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Recruitment and quality academic staff selection: the case study of Covenant University

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Abstract

The sources from which organizations decide to select personnel from are central to its ability to survive, adapt, and grow (Noe et al, 2004:171). The paper examines a case study of recruitment and selection of quality academic staff into Covenant University. The paper addresses the factors that could affect recruitment sources and the advantages of identification of such sources. The study used the primary data by means of discussion with the human resource department (Registry) of Covenant University and secondary data by means of information from relevant journals, covenant university records and textbooks. The paper suggested ways of proper identification of quality academic staff recruitment sources and recommended that organizations such as universities should be proactive in the area of sourcing for competent academic staff to achieve the goals of the university. This it could do by identifying labour sources like unemployed graduates, the industries, and institutions of higher learning, retired senior academics and the provision of resources in terms of finance to hire them.

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