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**EFFECTIVE PERSONNEL MANAGEMENT AS
A KEY TO EFFICIENT WORK PERFORMANCE
IN REVENUE COLLECTION IN LOCAL GOVERNMENT
IN ANAMBRA STATE:
SELECTED CASE STUDIES.**

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ABSTRACT

Every organization has a personnel function whether or not a specific Personnel Management has been so designated. To achieve its aims and objectives, an organization must have in its employment capable, properly trained and dedicated men and women who know and understand their duties and who carry out their responsibilities at the right time and place.

This study therefore, aims at finding out how effective personnel management is in Njikoka and Dunukofia Local Government Area Councils so as to lead to efficient work performance of the workers responsible for revenue generation, its effect on organizational performance as well as possible solutions.

The use of questionnaire was adopted for this research with frequency distribution and percentage for data presentation and analysis where as the hypothesis were tested using the Chi-Square formula.

It was found that personnel functions, when adequately carried out lead to high productivity in terms of revenue generation by workers; that motivation and job satisfaction among workers result in growth and achievement; and that agreement between personnel management functions and work efficiency lead to organizational effectiveness.