

TITLE PAGE

**HUMAN RESOURCE MANAGEMENT IN GOVERNMENT
ORGANIZATIONS IN ENUGU STATE:
PROBLEMS AND PROSPECTS**

**A STUDY OF
ENUGU STATE BROADCASTING SERVICE (E.S.B.S) AND
ANAMBRA MOTORS MANUFACTURING COMPANY (ANAMMCO)
LIMITED, ENUGU**

BY

**UZONDU CHIOMA CHIEBONAM
PG/MBA/O8/47819**

**FOR THE AWARD OF MASTERS IN BUSINESS
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DEPARTMENT OF MANAGEMENT,
UNIVERSITY OF NIGERIA,
ENUGU CAMPUS.**

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ABSTRACT

This research work is aimed at evaluation of human resources management in government organization in Nigeria and identification of some major problems affecting human-resource management and possible steps to remedy the situation. The problem of this study is examining the factors responsible for the poor human/personnel management, in government organizations, with specific reference to ESBS and ANAMMCO, Enugu, in Enugu State. To achieve the above objectives, the researcher carried out a factual study through secondary data. The secondary data was based on the use or reviewed literature related to the study from magazines, journals, textbooks, internet materials, etc. While on the other hand, the primary sources of data was on the use of questionnaires and personal interviews with some staff of ESBS and ANAMMCO, especially those in the personnel department. It was discovered from the analyses that recruitment and employment process in ESBS and ANAMMCO comply with stipulated guidelines in public service. That appropriate training improves employee performance. That the staff of ESBS and ANAMMCO are exposed to adequate training and development programmes based on the above findings, it was recommended that both establishments should embark on proper training of their staff in response to the services they offer to the public. Only qualified and competent persons should be employed to fill any vacant position. When everybody is given equal opportunity to show case his/her ability without recognition to who brings anyone, it will also help in rebuilding our falling stand and of education, given that in most cases, those who come through man-know-man are less qualified. Also, proper placement of staff in line with areas of specialization should be strictly adhered to so as to be relevant to the job description and analysis.