

# Human Resource Management in Nigeria

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## **Abstract**

The importance of managing human resources (HRs) has been growing over the past decades, both in academia and in practice. Consequently, a great deal has been written on the topic (Azungah, 2017; Truss et al., 2012; Wilton, 2016). Besides, new avenues of investigation have developed, including strategic human resource management (SHRM) and international human resource management (IHRM) (Sparrow et al., 2016; Tayeb, 2004; Wintersberger, 2017). These new human resource management (HRM) developments have been supported and encouraged by the introduction of several journals. However, one aspect that has been missing in all of these developments is the perspective of the developing countries (Adams et al., 2017). Although some work exists, they are limited to certain regions (Adams et al., 2017; Ahmad, 2019; David et al., 2017; Horwitz, 2012). While we know a great deal about managing HRs, it is primarily from the perspective of writers in developed and Western countries (Farndale et al., 2019; Pudelko & Harzing, 2007; Tungli & Peiperl, 2009). The standpoint of managing HRs in developing countries would be informative and helpful in understanding HRM policies and practices in developing countries. This review aims to identify and summarise Nigeria's HRM and employment relations.

**Keywords:** HR, HRM practices, MNCs, IHRM, SHRM, Nigeria, labour