the banking sector. The introduction of the Structural Adjustment Programme (SAP) in 1976 brought in its wake-increased competition in the economy. As part of its designed effects, structural adjustment programme was concerned with bringing about effective allocation of resources in the economy.

The efficient pricing of the productive of productive resources suggest that only efficient companies will remain in business as it is only such organizations that can have efficiently allocated factors of production such as human resources. The above scenarios obviously created problems for most firms, as was evidence by spate of failed industries. The banking sector was not left out, the phenomenal distress was common even among the government owned banks, a result which has been predicted on poor capital base of such banks mainly from their inability to attract and retain efficient manpower.

The foregone suggests that poor quality manpower weaken even the most highly capitalized company. It is bad to note that Nigerian business organizations are yet to realize the domineering influence which high quality labour force exerts on production. This ugly situation is largely manifested in the recruitment of senior management staff. The common scenario is that in which family ties and informal relationship is given privileged considerations against merit and competence. The resultant effect is that mediocre ends up been promoted through the employment of junks instead of qualitative labour.

It is of important at this juncture to note that organizational resources is made up of two resources – the Material and Human resources.

Agbo (2003) opined that the human resources is the concern of personnel management. He went further to say that personnel management deals with the bringing of a person into an organization, application of his behaviour in the work situation, his interests and relationships both with his fellow worker and the organization.

In his own contribution, Flipppo (1980) defined personnel management as the planning, organizing, directly and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and societal objectives are accomplished.

The inability of most establishments to attract and maintain the services of senior

management staff results in failure of these establishments to maintain work developments. It is even more worrisome to observe that most of these organizations lack operation personnel administrative development to carryout scientific study on senior staff questions. Efforts in this respect are sure to go a long way in ensuring qualitative manpower base for such companies.

## **1.2 STATEMENT OF THE PROBLEM**

Recruitment as a major managerial function in the organization has been faced with lots of problems. These problems which this project is aimed at highlighting includes the following;

Poor control measures and too many resources which are involve in the recruitment process. This problems results because of

The non-availability of recruitment materials.

Poor management and application of the available materials.

Lack of adequate manpower/professionals to utilize the material.

The lack of facilities for adequate staff development and in maintaining personnel department cum human relations.

The influence of external factors which militate against the recruitment of qualitative senior management.

## **1.3 PURPOSE OF THE STUDY / OBJECTIVES**

The objectives that undermines this research work includes the following;

To identify the problem associated with the recruitment of senior managers in Nigerian organizations.

To ascertain whether the management or staff recruitment has a relationship with staff morale and productivity using Anamco as a reference.

To determine whether they recruit professionals or if mediocracy is placed before meritocracy.

To find out if there are available of training managers.

Finally, to make recommendations base on the study on how to improve the

provision and administration of senior management recruitment in Anammco which can also be applied in other Nigerian organizations.

### **1.3 RESEARCH QUESTION**

The specific questions which this research work is proposed to answer include.

Are there enough recruitment materials such as training manager(s)?

Do Anamco as an organization recruit professionals?

what procedures are associated with the recruitment of senior managers

the relationship(it any) that results form the cadre of persons recruited in productivity level.

### **1.5 RESEARCH HYPOTHESIS**

#### **HYPOTHESIS 1**

HO: Political and ethic consideration does not affect employment decision.

H1: Political and ethic considerations do affect employment decision.

#### **HYPOTHESIS 11**

HO: The cadre of employed senior management staff does not affect the general productivity of the organization.

H1: The cadre of employed senior management staff affects the general productivity of organization.

### **1.6 SIGNIFICANT OF THE STUDY**

The significance of this research work or benefit is in two folds. Firstly, it would serve a guide for the management in organizations in the recruit of senior manager who would manager sensitive positions.

More so, the study would assists prospective students desires to carry out further research on the subject.

The research work is on doubt invaluable as it hopes to increase general awareness and appreciation the important role of the senior management cadre.

### **1.7 SCOPE OF THE STUDY.**

The scope of the research study is senior management grade of Anamco Plc Enugu

Nigeria.

The scope is meant to cover all aspect of senior management recruitment practice such as initial employment, orientation and employee matters.

The limitation to this identified scope is however best appreciated of it is taken as the study of a part to understand the whole. This is because the senior management relates to all other personal categories in the organization and therefore a study of senior management can inversely be related to that of generality of the human resources.

### **1.8 LIMITATIONS OF THE STUDY**

Major limitations to the study include that of financial constraints and unwillingness of most of the respondents to respond to the questionnaires. Other limitations include the psychological imbalance which the researcher suffered as I had to gabble with lectures at the same time.

### **1.9 DEFINITION OF THE TERMS**

The terms which are used in this research work are defined below to give their meaning as they apply in this project work.

**Senior management:** This refers to the high ranked officials in the organization such as managers, directors and chief executives.

**Recruitment practices:** As used in this context, recruitment practices refer to all the process that is involved in the selection of senior management for the organization.

**Organization:** organization in this project means establishment and business firms which employ/ recruit senior management.

### **BRIEF HISTORY OF ANAMCO**

MB Anamco limited was incorporated on January 17, 1977 and the plant was commissioned on the day of July 8, 1980 by the first executive president of Nigeria, Alhaji Shehu Shagari. It started official production in January 1981 and have to date made an available marks on the nations, industrial growth, adding over 250 vehicle to the nations transport sector. This is backed effectively with a net work of over 36 is

after –sales service points on step out supply depot where the companies central spare parts items are kept.

The contributions of MB Anamco to economy development of Nigeria can not be over emphasized. The company has to continue to maintain a high level of resilience in its attempt to survive the harsh economy climate and leave up to the confidence reposit in it as an extension of the most historical, traditional and successful company in the world.

### **REFERENCES:**

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Flippo,E.E (1980) Personnel Management: International Student Edition, Mchaow Hill Inc

Ubeku, A.K (1975) Personnel Management in Nigeria, Benin City, Ethiopia Publishing Corp.

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