

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background To The Study**

According to the World Book Encyclopedia (2004), Civil Service is viewed as those people employed by the state to manage the activity of the public service of a country. The civil service is bureaucratic in nature and overseen by a commission referred to as the civil service commission. The civil service commission serves as a regulatory body to the civil service which handles the human resource management function. Human resources management involves the planning, managing and implementation of all recruitment, selection, training, development and maintenance of the personnel of the civil service of the state. (Shumen, 2009). The objective of HRM is to effectively deploy and utilize the human resource to meet the organizational strategy as well as meet the needs of its personnel (Shumen, 2009). Therefore, the research seeks to investigate the role of the state civil service commission in the management of human resources in government agencies with a case study of selected ministry in Ebonyi state.

**Statement of the Problem** The civil service commission serves as a regulatory body to the civil service which handles the human resource management function. Human resources management involves the planning, managing and implementation of all recruitment, selection, training, development and maintenance of the personnel of the civil service of the state. (Shumen, 2009) The evolution of HRM in the civil service implies the application of a more flexible pattern of human resources management centered on individual competence and strategic relevance to the goal and objective of the service. Consequently, many state civil services have undergone reform geared at eliminating the strict bureaucratic nature of the civil service which, however, has suffered many setbacks. (Anazodo, Okoye & Chukwuemeka, 2012)

#### **1.2 STATEMENT OF THE PROBLEM**

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planning, managing and implementation of all recruitment selection, training, development and maintenance of the personnel of the civil service of the state. (Shumen, 2009) The evolution of HRM in the civil service implies the application of a more flexible pattern of human resources management centered on individual competence and strategic relevance to the goal and objective of the service. Consequently many state civil service have undergone reform geared at eliminating the strict bureaucratic nature of the civil service which however has suffered many setbacks. (Anazodo, Okoye & Chukwuemek, 2012)

### 1.3 Objectives of the Study

To determine the role of state civil service commission in the management of human resources in government agencies with a case study of selected ministry in Ebonyi state

### 1.4 Research Questions

What is the role of the state civil service commission in the management of human resources in government agencies

What is the level of efficiency of the role of the Ebonyi state civil service commission in selected ministry in Ebonyi state.

### 1.5 Significance of the Study

The study is particularly important in view of the significance of human resources in attaining the goals and objective of the organization. Consequently the study shall elucidate on the role of the civil service commission in the management of human resources in government agencies

The study shall also serve as a valuable source of information

### 1.6 Research Hypothesis

H<sub>0</sub> The level of efficiency of the role of Ebonyi state civil service commission in human resource management in selected ministry in Ebonyi state is low

H<sub>1</sub> The level of efficiency of the role of Ebonyi state civil service commission in human resource management in selected ministry in Ebonyi state is high.

### 1.7 Scope of the Study

The study focuses on the appraisal of the role of state civil service commission in the management of human resources in government agencies with a case study of selected ministry in Ebonyi state

## 1.8 Limitations of the Study

The study was confronted with some constraint which included the logistics and geographical factors.

## 1.9 Definition of Terms

### CIVIL SERVANT DEFINED

A Civil servant is a person employed under the civil service of the state

### CIVIL SERVICE RULES DEFINED

Civil Service Rules refers to the regulations and rules which defines the conduct of the civil servant.

### HUMAN RESOURCES MANAGEMENT DEFINED

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