
The Ecology of Recruitment and Selection of Personnel in the Federal Civil Services of Nigeria

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ABSTRACT The existence of government carries responsibilities of not only maintaining law and order, but also ensuring that life and living is made comfortable for the majority of citizens in a country. In discharging these equalization functions, a number of structures and institutional factors often combine to define and chart a fairly extensive and complex role for government. This is the reason why every government is ever compelled to employ the best materials (personnel) available so that, that symbiotic relationship of social contract between government and the governed is maintained. This paper argues for the fact that the Nigerian government has to grow beyond that level of primordial sentiments in the making and implementation of rational recruitment and selection policies, if she really wants to achieve success in governance and administration. With the Weberian prescriptions of the ideal bureaucracy underlying the foundation for this paper, it is posited that for governments to operate the most efficient administrative organization that would be beneficial to all, her recruitment and selection policies into the civil service should be unfettered. It should also be capable of absorbing the best qualified, technically competent, disciplined and committed personnel that would in turn help government to achieve the goals of governance and administration.

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