

## **Abstract**

This study delved into the relationship between the extent of human resource management practices and the level of performance of academic staff. Employed in this study were these methods and techniques: the retrospective/ex post facto designs, purposive and simple random sampling techniques, and researcher devised questionnaires administered to 356 respondents. The findings revealed that among the aspects of human resource management practices, recruitment and selection had higher significant correlations on academic staff performance. The findings of this study validated the theories of Taylor and Herzberg. The major recommendations based on the findings were as follows: (1) the university management should put up a policy on promotion so that those with qualifications should be promoted; (2) the universities should organize for workshops and seminars to bring lecturers together from both public and private universities to brainstorm on the use of the teaching models and how to improve on the mode of delivery; (3) the universities understudy should intensify allocation of funds for research seminars and implement strongly their respective policies on research and publication.