



Staff Motivation and Coordination as Correlates of Computerization of University Libraries in South-South Nigeria

Abstract

The study was aimed at examining staff motivation and coordination as correlates of computerization of university libraries in South-South Nigeria. Two research questions were raised and hypotheses were stated. An ex-post facto research design was adopted for this study. Ex-post facto research design is a design where the researcher attempts to investigate the relationship among variables whose effect has already occurred. The study also adopted a census sampling technique since the population of two hundred and eight (208) certified librarians can be handled. A questionnaire titled Management Variables and Computerization of libraries Questionnaire (MVCLQ) was used for data collection. The questionnaire was validated by three test experts and the reliability was ascertained using Cronbach alpha. The result of the reliability analysis produced a reliability coefficient of .79 -.85 for the three sub scales of the instrument. Data were collected by the researcher and analysed appropriately using Pearson product moment correlation and the result of the analysis showed that staff motivation and staff coordination significantly relate with computerization of libraries. Based on the findings and conclusions of the study, it was recommended that library staff should be motivated in order to get them committed in bringing the objectives of ICT in libraries to bare and that activities of the library should be coordinated in order to ensure that materials are well organized to achieve computerization purpose.

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1.1 Introduction

The emergence of information and communication technology (ICT) has brought drastic changes in the face of the society as virtually all facets of human endeavours are affected. In the educational system, there is practically no area that is not permeated by

ICT. One of such areas is in the utilization of the library resources. Tony (2008) observed that the gap in educational advancement between the more advanced states and the under developed states in terms of technological infrastructure looks set to be overridden. This is so as successive

innovations have been made in educational sub-sectors such as in libraries in developing states such as Nigeria, Ghana etc. (Daniel, 2002). These have led to the increase in the use of libraries by students and staffs in recent years in academic institutions in the areas of computer application to information management in libraries, teaching of ICTs use and application in library schools attached to educational institutions, increase in educational funding just to mention a few. Today, libraries have shifted from conventional libraries where books and other printed texts are consulted and borrowed. Many libraries have developed sites to organize and publicize internal and external links to information. It is of note that computerisation has enabled libraries all over the world to develop complex and simple globally accessible pages, listing hours, locations and resources available while others have developed web layouts using a wide variety of languages. That library computerization is a welcome change is not an over stated fact.

This is so as Kline (2003) asserts that “Academic library patrons face an information landscape that is radically different from the sheltered havens that we experienced as patrons, by contrast our patrons will work in electronic environments where the boundaries between scholarly information, popular resources and outright misinformation are blurred. This have been observed to be truism as the unprecedented increase in government efforts in providing to its citizenry profitable concrete and definable educational standards is more vivid in recent years especially in African states of Nigeria, Ghana, South Africa just to mention a few. As government and its agencies has lost patience with the old ways of information resources acquisition, management and provision.

Library computerization is the process of adequately utilizing computer hardware cum software's and its varying facilities such

as networking cables, software packages, scanners aid pointes in accomplishing library functions which were originally performed manually by the librarians. Despite global developments in library computerisation, the inability of most academic libraries in the South-South Zone of Nigeria to achieve meaningful progress in their efforts towards computerization of their operations is quite worrisome. Government and most universities administrations have tried to computerize academic libraries. Typical examples of such efforts are that of the University of Calabar, University of Uyo and University of Port-Harcourt libraries. They have all adopted different library computerisation software that failed in the long run. Almost all the academic libraries in South-South zone at present have established links with the digital collections of subscription journal such as: Access to Global Online Research in Agriculture (AGORA); JSTOR; Health Inter Network Access to Research Initiative, among others. Yet after initial subscription they sometimes go on for months without renewing their subscriptions. Many researchers and scholars have tried to fathom the causes of these problems. Factors identified are financial constraints, dearth of qualified competent librarians, and lackadaisical attitude of librarians towards rendering of service, inadequate library legislation, passive attitudes of library heads; autocratic/dictatorial stance of library parent management, lack of cooperation among university libraries; attitudinal problems among librarians; and other personnel problems. The consequences of poor computerization is that many library users, both students and lecturers have developed poor perception of academic libraries, due to the libraries' inability to meet their information needs in both a timely and remote manner as it is obtainable in modern libraries. In fact, libraries are often neglected as users opt for cyber cafes, their mobile phones and

laptops for browsing information needed for their assignments, term papers and projects, even though these alternative sources of information might not adequately help them obtain reliable information needed for such academic activities.

While this trend among academic libraries persists, it is hoped that, university libraries utilize a holistic life-cycle approach for computerisation initiatives which will help develop sustainable and successful projects. The researcher is presuming that lack of staff motivation and coordination could be responsible for poor computerization of libraries in Universities in South-South, Nigeria. It was an attempt to answer this research questions that this research work is conducted.

1.2 Hypotheses

The following hypotheses were stated in null form to guide the study

- i. There is no significant relationship between staff motivation and computerization of the library
- ii. There is no significant relationship between staff coordination and computerization of the library

2.1 Review of Related Literature

A study on the impact of job satisfaction and motivation of library staff on library automation was conducted by Christopher, Mprah and Kumah (2014) in which they discussed the impact of library automation on the job satisfaction of University of Education, Winneba (UEW) library staff. The overall aim of the study was to investigate the impact of the job satisfaction, and frequency of motivation of staff on implementation of the library automation project on library staff. The study employed the use of the survey research approach through the purposive sampling method as the study actually sought the views

of all library staff with the aid of a structured questionnaire. A total of ninety-four (94) questionnaires with 35 items were used to obtain relevant data for the study. Of these, 66 of the questionnaires representing 70.21% of the total questionnaire were retrieved and analyzed. The findings have shown a high level of awareness of the project, increase in productivity, job satisfaction and acquisition of new skills by staff. However, motivation was found to be the strongest factor of library automation.

Also, Obajemu and Dekpen (2012) in their study *on* Staff Motivation in the University of Lagos Libraries, Nigeria by Three research questions were raised to guide the study. A survey work and the methodological approach takes the form of cross-sectional study across all the strata of the staff. Sampling procedure involved a combination of simple random sampling technique and the quota system of all the sections, and classes of all workers for proper representation. The data gathering instrument used in this study was the structured questionnaire schedule administered to about 80 staff of the libraries of University of Lagos but our analysis were based on 58 of 174 valid responses representing 37.18% sample population. Of the 174 population of academic, technical/administrative and junior staff in these libraries, 58 out of 80 questionnaires administered returned represents 65% response. This study covered Akoka main Library, College of Education and College of Medicine, Idi-araba, Lagos. The response distribution showed that Akoka main Library accounted for 55%, College of Medicine recorded 38% while College of Education was 7%. Furthermore, the sex distribution showed that male response was 57% while female counterpart had 43%. Distribution based on status was made. Academic staff accounted for 24%, while the junior cadre was 48%. Additionally, amongst the respondents, those people who were just

below 5 years in service was 17 while those of 5-10 years were 20% others who were 11-20 years represents 12% while 21-39 years was 43% and 31 years and above was 6%.

Moreso , Adeyinka , Ayeni and Popoola (2007) carried out a study on Work Motivation, Job Satisfaction, and Organisational Commitment of Library Personnel in Academic and Research Libraries in Oyo State, Nigeria. Three research questions guided the study with a descriptive survey design adopted for the study. The target population of the study was library personnel in all research and academic libraries in Oyo state, Nigeria. A census of five research and four academic libraries was taken. A total enumeration sampling technique was used to select 200 library personnel A modified questionnaire tagged Work Motivation, Job Satisfaction, and Commitment Scale (WMJSCS) was used for the collection of data on the study. The questionnaire was specifically designed to accomplish the objectives of the study. The first section collected information such as age, sex, experience, professional status, marital status, position, and so on. The second section contained the items, and was divided into three parts. Descriptive statistics, Pearson Multiple Correlation, and Multiple classification methods with t-test were employed to analyse the collected data. The result revealed a positive correlation between work motivation and job satisfaction with coefficient value of $r = .4056$. Motivation also correlated with Organizational commitment, but the correlation was negative with coefficient value $r = -.1767$. This indicates that no significant difference was observed in the work motivation of the professional and non-professional library personnel. The result also showed that no difference exists in the job satisfaction of the library personnel in academic and research libraries. This was shown with the $t. cal. 1.66 > t. tab 1.96$ at 0.05 level and 198 degrees of freedom.

Nok (2006) carried out a study on the Challenges of Computerizing a University Library in Nigeria: the Case of Kashim Ibrahim Library, Ahmadu Bello University, Zaria. The study adopted a survey research design with a stratified and purposive sampling technique used to collect a sample of 200 staff and non-teaching staff in universities selected for the study. Questionnaires and interviews were used for data collection and data collected were subjected to statistical analysis using descriptive statistic and Pearson product moment correlation statistics. The result showed that there was a significant influence of funding, staff quality on computerizing of universities library. However, library coordination was not found significant in influencing library computerization.

3.1 Research Methodology

An ex-post facto research design was adopted for this study. Ex-post facto research design is a design where the researcher attempts to investigate the relationship among variables whose effect has already occurred. The study also adopted a census sampling technique since the population of two hundred and eight (208) certified librarians can be handled. A questionnaire titled Management Variables and Computerization of libraries Questionnaire (MVCLQ) was used for data collection. The questionnaire was validated by three test experts and the reliability was ascertained using Cronbach alpha. The result of the reliability analysis produced a reliability coefficient of .79 -.85 for the three sub scales of the instrument. Data were collected by the researcher and were analyzed appropriately using Pearson product moment correlation and the result of the analysis is presented below.

4.1 Presentation of Result

4.2 Hypothesis One

Hypothesis one states that there is no

significant relationship between motivation and computerization of the library. The independent variable in this hypothesis is planning while the dependent variable is computerization of library. To test the hypothesis, Pearson product moment

correlation was used for data analysis. The result as presented in Table 1 shows that (r-value= .227, p<.05). This implies that there is a positive significant relationship between motivation and computerization of the library. Hence, the hull hypothesis s rejected.

Table 1: Pearson product moment correlational analysis of the relationship between motivation and computerization of the library (N=208)

Variable	N	X	S.D	r-val	Sig.
Motivation	208	17.66	3.96		
				.227*	.001
Computerization of the library	208	19.88	2.09		

P<.05

4.3 Hypothesis two

Hypothesis two states that there is no significant relationship between coordination and computerization of the library. The independent variable in this hypothesis is coordination while the dependent variable is computerization of library. To test the hypothesis, Pearson product moment correlation was used for data analysis. The result as presented in Table 2 shows that (r-value= .160, p<.05). This implies that there is a positive significant relationship between coordination and computerization of the library. Hence, the hull hypothesis s rejected.

Table 2: Pearson product moment correlational analysis of the relationship between coordination and computerization of the library(N=208)

Variable	N	X	S.D	r-val	Sig.
Coordination	208	17.01	4.62		
				.160*	.021
Computerization of the library	208	19.88	2.09		

P<.05

5.1 Discussion of findings

Hypothesis one states that there is no significant relationship between staff motivation and computerization of the library. The result of these finding revealed that staff motivation significantly relate with computerization of the library. The result could be due to the fact that motivation is a propeller. Where there is no motivation to work, workers know what to do but do the wrong thing. They do not see meaning in what they are either obliged to do or ant to do. However, where they are motivated and incensed by the incentives, working condition, working environment and sense of security developed, there is every tendency that they are committed and will be fully engaged into bringing the goals of the library to accomplishment. For example, where librarian staff are not paid, not promoted, do not have a sense of security to work, their commitment o to the job will be limited and this cannot help in the automation of the library units.

The result was in line with that of, Bii and Wanyama (2001) that found that even though there were problems with the implementation of the library automated system of the Margaret Thatcher Library of Moi University in Kenya, motivation of staff was found adequate to influence staff to ensuing that facilities are put in place for proper automation of the library. Similarly , the study of [Obajemu](#) and Dekpen (2012) on Staff Motivation in the University of Lagos Libraries, Nigeria found that were salaries, bonuses, promotion, day work, measured day work, piece work, Profit sharing , Medical services, life assurance, health insurance, recreational programme, cafeteria, housing, legal and financial counselling, and educational assistance are provided, it will facilitate staff commitment to computerization of the library.

Hypothesis two which states that there

is no significant relationship between coordination and computerization of library was rejected. These could be as a result of the fact that coordination ensures unity of action among individuals, work groups and departments, and brings harmony in carrying out the different activities and tasks so as to achieve the organizational goals efficiently. Without harmonized effort or unity of action, achievement of goals in some departments may run counter to that of the other departments, or the timing of achievements may not match properly. The coordinating function of the management prevents overlapping and conflict so that the unity of action targeted at digitalized library will be achieved.

The findings were in line with that Abdulraheem and Tiamiyu (2005) and Henry, Franklin and Michael (2005) who carried out a study on evaluation of automated services in Nigerian universities, challenges and prospect for future development. The study found that were there is no unity of purpose as result of poor coordination in the library service unit, it will be difficult for the computerization of the library to succeed. This is because, all the units are interrelated and none can function independently or exclusively from the others.

Conclusions Recommendations

Based on the findings of the study, it was concluded that staff motivation and coordination relate with the computerization of the library. Based on the findings and conclusions of the study, it was recommended that Staff should be motivated in order to get themselves committed in bringing the objectives of ICT in libraries to bare and that activities of the library should be coordinated in order to ensure that materials are well organized to achieve computerization purpose.

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