African Journal of Public Administration and Management

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AJPAM Guide to Contributors

AJPAM is the official Journal of the African Association for Public Administration and Management (AAPAM), Africa's continental professional association for public administrators and managers. AAPAM brings together policy makers, management practitioners and scholars associated with the state and non-state sectors. AAPAM is also affiliated with other International and professional bodies across the globe.

AJPAM is a bi- annual publication published in January and July each year. Manuscripts discussing a range of issues of public administration, leadership, management, development and related matters across the continent and from other parts of the world are welcome.

AJPAM's editorial policy is to publish original works that are practical and scientifically based and /or suggest new insights and innovative ideas in African and Global Administration and Management.

Authors are charged 100 USD (One Hundred United States Dollars) for each paper published in AJPAM as from 1st January 2018. The money shall be paid when submitting the final copy after peer review (see account details below)

Relevant bibliographical notes, literature and book reviews are invited as well.

Interested contributors are advised to submit their manuscripts in electronic format in MS word by email, two hard copies of the manuscript may be sent in addition. The articles should comply with the following:

1) Title page, with full names of author, an abstract of 150-200 words and relevant key words

2) Be formatted in MS word, be typed double – spaced with a size 12 font.

3) Not exceed 6,000 words.

4) Bibliographic references should be in the Harvard style

5) Ensure that in the event that endnotes are used, they should be very brief, limited to observations and comments that do not form part of the bibliographical reference. Endnotes should be numbered in the text and placed in a consecutive order at the end of the text, immediately before the list of references.

6) The Tables and Figures should be appropriately named, numbered and placed in the text.

Authors are advised to ensure that their articles;

a) Present new knowledge in the field of Public Administration and Management.

b) Employ scholarly and professional language in English or French.

c) Generate discussions that can lead to mapping out solutions to challenges of Public Administration and Management.

d) Express perspectives from different African Regions.

e) Contain, as far as possible, implications for public sector managers and administrators.

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Introduction by the Chief Editor

As we strive to promote excellence, professionalism and best practices in Public Administration and Management on the African continent, it is my pleasure not only to introduce to you the 2nd edition of African Association for Public Administration and Management (**AAPAM**)**'s** journal for the year 2020, but to inform you that your esteemed African Journal for Public Administration and Management (**AJPAM**) through the commitment of the Editorial Board, Secretariat staff and our publishers is able to get back on track by publishing two (2) editions within this year in line with the journal's policy of publishing two (2) editions in a year. This production demonstrates the diligence and resilience of **AAPAM,** as staff had to work from home because of the Coronavirus pandemic (COVID-19).

For me, this is worth celebrating as I take over as Chief Editor. My predecessor, Prof. Malcolm Wallis, a diligent and dedicated scholar laid the foundation for this. We at **AJPAM** commend him for his leadership and wish him success in retirement. We pledge to continue to serve our readers by publishing articles that reflect both the diversity of the continent and the evolving nature of the discipline and public services in Africa, just as we continue to align to **AAPAM's** commitment to promoting and contributing to problem-solving research.

I, therefore present this volume which covers issues of leadership, infrastructure, innovations and technology, public sector reforms, education and inclusivity, employee performance appraisal and service delivery, effectiveness and policy interventions, and statistics and management of internally displaced persons.

The volume opens with a unique article: **Bureaucratic Theory and Public Sector Reforms in Nigeria: How far and How Effective? Adewale** from Nigeria takes us back to the debate on bureaucratic theory and public sector reforms. He examines the extent and effectiveness of bureaucratic reforms in Nigeria and reminds us that the cultural and administrative landscape of nations should be addressed for reforms to be effective

Belew and **Bekure** from Ethiopia examine the importance of road infrastructure and its positive socio-economic impact on the economy and overall development, noting that poor road designs and lack of good governance in transport management are challenges to achieving the potential positive impacts. **AAPAM** is passionate about innovation and aims at fostering creativity in the public service by yearly celebrating individuals and institutions that strive to innovatively serve the citizenry.

Wayne Charles-Soverall, calls on African leaders to implement dynamic governance frameworks that facilitate empowerment and improved learning at all levels, to enhance capabilities, tap into underutilised potentials and eventually lead to radical transformation from the socially acquired dependency that debilitates the African continent.

Dennis and **Benjamin** from Kenya have carried out research which examined road carnage in Kenya. This is a common concern in many countries. The article explored the nature and causes of road accidents but significantly demonstrated that effective government policy interventions such as the National Transport and Safety Authority and the Integrated National Transport Policy are remedy to road carnage in Kenya. Benjamin who co-authored this article with Dennis is a

Ph.D. candidate and **AJPAM** is happy to present their work in accordance with **AAPAM's** goal of encouraging research among young scholars on the continent.

Gitonga discusses national values and principles of governance. Her article focuses on the principle of inclusivity in education for a transformed nation. She argues that inclusivity is essential for achieving Agenda 2063, the SDGs and other international instruments, stressing that inclusivity should start in schools because it is through education that societies are transformed. This resonates with **AAPAM's** emphasis on institutions and inclusivity as enablers for the achievement of Africa Agenda 2063 and the SDGs.

Hur-Yagba and **Williams** from Nigeria evaluated the impact of employee performance appraisal on service delivery in the hospitality industry. The article emphasised the provision of an enabling environment to serve as motivation for employees to step up efforts toward excellent quality service delivery.

Conflicts between herdsmen and farmers and other forms of insecurity have caused an upsurge in internally displaced persons in many African countries. This has been the case in Benue state, central Nigeria. **Johnson** and **John's** article highlights the challenges that managers of IDP camps have to contend with as a result of inaccurate statistics, stressing the importance of statistics for the formulation and implementation of policies by governments and stakeholders to bring succour to IDPs.

We are pleased to present the work of **Michael** and **Richard** from Malawi who argue that technologies and innovations have great potential for contributing to winning the battle against environmental degradation. They however caution African policymakers to recognise institutional and organisational contexts of such innovations while implementing such as strategic roadmaps for achieving the Sustainable Development Goals (SDGs). .

Vaiva and **Rosenbaum** in their paper, Implementing the United Nations Sustainable Development Goals: Lessons Learned from Implementing the MDGs, examined the United Nations (UN) Agenda 2030 (17 Sustainable Development Goals (SDGs)) which, if achieved by 2030, will transform the lives of much of the world's population. In order to help readers gain a better understanding of both the institutional processes and structures that are most likely to facilitate successful implementation, the authors briefly examined the cases of three countries – Indonesia, Mexico and South Africa – that have had varied experiences in introducing sustainable development objectives into their national development strategies. The evidence from the study suggests that the success of efforts to implement the SDGs will depend substantially on each country's public sector and its capacity in terms of effective government institutions possessed of adequate financial and human resources. The paper concluded by making five recommendations which will better enable countries to successfully implement the SDGs – all of which emphasize the central role of government in such an effort. This comparative study will be useful for policy makers and researchers alike.

I hope this will stimulate your interest in this volume and that you will enjoy these articles we have included here for you. We continue to seek your support by asking you to contribute articles to the journal and spreading awareness about **AJPAM** in your countries and institutions. Happy reading!

Prof. Ukertor Gabriel Moti
Chief Editor