



Lack Of Proper Evaluation And Performance In Promoting Staff Of Borno State Civil Service Commission

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Journal Website:

<http://theamericanjournals.com/index.php/tajiir>

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ABSTRACT

This study examines the lack of proper evaluation and performance in promoting staff of Borno state civil service commission , It is indeed clear that the effects of civil service commission in appraisal of the performance of employees in relation to promotion. Similarly, evaluation of staff promotion is a critical factor in economic and social development for it to determine the standard of the organisation. Being an employee, certain variables are expected by the individual from the organisation as rewards. It is a well-known fact that there has been a very serious decline and in some instance complete collapse of the public sector in Borno state over the years as a result of insurgency. In spite of huge financial commitments put in place by the government as payment of remuneration and other fringe benefits, the public sector in the state is either decline or in most cases embarrassingly inefficient and ineffective, thought many factors contributed to this unfortunate issues of lack of proper evaluation of staff promotion in Borno state civil service commission.

KEYWORDS

Proper, lack, Staff, Performance, Evaluation, Promotion, Commission, Civil Service.

INTRODUCTION

It is clear that the role of civil service in evaluation of staff promotion and

performance spans the whole gamut of dimension of government. In its combined

role, a policy advises, programme formulate, administrator and agent of political communication and continuity, the civilly service can be the most potent instrument in the management and development of the economy. Indeed one cannot talk of such concepts of evaluation of staff promotion and performance without focusing on the civil service. Since it is the instrument with which polices and programme are implemented, evaluated and monitored. One of the major constraint confronting management is lack of proper evaluation of employees before promotion which can leads employees to underperforming assigned tasks to meet or surpass pre-determined standards in the civil service.

Performance evaluation system: Different methods

3 Existent approaches for measuring performance evaluation. These are absolute standard, relative standards and objectives.

I. Absolute standards.

One category of evaluation methods is the use of absolute standards. This means that employees are compared to a standard, and their evaluation is independent of any other employee in a week group. Include in this category are the following methods; the sassy appraisal, the critical incident appraisal, the check list, the graphic rating scale, forced choice and behaviourally achieved rating scales.

II. The Essay Evaluation.

It is simplest evaluating method in which evaluating method in which evaluator writes an explanation about

employees strengths and weaknesses point, previous performance, positional and suggestion for his/her improvement at the end of evaluation term. This kind of evaluation usually includes some parts of other systems to cause their flexibility. This method often combines with other methods.

III. The check list.

In this method, the evaluator has a list of situations and statements and compares it with employees. The check list is a presentation of employees characteristics and performance. The results can be quantitative and give weight to characteristics. Answer of checklist are often "Yes" or "No" .

IV. The Graphic Rating Scale.

This is the most commonly used methods of performance evaluation because they are less time consuming to develop and administer and allow for quantitative analysis and comparison. It is a scale that list some characteristics and range of performance of each individual. Therefore, employees are ranked by determining a score which shows their performance level.

Concept of Employee Promotion

Employee Promotion is used as reward and an inducement to better work performance and other organisationally approved forms of behaviours. Promotion is an increase in rank when goes along with evaluation and accompanied with recognition and increment . The system of promotion permits organisation

to match its need for competent personnel with the employees desire to apply the skills they have developed. An effective system of promotion can result to greater organisational efficiency and high level of employees morale.

Employee Promotion procedure.

Promotion policy should spell out the procedure which will be followed in promotion and the personnel who will be involved in promotion decision. Generally, the promotion procedure process is initiated by Human Resources Department and it completed in association with other directors from the organisation such procedures should consider the following points. Promotion vacancies should be notified to the personnel department; specified vacancies should be advertised internally unless there is recognized successor or because of unusual requirements there is no suitable candidates within the organisation.

Influence of promotion to the individual Employees.

The human resources are the most important among all the resources an organisation owns. To retain efficient and experienced workforce is very crucial on overall performance of an organisation. Motivated employees can help make an organisation competitively more value added and profitable. When a employees experience success in monetary challenging occupations which allow them to exercise their skills and abilities, they experience greater levels of job satisfaction. Incentives, reward and recognition are the key parameters of today's motivation programs to the most of organisations and these bind. The

success factor with the employees performance. Promotion is the most common form of internal mobility of personnel in an organisation. In fact, it is rarest case that an individual who joins an organisation at a particular position at the beginning of his career at the same position. Promotion is an essential feature of an individual's career.

Challenges in implementation of promotion.

Deciding basis of promotion is one of the most contentious issues in human resources management because each employee want a basis, There are two (2) bases of promotion merit and security, but the paradox is that in any type of organisations, some employees want that promotion be based on merit while others want it on security basis. Therefore, the organisation faces a difficulty in choosing a basis of promotion which is able to satisfy its own needs as well as those employee.

Effect of job skill on employee promotion in Borno state civil service commission.

The workplace is not only a place where skills are demanded, it is also a place in which skills formation take place. In the same vein, organisation that place high demand on workers skills may sport works learning by providing career paths whereby if jobs put strain on employees skills and afford broad leaning opportunities in the organisation. Similarly, organisation looking to hire new and existing employees for promotion into next level.

Effect of current Employee position on promotion in Borno state civil service commission.

Performance evaluation is one of the most important function of Human Resources Management. It is concerned with identifying, measuring, influencing and developing job performance of current Employees in relation to their position in the organisation. In view of the set norms and standards for a particular period time in other to achieve various purposes. Employee are required to generate a total commitment to defined standards of job performance improve job performance for sustaining profitable growth for the organisation and long term value creation of the employees position Umar Mohammed Ali

Effect of potential Growth on Employee Promotion in Borno state civil service commission.

To make promotion programme systematic an effective, there should be linkage between individuals promotion and potential Growth of Employees in the organisation. Usually an individual is selected by the civil service commission not for a specific job but for a career, a career is defined as a sequence of positions occupied by an individual during the cause of his organisation life .

Similarly, the potential growth of employees in the organisation depends on the career the employees choice in relations to their job towards promotion. The essential potential Growth of Employees in relation to career path make promotion system more effective. promotion create the opportunity for personal growth, increased levels of responsibility and an organisation. Since each level of career path, an individual requires different skills.

CONCLUSION

Based on the findings of this study, the following conclusions were made;

1. Management of the commission ensures that, there should be promotion rewards for positive result, as well as training for negative results in order to empower the employees.
2. Feedback should be done periodically either or half yearly so that the employees may know whether they are meeting the management expectation or organisation goals.
3. The study also concluded that, the performance evaluation criteria need to be explained to the employees so that they are aware of what is expected by the management.
4. Study further concluded that management should consider other criteria such as hard work, dedication and commitment in addition to lay down criteria.

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