

Editorial Note on the Civil Services

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EDITORIAL

The Civil Service is a type of administrative bureaucracy that plays an important role in a country's political system. Civil service contributions to fostering sustainable and fair economic growth are gaining growing attention around the world. Civil service administration must be efficient and successful in order for a country's socioeconomic progress to be sustained. Apart from individuals with political appointments, the civil service in Nigeria consists of workers in various ministries or departments. On the other hand, civil service reform refers to the deliberate alteration of the government's human resource management system with the goal of increasing significant administrative values.

The Civil Service is a group of government employees who work in civil vocations that are not political or judicial in nature. Employees in the civil service are chosen and promoted based on merit and seniority, which may include examination. The Civil Service is made up of people who are employed by the government to operate the country's public services. Other than the police, armed forces members, judicial people, and teachers, the civil service is a phrase used to describe public servants who are direct employees of the federal and state governments. Employees of statutory corporations and boards are likewise excluded. The civil service includes all state employees who are employed in a civil role and whose compensation is paid out of (money) by the legislature.

There has been evidence of employees who are qualified for advancement not being promoted for several years. One of the causes for this can be traced back to the processing promotion approach. Files are easily misplaced or lost. As a result; an automated system to maintain the promotion records of civil service commission employees is required. To attract people, the private sector as an employer must be well-developed, with attractive working conditions and facilities, which will lower the number of civil servants. To promote the private sector, the government must change the current system of plans, programmes, and strategies in order to achieve efficient human resources, developed infrastructure, appropriate financials, market availability, and entrepreneurial skill development.

The Civil Services are one of the most essential cogs in the Indian 'system' mechanism. The public services have managed to preserve order within chaos in this land of extraordinary diversity and socio-cultural variances since ancient times. Over the course of several years, as the nature of politics and the organisation of society and government evolved, it became clear that the bureaucracy would have to reinvent itself as well. In India's instance, the democratic government – the same one that given the bureaucracy constitutional protection when the country gained independence – was in charge of reinvention. The bureaucracy, on the other hand, stayed mostly unchanged following India's independence. Bureaucratic reforms have been modest at best, and far from the planned revolutionary transformations. This research project aims to investigate the nature of these changes in recent years, specifically between 2004 and 2016, in order to better understand them.

This research focuses on the Second Administrative Reforms Commission Reports, and it follows the recommendations in the areas of civil service autonomy, accountability, tenures, and training. The document analysis research approach is used to examine government orders, notifications, and legislative actions implemented in support of civil service reform activities. With less than a third of the total suggestions studied completed, the government was found inadequate in the implementation process. The government's lowest priorities were in the area of autonomy changes, with the majority of recommendations being turned down. A structured questionnaire was also distributed to civil officials around the country as part of the study.

Officers across the board strongly favoured greater autonomy for the Services and asked for the establishment of minimum tenures for federal servants. The size of the civil service is at an all-time high, and the quality of the civil service is deteriorating as a result of this increase. The expansion and growth of the civil service causes a number of problems, including low productivity and inefficiency in the civil service, inefficient and bad public service delivery, and an increase in the number of cases of corruption. As a result, the size of the civil service should be maintained at an optimal level to address the aforementioned concerns and improve the efficiency and effectiveness of public services and government operations.

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