



NATIONAL OPEN UNIVERSITY OF NIGERIA
Cadastral Zone, off Nnamdi Azikiwe Express road, Jabi Abuja
FACULTY OF MANAGEMENT SCIENCES (FMS)
DEPARTMENT OF PUBLIC ADMINISTRATION
2021 EXAMINATION

COURSE CODE: PAD 371 **TIME ALLOWED: 3hrs**

COURSE TITLE: PUBLIC PERSONNEL ADMINISTRATION

CREDIT UNIT: 3 CREDITS

INSTRUCTION: 1. Indicate your Matriculation Number clearly

- 2. Attempt question one (1) and any other three (3) questions; four questions in all**
- 3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.**

1. (a) Generally, trace the historical perspectives of the Nigerian Public Personnel Administration before the 1960 independence. *15 marks*
(b) Enumerate and discuss the characteristic mode of the Nigerian Public Service system at the independence. *5 marks*
(c) Mention four areas of the 1988 reform that comprehensively water shed the public service system in Nigeria. *5 marks*
2. Outline and explain in brief the general principles of public administration system. *15 marks*
3. (a) "Every appraisal system needs a set of values to impact the conduct of appraisals positively or otherwise" Identify and expatiate employee's performance appraisal ethics in any of the public service in Nigeria. *10 marks*
(b) Enumerate five (5) objectives of a good performance appraisal system as identified by Oko (1988). *5 marks*
4. Critically identify and discuss the major field of recruiting agencies in the public service and the limitation factors for recruitment. *15marks*
5. Carefully highlight and explain the varieties of performance appraisal methods adopted in the Nigerian public service. *15 marks*