

## **Abstract**

The collapse of today's public sectors is becoming unbearable. It is now very difficult for government to conduct any business activity successfully without any form of negligence by its workers. People ignore to adhere to their responsibilities because it is tagged 'public owned corporations'. However, this study investigates the major problem facing the Nigerian public sectors.

To begin with, the research shows that 62.4% of the respondents were male gender while that of female respondents was seen to be only 37.6%. All the respondents are people working under the government with a bachelor's degree up to PhD level.

More importantly, a descriptive research method was used of in this research. This is because a survey was conducted to ascertain the through cause of the decay in the Nigerian public sectors. In other words, a questionnaire was distributed to over 250 employees. The research made use of some prominent Nigerian public corporations such as; Nigerian public schools, the Nigerian police force, and the local Government Area as a case study.

Nevertheless, it was statistically seen from the research that the chances of graduates getting employed in the Nigerian public sectors are purely based on whom they know. This is because, 45.4% of the respondents strongly agreed with the fact that recruitment system in Nigeria public industries are based on how connected you are. Only 8.2% was seen to strongly disagree with the claim. Again, the research findings also revealed that employees' safety is a major issue facing Nigerian public sectors. In other words, nearly 44% concur with the affirmation that workplace in Nigerian public firms are very unsafe while about 3% of the respondents agreed

that the workplace in the nations' government sectors are very safe. It was also made clear from this research that there is a very low training offered by the Nigerian public firms to its staff.

Above all, a correlation analysis conducted also made it clear that relationship exist between HRM functions and the productivity but there is less human resources management practice in the Nigerian public sectors because the nation ignore to espouse a common standard of HRM in most of its sectors.