



### REVIEWER'S REPORT

Manuscript No.: IJAR-52098

Date: 05-06-2024

**Title: UN-ETHICAL BEHAVIOUR AND THE CHALLENGE OF THE TWENTY- FIRST CENTUARY PUBLIC SERVICE IN NIGERI**

**Recommendation:**

- Accept as it is .....
- Accept after minor revision.....yes.....
- Accept after major revision .....
- Do not accept (*Reasons below*) .....

Rating	Excel.	Good	Fair	Poor
Originality		•		
Techn. Quality		•		
Clarity			•	
Significance		•		

Reviewer Name: Dr Musssaib rasool mir

**Reviewer's Comment for Publication.**

*(To be published with the manuscript in the journal)*

*The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.*

The paper makes an interesting case study of Nigerian public service making a broad and well researched case for reforms in the service within the state. The many operational areas of the service are discussed and reasons for the unethical conduct of the civil servants is discussed at great length. Policy suggestions and recommendations provided by the author/s can be a useful guide to remedy the unethical behaviour of the bureaucrats.

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### *Detailed Reviewer's Report*

**Strengths:** Some strengths are mentioned below:

1. Organization and Flow: the overall organization of the manuscript and flow of arguments is quite good and well structured.
2. Use of theoretical framework, clear methodology, and exposition of arguments has made it clear and easy to comprehend the problem.
3. Depth of Analysis: the headings and subheadings properly flow in a linear manner. The analysis of different factors and roles have been properly spelled out. The arguments have a logical and consistent arrangement.
4. Balance of focus: the theoretical arguments are well substantiated by use of vast sources and theoretical knowledge from scholars in this field. The secondary use of literature has done justice to the topic.
5. Clarity of language and soft transitions between the paragraphs.
6. Well referenced article as many works have been cited and used throughout the paper.

### **Weaknesses and areas of Improvement:**

All the parts of the paper have been discussed at length and made clear to the audience. However, I would suggest the authors to elaborate upon some of the missing aspects of the paper:

1. The authors have not laid out the methodology in a separate section, clarifying the methodology used. Kindly work on this and elaborate the use of research methods.
2. The conceptual clarification is very lengthy and doesnot give a clear idea of what the conceptual clarity part is. Make it a bit short and explain the rationale behind the use of conceptual part.
3. Add a separate section of the review of literature, highlighting the works done in the filed as the authors have mentioned use of secondary sources and content analysis. This can be done by shortening the conceptual part and giving a proper treatment to the literature section.
4. The most important aspect of the paper that is missing is the analysis and discussion part. Kindly add that as well while explaining the Nigerian civil services and the bureaucratic culture of the state. While the authors have clarified the background and theoretical aspect of the manuscript, the authors have not linked the same with the state of affairs of the Nigeri.
5. Kindly work on these aspects to improve the quality of the paper.

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### Overall Assessment:

The manuscript highlights one of the major problems confronting a poorly governed Nigeria. The paper makes an interesting case study of Nigerian public service making a broad and well researched case for reforms in the service within the state. The many operational areas of the service are discussed and reasons for the unethical conduct of the civil servants is discussed at great length. Policy suggestions and recommendations provided by the author/s can be a useful guide to remedy the unethical behaviour of the bureaucrats.

Regards.