

Bureaucracy as a tool for effective productivity in the organisation

(A case study of kwara state Polytechnic Ilorin)

BY

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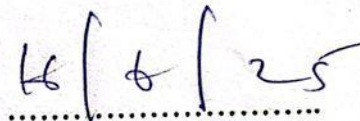
MAY, 2025

CERTIFICATION

This is to certify that the research works carried out by AHMOD FAIDAT ABIDEMI has been supervised and approved as meeting the requirement of the Department of public administration, Institute of Finance and Management Studie (IFMS) Kwara State Polytechnic, Ilorin for the award of Higher National Diploma (HND) IN (Public Administration).



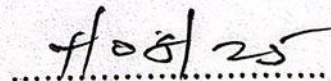
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MR. MUHAMMED A.



DATE



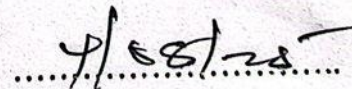
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MR. A O OLOWOOKERE



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HOD.
MR. SERIKLA.



DATE

DEDICATION

This project is dedicated to Almighty Allah the merciful and protector of my life. And to my irreplaceable parent **MR. AND MRS. AHMOD** and to all my family and also to my supervisor **MR. MUHAMMED A.** For not letting me down and for the support and guiding on the project.

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When kindness cannot be returned it should be appreciated and passed to others. My profound gratitude goes to Almighty Allah the creation of all creatures, the intelligent who sought intelligence from none, the knowledge who seek the knowledge from just himself, the beginning and the end, who granted me wisdom, knowledge and understanding and who had it possible for me to embark upon and complete this project work.

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ABSTRACT

This study examines the role of local government in community transformation in Nigeria, with a focus on Ilorin South Local Government Area of Kwara State. As the third tier of government, local government is strategically positioned to facilitate grassroots development and promote socio-economic transformation through effective governance, service delivery, and participatory democracy. The research investigates how Ilorin South Local Government has contributed to infrastructure development, healthcare, education, and youth empowerment within its jurisdiction. Utilizing both primary and secondary data sources, the study employs qualitative and quantitative approaches to assess the effectiveness of local government policies and programs. Findings reveal that while efforts have been made to enhance community development, challenges such as inadequate funding, political interference, and capacity limitations hinder optimal performance. The study concludes that strengthening institutional frameworks, improving fiscal autonomy, and fostering community participation are essential for maximizing the transformative role of local governments. The findings offer valuable insights for policymakers and stakeholders committed to sustainable local development in Nigeria.

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CHAPTER ONE

1.0 BACKGROUND OF THE STUDY

1.1 INTRODUCTION

The performance of most organization both the private and public sector are mostly depends on organization structure. Bureaucracy in any organization brings efficiency and effectiveness to that organization as a method of organization design. Bureaucracy was popularized by max weber in 1922 in his work "the theory of social and economic organization" According to him, bureaucracy means office power, because it adopted its name from French "bureau" in French it means office while "cracy" being anglicized Greek word for power. The two words now join together (bureaucracy) means office power.

Max weber became father of the day he gave definite meaning to that organization system. Bureaucracy which is the same with public service organization is characterized with highly degree of specialization between the service and department. The bureaucracy approach to organization design is highly intended to control the affairs of organization structure by ensuring a high level of predictability in every workers behavior.

Through the application of general roles and procedures, the bureaucratic system ensure that the workers and as well as the customers of the public services receives fair treatment.

Bureaucracy as the traditional approach to public service postulates a system based on the legitimacy of control by the superior and the obligations of obedience by in nature and enforced by a system of sanction or reward.

Ralp, (2001:84) opined that the word bureaucracy is always in mixed and confused with red rape. This has brought untold hardship to a good number of

people who want to express their views on either bureaucracy or red rape. For him bureaucracy is a form of organization that possesses certain special structural characteristic designed to maximize efficiency in pursuit of established goals. He went further to state that the most important structural characteristics are a permanent class of civil servants with clearly defined duties, whose authority is officially fixed by law and record keeping so that past decisions can be used as the basis for future administrative actions.

The result is a system of administration that can provide routine,uninterrupted services where officials are prove to emphasize operational effectiveness and relational behavior over other organizational values.

Inejiamazu,(1996:9) sees bureaucracy as an organization with a hierarchy of paid, fulltime officials who form a chain of command.

He reiterates that bureaucracy is often formed when people or individuals engage in some collective effort to achieve some collective goals.

Vieg (1989:55), says in free translation that bureaucracy means “ desk government" or management by bureaus" that is it denotes the sum total of the personnel apparatus and by which an organization manages its work and accomplishes its purpose. The organization may be public or private, commercial,educational or ecclesiastical, but if it is of any size, it must be bureaucracy.

Davis (1949:66) took structural views of bureaucracy as an organization.He used the term for denoting "an integrated hierarchy of specialized offices defined by systematic rules an impersonal routines structured wherein legitimized authority rest in the office and not in the person of incumbent.

Blay andmayer (1966:161) lays great emphasis on functional aspect of bureaucracy. They defined bureaucracy as organization designed to accomplish

large scale administrative rank by systematically co-coordinating the work of many individuals.

Webster's third international dictionary (1971) defined bureaucracy as a system of administration marked by constant striving for increased functions and power by lack of initiative and flexibility, by indifference of human needs or public opinion and by a tendency to defer decision to superior or to impede action with red tape. The body of officials that gives effect to such a system.

1.2 STATEMENT OF THE PROBLEM

As bureaucracy a tool for effective performance in the public sector, effort are not made to set pace or tempo for measurement, type and basic uses of organization relevant for varying level of effectiveness and efficiency requirement in the organization, this study is therefore intends to solve the problem.

However, the empirical investigation of the study was based on the academic situation using Kwara State Polytechnic as a case study.

1.3 AIMS AND OBJECTIVE OF THE STUDY

Bureaucracy is purposely chosen as a focus to its importance to an organization. I therefore see this as paramount to the understanding of organization performance with particular reference to Kwara State Polytechnic Ilorin.

The aims and objectives of this study includes:

- To examine the meaning, nature and scope of bureaucracy.
- To examine the bureaucracy structure of Kwara State Polytechnic Ilorin.
 - To examine the area where more bureaucratization will be needed and where it should be limit for effective performance.
- To examine the perorative given to bureaucracy.

Above all mentioned to exams the nexus between bureaucratic organization performances.

1.4 SIGNIFICANCE OF THE STUDY

The study is important in the following ways: the study helps to confirm that bureaucracy is paramount until in any formal establishment.

The study throws more light on the role of bureaucracy as tools for effective performance of an organization. Furthermore, the study also serves as a foundation for further studies in social science field. Ultimately the study will help to improve performance in the public sector and contribute to academic development.

Above all stated, the study will help to contribute towards societal advancement.

1.5 SCOPE AND LIMITATION OF THE STUDY

The scope of the study is limited to bureaucracy as a tool for effective performance in the public sector, with particular reference to Kwara State Polytechnic Ilorin.

And also the limitation of this research work is time constraints, financial constraints is another problem as additional page could not be added, owing to financial incapacitation.

1.6 ORGANIZATION OF THE STUDY

Chapter one comprise of background, introduction, aim of the study, the importance of the study, research methodology, scope of the study, definition of terms used and organization of the study. Chapter two deals with literature review. Chapter three deals with methodology of research, Chapter four deals with

interpretation of data and analysis, brief history of kwara state polytechnic,Chapter five comprise of summary, recommendation and conclusion.

1.7 DEFINITION OF THE TERMS

Bureaucracy:-combination of French and Greek words meaning office power.

Effectiveness: - according to oxford dictionary it means the state of quality of being able to perform or have an effort or being able to bring the result intended.

Efficiency: - according to oxford dictionary it refers to a state of quality of efficiency in task performance in practical application to public services.

Public sector: - it means what is generally referred to as government service which includes the civil service government parastatals.

Public service: - the public service include the government parastatals or government companies or corporation, public utility or social service oriented,state owned companies and mixed economy.

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CHAPTER TWO

LITERATURE REVIEW

2.1 INTRODUCTION

Bureaucracy: according to max Weber it means office, it comprised of two different languages in meaning "bureau" a French word for office while "cracy" being anglicized Greek word for power.

Bureaucracy which as a tool for effective performance of public sector is immersing important, due to the nature of public sector. Max Weber (1922) was the German political sociologist who seeks the organization of the society.

Bureaucracy which is synonymous with public service organization is characterized with highly degree of specialization between the service and department.

Bureaucracy as conceptually used in public administration is of ten associated with conduct of public affairs and the activities of public officials.

Therefore, bureaucracies are found in political religious, business, military, educational and other organizational effectiveness mark weber, (1947:196) conceives bureaucracy to emotion, which its description is incomplete; in many aspects, as a way of life, Weber indicated that bureaucracy involves a clear cut division of integrated activities which are regarded as duties inherent in office. To him, human organization without structures, stability and order, man created bureaucracy.

Herbert hicks and gullet cited in (okpata, 2004:74) referred to bureaucracy as a label, and not epithet, bureaucracy denotes an integrated hierarchy of specialized offices, defined systematic rules an impersonal reutilized structure wherein, legitimized authority rest in the office and not in the person of the incumbent.

Adebayo,(1981:18) stated that bureaucracy appeared to have acquired an opprobrious meaning, and odious connotations hence it is associated with inefficiency, lack of initiative, unintelligence rigidity in approach to human problems, and downright stubbornness on the part of official.

This impression is very particular to Nigeria civil service and indeed has gained permanent in recent times and has so manifested in the way civil servants went about their business.

In the same vein dimock (1969) cited in (okpata 2006:731) identified bureaucracy with institutions and simple family relationships; stage of development in which division of labour specialization, organization, hierarchy, planning and regimentations of large groups of individuals either by voluntary or involuntary methods are the order of the day.

According to V.S.P RAO in Nwizu (200:97) the word “bureaucracy” implies an organization characterized by rules, procedures impersonal relation, and an elaborate and fairly rigid hierarchy of authority responsibility and relationships. In simple terms, it implies the most efficient and rational organization in which there is clearly defined hierarchy of offices, each office with a clearly defined area of jurisdiction, each office filled by an individual tested to possess the highest technical qualifications and the entire set of office linked together by a system of rules, procedures and impersonal relationships.

Coser and Rosenberg (1976:68) defined bureaucracy as that type of hierarchical organization which is designed rationally to co-ordinate the work of many individuals in pursuit of large scale administrative tasks.

Bureaucracy according to hynaman (1980:102) is a form of organization superior to all other we know or can hope to afford in the near and middle future,

the chances of doing away with or changing if probably none is in existence in this century.

Mbawike (2003:78) defined bureaucracy as any large organization that operates under division of labour, hierarchical structure, formal rules and regulation, impersonal rational relationship and competence as a basis of employment. She further stated that the superior effectiveness of bureaucracy, its capacity to coordinate large scale administrative task, and superior efficiency are the expected results of its various characteristics as outlined by Weber the acknowledged chief proponent.

Sergioranni and Starrat (1990:225) in their contribution, further asserted that bureaucracy provides us with order lines and efficiency, while the cost are in its deterministic programming character which often result to rigid impersonal organizational structures.

Stillman (1998:49) in their contribution, further asserted that bureaucracy provides us with order lines and efficiency, while the cost are in its deterministic programming character which often result to rigid impersonal organizational structures.

Stillman (1998:49) argued that bureaucracy as the general formal structural elements of a type of human organization particular the collective personnel and structures of a governmental organization. He maintains that bureaucracy has both good and adverse qualities, and sees it as a neutral term rather than as a hostile negative trait of large organization.

Finally, having looking at bureaucracy by different authors, the researcher have it that bureaucracy is a situation in an organization where people are paid for full time work and is done collectively to achieve collective results.

2.2 THEORETICAL FRAMEWORK

The bureaucracy approach to organization design is highly intended to control the affairs of organization structure by ensuring a high level of predictability in every workers behavior. Max Weber further explains bureaucracy as a way of administrator, organization large number of people who need to work together. Public and private sector rely on bureaucracies to function.

Max Weber who happens to be a sociologist in his book defines bureaucratic officials as the following.

- (a) He is personally appointed for his position on the basis of conduct.
 - (b) He exercise the authority delegated to him in accordance the impersonal rules and regulation and his loyalty is enlisted on behalf of the faithful execute of his official duties.
 - (c) His appointment and job placement are dependent upon his technical qualification.
- (d) His administrative work is a full-time occupation.
 - (e) His work is rewarded by regular salary and prospect of advancement in a life time career.
 - (f) Bureaucratic control is the use of rules, regulation and formally authority to guide performance. It includes such things as budget, statistical report and performance appraisal to guide or regulate behavior and result. It is formalistic in nature and enforce by a sanction and reward.

EFFICIENCY: - Efficiency refers to as state or quality of being in task performance in practical application of public service. It refers to an input and output relationship of an organization, that is maximum work achieve for minimum input of energy or resources. In the other word, efficiency cannot

success in accomplishing and intended goal. The efficiency of the behavior is the ratio of the result obtainable which are alternative to the give behavior.

It relates specifically to the ability to perform. It implies the ratio of input and output effort and result, expenditure, income, the lost and resulting measure. The efficiency of behavior is the ration of behavior. Efficiency related specifically to the ability to perform something successful it must however be clear that efficiency also means the high output or a low input ratio.

PUBLIC SERVICE:- Public service includes the government companies or corporation or social services oriented. Public service refers to as distinguish section of the nation economics operation that are functions under the control of the state including institution such as civil service, the judiciary, the police and the armed force, the prison service, public corporation, State institution, the teaching service and the local government councils.

MERIT AND DEMERIT OF BUREAUCRACY IN PUBLIC SECTOR

The importance and bureaucracy arises from the size and complexity of modern society or organization. They make it necessary to be administered by impersonal and rational rules arriving at maximum efficiency and it is therefore superior to the form of organization.

MERITS

EFFICIENCY:- Bureaucracy as a tool for effective performance the public sector, because it ensure maximum control of performance and behaviors of the public service workers and this reduce deviation of the state and leads to optional attainment of organization goals.

PRECISION:- Bureaucracy ensures precision of the channel communication and rigid application of sanction and also ensures timeline performance of the public service.

STABILITY: - With clear outlines of authority for operation the bureaucratic form of organization guarantees the highest form of organization.

DEMERITS

RIGIDITY BEHAVIOURS: These are lack of flexibility in behavior pattern, which reflect in dealing with people outside the organization.

COSTLY IN NATURE:-In the sense that it obtained large number of employee and many too many people perform a single function.

IT IS ISOLATED:-And this makes people to neglect their work.

2.3 CURRENT TRENDS IN THINKING.

Under current conditions, the problem of bureaucracy magnified further but the institution still remains, is the delay which produce the out org against an administration under the name of bureaucracy.

We have to note that bureaucracy is not a peculiar to government alone but the institution and establishment whose size has grown to the point at which the whole machinery's become complex e.g. industry exist where there is a large scale of organization.

2.4 SUMMARY OF THE CHAPTER

Bureaucracy as a tool for effective performance of the public sector. Bureaucracy is define as a type of organization design to accomplished large scale administrative tasks which co-ordinate the work of a large number of people in a systematic manner. It is usually the term applied to a system of government the control of which is completely in the hand of officials that their power over ride the liberties of the administrative instrument or machinery which exist in each modern political community, for the attachment of the community social objectives. It is also refer to as the traditional or classical approach to

administration, postulates a system based on the legitimacy of control by superior and obligation of obedience by subordinates

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CHAPTER THREE

RESEACH METHODOLOGY

3.1 INTRODUCTION

This chapter is basically insisting of research method introdu8ctiomn,sample and population of the study, sources of data collection instrument,method of data analysis and as well as research problems. The table presented in this chapter and analysis of data was made possible with the aid of respondent who respond to the questionnaire that were distributed.

3.2 SAMPLE AND POPULATION OF THE STUDY

The population selection of this study involved searching a variety of sources in order to identify the bureaucratic as a tool for effective performance in the kwara state polytechnic.

Senior officers and directors of kwara state Polytechnic were considered as the population of study as they are the most appropriate of their unit.

From the total population, a sample size of 6 executive directors and 24senior officers were randomly selected. Data was primarily sourced through mailed questionnaire. A well structured questionnaire with response rated on 7point likert. Scale was sent to selected senior officers and directors.

3.3 SOURCES OF DATA/DATA COLLECTION INSTRUMENT.

In the course of carrying out this research work there are two types of sources of data collection that were employed. Which include

- (a) Primary sources of data collection and (b) Secondary sources of data.

By primary sources of data, I refers to personal interview, questionnaire, observation and centre on area of interest and importance of this study.

By secondary sources of data, I refer to book, journal and magazine and as well as news paper.

3.4 METHOD OF DATA ANALYSIS

The methods used in analyzing the data collected were descriptive and inferential statistics. The descriptive method was used in presenting characteristics of respondents; simple regression was used as an inferential statistic tools to validate the hypothesis stated for this study.

Out of fifty questionnaires that were distributed only thirty respondents were responded to the questionnaire and the data analysis and presentation were based on those thirty.

3.5 RESEARCH PROBLEM

In the course of carrying out this work the problem encountered was non availability of secondary data kwara state polytechnic office of statistics, this is why the researcher uses the secondary data from library studies to supplement the primary data

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CHAPTER FOUR

DATA PRESENTATION/ANALYSIS AND INTERPRETATION FINDINGS.

4.1 INTRODUCTION

This chapter is basically consisting of introduction, data presentation and analysis as well as organization structure. The tables presented in this chapter were made possible with the aid of respondent who represented to the questionnaire that were disturbed, out of seventy questionnaires that were distributed only fifty respondents were responded to the questionnaire and data presentation and analysis were based in these fifty.

4.2 BRIEF HISTORY OF THE CASE STUDY

Kwara State by then had no institution of higher learning to provide middle level of man power for her development process. By 1972, Kwara State government, which was then known as kwara state college of technology, established by edict objectives of training middle level of man power for the acceleration of bureaucratic organization.

The philosophy proposed for polytechnic was to combine commercial production of goods and service with training.

To new generation of technicians and technology whose district attributes would be self-reliance and prepare to set up their own business either individually or cooperatively generally accelerate economic development in kwara state.

The governor of kwara state officially changed the name of the institution from kwara state college of technology to kwara state polytechnic of Ilorin in 1987. The polytechnic was planned to cater for 1,000 students, but now cater for about 13,000 students with about 2,000 staffs both teaching and non-

teaching staffs of various grade made up of lecturers, administrator personnel, accountant, professional Liberian, engineer, medical personnel, security officer, hall officer, cleaners, messengers, drivers and craftsman

4.3 PRESENTATION OF DATA

Table I: Distribution of respondent by sex.

SEX	NUMBER OF RESPONDENT	PERCENTAGES
MALE	34	68%
FEMALE	16	32%
TOTAL	50	100%

Source: Researcher's Field Survey 2025

The table presented above showed the distribution of respondent by sex in which thirty four were male while sixteen were female.

Table II: Show the distribution of respondents by age

AGE	NUMBER OF RESPONDENTS	PERCENTAGES
21-30	6	12%
31-40	29	48%
41-50	10	20%
51 AND ABOVE	5	10%
TOTAL	50	100%

Source: Researcher's Field survey 2025

The table ii presented the number of respondent by age in which six people fall between the age of twenty-one to thirty, twenty-nine people fall between the age of thirty-one to forty, ten people fall between the age of fifty-one and above.

Table III:Shows the distribution of respondents by marital status

MARITAL STATUS	NUMBER OF RESPONDENT	PERCENTAGES
MARRIED	28	56%
SINGLE	14	28%
DIVORCE	8	16%
TOTAL	50	100%

Source: Researcher's Field survey 2025

The table iii above presented the number of respondents according to their marital status, in which the twenty-eight people fall to married categories while fourteen people fall to single categories and eight people fall to divorce categories Table IV: Shows the salary distribution by salarygrades.

LEVEL	NUMBER OF RESPONDENTS	PERCENTAGES
BELOW 07	15	30%
01-13	25	50%
13 AND ABOVE	10	20%
TOTAL	50	100%

Source: Researcher's Field survey 2025

The table iv above presented the distribution of respondent by their salary grade level. Fifteen people fall below of grade, twenty-five people between of 07to thirteen while tea people fall between grade levels thirteen and above.

Table V: Shows distribution by education qualification

EDUCATION QUALITY	NUMBER OF RESPONDENTS	PERCENTAGES
SSCE'O'LEVEL	0	0
DIPLOMA	15	30%
BACHELOR DEGREE	20	40%
MASTERS	15	30%
OTHER	0	0
TOTAL	50	100%

Source: Researcher's Field survey 2025

Table v above presented the education qualification of the respondents out of fifty respondent that were responded to the questionnaire fifteen possessed diploma as their qualification, twenty people were bachelor degree and master holders were fifteen people and nothing else again.

Table VI: This table asked the question that: is it true that performance most organization depends on their organization structure or not

OPINION	NUMBER OF RESPONDENT	PERCENTAGES (%)
Yes	48	96%
No	2	4%
Total	50	100%

Source: Researcher's Field survey 2025

The table vi above presented the number of respondent that were responded t the question asked that is true that the performance of most organization depends on the organization structure or not. Forty - eight people opinion were yes,while only two people opinion is No.

Table VII: Asked question that on which of the following authoriies that fit the organization of Kwara state Polytechnic?

KINDS OF AUTHORITY	NUMBER OF RESPONDENT	PERCENTAGES(%)
Traditional Authority	29	50%
Characteristic Authority	14	28%
All of the above	7	14%
Total	50	100%

Source: Researcher's Field survey 2025

From the table above. Out of fifty people, twenty - nine people were responded to traditional authority, which fourteen people were respondent to Charismatic kind of authority, then seven respondent responds to all of the above The table VIII: Asked the question on which of the following is the common course of student crises in Kwara state polytechnic?

CAUSE OF CRISIS	NO OF RESPONDENT	PERCENTAGES (%)
Lack of basic amenities	0	0
High cost of school fees	0	0
Inadequate transport system	0	0
All of the above	50	100%
Total	50	100%

Source: Researcher's Field survey 2025

Table viii presented the number of respondent who responded to the question on the following pint listed above of which al the fifty respondent were responded to the support of all the above causes of the student crisis in kwara state polytechnic

Table IX: Asked question on which of the following communication listed below should be adopted in the sector

Kinds of communication	No of respondent	PERCENTAGES (%)
Upward Communication	19	38%
Downward communication	10	20%

All of the above	21	42%
Total	50	100%

Source:Researcher's Field survey 2025

The table ix above presented the number of respondent who responded to the question asked on which kind of communication system should be adopted in kwara state polytechnic. Out of fifty respondent nineteen people were responded to upward communication system while ten people responded to downward communication system and twenty one people were responded to all of the above.The table X: Which is the last presented the number of respondent who responded to the question that is the lack of bureaucracy contribute to the under development of an organization.

OPINION	NUMBER OF RESPONDENT	PERCENTAGES (%)
Yes	50	100%
No	0	0
Total	50	100%

Source:Researcher's Field survey 2025

The table x above presented the number of respondents who respondent to the question that is lack of bureaucracy contribute to underdevelopment of an organization. And the while fifty respondent were accepts that Yes and there is No respondent whose opinion is No.

4.4 TESTING OF HYPOTHESIS

Ho iii-incorporation of effectiveness and efficiency into an organization theory is not ideal

Hi ii-incorporation of effectiveness and efficiency into an organization theory is ideal

The above hypothesis tested using response to OT 6-10

Table analysis - idealness of incorporation effectiveness and efficiency to an organization

CUSTOM	OBSERVE	EXPECTED	(O3-ES)	(O3 - E)
	RESULT (OR)	RESULT (ER)	2	2/ES
6	20.00	17.00	9	0.53
7	15.00	17.00	9	0.24
8	20.00	17.00	9	0.53
9	15.00	17.00	4	0.24
10	15.00	17.00	4	0.24
			X2	1.78

Setting the confidence level of 95% degree. The degree of freedom is $V=k$

-1

Where

V degree of freedom

K=the class observation

Hence;

$V-1=4$

=0.5 since confidence level is 95%

$X^2_{.05}=9.488$

The critical value is 9.488 since chi-square value is lower than the critical value, the null hypothesis cannot be safely reflected.

4.5 SUMMARY OF THE CHAPTER

This chapter concern itself with presentation of analysis and interpretation of findings, introduction, testing of hypothesis and as well as summary of the chapter.

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CHAPTER FIVE

SUMMARY,CONCLUSION AND RECOMMENDATIONS

5.1. SUMMARY OF FINDINGS

This study had enable appraisals existing problems as associated with traditional approach to organization performance of kwara state polytechnic. It also take a look at some hypothesis to provide basis for scientific conclusion thus this study had provided a sound research methodology which examine bureaucratic a tool for effective performance in kwara state polytechnic in its literature review. The hypothesis testing and result findings were so merged in empirical investigation that the study is watershed on its own.

5.2 CONCLUSION

Bureaucracy is undoubtedly and immensely important as a toll for effective performance in the public sector due to its form and nature. These therefore make it necessary for public sector to operate bureaucratic system as indubitable measure to attain efficiency and effectiveness in the sector.

These have necessitated the intensification of the public sections procedures to enable and ensure that the system permits or reduces all these form of lapses to their minimum level. These types of malpractice include falsification in account,defrauding of government of contract award, negligence of duties, truancy,embezzlement and corruption,etc.

The establishment of may form of pietism of organization to many officers,thereby giving room for satisfaction of work from the staff, and all in line with effective performance which are actually in operation in the public section;however,all these misconducts and malpractices are yet to be wiped-out.

5.3 RECOMMENDATIONS

From the foregoing research work, it reveals that where more attention is needed to given.

It is evidence that various type of malpractice do occurred in the public sector and a lot of them have been going on undetected and where some are detected, there have been little or no response to its rectification on the part of authority concern. This has necessitated the intensification of the public sector procedure to enable it permit or reduce it to its minimum level. This type of malpractice such falsification of account, defrauding of government pursue by workers, inflation of contract award etc.

The establishment of many firm of pietism of organization to many officer thereby given no room for satisfaction of work from the staff and all in line with effective performance where are actually in operation in the public sector,however all the these are yet to minimize.

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