



The Nexus between Personnel Management and Local Government Administration in Ado Ekiti

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Abstract

The study examined the role of personnel management in the provision of local government services in Ado-Ekiti local government area and evaluated the contribution of personnel management tools to the success of local government service delivery. It also identified the relationship between personnel management and local government administration in Ado-Ekiti local government area of Ekiti State; this was done in an effort to assess the relationship between personnel management and local government administration. Both primary and secondary data were employed. Interviews and the administration of questionnaire were used to gather the primary data while textbooks, online resources, journals, newspapers, and official documents were used to gather secondary data. The data were statistically analyzed and the study found that successful and efficient strategic management plans increase the administration of services at local government. It also revealed the significance of employee motivation, training and development, and the maintenance of safe working conditions contribute to effective service delivery at the local government. The study suggests strengthening regulatory capability, upholding worker development and training rules, increasing financing for training and development initiatives will strengthen the service at the local government. The study concluded that the local government of Ado-Ekiti has a significant relationship between personnel management and the provision of services.

Keywords: *Personnel, Management, Administration, Service Delivery, Training and Development*

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Introduction

Local government system was created specifically to bring government closer to the general populace. The local government administration in Nigeria underwent revisions as a result of the need to increase the system's effectiveness and viability. Despite these improvements, the system has not yet produced the anticipated results, particularly in terms of modernizing rural communities, or stopped Nigeria's rampant corruption. In fact, the area of personnel management is one where the system has experienced significant disruptions. Many workers' low morals have been reinforced as a result, which has led to low productivity, favoritism, and corruption. Therefore, careful adherence to the accepted guidelines for appropriate personnel placement in all local government departments is required in order to sanitize the system (Isabemoch, 2010).

The most strategic and powerful resource in any organisation is personnel management, which has not gotten the needed professional management to achieve local governments' goals in contributing to national development. Therefore, poor performance on the part of local government employees frequently leads to stagnant national development. Because of this, the place of local government in the growth of the country has always been a topic of debate. When administrative deficiencies are linked to development issues, the situation gets worse since they make it difficult to design and carry out government programmes and supply social services in an efficient and effective manner (Peter, 2015).

Statement of the problem

In public administrative management, such as local government administration, personnel management is frequently given little to no attention while being a crucial tool. Personnel are essential to every organization's success and expansion, whether it be public or private. A brief examination of local government service delivery in the state epitomizes the fact that they view human management practices as being irrelevant, which prevents them from operating at their best. It seems sense that local administrations in the state rely on government funding. The knock-on effect of inefficiency is the inability to support the expansion of local government.

Research Questions

The following questions are to be answered by this study:

1. What is the relationship between personnel management and local government administration?
2. What is the relationship between local government personnel management and improving local government administration?
3. What is the effect of manpower development on local government administration?

Objective of the Study

The objectives of the study are to:

1. identify the significant relationship between personnel management and local government administration;
2. examine the role of personnel administrative unit in local government administration;
3. assess the effect of personnel management tools to the success of the local governments in the state.

Literature Review

The idea of "management," which research has shown to be as old as mankind, cannot be traced back to a specific beginning. But many scientists and researchers have come to take the word

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management seriously throughout the years. "We have heard so much talk about management over the last few years that many people start wondering if the management is a modern-day phenomenon that is not known in the past when schools, a church, a municipal administration, or even businesses collapse," says Umos (2000) in his contribution to the issue. Since managers and thinkers come from a variety of backgrounds, management has many different definitions and meanings. When people began to collaborate towards outcomes that were beyond the scope of individual endeavor, management as a strategy also has a long history. In other words, the practice has been around for a while. There is, however, an intermediate discipline. There is likely to be a common thread among most of the managerial definitions that the researchers have shown. In reality, as professionals and philosophers interpret concepts like management from their broad perspective or perspectives, it is never easy to get to a totally accepted definition of those terms.

According to Eze (2002), management is a philosophy that focuses on reason and order in structured environments. He understood a manager's role to be all about how work is structured and organized, with the responsibility for maintaining order and rationality by outlining tasks, setting objectives, and leading organizational members toward those objectives in a way that is free of chaos and irrationality (through command and control).

How work and organizations can be handled more effectively is central to the traditional management perspective. The scientific management approach, the administrative management approach, and the bureaucratic management approach are among the three ways he further classified management methods.

Men and women, young people, and seniors who generate goods and services make comprise an organization's workforce and are Ndiomu's most valuable resources (1992). Every company's ability to achieve its objectives is largely based on how well-organized, motivated, and resourceful it is. The statements made by human resources managers, practitioners, and others emphasize the value and critical role of the human element in the business.

Everywhere in the world, the expediency of local government creation is driven by the need to encourage grassroots development. The importance of local government depends on its ability to promote a sense of belonging, safety, and contentment among its constituents. All political or governmental systems have worked to achieve this goal up until this point. Such a strategy for guaranteeing advancement in national administration and political effectiveness is contained in the notion and practice of local government. Regardless of the type of government, it has long been held that local government serves as a vehicle for and a guarantee of governmental administration, progress, and unity at the national level. However, the development of the system depends on local government's capacity to offer a channel through which the two can connect, communicate, and more quickly than through any other manner, resolve or dissolve tensions that may have inflamed the system. There is a misconception that local government is able to address every issue brought on by the broad diversity of people and cultures.

Despite the historical importance of this level of government, there seem to be a number of roadblocks that have recently complicated its operations. These challenges range from political, but excessive, government interference to a lack of enough qualified personnel. Usman (2010) claims that local government is a form of local public administration entrusted with fostering a deeper relationship between the general people and the state and federal governments. But he

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said that a careful assessment of local governments in Nigeria now reveals essentially the same circumstance: that they are functioning in the federal government's shadow, which has resulted in the system's utter failure.

Research Methodology

The survey is designed in a simple and descriptive manner. Osuala's survey design (2001) focuses on people and their opinions, beliefs, motivation and behavior. The design was deemed appropriate because this study asked respondents in the Ado-Ekiti Local Government Area, Ekiti State, Nigeria for information.

The population of the study comprises 150 local government workers in Ado-Ekiti L.G Secretariat as at the time of this study. The sample for the study is approximated at 100 workers drawn from the population using random sampling technique. The sample was made up of both male and female workers.

Result and Discussion

Response of workers on the difference between effective personnel management and the growth of local government administration

Alternative Response	Frequency	Percentages (%)
YES	12	10%
NO	60	60%
No Idea	8	8%
Undecided	22	22%
Total	100	100%

Source: field survey, 2022

According to the statistical information, 60 out of the 100 employees surveyed, 60%, disagreed that there is a correlation between efficient personnel management and the expansion of local government administration in the Ado-Ekiti local government. Except for 12, 8, and 22 individuals who responded "yes," "I don't know," and "I'm not sure," the majority of the workforce had a different viewpoint. This also equals 12%, 8%, and 22%. Here, the respondents gave a negative response since, in their opinion, local government and personnel development collaborate to advance national development.

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Research question Three

Will training and development have any effect on local government administration services?

Table 3: Response of workers on whether training and development have any effect on local government administration services

Alternative Response	Frequency	Percentages (%)
YES	75	75%
NO	0	0%
No Idea	0	0%
Undecided	25	25%
Total	100	100%

Source: field survey, 2022

According to the statistical data, out of the 100 employees surveyed, 75 employees, or 75%, agreed that local government administration services in the Ado-Ekiti local government are impacted by training and development. Except for 25 employees who haven't made up their minds, who represent 25% of the workforce, other employees had opposite opinions. The respondents in this case responded affirmatively because, in their opinion, training and development will enhance local government administration services.

Research Question Four

Does your local Government council attach importance to effective management of local government personnel?

Table 4: Response of workers on whether local Government council attach importance to effective management of local government personnel

Alternative Response	Frequency	Percentages (%)
YES	65	65%
NO	0	0%
No Idea	25	25%
Undecided	10	10%
Total	100	100%

Source: field survey, 2022

According to the statistical information in Table 4, 65 out of the 100 employees surveyed, or 65%, agreed that the local government council places a high priority on the efficient administration of local government employees at the Ado-Ekiti local government office. While the remaining 25 and 10 employees, or 25% and 10%, respectively, were unsure and uncertain.

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Research question Five

Is there any significant relationship between local government personnel management and improving local government administration?

Table 4: Response of workers on the relationship between local government personnel management and improving local government administration

Alternative Response	Frequency	Percentages (%)
YES	20	20%
NO	55	55%
No Idea	25	25%
Undecided	5	5%
Total	100	100%

Source: field survey, 2022

Out of the 100 employees surveyed, 55 employees, or 55%, said "no," indicating that there is no difference between enhancing local government administration management and managing local government staff in the Ado-Ekiti local government office. While the remaining 20, 25, and 5 employees, respectively, answered "yes," "I don't know," and "undecided," this represents 20%, 25%, and 5%. The respondents in this case responded "No" because, in their opinion, personnel development affects the development of local government administration.

Findings and Discussion

With Ado-Ekiti LGA as the case study, structured questionnaires were utilized to investigate the relationship between people management and local government administration in order to meet the study's objectives. The test conducted, using straightforward percentages to analyze the data gathered, unequivocally established that:

- (a) The LGAs' personnel departments' successful strategic management plans can improve the organizations' ability to deliver high-quality services.
- (b) Employee incentives, promotions, and the maintenance of decent working conditions all contribute to the LGA's increased production and inventiveness.
- (c) The management of workers' welfare in the LGA is impacted by changes in the environment, technology, and social economy.

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Recommendations

Based on the study's findings, the following suggestions were made:

- 1 Employee motivation should be used to improve the working environment and employees' attitudes toward accomplishing organizational goals.
- 2 Promotion and upkeep of good working conditions for employees should be properly observed without prejudice or emotion.
- 3 Human resources managers must avoid and abstain from corruption and bribery.
- 4 To develop human capital for effectiveness and productivity, the local government service commission should host seminars and workshops.

Conclusion

A decent organizational structure does not automatically ensure that a company will operate well because personnel play a crucial role in achieving its goals. Since all of an organization's operations are started and decided by the individuals that make up that organization, personnel is vital to the existence, survival, and development of that organization. Everything that a contemporary company uses—plant, offices, computers, automated equipment, etc.—is useless without human work and direction. This is the reason why the term "personnel" refers to people who are employed by an organization to carry out specific functions, including managing them.

A local government is a level of government below the federal and state governments that is mandated by law to exercise political power through a local council that represents the population in the jurisdiction. Additionally, it is a localized form of public administration tasked with fostering a stronger bond between the general populace and the state or federal government. It entails a commitment to democratic engagement in local government at a philosophical level. The necessity to promote grassroots development is what prompted the foundation of local government. However, its significance depends on its population's capacity to feel a feeling of happiness, safety, and belonging.

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