

# Recruitment And Selection Criteria Of NMB Bank PLC Branches In Mbeya Region: An Assessment Of Influence On Performance In Financial Institutions In Tanzania

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## Abstract

The paper assessed the contribution of recruitment and selection criteria on the performance of financial institutions in Tanzania, particularly NMB branches in Mbeya Region. The influence of education qualifications, work experience, and job related skills on the performance of NMB banks was also examined. A mixed approach adopted in a case study design was employed with questionnaires and semi structured interviews used as survey instruments; probability sampling was employed to select a representative sample from each stratum, from which a sample size of 100 bank staff that informed the study was obtained. Descriptive statistical methods were adopted to analyze data obtained from respondents, while SPSS version 20 and excel Microsoft application were used to process data. Results indicate that job related skills have a significant influence on organization performance as evidenced by a correlation coefficient of 0.666, education levels similarly influence organisational with a correlation coefficient of 0.661 and so does employee work experience with a coefficient value of 0.487. It is therefore recommended as per findings that banks should sufficiently apportion part of the organisational budget to employee retention and training programs to enhance their performance.

**Keywords:** Recruitment, Selection, and Performance



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