

upper([Original Research])

Relationship Between Green Recruitment and Organizational Performance in Food, Beverage and Tobacco Manufacturing Firms in Enugu State

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[Abstract]

The study evaluated the relationship between green recruitment and organizational performance in food, beverage and tobacco manufacturing firms in Enugu State. The specific objectives were to: examine the relationship between attracting knowledgeable employees and quality service; evaluate the relationship between retaining skilled employees and the profitability and identify the relationship between recruiting innovative employees on the sales volume of food, beverage and tobacco manufacturing firms in Enugu State. The primary sources were personal interview and the administration of questionnaire. The population of the study was 3884 staff. A stratified sampling method was adopted. The adequate sample size of 350 was determined using Freund and William's statistic formula. 316 staff returned the questionnaire and accurately filled. That gave 94 percent response rate. The validity of the instrument was tested using content analysis and the result was good. The reliability was tested using the Pearson correlation coefficient (r). It gave a reliability co-efficient of 0.75 which was also good. Data was presented and analyzed by mean score (3.0 and above agreed while below 3.0 disagreed) and standard deviation using Sprint Likert Scale. The hypotheses were analyzed using Pearson correlation coefficient (r) statistics tool. The findings indicated that There was positive significant relationship between attracting knowledgeable employees and quality service in food, beverage and tobacco manufacturing firms in Enugu State as reported in the probability value of ($r=.397$)

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