



**Combined Proceedings of the 39th iSTEAMS Bespoke Conference and Extended 39th Conference
July & October, 2025 - Accra Ghana 2025**

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**38th International Science Technology Education Arts Management
& Social Sciences (iSTEAMS) Bespoke Conference - Accra Ghana 2024**

Effect of Specialization Structure on Employee’s Performance In Osun State Civil Service

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ABSTRACT

The study examined the effect of specialisation structure on employee’s performance in Osun State Civil Service. The study adopted a descriptive research design and administration of questionnaire to get data from the respondents. The population of the study consisted of 18,653 employees in Osun State Civil Service where Taro Yamane formula was used to determine the sample of 391 selected employees of Osun State Civil Service. Out of 391 copies of questionnaire distributed to respondents, 358 copies of questionnaire were completely filled and returned with linear regression to test the hypotheses of the study at 5% level of significant. The findings revealed that the specializations structures adopted predicted employees’ performance as well as impacted much on employees performance with positive and significant influence of specialisation structure on employees’ performance in Osun State civil service. The study concluded that specialisation structures, has a positive and significant influence on employee performance in Osun State Civil Service. The study recommended that all the activities of the Osun State Civil Service should be totally handled by specialists or experts. There is need to deployed more specialised employees to the Osun State Civil Service in order to increase the performance of service and work being carried out.

Keywords: Specialization, Structure, Employee’s Performance, Osun State, Civil Service

Proceedings Citation Format

Adebowale Israel Olukayode (2025): Effect of Specialization Structure on Employee’s Performance In Osun State Civil Service. Proceedings of the 39th iSTEAMS Multidisciplinary Bespoke Conference & 39th Extended Conference 17th – 19th July/17th – 19th October, 2025. University of Ghana, Accra, Ghana. Pp 333.
[dx.doi.org/10.22624/AIMS/ACCRABESPOKE2025P35](https://doi.org/10.22624/AIMS/ACCRABESPOKE2025P35)
