

Title of Article: Nigerian Federal Civil Service: Employee Recruitment, Retention and Performance

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Abstract: The paper delved into the recruitment and retention of employees in the Nigerian Federal Civil Service to establish their impact on the effectiveness of the service. The findings show that employee recruitment into the civil service is based on federal character principle (i.e. equal representation of people from the geo-political zones of the country), merit and political consideration. In terms of employee retention, the paper found that the service lagged behind in providing adequate incentives to retain its workforce for performance compared to what is obtainable from the private sector. It therefore recommends among others that recruitment into the service though could be based on federal character principle because of the diversity of the nation; however, emphasis should be placed on merit within the principle. In addition, it is advisable that the service raises its rewards to a level where they are competitive enough to attract and retain competent employees and enhance their performance.