



Public Sector Management for Sustainable Development in Nigeria

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Abstract

This study seeks to investigate the relationship between effective public Sector Management and sustainable development in Nigeria. The core objective of this study is to find out how effective public sector management can enable us have a sustained and developed nation Nigeria. The issues of fraud, money theft, and many other corrupt practices have increased in recent times in many public sectors across the nation. The qualitative method was employed in this study through the use of interviews. A sample size of six senior staff members in public sectors in Nigeria were interviewed. The findings shows that public sector management in Nigeria could best be carried out through the provision of a quarterly accountability report, the redeployment of the officials of the EFCC and the ICPC in all public institutions in Nigeria, the establishment of a public eye or the whistle blower to help checkmate the activities of public office holders in Nigeria. The paper recommended that the EFCC, ICPC and other anti- corruption agencies should be on the lookout against corrupt practices by office holders and the engagement of staff should be based on competence to ensure sustainable development.

Keywords: Sustainability, Development, Public, Management, Accountability

1. Introduction

The public sector office is the point where public leadership is carried out for the benefits of the citizens. It is the point of decisions making and leadership which brings about negative or positive impact on the people as the case may be. This work aims to fine tune a process through which the act of public leadership can be perfected in Nigeria. Places of decision making for the interest of the masses come with many challenges. To get the best out of this work and to ensure a first-hand information, ten different senior staff members of ten public institutions in Nigeria were interviewed to enable the researcher obtain a face to face suggestions or contributions (solutions) to the problem or challenges encountered in public positions of leadership. Those selected institutions were : Bureau of public Enterprises, Federal ministry of Finance, Federal office of statistics, National planning commission, National insurance commission, Federal ministry of commerce, Ministry of Aviation, Ministry of Environment, Federal ministry of foreign affairs and that of Agriculture. According to Madumelu et.al (2016), "The bedrock of every organization is in the caliber of the management and administration mechanism of such organisation". The kind and method of leadership determines the image of such organisation. The public sector office is supposed to be a place of justice, sincerity, accountability fairness and



openness to all (Madumelu *et. al.*, 2016). It is the centre for taking decisions which may make or mar the citizens in all sectors of the Economy of Nigeria. Development and sustainability can be achieved if people of right attitude, competence and with the aid of accountability and the fear of God takes charge of our dwindling public sector (Ndema, 2016). Accountability is the instrument which serves as a watchdog on all public offices across the nation. When the leaders who occupy those positions of administration are held accountable by the people through a more stringent measure, they will have no choice than to carry out the wishes and yearnings of the people.

The main aim of this paper is to find out how a sustainable development can be obtained through effective public administration of the public sector. The work will seek to know the kind of measures that should be adopted in Nigeria through the act of interviewing 10 senior staff members of the above named federal ministries to bring about this sustainability and national development in the public positions of leadership in Nigeria. Therefore this work will be an eye opener and it will be so significant to the leaders and those who are led on how best they can pilot the affairs of our public institutions to help achieve the desired goal. Therefore this study will seek to dig deep into all the fabrics of the Nigerian Economy to uncover the ways through which sustainability and Economic development can be achieved.

2. Literature Review

Ethelbert (2017) study aimed at challenges facing the public sector management in Nigeria. The study noted in its findings that corruption is not only the dreaded disease limiting the success of public office management rather it also the incompetence, and some other few factors that has retarded the effective success of the public institutions. In its words "despite the assumption that institutional corruption is the only cause of ineffectiveness of public sector organization in an institutionally corrupt society, other Factors that pose as challenges to effectiveness go unnoticed in Nigeria". The study point to the fact that corruption alone should not be seen as the only limiting factor to successful administration of the institutions. Ndema (2022) study centered on new public management approach to public service delivery in Nigeria, and its findings that corruption, incompetence, greed and lack of proper accountability are among the problems limiting the success of public positions of rulership in Nigeria. The study recommended an outright periodic accountability of all individuals who occupy those high places of decisions making for close monitoring. In its words, "the basis upon which public Administration derives its importance is the well-being of the people". Ejere (2012) study looks into accountability in Public Sector management in today's democratic Nigeria, findings reveal that lack of accountability and periodic checks on the activities of public office holders are some of the reasons for ineffectiveness in public institutions. The study recommended an outright periodic checks and accountability on those individuals who preside over those highly exalted offices.



According to Ohiole & Ojo (2015), "It is of great importance that there should be a paradigm shift between the traditional public administration and the new public management, a move from the old ways of handling public administration to the current and better system management of the public offices of authorities". They recommended a complete form of overhauling of public leadership style in Nigeria to pave the way for a transparent and people oriented form of governance in positions of decision making. Osawe (2015) study opined that the act of public sector leadership has found itself in a corrupt situation in Nigeria. The study findings displayed that many challenges such as insincerity, corruption, improper accountability and selfishness have engulfed and overpowered sincere and purposeful Leadership in Nigeria. Therefore recommend the government to charge the establishment to operate with an eagle eye for the public and charged the EFCC, the ICPC and the transparency international to help in tackling corrupt public officers found guilty in any form of selfish act.

3. Methodology

This study was undertaken with the qualitative form of research. It involve the use of interviews on ten different senior staff members of 10 selected public organizations in Nigeria and the responses obtained by the interviewer from the interviewees were grouped and shown in a narrative form for easy understanding as it involved questions and answers session the concerning the challenges related to the aim of this study. The aim of adopting this method is that it enabled the researcher to obtain a first-hand raw ideas and solutions proffered on how best the act of public sector leadership can be carried out to ensure sustainability and development in Nigeria. A time duration of only five minutes were allowed in the questions and answers sessions. All of these were carried out in English language. All information gotten were fully analyzed narratively and this gave rise to the findings and Results in alignment with the aims of the work on board.

4. Findings

This section showcases the information obtained from those ten senior staff executive workers and of the selected Federal organizations in Nigeria. Their responses or answers in regards to the questions asked which was also in line with the objective of the study were displayed here in a narrative form. Thus, as a senior executive staff of Federal parastatal, what do you observe to be the problems of the public sector leadership and tell me a possible solution to this issue?

Response one: Your question is quite funny but to be Frank with you, there are numerous problems we face here in Federal Bureau of public Enterprise but the most significant problem here is the lack of accountability. I think the best way out is the establishment of an order by the Government for the provision of a quarterly accountability report which will help in checkmating this malpractices.



This response above aligns with the results of Nwokorie (2017) in which the study recommends an order should be established that all leaders of the public sectors should be submitting quarterly reports which will serve as a means at checkmating them.

Respondent two: I feel pained at heart due to many kinds of shady deals we witness here in our offices. I think in my own view, the government should redeploy some agents of the EFCC and the ICPC to our offices to help in checkmating this fraud

The response is in line with the findings of Ejere (2012) in which government should draft some members of the anti-corruption agencies closely to the public institutions so that they can serve as an eagle eye to the Government in curbing these ill- practices and to bring sustainability and development.

Respondent three: The problem we are having here is that most of our leaders in our offices here are not competent enough to handle their jobs as required. In fact most of them need to be re- trained.

This result obtained is in conformity with the findings of Madumelu and Uju (2016) where they pointed out that competent officials with the know-how should be allowed to take charge of the public institutions for effective sustainability and development in Nigeria.

Respondent four: "I actually didn't want to answer your question on how best we can better the administration of public offices in our dear nation Nigeria for sustainability but the issue is this, if the Government really want to achieve anything meaningful in terms of advancement of the public sector management , they should establish the whistle blower form of mechanism in every office including my own place of work to help report fraudulent practices to the anti-corruption agencies for prosecution."

This solution goes in line with the study of Nwokorie (2017) as its recommends that the whistle blower should be made available in every public sector office to help report and checkmate all kinds of evil activities that may cripple the advancement of the public institutions for greater glory in development. However, all their answers were all based on experience, the provisions of quarterly report to the Government about their stewardship, the establishment of an eagle eye that will help in checkmating all forms of malpractices and the redeployment of staff members of the anti-corruption bodies to work closely with the officials of the public sectors to help in checkmating this menace.

5. Conclusion and Recommendations

The public institutions in Nigeria can be made better. All the findings and Results made by this work can help reposition the management of these people's oriented places of work to bring back the glory and better service delivery. It is hereby recommended that the Government of Nigeria should establish the eagle eye which is to be known as the whistle blower in every Government places of work to be on the lookout against all forms of shady



deals that will deter to cripple the advancement of the public sectors. Competency should be enthroned. The authorities concerned should engage only competent hands to help drive the sector to success. Engagement of employees shouldn't be based on religion, tribe, ethnicity or sentiments but it should be based on competence. The establishment of a quarterly report submission program to the Government is very crucial to the advancement of the sector to ensure growth, sustainability and development. It is also very important that the Government should redeploy some members of the anti-corruption bodies like the EFCC and the ICPC to always hang around the various institutions to help checkmate all forms of fraud.

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