

Training for professionalism in Nigeria: A key to effective civil service delivery

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ABSTRACT

Effective civil service delivery in Nigeria hinges on a professional workforce. However, inadequate training hinders the attainment of this goal. This study which explores “Training for Professionalism In Nigeria: A key To Effective Civil Service Delivery” observed that training is a critical component in enhancing professionalism in the civil service and it is essential for enhancing the skills, knowledge, and attitude of civil servants. Methodologically, the study used primary data (interview) and secondary data collection such as textbooks, magazines, newspapers, journals, and periodical reports. The paper which found out that recruitment and promotion are not based on merit but on cognitive melodrama (i.e, favouritism) also recommends among others that there should be implementation of a merit-based recruitment and promotion system. Thus, the paper concludes by positing that as Nigeria strives to build a modern and effective civil service, training must be prioritized as a critical component of human capital development. The challenges confronting the civil service, including inadequate funding, limited infrastructure, and brain drain, must be addressed through sustainable solutions.

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1. INTRODUCTION

The civil service is a vital institution in any country, responsible for implementing government policies and providing essential services to citizens. Hence, professionalism is essential for enhancing the effectiveness of the civil service and training is a critical component in promoting professionalism among civil servants. In Nigeria, the civil service is plagued with numerous issues that have compromised its professionalism, leading to inefficient service delivery and erosion of public trust. Training which is unarguably a critical component in enhancing professionalism in the civil service in Nigeria is essential in improving the skills, knowledge, and attitude of civil servants. According to Olowu (2020), training programmes can improve the performance and productivity of civil servants. Adeyemi (2019) notes that training enables civil servants to acquire the necessary competencies to deliver effective services. Ogundiya (2019) emphasizes the role of training in promoting accountability and transparency in the civil service. It is axiomatic that training enhances the skills and knowledge of civil servants, leading to improved service delivery. According to Olowu (2020), training programs improve the performance and productivity of civil servants. Adeyemi (2019) notes that trained civil servants demonstrate better understanding of their roles and responsibilities. If the civil service must regain its professional status, then it will take the gut and commitment of civil servants who understand what is at stake. Professionalizing the civil service is a courageous act, but it is what must really be done. Thus, for Cochran (2024), “To be professional you need to be professional.” In other words, it is professionalism that will reverse the increasingly diminishing status of the vocation of public service. We have all heard about the bureaucracy, and we hate its red tape with a passion!

There is a bureaucratic version of the reputation that the civil service has, that to get a simple “No” in the civil service, you need to have gone through six offices. And some Nigerians, unlike what obtained in its glorious era, carry very negative perception of the public servant as arrogant, corrupt, lazy, aggressive, snobbish, and ignorant. There is no doubt that in Nigeria today, when the civil service employment forms are advertised, most of those who apply do so for reasons less than the desire for professionalism. First, a civil service job, though most often the last on anyone’s preference list, would deliver the unemployed from certain frustration arising from the unemployment matrix in Nigeria. And second, the civil service provides an easy means of livelihood most importantly, career security (Cochran, 2024). Within this frame and perception, the civil service is where you go to when you need ample time to pursue some other real and lucrative business during office hours, so goes popular narratives! Thus, the vocation that began as an honourable specialization and prided itself on its professionalism has become degraded by the socioeconomic realities currently haunting Nigeria. It will therefore be strange to leave the transformation of the public service to chance or to the service leadership alone. Like all the life sciences, the significance of the civil service lies in its critical relations to the life of any

nation. The civil service, that is, stands at the heart of a nation’s development effort. If the civil service system is strangled by its own complex tasks and challenges, then the nation dies a slow but painful death in development terms. It is professionalism therefore that will save the civil service system in Nigeria (Cochran, 2024).

The notion of public service professionalism is intimately connected to a merit-based civil service system – a system based on competence and integrity aimed at achieving public interest objectives. The merit system is the opposite of a system where positions are allocated through cronyism, political or personal allegiances or patronage networks rather than professional merit and capabilities. Today, it is widely accepted that professional state institutions are crucial for economic growth and performance in other policy areas. The links between the degree of professionalism of a country’s civil service and good governance are increasingly studied as indicators of a country’s development, while merit-based human resource management (HRM) in public administrations is increasingly accepted as the international standard. However, while many countries acknowledge the principle of merit, it is far from universally practiced (Cardona & Eriksen, 2012). The onus of responsibility therefore falls on those critical mass of professionals—public servants, public administrators and especially the head of the service of the federation, as a central coordinator figure, to jumpstart a reform dynamics that arrest the sabotage of the service, and restore its professionalism. It is in this sense that we can say leadership is a critical defensive mechanism; a bulwark that prevents a rising flood from becoming too overwhelming, especially against a profession that is struggling for relevance in a situation of terrible underdevelopment. And it is James Baldwin, the US writer, who hit the nail of the leadership responsibility right on the head: “The price one pays for pursuing any profession or calling is an intimate knowledge of its ugly side.” The significant insight here is that to be able to safeguard a profession’s ideals, there must be a readiness to inquire into its dark ugly side. And one such ugly side of the civil service profession in Nigeria is its neglect of an organizational platform organised around committed public administrators and public servants who form the critical mass of professionals agitated about the status and survival of the vocation of the civil service. (Cochran, 2024).

The professionalism of the civil service depends on clear separation of political and civil service positions, recruitment and promotion based on merit and competition as a basis for professionalism, ensuring accountability principally internally through a hierarchical structure vs. external, regulation of duties and rights, in particular the duty of impartiality and integrity and the system of incompatibilities and conflict of interests, effective regulation of the handling of grievances, regulations that ensure fair performance appraisals with sufficient guarantees of individual rights (e.g. hearing, judicial review). A statutory salary system; transparency in assigning salary components to individual civil servants, coupled with restricted managerial

discretion. Managerial arrangements to ensure observance of common standards in all sections of the civil service (Cardona & Eriksen, 2012).

1.1 Statement of the problem

Effective civil service delivery is crucial for the development and growth of any nation. In Nigeria, training for professionalism is essential for enhancing the skills, knowledge, and attitude of civil servants. However, several problems hinder the effectiveness of training programs, compromising the delivery of quality services. Despite the importance of training, the Nigerian civil service faces several challenges. Ojo (2020) identifies inadequate funding as a significant obstacle to effective training. Ibrahim (2019) notes that the lack of standardized training programs hampers the development of civil servants. One of the significant challenges facing Nigeria's civil service is the lack of training and development opportunities. According to Olowu (2020), the civil service suffers from inadequate training programs, resulting in a shortage of skilled personnel. This deficiency hampers the ability of civil servants to deliver effective services, leading to frustration among citizens (Ogundiya, 2019). Another challenge is the politicization of the civil service. Political interference and instability have undermined the professionalism of the civil service, with appointments often based on patronage rather than merit (Ojo, 2020). This has led to a lack of accountability and transparency, perpetuating corruption and unethical behavior (Ibrahim, 2019). Furthermore, inadequate remuneration and benefits have demotivated civil servants, leading to low morale and productivity (Adeyemi, 2019). The Nigerian Civil Service Reform Strategy (2017-2020) aimed to address these issues, but implementation has been slow.

One of the significant problems facing training for professionalism in Nigeria is inadequate funding. Ojo (2020) notes that insufficient funding hampers the development of effective training programs. Another problem is the lack of standardized training programs. Ibrahim (2019) argues that unstandardized training programs lead to inconsistencies in training quality. Olowu (2020) suggests that standardized training programs would ensure uniformity in training outcomes. Furthermore, inadequate infrastructure is another challenge facing training for professionalism in Nigeria. Adebayo (2020) notes that inadequate infrastructure hinders effective training delivery. Ogundiya (2019) emphasizes the need for modern training facilities and equipment. More so, corruption and unethical behaviour also undermine training for professionalism in Nigeria. Ibrahim (2019) argues that corruption compromises the integrity of training programs. Olowu (2020) suggests that ethical leadership and culture are essential for effective training. Sequel to the above, brain drain is another problem facing training for professionalism in Nigeria. Adeyemi (2019) notes that trained civil servants often seek better opportunities abroad. Ojo (2020) emphasizes the need for competitive compensation and benefits to retain trained personnel. The problems of training for professionalism in Nigeria have significant implications for civil service delivery. Ogundiya (2019) notes that inadequate training leads to poor service delivery. Adebayo (2020) argues that ineffective training compromises accountability and transparency.

1.2 Research questions

1. What are the training needs of civil servants in Nigeria?
2. How does training affect professionalism in Nigeria's civil service?
3. What are the challenges of implementing effective programmes for professionalism in Nigeria's civil service?

1.3 Objectives of the study

The broad objective of this study is to appraise training for professionalism in Nigeria: A key to effective civil service delivery. While the specific objectives are:

1. To ascertain the training needs of civil servants in Nigeria
2. To show that training affect professionalism in Nigeria's civil service
3. To find out the challenges of implementing effective programmes for professionalism in Nigeria's civil service

1.4 Hypotheses

1. There are training needs of civil servants in Nigeria
2. Training affect professionalism in Nigeria's civil service
3. There are challenges of implementing effective programmes for professionalism in Nigeria's civil service

1.5 Methods of data collection

The data for this study were collected from primary and secondary sources. The primary source is interview with some public servants in Federal Medical Centre and National Population Commission Abia State, Nigeria who

offered the researchers real-world illustrations, actionable and experiential knowledge about the study. To support the findings of this study, the researchers made use of documentary sources which is also known as "Secondary Sources" from related literature on professionalism of public service in analyzing this work. By documentary sources, we mean any written material (whether hand-written, typed or printed) that is already in existence, which was produced for other purpose than the benefit of the investigator. The secondary sources of data therefore include government publication/documents, both published and unpublished works such as text books, journals, periodicals, seminar and conference papers. We also made maximum use of internet in sourcing several useful information that form bulk of the data used to analyze this work. The internet sources were accessed using the Google and pdfgeni. This was done to generate information on the subject matter. Justifying the use of secondary source of information, Ebo (1998) asserted that secondary evidence of information are with respect to existing literature, research reports, government reports and/or documents, institutional publication and statistical reports. It is in line of this that secondary sources earlier identified become valid for the purpose of analyzing this work

2. LITERATURE REVIEW

2.1 Professionalism of Civil Service

Professionalism in the civil service refers to the adherence to a set of values, principles, and standards that guide the behaviour and performance of civil servants. These include:

- Impartiality: Making decisions based on merit, without bias or prejudice.
- Integrity: Upholding ethical standards, honesty, and transparency.
- Accountability: Taking responsibility for actions and decisions.
- Efficiency: Delivering services effectively and efficiently.
- Effectiveness: Achieving desired outcomes and impacts.
- Respect: Demonstrating respect for citizens, colleagues, and stakeholders.
- Expertise: Possessing relevant knowledge, skills, and competencies.
- Objectivity: Separating personal opinions from professional judgments.

2.2 Characteristics of Professional Civil Servants

- Committed to public interest: Prioritizing citizen needs and well-being.
- Knowledgeable and skilled: Staying up-to-date with relevant information and best practices.
- Responsive and adaptable: Responding to changing circumstances and priorities.
- Collaborative and team-oriented: Working effectively with colleagues and stakeholders.
- Innovative and solution-focused: Seeking creative solutions to complex problems.

2.3 Benefits of Professionalism in Civil Service

- Enhanced public trust: Building confidence in government institutions.
- Improved service delivery: Efficient and effective services.
- Increased accountability: Transparency and responsibility.
- Better decision-making: Informed, impartial, and evidence-based decisions.
- Effective governance: Supporting good governance and democratic principles.

2.4 Challenges to Professionalism in Civil Service

Political interference: Pressure to prioritize political interests.
 Limited resources: Insufficient funding, infrastructure, or personnel.
 Bureaucratic barriers: Inefficient processes and red tape.
 Corruption: Unauthorized influence or personal gain.
 Lack of training and development: Insufficient investment in employee growth.

2.5 Best Practices to Foster Professionalism

Clear policies and guidelines: Establishing standards and expectations.
 Regular training and development: Investing in employee growth.
 Performance management: Evaluating and rewarding performance.
 Leadership support: Demonstrating commitment to professionalism.
 Citizen engagement: Encouraging feedback and participation.

2.6 History of Nigerian Civil Service

The word civil is derived from an old french word "civil" which means "relating to law" and directly from Latin word "civilis" which means "relating

to citizen". while the word service is derived from an old french word "servise" which means "aids". The Nigerian Civil Service has its origins in organizations established by the British in colonial times. Nigeria gained full independence in October 1960 under a constitution that provided for a parliamentary government and a substantial measure of self-government for the country's three regions. Since then, various panels have studied and made recommendations for reforming of the Civil Service, including the Margan Commission of 1963, the Adebo Commission of 1971 and the Udoji Commission of 1972-74. A major change occurred with the adoption in 1979 of a constitution modeled on that of the United States. The Dotun Philips Panel of 1985 attempted to reform to the Civil Service. The 1988 Civil Service Reorganization Decree promulgated by General Ibrahim Babangida had a major impact on the structure and efficiency of the Civil Service. The later report of the Ayida Panel made recommendations to reverse some of the past innovations and to return to the more efficient Civil Service of earlier years. The Civil Service has been undergoing gradual and systematic reforms and restructuring since May 29, 1999 after decades of military rule. However, the civil service is still considered stagnant and inefficient, and the attempts made in the past by panels have had little effect.

In August 2009 the Head of the Civil Service, Stephen Osagiede Oronsaye, proposed reforms where permanent secretaries and directors would spend a maximum of eight years in office. The reform, approved by President Umaru Yar'Adua, would result in massive retirement of Permanent Secretaries and Directors, many of whom are from the North. Stephen Oronsaye has said that his goal is for the Nigerian civil service to be among the best organized and managed in the world. Oronsaye retired in November 2010 at the statutory age of 60 and was succeeded by Oladapo Afolabi.

2.7 Organization of the Civil Service in Nigeria

The civil service is mainly organized around the federal ministries, headed by a minister appointed by the President of Nigeria, who must include at least one member of each of the 36 states in his cabinet. The President's appointments are confirmed by the Senate of Nigeria. There are less than 36 ministries. In some cases a Federal minister is responsible for more than one ministry (e.g. Environment and Housing may be combined) and a minister may be assisted by one or more ministers of State. Each ministry also has a Permanent Secretary, who is a senior civil servant. The ministries are responsible for various parastatals (government-owned corporations) such as universities (Education), National Broadcasting Commission, Information and Nigerian National Petroleum Corporation. Other parastatals are the responsibility of the Office of the Presidency, such as the Independent National Electoral Commission, the Economic and Financial Crimes Commission and the Federal Civil Service Commission. The service has six additional units which provide services to all departments on the Civil Service:

- Establishments & Record Office (E&RO)
- Career Management Office (CMO)
- Manpower Development Office (MDO)
- Management Services Office (MSO)
- Common Services Office (CSO)
- Bureau of Public Service Reforms (BPSR) (*Office of the Head of Service of the Federation, 2009*)

2.8 Characteristics or Principles of the Civil Service

Permanence: This civil service is essentially a permanent government institution that does not change with the government that created it. Its workers also enjoy security of appointment.

Neutrality: The civil service and its workers (the civil servants) are politically neutral. They are not expected to participate in partisan politics unless they resign their appointment.

Anonymity: The civil servants are anonymous, they are therefore seen but do not speak to the press unless authorized by the Minister or Commissioner. They are not held responsible for any actions as they affect the government, only the Commissioner or Minister is answerable for the actions of the civil service.

Impartiality: The civil service and its workers are expected to serve any government or political party in power without fear or favour and without allowing their political interest to becloud their faithfulness.

Expertise: The civil servants are expected to be experts in the functions they perform. They are therefore, suppose to have a good measure of expert knowledge or intelligence.

Merits: Recruitment into the civil service should be based on merit and not on favouritism for them to perform their duties very well and ensure the

success of the government. (*Office of the Head of Service of the Federation, 2009*)

2.9 Systemic Failures of Nigerian Public Service

Bribery and Corruption: Bribery, corruption, favouritism, nepotism and embezzlement have eaten deep into the management of public institutions in Nigeria; thus, preventing them from functioning effectively. Indeed, one of the major challenges of public service is bribery and corruption. There are allegations of public officers engaging in fraudulent act. To the extent that members of the public have to give money before they can be attended to. Also, money meant for public projects are mismanaged and embezzled by greedy public officers. Corruption has reached an alarming proportion in Nigeria to the extent of keeping an average Nigerian from being corrupt is like keeping a hungry goat from eating grass (Achebe, 2000). Former President of Nigeria, Chief Olusegun Obasanjo, cited in Hassan and Musa (2014, p.198) in his inaugural address to the National Assembly observed vividly that public offices are the shopping floors of government businesses. Regrettably, Nigerians have far too long been feeling short-changed by the quality of public service delivery by which decisions are not made without undue outside influence, and files do not move without being pushed with inducements. Our public offices have far too long been showcases for the combined evils of inefficiency and corruption, whilst being impediments to effective implementation of government policies, Nigerians deserve better. And we will ensure they get what is better. As such cases of stolen funds by public servants are being reported almost on daily basis in the country due to corruption and corrupt practices of doing things. For example, between 1960 and 2005, about \$20 trillion was stolen from the Nigeria's treasury by public office holders. Most instructive was the ₦32.8 billion police pension fund theft trial, where John Yakubu Yusufu who admitted to fraud, walked out of court free after paying a paltry ₦750,000 in fines (EFCC-<http://www.vanguardngr.com>).

Indiscipline and Inefficiency of the Staff: Most public servants approach their work with indifference, lack work ethics and are not committed to their work. The prevalence of the general indiscipline in public institutions have made workers to come to work and do not attend to issues on time. On several occasion the administration's vital decision ends in stalemate. Hence, staff of most public institutions due to their nonchalant attitude to work, do not adhere to the principles required to run the institutions. Therefore, they do not focus on achieving the goal of such an establishment. In fact, this attitude occurred in most public establishments, due to little or no supervision, by leaving the staff to do what they like. **Mismanagement of Resources:** It is a common knowledge in public institutions that management officers and staff do not handle public resources with care and concern. For example, resources that are supposed to be used for a month are wastefully used within a week. At times, money meant to be used in carrying out three or four projects is spent on one inconclusive or imperfect project (Gambo & Rufai, 2023).

Bureaucratic bottleneck: This has to do with delay in decision –making as files must pass through many officers and tables before actions could be taken. Others are disrespect to rules, poor professionalism and intermingling of public interests with politics.

Reform in Public Service: Olaleye (2001) sees reforms in public service as an attempt to reconstruct administrative structure and revamp operational machinery and techniques capable of improving organizational effectiveness and efficiency.. Adewumi (1988) state that civil service reform is embarked on the assumption that it is feasible to reach the optional level in the working of a given organization if the administrative process is equipped to provide such support. Civil service reform is purposeful or goal oriented changes designed to improve the skills as well as the preparedness of members to satisfy the organizational set goals or objectives. Summarily, civil service reform involves identifying an existing problem and attempting to solve it, this has to do with policies formulated to restructure and transform an organization from bad to a better condition in analyzing the civil service reforms and national development in Nigeria.

Post independence reforms in Nigeria: Morgan Commission 1963, Eldwood Commission 1966, Adebo Commission 1971, Udoji Commission 1972, Dotun Philips Commission 1985, Decree No. 43 1988 known as the 1988 Civil Service Reform, Ayida Review Panel 1994, Obasanjo Civil Service Reform 1999-2007

Most of these reforms failed due to non political will to implement the reforms on the side of political office holders, sentiments and mediocrity undermined the recommendations of several committees, government attempt to reform civil service out of the way of its capitalistic foundation without taking a break from the status quo, and conscious attempt to ignore democratic practice in managing civil service. The ongoing civil service reform is not going to achieve desire result unless the problem associated

with lack of democratic practice in the administration of civil service is addressed, this will curb weak governance structure, red-tapism, weak accountability, low professional standards, wastage corruption, poor productivity and redundancy that characterize the affairs in civil service.

2.10 The Concept of Training

Training is a structured and systematic process aimed at enhancing the knowledge, skills, and competencies of individuals or groups to improve performance, achieve specific goals, and adapt to changing environments. Training is a planned, organized, and controlled process that combines instruction, demonstration, and practice to develop specific skills, knowledge, or attitudes.

2.11 Purpose of Training

- Improve job performance.
- Enhance productivity.
- Develop new skills.
- Address performance gaps.
- Support career advancement.
- Foster organizational change.

2.12 Types of Training

- Induction training: Orientation for new employees.
- On-the-job training: Practical training in the workplace.
- Workshops and seminars: Specialized training on specific topics.
- Leadership development: Training for senior civil servants.
- Mentorship programs: Pairing experienced and junior civil servants.
- Online training: E-learning platforms and webinars.
- Soft skills training: Communication, teamwork, and time management.

2.13 Benefits of Training

- Improved job performance.
- Enhanced professionalism.
- Increased productivity.
- Better decision-making.
- Improved customer service.
- Career advancement opportunities.
- Boosts morale and motivation.

3. THEORETICAL FRAMEWORK

3.1 Human Capital Theory

Human Capital Theory (HCT) is a pivotal concept in economics, organizational behavior, and management, which views individuals' knowledge, skills, and experience as valuable assets that can be invested in and yield returns. This essay provides an overview of HCT, its key components, and the contributions of its leading advocates, particularly Gary Becker and Jacob Mincer. Human Capital Theory emerged in the 1950s and 1960s as a response to the traditional view of labor as a homogeneous factor of production. HCT recognizes that individuals' productive capabilities can be enhanced through investments in education, training, and health, leading to increased productivity and economic growth.

HCT comprises three primary components:

1. Human capital: the intangible assets embodied in individuals, such as education, training, health, and experience.
2. Investment in human capital: expenditures on education, training, and health to enhance productivity.
3. Returns on human capital investment: measured through increased productivity, earnings, and economic growth.

Human Capital Theory, championed by Gary Becker and Jacob Mincer, revolutionized our understanding of labor as a valuable resource. By recognizing human capital as a critical asset, individuals, organizations, and societies can make informed decisions to promote economic growth and development. While limitations exist, HCT remains a cornerstone of economic and management theory.

3.2 Gap in Literature

Previous studies did not demonstrate that Human capital theory forms the basis for most work in the economics of education. The study of human capital has proven to be an exceptionally fruitful vein of research that offers insights on topics as diverse as discrimination, inequality, unemployment, fertility, marriage markets, immigration, and productivity. Hence, the gap.

4. DISCUSSION

It is essential to identify and address the training needs of civil servants. This discussion examines the training needs of Nigerian civil servants, highlighting core competencies, technical skills, soft skills and specialized training requirements. Core competencies are fundamental skills required for effective performance. Nigerian civil servants need training in leadership and management, communication, information and communication technology (ICT) and public policy analysis (Federal Civil Service Commission, 2020). Leadership and management training enables strategic thinking, problem-solving and decision-making (Bryson, 2018). Communication skill training enhances verbal and written communication, public speaking and interpersonal skills (Katz, 2013). ICT proficiency is crucial for efficient service delivery (UNDP, 2020). Technical skills training are vital for Nigerian civil servants. Project management, human resource management, procurement and data analysis are essential areas (World Bank, 2019). Project management training enables effective planning, execution and monitoring (Pinto, 2019). Human resource management training develops recruitment, talent development and performance management skills (DeCenzo, 2016). Procurement training ensures best practices, tendering and contract management (CIPS, 2020). Soft skills development is critical for Nigerian civil servants. Time management, teamwork, adaptability, customer service and emotional intelligence are essential (Goleman, 2006). Time management training prioritizes tasks and meets deadlines. Teamwork training fosters collaboration, delegation and problem-solving. Adaptability training promotes flexibility and resilience. Customer service training enhances service delivery and citizen engagement. Specialized training programs should focus on anti-corruption strategies, public-private partnerships, e-governance, climate change mitigation and disaster management (Transparency International, 2020). Anti-corruption training prevents corruption and promotes transparency. Public-private partnerships training foster collaborative governance. E-governance training enhances digital literacy. Climate change mitigation training addresses environmental sustainability. Effective training delivery methods include blended learning, workshops, seminars, mentorship programs, study tours and online platforms (OECD, 2020). Blended learning combines online and offline training. Workshops and seminars provide interactive learning. Mentorship programs offer guidance and support. Study tours facilitate knowledge sharing. This analysis support our first hypothesis which states that there are training needs of civil servants in Nigeria

The civil service plays a vital role in implementing government policies and providing essential services to citizens. Professionalism is essential for enhancing the effectiveness of the civil service. Training is a critical component in promoting professionalism among civil servants. Training enhances the skills and knowledge of civil servants, leading to improved service delivery. According to Olowu (2020), training programs improve the performance and productivity of civil servants. Adeyemi (2019) notes that trained civil servants demonstrate better understanding of their roles and responsibilities. Training promotes accountability and transparency in the civil service. Ogundiya (2019) found that trained civil servants are more likely to adhere to ethical standards. Adebayo (2020) notes that training enhances accountability and transparency, leading to reduced corruption. Training motivates civil servants and improves job satisfaction. Ibrahim (2019) argues that training opportunities enhance job satisfaction and motivation. Ojo (2020) notes that trained civil servants are more committed to their duties. Training improves service delivery in the civil service. Ogundiya (2019) found that trained civil servants provide better services to citizens. Adeyemi (2019) notes that training enhances the ability of civil servants to respond to the needs of citizens. Training have a significant impact on professionalism in the civil service. Improved skills and knowledge, enhanced accountability and transparency, increased motivation and job satisfaction, and better service delivery are some of the benefits of training. Addressing challenges and implementing comprehensive training programs will promote professionalism and effectiveness. From the above, we accept the second hypothesis which states that training affect professionalism in Nigerian civil service. Civil service professionalism is crucial for effective governance and public administration. Training plays a vital role in enhancing the skills, knowledge, and attitudes of civil servants, ultimately contributing to improved service delivery. Training is essential for civil servants to acquire the necessary skills, knowledge, and competencies to perform their duties effectively. It helps bridge the gap between theoretical knowledge and practical application, enhancing job performance and productivity. Effective training programs foster a culture of professionalism, integrity, and ethics, leading to improved service delivery. Training enhances civil servants' technical and administrative competencies, enabling them to tackle complex tasks, fosters a culture of professionalism, integrity, and ethics, promoting a positive work environment. It Increased Productivity, because, well-trained civil servants are more efficient and effective, leading to improved service

delivery. Also, training improves critical thinking and problem-solving skills, enabling informed decision-making. It improved Customer Service by enhancing civil servants' ability to provide quality services, boosting citizen satisfaction. This argument supports our second hypothesis that training affects professionalism in Nigeria's civil service.

Effective civil service delivery is crucial for the development and growth of any nation. In Nigeria, training for professionalism is essential for enhancing the skills, knowledge, and attitude of civil servants. However, several problems hinder the effectiveness of training programs, compromising the delivery of quality services. This essay discusses the problems of training for professionalism in Nigeria and their implications for civil service delivery. One of the significant problems facing training for professionalism in Nigeria is inadequate funding. Ojo (2020) notes that insufficient funding hampers the development of effective training programs. Adeyemi (2019) emphasizes that inadequate funding affects the quality of training materials and infrastructure. Another problem is the lack of standardized training programs. Ibrahim (2019) argues that unstandardized training programs lead to inconsistencies in training quality. Olowu (2020) suggests that standardized training programs would ensure uniformity in training outcomes. Inadequate infrastructure is another challenge facing training for professionalism in Nigeria. Adebayo (2020) notes that inadequate infrastructure hinders effective training delivery. Ogundiya (2019) emphasizes the need for modern training facilities and equipment. Corruption and unethical behavior also undermine training for professionalism in Nigeria. Ibrahim (2019) argues that corruption compromises the integrity of training programs. Olowu (2020) suggests that ethical leadership and culture are essential for effective training. Brain drain is another problem facing training for professionalism in Nigeria. Adeyemi (2019) notes that trained civil servants often seek better opportunities abroad. Ojo (2020) emphasizes the need for competitive compensation and benefits to retain trained personnel. The above points support our third hypothesis which states that there are challenges of implementing effective training programmes for professionalism in Nigeria's Civil Service.

4.1 Findings

From the above discussions, the study found out that:

- Inadequate training infrastructure and resources hinder effective training.
- Limited funding for training programs constrains capacity development.
- Lack of standardized training policies and frameworks affects consistency.
- Insufficient trainer capacity and expertise impact training quality.
- Poor organizational culture and inadequate support from top management hinder training effectiveness.
- Resistance to change and inadequate motivation among civil servants affect training participation.
- Recruitment and promotion are not based on merit but on favouritism.

4.2 Recommendations

From the findings above, the study recommends as follows:

- Government should establish a National Training Policy and Framework
- There should be development of standardized training programs for civil servants.
- Increase funding for training programs should be reemphasized.
- Government should upgrade training infrastructure and resources.
- The Head of Service of the Federation should ensure the enhancement of trainer capacity and expertise.
- There should be implementation of a merit-based recruitment and promotion system
- There should be establishment of a culture of continuous learning and professional development among civil servants.

5. CONCLUSION

Training for professionalism in the Nigeria civil service is a vital investment for enhancing service delivery, accountability, and transparency. The significance of training in bridging the knowledge and skills gap, improving attitudes and behaviour, and promoting a culture of excellence cannot be overstated. As Nigeria strives to build a modern and effective civil service, training must be prioritized as a critical component of human capital development. The challenges confronting the civil service, including inadequate funding, limited infrastructure, and brain drain, must be addressed through sustainable solutions. The implementation of

standardized training programs, collaboration with international organizations, and performance-based promotion and compensation systems will foster a culture of professionalism. Ultimately, the effectiveness of training programs depends on the commitment of stakeholders, including government, civil servants, and training institutions. By working together, Nigeria can build a world-class civil service that delivers exceptional services to its citizens

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