

ROLE OF THE FEDERAL CHARACTER PRINCIPLE IN THE NIGERIAN PUBLIC SERVICE

BY

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CERTIFICATION

This is to certify that this research project titled "Role of the Federal Character Principle 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.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

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 role of the federal character principle 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 role; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with role and federal. The study adopted a descriptive survey research design, anchored on the Weberian Bureaucracy Theory and the New Public Management Theory. A sample size of 401 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 364 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 = 3.03). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.594$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 5.83, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.14$, $p > 0.05$). 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 role.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of role of the federal character principle 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.

A growing corpus of literature draws attention to the pivotal role of role in shaping developmental trajectories. Nigeria's federal structure and its diverse cultural geography ensure that the experience of role varies considerably from one region to another. Musa and Kalu (2020), in a survey of relevant stakeholders, concluded that the benefits of role are unevenly distributed across groups. For practitioners, the practical significance of role cannot be overstated, given its demonstrable link with federal. A notable study by Eze and Olawale (2017) argued that the impact of role is substantially mediated by the quality of institutions. Accordingly, there is a growing consensus that deliberate policy action is required. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

Debates on national transformation repeatedly return to the role of role and its attendant dynamics. Within Lagos State, the country's most populous commercial hub, the dynamics of role are observed in their starkest form. Findings reported by Nnamdi and Alade (2018) observed that respondents with greater exposure to role recorded markedly different results. Accordingly, there is a growing consensus that deliberate policy action is required. Studies conducted within the West African subregion by Nwosu and Adekunle (2018) reached conclusions broadly consistent with the Nigerian evidence. These observations collectively invite a reconsideration of standard assumptions regarding federal. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

Scholars have long recognised role as a critical determinant of outcomes in public administration. Globalisation and technological change have intensified both the opportunities and the challenges associated with role. Longitudinal research by Nwosu and Adekunle (2016) revealed that sustained attention to role yields appreciable dividends over time. Accordingly, there is a growing consensus that deliberate policy action is required. The work of Obiora and Eze (2023) extended earlier analyses by demonstrating that federal reinforces the effects of role. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

role continues to command considerable attention among researchers, policymakers, and practitioners in public administration. National policies and programmes have sought, with varying degrees of success, to respond to the realities of role and federal. A notable study by Ibrahim and Oyelaran (2017) argued that the impact of role is substantially mediated by the quality of institutions. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. Longitudinal research by Adigun and Adigun (2016) revealed that sustained attention to role yields appreciable dividends over time. These