

CHALLENGES OF POLICY IMPLEMENTATION IN THE NIGERIAN PUBLIC SERVICE

BY

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[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Challenges of Policy Implementation in the Nigerian Public Service" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

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Date

HEAD OF DEPARTMENT

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EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined challenges of policy implementation in the nigerian public service, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of challenges; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with challenges and policy. The study adopted a descriptive survey research design, anchored on the Weberian Bureaucracy Theory and the New Public Management Theory. A sample size of 385 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 373 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 3.0). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.588$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 8.39, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.13$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on challenges.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of challenges of policy implementation in the Nigerian public service is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

Challenges, when examined in relation to policy, reveals complex and often paradoxical dynamics. Within Lagos State, the country's most populous commercial hub, the dynamics of challenges are observed in their starkest form. Bamgbose and Nnamdi (2020), in a survey of relevant stakeholders, concluded that the benefits of challenges are unevenly distributed across groups. These observations collectively invite a reconsideration of standard assumptions regarding policy. A notable study by Bakare and Oyelaran (2017) argued that the impact of challenges is substantially mediated by the quality of institutions. For practitioners, the practical significance of challenges cannot be overstated, given its demonstrable link with policy. Nevertheless, the existing literature is not without its limitations, and several questions remain unresolved.

Over the past two decades, challenges has become increasingly significant within the Nigerian landscape and beyond. The socio-cultural diversity of Nigeria implies that responses to challenges must be differentiated rather than uniform. Findings reported by Umeh and Famuyide (2018) observed that respondents with greater exposure to challenges recorded markedly different results. These developments carry important implications for policy and practice in public administration. Longitudinal research by Nnamdi and Nnamdi (2016) revealed that sustained attention to challenges yields appreciable dividends over time. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

Challenges, when examined in relation to policy, reveals complex and often paradoxical dynamics. The Nigerian context presents peculiar challenges, ranging from infrastructural deficits to institutional weaknesses, which shape the manner in which challenges unfolds. Studies conducted within the West African subregion by Nnamdi and Nnamdi (2018) reached conclusions broadly consistent with the Nigerian evidence. Accordingly, there is a growing consensus that deliberate policy action is required. Research by Obiora and Adigun (2021) using mixed methods provided particularly rich insight into the mechanisms connecting challenges and policy. For practitioners, the practical significance of challenges cannot be overstated, given its demonstrable link with policy. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

The salience of challenges in national discourse has grown steadily, driven by changing social conditions and technological penetration. Public institutions at the federal, state, and local levels have developed programmes that seek to mainstream challenges into routine governance. An examination by Ogunlana and Okonkwo (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be