HUMAN RESOURCES MANAGEMENT PROBLEMS IN LOCAL GOVERNMENT:
AN ANALYTICAL DIAGNOSIS OF THE CASE OF NIGERIA

EKPE, Akpanim N.
Department of Public Administration
Akwa Ibom State University, Nigeria

ABSTRACT

It is common knowledge that local government constitutes the third tier of government in Nigeria’s political system. This constitutional mandate thrusts enormous functions and responsibilities on it. In order to accomplish these tasks, local government system needs effective and efficient manpower resources. This paper conducts enquiry into the challenges responsible for poor quality manpower resources in the local governments. The paper adopts historical DESCRIPTIVE and analytical methods of enquiry and generates data solely from books, journal articles, magazines/news papers and the Internet. Findings revealed that with the advent of the Local Government Reform and the standard scheme of service, manpower challenges in the Nigeria Local Government System will improve significantly. The paper advocates among other things the strengthening of the capacity of the Local Government Service Commission to enable it embark on effective acquisition, utilization and development processes of manpower management in the local government service in Nigeria.

Keywords: Human Resources, Local Government, Employment, Training.