RECRUITMENT AND RETENTION STRATEGIES OF ORGANIZATIONS. Edition No. 1

Description: The challenge facing some organizations in Nigeria irrespective of the sector is that of frequent labour turnover and inability of these organizations to achieve their goals arising from inadequate competent staff. This is in spite of 'quality' structure and 'well packaged incentives' put in place to recruit and retain the workforce for performance. The purpose of this study is to identify the unique role undertaken by competent staff in bringing about the realization of organizational goals whether in the public or private sector. The study among others show that private organizations in Nigeria institute better strategies to aid staff retention hence their enhanced performance, which manifest in increased profit. Consequently, the study concludes with a prognosis for management across the two sectors in their desire to recruit and retain competent workforce for performance.

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