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### Officialdom Improvement and Management Development

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#### Abstract

*This paper examines the linkage between Officialdom Improvements and Management development in Nigeria, a case study of Oyo State Officialdom Commission. A descriptive survey method was adopted for this study by taking a sample from a population and generalizing the result on the whole population. The study was designed to analyze Officialdom and human resource development in the Nigeria Officialdom with particular emphasis on Officialdom commission. The results of the study revealed that successive Improvements in Nigeria improve administrative and operational performance the Officialdom, contribute to efficiency and effectiveness of civil servants and most importantly, Officialdom Improvement has significant impact on Management in Nigeria. However, the findings revealed that the various Improvements did not take adequate care of Officialdom reward and compensation and Failure of most of the Improvements to take care of staff training needs affect the effectiveness of Improvements. Nevertheless, it can be concluded that Eradication of excessive political interference, Proper implementation of the provisions of various Improvement, and taking care staff training need in future Improvements would enhance effective human resource in Nigerian Officialdom.*

## INTRODUCTION

The Officialdom has always been the tool available to Nigerian government for the implementation of developmental goals and objectives. It is seen as a pivot for growth of Nigerian economy. It is responsible for the creation of an appropriate and conducive environment in which the economy can perform optimally and it is this catalytic role of the public service that propelled government all over the world to search continuously for better ways to deliver their services (Amoako, 2003).

Officialdom is the instrument which government uses to regulate and manage all aspects of the society. Thus, the condition of a society is largely determined by the public service. Besides, it is from this government bureaucracy that all the other institutions obtain various types of approval, license and permits which are critical to their existence and operation. Also, government allocations of resources pass through the bureaucracy to all other areas of the society directly and indirectly. Therefore, all other institutions perforce have to deal with the Officialdom at one point or the other in their existence and operations (Philips, 1990).

There have been several factors affecting the efficiency of the Nigeria Officialdom. Ajayi (1998) has noted the following: over staffing and the closely related poor remuneration of employees in public service as the key factors. Secondly,

there are the issues of poor assessment of manpower needs and the use of wrong criteria to appraise staff performance. These two have led to poor recruitment procedures, inadequate training and ineffective supervision. There tends to be a lack of qualified technical support staff as opposed to the abundance of general staff. The failure to carry out periodic assessment of manpower needs of the various departments leads not only to uneconomic system of compensation but also to inadequate job description and poor physical working conditions.

There has also been considerable political interference in the process of personnel administration, leading to improper delegation of power, ineffective supervision and corruption. The resulting apathy has in turn led to unauthorized and unreasonable absenteeism, lateness, idleness and notably, poor workmanship all which have serious negative implication on the efficiency and productivity of the Officialdom. (Salisu, 2001).

The federal government initiated Improvements aimed at repositioning the Officialdom for better efficiency and effectiveness. The Improvement of the public service therefore became the ultimate strategy for repositioning the service for the realization of their vision as part of a multi-sectorial approach to promoting good governance, ensuring sustainable democracy and accelerated transformation. Various policy initiative and legal instruments have been put

in place for the effectuation of the multi-sectorial Improvements of the present administration, as encapsulated in the National Economic Empowerment and Development Strategy, the medium term development strategy document of the administration. Two of the core components of the strategy relate to public service Improvements and anti-corruption Improvements through the inculcation of a culture of transparency and accountability (Adegoroye, 2005).

## Research Methodology

Research methodology implies the basic methods of data collection, presentation and analysis of in a research work. It refers to the procedure adopted by the researcher to conduct data collection and analysis for the research work. It involves methods data collection, research design and instrument as well as method data presentation and analysis.

This study is design to survey Officialdom Improvement and Management development in Nigeria. The descriptive survey method was adopted for this study by taking a sample from a population and generalizing the result on the whole population. The study will make use of both primary and secondary methods in the data collection process. Consultation and review of various literatures will constitute the secondary method of data collection and administration the questionnaire shall constitute the primary method.

The research instrument used in this study was the questionnaire. Copies of the questionnaire were distributed proportionally to selected staff of Oyo State Officialdom Commission, Secretariat, Ibadan to solicit their response as regards Officialdom Improvements and Management development in Nigeria. The questionnaire was made up of two sections. Section A elicited response as regards the biographical data of the respondents, it contained (6) questions. Section B elicited responses on impact and challenges of Officialdom Improvements on Management development in Nigeria, the section contains sixteen (16) questions, the questionnaire in all was made up of 22 questions.

## Study Population

Aramide (2004) defines population as the total number of respondents in the area from which data would be gathered. The target population is the full group of interest under study. It implies the total number of respondents that are likely to be contacted during the investigation of the research study.

This research work focuses on Oyo State Officialdom Commission, Oyo State Secretariat, Ibadan. Specifically, the target population for this study will be the members of staff of the commission Ibadan. The Commission has four departments which are Finance and Account Department, Recruitment Department, Personnel Department, Planning, Research and Statistics Departments with total number of sixty (60) personnel. The table below shows the population of the commission according to departments

S/N	DEPARTMENTS	NUMBER
1	Finance and Account	15
2	Recruitment Department	14

3	Personnel Department	16
4	Planning, Research and Statistics Departments	15
TOTAL		60

## Study Sample

This referred to as the small portion or subset of the elements drawn from a specified study population via a definite procedure to represent the entire elements such that each of the elements has an equal chance of being selected during the random picking (random sampling)

**The sample proportion of the population is shown in the table**

S/N	DEPARTMENT	POPULATION	SAMPLE
1	Finance and Account	15	10
2	Recruitment Department	14	8
3	Personnel Department	16	12
4	Planning, Research and Statistics Departments	15	10
TOTAL		60	40

## Statistical Tools Applied in Data Analysis

In this study, this aspect deals with the analysis of the opinion of the respondents to the research questions. Completed copies of the questionnaire were collected and analyzed. In the analysis of the data, tables and simple percentage was used, based on the result, interpretations were presented and conclusion was drawn.

## Demographic Distribution of respondents

S/N	Variables	Frequency	Percentage
	Male	22	55
	Female	18	45
	Total	40	100
	Below 30yrs	6	15
	30–40yrs	14	35
	41–50yrs	15	37.5
	51yrs and above	5	12.5
	Total	40	100
	Single	5	12.5
	Married	35	87.5
	Divorce	-	-
	Total	40	100
	Islam	16	40
	Christianity	24	60
	Others	-	-
	Total	40	100

	O' LEVEL	4	10
	ND / NCE	6	15
	B.SC / HND	22	55
	M.SC / PGD	8	20
	Total	40	100

  

	Below 5yrs	-	-
	5-10yrs	18	45
	Above 10 years	22	55
	Total	40	100

The above table presents demographic distribution of respondents, in relation to the frequency distribution of respondents according to their gender, the table shows that 22 (55%) out of the total respondents are male and 18 (45%) are female. This indicates that the male constitute the majority of the total respondents.

In relation to age distribution of respondents, the table reveals that 6 equivalent (15%) out of the 40 respondents fall below the age of 30 years. A total of 14 respondents out of the 40 respondents fall between the age 30 and 40 years. This represents 35% of the respondents, 15 respondents (37.5%) represent 41-50 years of age while 5 respondents are 51 years and above

Sequel to distribution of marital status of respondents, 5 (12.5%) of the respondents are single, 35 of the respondents equaling 87.5% are single while none of the respondents are divorced. The percentage of respondents who are married constitute the majority of the respondents

In relation to the religion distribution of respondents, Results from administered questionnaires revealed that out of all the respondents 16 (40%) are Muslims while 24 respondents amounting 60% are Christians. None of the respondents claimed to practice other religion

According to academic qualification of respondents, the responses in the questionnaires shows that respondents 4 respondents are (10%) O'Level certificate holders, 6 respondents (15%) are ND/NCE certificate holders, 22 respondents (55%) are HND/BSC certificate holders while 8 respondents amounting 20% are MSC/PHD.

Sequel to years in service of respondents, 18 (45%) of the respondents are 5-10 years in service while 22 respondents are above 10 years above while none of the respondents are below 5 years in service.

## SECTION B

### Impact of Officialdom Improvements on Management development in the Nigeria Officialdom

S/N	Question	Answer	frequenc y	Percentag e

7	The Officialdom Improvements has positive impact on the performance of civil servants in Nigeria	Strongly Agree Agree Strongly Disagree Disagree Undecided	15 10 9 3 3	37.5 25 22.5 7.5 7.5
8	Do you agree that successive Improvements in Nigeria improve administrative and operational performance the Officialdom	Strongly Agree Agree Agree Strongly Disagree Disagree Undecided	24 8 4 2 2	60 20 10 5 5
9	The Officialdom has significant impact on sustainable development through effective policy formulation	Strongly Agree Agree Agree Strongly Disagree Disagree Undecided	13 12 10 3 2	32.5 30 25 7.5 5
10	Do you agree that the various Improvements take care of staff training and development needs	Strongly Agree Agree Agree Strongly Disagree Disagree Undecided	12 5 10 11 2	30 7.5 25 22.5 5
11	Officialdom Improvements contribute to efficiency and effectiveness of civil servants in Nigeria	Strongly Agree Agree Agree Strongly Disagree Disagree Undecided	20 13 3 4 -	50 32.5 7.5 10 -

The table above presents the answer given by the respondents to the questions. Majority of the respondents strongly agree that The Officialdom Improvements has positive impact on the performance of civil servants in Nigeria, 25% of the respondents agree, 22.5% of the respondents strongly disagree, 3 respondents (7.5%) disagree while 7.5% of the respondents are uncertain

Also, 24 respondents (60%) strongly agree That that successive Improvements in Nigeria improve administrative and operational performance the Officialdom, 8 respondents agree That effective administration of secondary schools would enhance improve performance of students in public school in Oyo State, 10% strongly disagree, 5% of the respondents disagree while just 2 respondents are undecided

Also, it is shown from the table that 32.5% strongly agree that The Officialdom has significant impact on sustainable development through effective policy formulation while 30% of the respondents agree with the question, 25% of respondents strongly disagree, 3 respondents amounting to 7.5% disagree with the question while just 2 respondents are undecided about the question

The table above reveals that 30% of the respondents strongly agree that the various Improvements take care of staff training and development needs, 5 respondents equaling 7.5% agree, 10 respondents amounting to 25% strongly disagree, 11 respondents disagree while 2 respondents are undecided on the question

The table above reveals that 50% of the respondents strongly agree that Officialdom Improvements contribute to efficiency and effectiveness of civil servants in Nigeria, 13 respondents agree, 3 respondents strongly disagree while just 4 respondents disagree that Poor secondary school administration is one of the major causes of poor performance of secondary school students in Oyo State

#### Challenges of implementing Improvements and Management development in the Nigeria Officialdom

s/n	Question	Answer	Frequency	Percentage
12	Poor implementation is one major factors that affect the effectiveness of Officialdom Improvements in Nigeria	Strongly Agree	5	12.5
		Agree	22	55
		Agree	10	25
		Strongly Disagree	2	5
		Disagree	1	2.5
		Undecided		
13	Failure of most of the Improvements to take care of staff training needs affect the	Strongly Agree	18	45
		Agree	13	32.5
		Agree	4	10
		Strongly Disagree	3	7.5
		Disagree	2	5
		Disagree		

	effectiveness of the Improvements	Undecided		
14	Do you agree that the various Officialdom Improvements did not take adequate care of Officialdom reward and compensation	Strongly Agree	20	50
		Agree	10	25
		Agree	6	15
		Strongly Disagree	4	10
		Disagree	-	-
		Undecided		
15	Lack of personal will and commitment to implement the provisions of the Improvements affect effectiveness of Officialdom Improvements in Nigeria	Strongly Agree	20	50
		Agree	10	25
		Agree	7	17.5
		Strongly Disagree	3	7.5
		Disagree	-	-
		Undecided		
16	Lack of professionalism in the Nigerian Officialdom is an outcome of the weakness of major Officialdom Improvements in Nigeria	Strongly Agree	22	55
		Agree	12	30
		Agree	4	10
		Strongly Disagree	2	5
		Disagree	-	-
		Undecided		

From the table above, it is revealed that 5 respondents amounting to 12.5% of the respondents strongly agree that Poor implementation is one major factors that affect the effectiveness of Officialdom Improvements in Nigeria, 55% of the respondents agree, 25% of the respondents strongly disagree, 5% of the respondents disagree while only 2.5% of the respondents are undecided about the question

In addition, 18 respondents (45%) strongly agree that Failure of most of the Improvements to take care of staff training needs affect the effectiveness of the Improvements, 13 respondents agree, 10% strongly disagree, 3 respondents disagree while 5% of the respondents are undecided about question.

Also, it is shown from the table that 50% strongly agree that do you agree that the various Officialdom Improvements did not take adequate care of Officialdom reward and compensation, 25% of the respondents agree with the question while 15% and 10% of respondents strongly disagree and disagree with the question respectively.

The table above reveals that majority of the respondents (50%) strongly agree that the various Officialdom Improvements did not take adequate care of Officialdom reward and compensation, 10 respondents agree, 7 respondents strongly disagree while just 3 respondents disagree that the various Officialdom Improvements did not take adequate care of Officialdom reward and compensation.

The table above reveals that 22 respondents strongly agree that Lack of personal will and commitment to implement the provisions of the Improvements affect effectiveness of Officialdom Improvements in Nigeria, 12 respondents equaling 30% agree, 4 respondents amounting to 10% strongly disagree while 2 respondents disagree Lack of personal will and commitment to implement the provisions of the Improvements affect effectiveness of Officialdom Improvements in Nigeria

#### Towards enhancing Management development in Nigeria

S/N	Question	Answer	frequency	Percentage
17	Proper implementation of the provisions of various Improvements will enhance human resource development in the Nigeria Officialdom	Strongly Agree	15	37.5
		Agree	10	25
		Agree	12	30
		Strongly Disagree	3	7.5
		Disagree	-	-
		Undecided	-	-
18	Eradication of excessive political interference would enable effective performance of Officialdom in Nigeria	Strongly Agree	24	60
		Agree	8	20
		Agree	4	10
		Strongly Disagree	2	5
		Disagree	2	5
		Undecided	-	-
19	Do you agree that taking care staff training need in future Improvements would	Strongly Agree	13	32.5
		Agree	12	30
		Agree	10	25
		Strongly Disagree	2	5
		Disagree	3	7.5

	enhance human resource development in Nigeria	Undecided		
20	Adequate motivation and financial reward would motivate civil servant in implementing provisions of Improvements	Strongly Agree	12	30

The table above shows that majority of the respondents strongly agree that proper implementation of the provisions of various Improvements will enhance human resource development in the Nigeria Officialdom, 25% of the respondents agree, 30% of the respondents strongly disagree while 7.5% of the respondents disagree. 24 respondents (60%) strongly agree that eradication of excessive political interference would enable effective performance of Officialdom in Nigeria, 8(20%) respondents agree, 10% strongly disagree, 2 respondents disagree while 5% of the respondents are undecided.

Also, it is shown from the table that 32.5% strongly agree that taking care staff training need in future Improvements would enhance human resource development in Nigeria, 12 respondents amounting to 30% agree that that taking care staff training need in future Improvements would enhance human resource development in Nigeria, 10 respondents strongly disagree, 2 respondents disagree while 3 respondents are undecided

The table above reveals that majority of the respondents (30%) strongly agree that agree Adequate motivation and financial reward would motivate civil servant in implementing provisions of Improvements, 10 respondents agree, 8 respondents strongly disagree while 10 respondents disagree

#### Testing of Hypotheses

##### Hypothesis One

$H_0$ : There is no relationship between Officialdom Improvement and Management development in Nigeria.

$H_1$ : There is relationship between Officialdom Improvement and Management development in Nigeria.

In testing this hypothesis question 12 is selected

OPTION	FO	FE	FO-FE	(FO-FE)-2	$\frac{(FO-FE)^2}{FE}$
Strongly	5	8	-3	9	1.13

Agree					
Agree	22	8	16	256	32
Strongly disagree	10	8	-2	4	0.5
Disagree	2	8	-6	36	4.5
Undecided	1	8	-7	49	6.3
<b>Total</b>	<b>40</b>	<b>40</b>			<b>44.43</b>

$\chi^2$  Calculated = 44.43

Level of significance = 0.05 and degree of freedom (5-1)(2-1)n=4

Therefore,  $\chi^2$  tabulated is equal to 5.84

**DICISION RULE:** states that if  $\chi^2$  calculated is greater than  $\chi^2$  tabulated, the null hypothesis should be rejected and the alternative hypothesis should be accepted and vice versa.

**CONCLUSION:** since  $\chi^2$  calculated is greater than  $\chi^2$  tabulated, the null hypothesis is rejected and the alternative hypothesis is accepted as stated above.

### Hypothesis Two

$H_0$ : Officialdom Improvement plays no significant role on Management development in Nigeria.

$H_1$ : Officialdom Improvement plays significant role on Management development in Nigeria.

In testing this hypothesis, question 13 is selected

OPTION	FO	FE	FO-FE	(FO-FE)-2	$\frac{(FO-FE)^2}{FE}$
Strongly Agree	18	8	10	100	12.5
Agree	13	8	5	25	3.13
Strongly disagree	4	8	-4	16	2
Disagree	3	8	-5	25	3.13
Undecided	2	8	-6	36	4.5
<b>Total</b>	<b>40</b>	<b>40</b>			<b>25.26</b>
<b>Total</b>	<b>40</b>	<b>40</b>			<b>25.26</b>

$\chi^2$  Calculated = 25.26

Level of significance = 0.05 and degree of freedom (5-1)(2-1)n=4

Therefore,  $\chi^2$  tabulated is equal to 5.84

**DICISION RULE:** states that if  $\chi^2$  calculated is greater than  $\chi^2$  tabulated, the null hypothesis should be rejected and the alternative hypothesis should be accepted and vice versa.

**CONCLUSION:** since  $\chi^2$  calculated is greater than  $\chi^2$  tabulated, the null hypothesis is rejected and the alternative hypothesis is accepted as stated above.

### Hypothesis Three

$H_0$ : The Officialdom Improvements in Nigeria do not make adequate provisions towards Management development in Nigeria.

$H_1$ : The Officialdom Improvements in Nigeria make adequate provisions towards Management Question 17 is used to test this hypothesis

OPTION	FO	FE	FO-FE	(FO-FE)-2	$\frac{(FO-FE)^2}{FE}$
Strongly Agree	15	8	7	49	6.13
Agree	10	8	2	4	0.5
Strongly disagree	12	8	4	16	2
Disagree	3	8	-5	25	3.13
Undecided	-	8	-8	64	8
<b>Total</b>	<b>40</b>	<b>40</b>			<b>19.76</b>

$\chi^2$  Calculated = 19.76

Level of significance = 0.05 and degree of freedom (5-1)(2-1)n=4

Therefore,  $\chi^2$  tabulated is equal to 5.84

**DICISION RULE:** states that if  $\chi^2$  calculated is greater than  $\chi^2$  tabulated, the null hypothesis should be rejected and the alternative hypothesis should be accepted and vice versa.

**CONCLUSION:** since  $\chi^2$  calculated is greater than  $\chi^2$  tabulated, the null hypothesis is rejected and the alternative hypothesis is accepted as stated above.

### CONCLUSION

Undoubtedly, the Officialdom is indispensable institution of the state. It has significant role to play in enhancing sustainable development through effective policy formulation and implementation. To this effect, successive government in Nigeria has made cogent steps to Improvement the Officialdom in order to improve its structure and operational performance. The Improvements therefore has positive impact on the performance of civil servants because it improve administrative and operational performance the Officialdom, contribute to efficiency and effectiveness of civil servants and most importantly, Officialdom Improvements has significant impact on Management development in Nigeria. In addition it was discovered that the various Improvements take care of staff training and development needs

However, the Improvements have not facilitated considerable improvement in human resource development in the Officialdom, this is as a result of the fact that the various Officialdom Improvements did not take adequate care of training needs, Officialdom reward and compensation and Failure of most of the Improvements to take care of staff

motivation in the Officialdom. Besides, Poor implementation is one major factors that affect the effectiveness of Officialdom Improvements in Nigeria as a result of Lack of personal will and commitment to implement the provisions of the Improvements affect effectiveness of Officialdom Improvements

Nevertheless, it can be concluded that Eradication of excessive political interference, Proper implementation of the provisions of various Improvements and taking care staff training need in future Improvements would enhance effective human resource development in the Nigerian Officialdom

## RECOMMENDATIONS

**In relation to the findings of this study, the following recommendations are put forward**

First, One of the factors affecting the effectiveness of civil Improvements in Nigeria is poor implementation of the provisions of the Improvements; therefore, it is imperative that the provisions or recommendations of Improvements are properly implemented. Specifically, the civil servants should be committed to implementing Improvements to the letter

Second, Subsequent Improvements in Nigeria should take adequate care of civil servants training, as such, proper provisions should be for the training and retraining of civil servants. This would facilitate human development in the Officialdom

Third, the officials that would be constituted to undertake Officialdom Improvements should be people who have vast knowledge and experience of the Nigerian Officialdom. They should be people would understand the needs and necessity of the civil servants in terms of human development

Fourth, Adequate motivation and financial reward would motivate civil servant in implementing provisions of Improvements in Nigeria, therefore, employee motivation and reward system should be given top priority in the subsequent Improvements

Fifth, unnecessary political interference in the running the country Officialdom should be minimized as this would allow the Officialdom to operated and administer strictly in line with the ethics of Officialdom

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