

The Impact of Rules and Regulations on Personnel Performance in the Unified Local Government Service of Nigeria

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ABSTRACT Local government in Nigeria occupies the third level of government. It is saddled with the responsibilities of rural transformation, the delivery of social services and the exercise of democratic self-government. The personnel employed in this level of government have to perform with bodies of rules and regulations for it to be able to achieve its corporate objective and for productivity to be positively impacted upon. But, because of the cumbersome atmosphere under which civil servants operate in Nigeria, rules appear not to work. This greatly affect productivity. The elements that serve as rules and regulations will be critically examined against the backdrop of the impact of these rules and regulations on personnel performance. This would be done by adopting the classical school of analysis to examine the various stages that this level of government have undergone in the history of governance in Nigeria. The bottomline is to recognize that rules and regulations that they have their jobs to protect. Therefore the type of rules and regulations that will guarantee efficiency in performance should derive from the environment rather than for it to be imposed by the central government.