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Prospects and Challenges of the Revitalised SPADEV Reporting System in Lagos State Civil Service, Nigeria

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Abstract

Lagos State Civil Service employs the revitalised Staff Performance and Development Evaluation (SPADEV) System, a switch from the Annual Performance Evaluation Reporting System currently in use in the Nigerian Civil Service. This is because it is said to be a better system that provides an efficient and effective solution to the evaluation exercise. It is expected that as long as human beings are in control of the system and not robots, challenges must abound. Thus, it is imperative to investigate the prospects and challenges associated with the system and bring to bear the concerns and its effects on the civil servants as regards their evaluation and job performance. The research was conducted using a descriptive design with a structured survey questionnaire and interview guide. Using the census approach, respondents of this study was the 142 employees from Grade Levels 01-14 of a Lagos State Commission. Data collected were analysed using descriptive and inferential statistics to address the research question and hypothesis. The findings revealed the challenges of the evaluation system and its significant impact on the employees of the organisation. The paper concludes that there is no system that does not have its challenges, no matter how efficient or effective it may be. Nonetheless, the paper recommends that the appraisal system must show credibility and effectiveness of the employees' evaluation processes which is dependent on flexibility, due respect for ethical principles, availability of supportive structure, personal integrity, professionalism, dignity, honesty, and respect from both the superiors and subordinates.

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Challenges, job performance, Lagos State Civil Service, performance appraisal, SPADEV reporting system

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