

**EFFECTS OF EMPLOYEE RECRUITMENT AND  
SELECTION ON ORGANISATION PERFORMANCE. A  
CASE OF NAIROBI CITY COUNTY.**

LILIAN NABWIRE MULAA

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## **ABSTRACT**

Employees are the most valuable asset and the success of the Organization is determined by the quality of its employees. Therefore, Human Resource plays a critical role in recruiting and selecting competent staff. However, in some cases the Human resource department gets it wrong leading to poor organization performance. This study has investigated recruitment and selection process in Nairobi City County and found out that lack of following laid down procedures results to nepotism (given it's a public body) and hiring of unqualified staff thus leading to poor productivity in the organization. It also found that a staff balance between youth and experience is vital to improving organization productivity. Nepotism and corruption is rife in the hiring of staff thus leading to low morale and productivity. The study recommends that policy makers must set up systems whereby all would be employees pass through the recruitment and selection process for evaluation and administration. Besides, internal advertisements should be done away in with in order to bring about competitiveness to the hiring of candidates