



Library Partnership and Job Performance of Some University Libraries in Nigeria

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Abstract

The study examined library partnership and job performance of some university libraries in Nigeria. The descriptive survey design was used in this investigation. The population of the study made up of 113 librarians in university libraries in Nigeria. For the study, a self-made questionnaire was employed. Descriptive statistics was employed to the study. Instrument for data collection was questionnaire. Out of the 113 copies of the questionnaire that were disseminated 95 were sampled. A mean score of 2.5 or above and a percentage score of 50% were deemed satisfactory. The study affirmed the following as the impact of libraries partnership in some university libraries in Nigeria in the following order: Cheaper and more effective services, document delivery services, increases human cooperation, it reduces library subscription and it increases resources sharing. The study also revealed that the extent in which library partnership influences job performance of some university libraries in Nigeria was high. The study recommends that for a better work performance, librarians should embrace the usage of the most popular collaboration tools, such as email and WhatsApp and librarians at different universities should raise their levels of digital awareness and adoption skills.

Keywords: Library Partnership, Job performance, university libraries, Nigeria

1.1 Introduction

Academic research, teaching, and learning all depend on university libraries, which are sometimes referred to as the "heart" of respective institutions of learning. They give users access to a wide range of digital and physical materials such as databases, e-journals, and books. In addition to facilitating research through digital repositories and specific academic resources, contemporary university libraries include specialized locations for partnership such as Makerspaces. Beyond their conventional

duties as repositories, university libraries are becoming strategic partners that actively promote partnership with instructors, students, and other groups. Through projects like information literacy training, support for digital scholarships, and shared community spaces, these partnership aim to improve teaching, advance research, and maximize resources while increasing library impact and exposure.

A library partnership is a purposeful, mutually beneficial cooperation to improve services, programs, or resources between a

library with outside organizations, people, or community groups. In order to achieve shared community objectives and optimize effect, these partnership pool resources such as funds, facilities, technology, and experience. It is also defined as collaboration between libraries that consent to pool their resources. Partnership with other libraries in a community increases library's resources, increases the reach, promotes creativity and helps the community work toward common goals and can offer a lifelong learning programmes such as craft making, storytelling, sharing knowledge on indigenous knowledge (State Library of Iowa, 2019). Partnerships and teamwork within library settings are critical factors for enhancing job performance.

Job performance is the effectiveness with which an employee fulfills their assigned duties, combining behaviors, tasks, and output that contribute to organizational goals. Job performance is able to consistently produce high-quality outcomes that directly contribute to team and organizational goals. Job performance among librarians is measured by their ability to complete assigned tasks effectively and within stipulated timeframes. It encompasses various attributes, including the quality of work, task completion rate, interpersonal skills, and the ability to function with minimal supervision (Ikonne & Fajonyomi, 2019). This entails making sure librarians are working on the appropriate activities in addition to accurately doing them on time. Because they improve service delivery, encourage innovation, and give access to pooled resources, library partnerships are essential to raising job performance for library employees. Librarians may broaden their reach, acquire new skills, and boost productivity by working with outside groups and other libraries. Chege (2017) emphasized that a partnership effectiveness can be measured by how well it contributes to achieving broader organizational goals. It is in light of the above

title that this topic is imperative.

1.2 Statement of the Problem

Improved service delivery, information exchange, and professional development are all facilitated by library partnerships and collaborations, which are important factors in improving job performance for library employees. Research shows that professional alliances and cooperation help librarians solve difficult problems, exchange knowledge, and improve users' satisfaction. The employment effectiveness of Nigerian librarians is greatly improved by library collaborations, such as professional association memberships and cooperative training programs. It has been observed that research topics exist on library partnership and job performance, but no study has been done on library partnership and job performance in some university libraries in Nigeria, hence the need for this research.

1.3 Objectives of the Study

The following objectives were formulated to guide the study

1. To find out the impact of libraries partnership in some university libraries in Nigeria
2. To investigate the extent on how library partnership influences the job performance of some university libraries in Nigeria

1.4 Research Questions

1. What is the impact of libraries partnership in some university libraries in Nigeria?
2. To what extent does library partnership influences the job performance of some university libraries in Nigeria?

2.1 Literature Review

The importance of partnership in raising overall employee performance and consequently, organizational productivity has been acknowledged by organizations all over the world (Obiekwe et al., 2021). Partnerships

foster synergy that improves library service delivery, increasing user satisfaction and institutional efficacy. In order to maximize service delivery, university libraries' operating structure necessitates a high degree of coordination and cooperation among librarians. When librarians collaborate, they exchange information, assign work effectively, and tackle problems as a group, which boosts output and service quality. In a similar vein, Hanaysha (2016) pointed out that partnership entails consistent communication, common performance objectives, and group dedication all of which are critical for success in knowledge-based organizations like university libraries. 73% of librarians participate in co-authored projects, according to partnership research by Livina et al. (2017), since group collaboration promotes division of labor, shared ideas, and faster turnaround for publishable works. Due of their limited expertise conducting independent research, assistant librarians, who are relatively new to the field, made up the largest percentage (29%) in collaboration.

Additionally, Adegbaye et al. (2017) discovered that, probably as a result of their close proximity, librarians at federal polytechnics have a tendency to collaborate more with colleagues in the same institution. Regarding information sharing, which is an essential component of teamwork, Mosha et al. (2015) discovered that Nelson Mandela University had very few of these behaviors. In a similar vein, Akparobore (2015) found that 41% of Nigerian university librarians thought knowledge sharing was high in their libraries, while 59% said it was poor. In contrast, Okonedo and Popoola (2012) observed that librarians often assist one another in resolving work-related issues by exchanging thoughts on new developments in the area. Nine out of 10 information-sharing indicators scored very high, ranging from 2.77 to 3.81, according to Awodoyin et al. (2016), further demonstrating the high degree of knowledge sharing among

academic librarians in Nigeria.

According to Daft (2012), establishing a successful partnership requires a number of essential elements, such as well-defined objectives, pertinent skills, mutual trust, dedication, open communication, the capacity for negotiation, suitable leadership, and both internal and external support networks. In support of this, Ifechi et al. (2022) highlighted that collaboration allows employees to use their knowledge, skills, and talents collectively to boost organizational effectiveness in their study on professional career development and partnership at private colleges in Nigeria. Dash et al. (2014) also confirmed that partnership among team members improves both job performance and productivity. Similarly, Manzoor et al. (2011) discovered that partnership significantly enhances employee satisfaction and performance. However, Chege (2017) found that staff in the sales and marketing divisions did not generally accept cooperation in a research conducted at Nairobi Bottlers Limited.

Olonade et al. (2020) evaluated the relationship between employee loyalty and collaboration at Slabmark Nigeria Limited in Ibadan, Oyo State, in a different research. Employee loyalty is favorably impacted by cooperation, according to the results, which showed a substantial positive correlation ($r(207) = .984^{**}$, $p < .01$). Popoola et al. (2020) investigated the impact of cooperation and mentorship on cataloging staff performance in South-West Nigerian university libraries. The research, which used a descriptive correlational methodology, included 263 cataloguers from schools of education, universities, and polytechnics, both professionals and paraprofessionals. Structured questionnaires were used to gather the data, and regression and correlation methods were used for analysis. The results demonstrated a significant correlation between job performance, collaboration, and mentorship ($r = .493$, $p < .01$; $r = .428$, $p < .05$).

As a result, the null hypothesis that there was no association was disproved.

Similarly, Onyekwelu et al. (2018) used a sample of medium-sized businesses in Anambra State to investigate the impact of partnership on employee performance. Senior staff members' answers were gathered using a standardized questionnaire using a 5-point Likert scale. A robust 80.7% correlation between the variables was found in the results. Librarians have access to a variety of collaborative technology. Igwela, Adomi, and Nsirim (2022) list a variety of partnership technologies, such as mobile devices (e.g., smartphones), digital tools (e.g., blogs, wikis, digital boards), social media platforms (e.g., Library Thing, LinkedIn, Facebook), communication tools (e.g., WhatsApp, email, texting), and institutional repositories. This research will look at email and WhatsApp as collaboration technology. According to Chowdhury, Chowdhury, and Bopp (2018), WhatsApp and email are an effective tool for librarians to keep users informed and involved by enabling them to send alerts about new arrivals, forthcoming activities, and other crucial library-related information.

3.1 Research Methodology

The descriptive survey design was used in this investigation. The population of

the study made up of 113 librarians in university libraries in Nigeria. For the study, a self-made questionnaire was employed. Descriptive statistics were used to extract 95 of the 113 copies of the questionnaire that were disseminated. A mean score of 2.5 or above and a percentage score of 50% were deemed satisfactory. The population of the study consists of 95 librarians in some selected university libraries in Nigeria.

No sampling was done because the entire population was considered manageable. According to Babbie (2004), if study population is small and less in number, it may be preferable to do a census of everyone in the population, rather than a sample.

To gather data for this study, the researcher used four (4) research assistants, one (1) for each institutions. The use of research assistants in the administration of the questionnaire became imperative because being library staff of the institution was more familiar with the environment and colleagues. The assistant worked better to ensure a reasonable return rate. The questionnaire were issued out and collected on the same day because of the small population.

Table 1: Population of the study

S/N	University libraries	Librarians
1	University of Lagos Library	37
2	Bayero University Library Kano State	18
3	Kwara State University Library	19
4	University of Port Harcourt Library	21
	Total	95

Table 1 shows the population of librarians of the study in the following order: University of Lagos(37), Bayero University Library Kano State (18), Kwara State University Library (19) and University of Port Harcourt Library(21) respectively.

4.1 Results and Data Analysis

Table 2: Impact of libraries partnership in university libraries in Nigeria

Key: Strongly agreed, Agree, Disagree, Strongly disagree

S/N	Items	SA	A	D	SD	-x	Decision
1	Cheaper and more effective services	34	47	6	8	3.1	Accepted
2	Document delivery services	33	49	9	4	3.1	Accepted
3	Increases human cooperation	43	38	7	7	3.2	Accepted
4	It reduces library subscription	42	38	9	6	3.2	Accepted
5	It increases resources sharing	47	42	6	0	3.4	Accepted

Table 2 affirmed the impact of libraries partnership in some university libraries in Nigeria in the following order: Cheaper and more effective services (3.1), document delivery services (3.1), increases human cooperation (3.2), it reduces library subscription (3.2) and it increases resources sharing (3.4) respectively.

Table 3: Extent that library partnership influences the job performance of some university libraries in Nigeria.

Keys: Very High Extent, High Extent, Low Extent, Not Applicable

S/N	Items	VHE	HE	LE	NA	-x	Decision
1	• Strategic resource sharing	42	45	7	1	3.3	Accepted
2	Partnership in staff development	34	49	10	2	3.1	Accepted
3	• Partnership with users	48	39	7	1	3.4	Accepted
4	• Partnership in cataloguing	42	44	6	3	3.3	Accepted
5	Cooperative acquisition	40	41	5	9	3.1	Accepted

Table 3 depicts the extent in which library partnership influences job performance of some university libraries in Nigeria in the following order: Strategic resource sharing (3.3), partnership in staff development (3.1), partnership with users (3.4), partnership in cataloguing (3.3) and cooperative acquisition (3.1) respectively. One can infer from the result that the extent in which library partnership influences job performance of some university libraries in Nigeria was high.

5.1 Discussion of Results

The study is on library partnership and job performance of some university libraries in Nigeria. Two research questions were

formulated to guide the study. The study affirmed the following as the impact of libraries partnership in some university libraries in Nigerian in the following order: Cheaper and more effective services, document delivery services, increases human cooperation, it reduces library subscription and it increases resources sharing. The study also revealed that the extent in which library partnership influences job performance of some university libraries in Nigeria was high. This is in line with Dash et al. (2014) who confirmed that partnership among team members improves both job performance and productivity. Similarly, Manzoor et al. (2011) study also sees that librarians partnership

significantly enhances their job performance. One can deduce from the study so far that the importance library partnership cannot be overemphasized.

Conclusion

Library partnerships are positively correlated with higher job performance in university libraries, especially in the Nigerian context. It is impossible to overstate the importance of integrating partnering technology into library services. There are many benefits to library partnership, including increased access to resources for librarians, better virtual reference services, joint library programs and workshops, sharing of user data to enable more individualized recommendations and services, and much more.

Recommendations

1. For better work performance, librarians should embrace the usage of the most popular collaboration tools, such as email and WhatsApp.
2. Given the advantages of collaborative technology, librarians at different universities should raise their levels of digital awareness and adoption skills.

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