

| S/N | CRSCODE | QUESTION                                                                                                                                                                                                                 | OPTION A                                                       |
|-----|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 1   | PAD312  | One of the fundamental function of the Nigerian civil service is                                                                                                                                                         | Protection of sectional interest                               |
| 2   | PAD312  | According to McDowell and Beliles (2008), the preamble to the US Constitution lists the five functions of government except                                                                                              | To strengthen government capacity to undermine civil liberties |
| 3   | PAD312  | One of these options was not a Post-Independence civil service Reforms (1963 – 2011)                                                                                                                                     | Morgan Commission                                              |
| 4   | PAD312  | Which of these options was not a Pre-Independence civil service reform Reforms                                                                                                                                           | Newns A.F.F.P. Reforms                                         |
| 5   | PAD312  | Structurally, the Gorsuch L.H. Commission recommended five grades of administrative officers and five grades of professional officers for which one of this option was both for administrative and professional officers | Sub-Clerical                                                   |
| 6   | PAD312  | One of these options was not part of the major recommendations of the Adebo Commission (1970 – 1971)                                                                                                                     | The system of study leave should be opened to junior staff.    |
| 7   | PAD312  | Historically, state enterprises in Nigeria, began in                                                                                                                                                                     | 1860                                                           |
| 8   | PAD312  | Public enterprises are broadly categorized into three to include the the following except for one                                                                                                                        | Statutory corporation                                          |

|    |        |                                                                                                                                                                  |                                    |
|----|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| 9  | PAD312 | All of these options are part of the Classical Theories of management thoughts except for one                                                                    | The Scientific Management Theories |
| 10 | PAD312 | The four key areas under President Obasanjo's (1999) Public Service Reforms targeted at improving service delivery and promoting good governance were except for | Human Resources Management         |

| OPTION B                                                         | OPTION C                                                      | OPTION D                                                                            | ANSWER | TMANO |
|------------------------------------------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------|--------|-------|
| Implementat<br>ion of<br>government<br>policies                  | Dislocation<br>of<br>government<br>programs                   | Enhancemen<br>t of the civil<br>service<br>powers                                   | B      | TMA3  |
| To establish<br>justice and<br>ensure<br>domestic<br>tranquility | To promote<br>the general<br>welfare of<br>American<br>people | To provide<br>for common<br>defense and<br>to secure the<br>blessings of<br>liberty | A      | TMA3  |
| Elwood<br>Team                                                   | Dotun<br>Phillips<br>Report                                   | Justice I.N.<br>Mbanefo<br>Reforms                                                  | D      | TMA3  |
| Sir H.M.<br>Foof<br>Reforms                                      | Sir Dr Albert<br>T.A Reforms                                  | Sir Walter<br>Harragin<br>Reforms                                                   | C      | TMA3  |

#### Executive

|                                                                                                                                                     |                                                                             |                                                                                                   |   |      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|---|------|
| Superscale                                                                                                                                          | Professional                                                                |                                                                                                   | B | TMA3 |
| the<br>establisht<br>t of a Public<br>Service<br>Review<br>Commission<br>to review the<br>structure,<br>and grading<br>structure of<br>the service; | Public<br>enterprises<br>should have<br>complete<br>autonomy to<br>operate. | More<br>attention<br>should be<br>paid to<br>performance<br>of staff and<br>less on<br>seniority; | A | TMA3 |
| 1920                                                                                                                                                | 1898                                                                        | 1904                                                                                              | C | TMA3 |
| State<br>company                                                                                                                                    | Government<br>department                                                    | Multinationa<br>l companies                                                                       | D | TMA3 |

|                                   |                                                    |                                              |   |      |
|-----------------------------------|----------------------------------------------------|----------------------------------------------|---|------|
| The human relations theories      | The Bureaucratic School                            | The Management Process School of Henri Fayol | B | TMA3 |
| Elongation of Presidential tenure | Accounting Issues, Budget and Financial Management | Operations and Systems                       | B | TMA3 |