



SDI Review Form 1.6

Journal Name:	British Journal of Economics, Management & Trade
Manuscript Number:	2013_BJEMT_7941
Title of the Manuscript:	Recruitment and Selection in the Nigerian Public Service: Nature, Challenges and Way Forward
Type of the Article	Review Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound.

To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<http://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)



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PART 1: Review Comments

	Reviewer's comment	Author's comment <i>(if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<u>Compulsory</u> REVISION comments	This study addresses an interesting issue. To identify the irregularities of recruitment and selection exercise in the Nigerian Public Service being the government's tool for increasing the workforce and filling in the vacant positions of those who left the service. Materials & methods: This paper adopts a qualitative research strategy using comprehensive document review. The methodology is relevant. The conclusions and discussions are useful, and the results are of interest for this area. The objectives of the study are clearly presented and the paper offers guidance on what future research should be conducted. „In order to refurbish sanity in the exercise, the Nigerian Public Service should lay more emphasis on meritocracy irrespective of applicant's background and/or affiliation and the issue of political obstruction should be brought to a halt. Candidates to be considered for recruitment should have good and moral attitude in addition to skills and recruiters be accorded the desired independence and freedom as this will enable them to use appropriate methods of conducting the exercise in order to get it right”. References are well-chosen and support the authors' argumentation. The literature review section is quite extensive, well organized and relevant.	Noted.
<u>Minor</u> REVISION comments	The references cited are relevant and adequate, <i>although one could have used more up to date sources.</i>	Noted



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<u>Optional/General</u> comments	One could have made a comparative study, in order to highlight the strengths and weaknesses of the Nigerian public service and also to find best practice examples in other countries. Ex: <i>Monitoring The Management Quality Of The Public Administration Area By Using The Computer Applications</i>" VATUIU VIRGINIA ELENA, (vvirginia12@gmail.com) ("Roehampton" University of London, London) VATUIU TEODORA (vatuiu_teodora@yahoo.com) (Assoc. Prof. at Faculty of Economics, Titu Maiorescu University, Romania) " Keywords: <u>public service quality; modernization of organizational management; results-oriented public service; computer applications</u> www.scientificpapers.org	Noted.
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