

**Labor market in Tanzania and the effectiveness of recruitment practice: the case of African
Barrick Gold Bulyanhulu mine site**

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During the last decades, organizations operate in changing labor market conditions. Labor markets of many countries, including Tanzania, are in a continuous state of changes which demand a new approach to the management of human resources especially in getting the right work force through effective recruitment. The purpose of this study was to identify the changing trends in the labor markets and the effectiveness of recruitment practice. The reality is there are key factors that transform labor markets and this transformation is impacting human resource management practices, particularly human resource specialists' functions and competences. To achieve this purpose, a detailed review of literature was performed and a research based on the questionnaire method was conducted in African Barrick Gold Bulyanhulu Mine Site. The research included 70 respondents' employees from the company. The research has demonstrated that, in the changing labor market conditions, the functions of human resource specialists have become more diverse and are increasingly directed towards fulfilling the needs of the business.