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CHOOSING A CAREER IN LIBRARIANSHIP: A MULTIFACETED INTERPLAY BETWEEN PARENTAL INFLUENCE AND PROFESSIONAL EXPERIENCE

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Abstract
This study investigated the key influencers and motivating factors for choosing librarianship, the impact of parental socio-demographic characteristics, and the effect of parental job satisfaction on children's career decisions. A descriptive survey design was employed, collecting data from 246 Nigerian librarians via self-administered questionnaires. Data were analysed using descriptive and inferential statistics. The demographic profile revealed a nearly balanced gender distribution (48.8% male, 51.2% female), with most respondents aged 41-50 (38.8%), married (78%), possessing 1-10 years of experience (52.8%), holding a Master's degree (54.5%), and primarily employed in academic libraries (61.8%). Key career influencers included friends/relatives (36.9%), chance (22.7%), and personal interest (19.3%), with direct parental influence (8.1%) being less prominent. Intrinsic motivators, such as specialised information skills (66.3%) and being information custodians (64.2%), predominated, while financial benefits were minimal. The hypothesis concerning parental socio-demographic influence was largely retained, except for the type of library where parents worked, which showed a significant influence (χ^2 (n = 246) = 12.775, df = 5, p = .026.). Regarding parental job satisfaction, the hypothesis was rejected, demonstrating a significant influence of parental job satisfaction on career recommendations (χ^2 (n = 241) = 30.585, df = 3, p = .000). This indicates that satisfied librarians are significantly more likely to encourage their children to consider the profession. The study concludes that parental job satisfaction and the specific professional environment of the parent are critical, often indirect, drivers for promoting librarianship.

Keywords: *Librarianship, Career Choice, Parental Influence, Job Satisfaction, Professional Experience, Socio-Demographic Characteristics.*

Introduction

Choosing a career is a profoundly complex journey, shaped by a myriad of factors extending beyond an individual's personal interests and innate talents. Among the most potent influences are parents, who play a crucial role in moulding their children's career aspirations. Parents' desire for their children's success often leads to their active involvement in decision-making processes. This involvement can manifest in various ways: many parents serve as positive role models, encouraging exploration of careers that are not only fulfilling but also align with their children's passions and abilities. Conversely, some parents may unintentionally deter their children from pursuing true interests, often influenced by their own

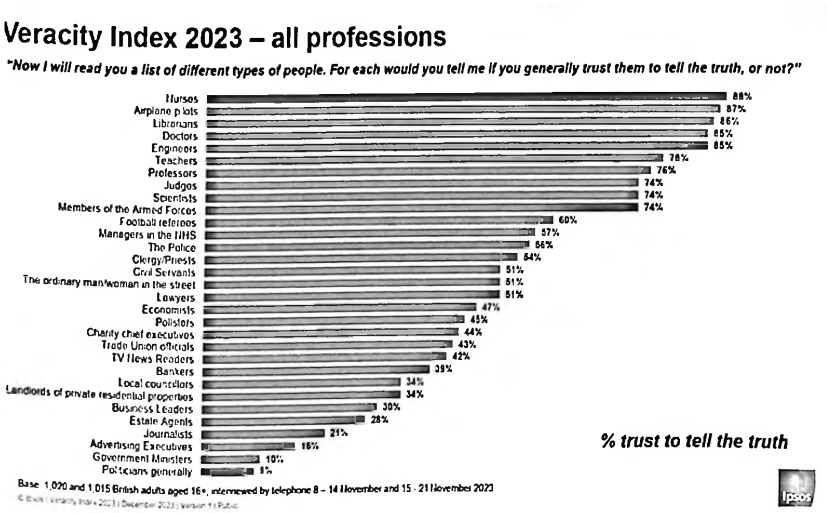
Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

life experiences, concerns about job security, or misconceptions about what constitutes a "successful" profession (Dorot & Davidovitch, 2023; Thomas & Joseph, 2024; Wickramasinghe & Dissanayaka, 2024). The years of experience a parent has in their profession, and their resulting job satisfaction, can subtly, yet significantly, colour their guidance to their children.

In the vast landscape of career options, librarianship warrants particular attention. Despite its fundamental role in knowledge dissemination and its vital contribution to developing informed societies, the field often grapples with its public perception among aspiring professionals. Many students tend to overlook librarianship in favour of more conventional paths commonly associated with higher financial rewards or social status. This often stems from a lack of awareness regarding the significant and diverse contributions librarians make, coupled with a prevailing belief that the field offers limited economic prospects (Damilola et al., 2018).

However, recent research compels a re-evaluation of this perception. The 26th edition of the Ipsos Veracity Index, a comprehensive assessment of public trust in various professions, remarkably places librarians among the top five most trusted careers (Ipsos, 2021, 2023). This recognition, illustrated in Figure 1, underscores the profession's significant value and integrity within the community, presenting a timely opportunity to inspire future generations to consider it as a viable and rewarding career. By fostering a deeper understanding of librarianship's profound impact on education, literacy, and community engagement, we can encourage more individuals to explore this dynamic and fulfilling path, ultimately enriching both the profession and society.

Figure1. Ipsos Veracity Index 2023 – Trust in Professions Survey



(Source: Ipsos, 2023)

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

While job satisfaction among librarians is generally perceived positively, suggesting a potentially rewarding work environment, the specific factors contributing to this satisfaction, particularly concerning salary, benefits, and overall career fulfillment, have not been thoroughly examined (Opeke et al., 2021). Furthermore, the intricate relationship between the professional experiences of parents, including their own job satisfaction accumulated over years of service, and the career choices of their children remains underexplored, especially within the unique context of librarianship.

This study aims to bridge these important gaps by investigating how parental influence, their job satisfaction, and the impact of various professional experiences collectively shape the career aspirations and decisions of aspiring librarians. By meticulously examining the interplay between these critical elements, this research seeks to offer valuable insights into the profession of librarianship and its broader implications for sustainable career development in this vital field.

Therefore, the research seeks to achieve the following objectives:

1) To examine the major "influencers" and motivating factors towards the choice of librarianship as a career among librarians;
2) To determine the influence of parental socio-demographic characteristics on the choice of children's careers; and
3) To investigate the effect of parental job satisfaction on their children's career path decisions, with a particular focus on librarianship.

LITERATURE REVIEW

Parental Influence on Career Choice

Research consistently highlights the profound impact of parental attitudes and family dynamics on children's career decisions. Alcontin et al. (2024) found that family support plays a crucial role in motivating students towards librarianship, noting that parental encouragement and positive reinforcement fostered a favourable view of the profession, thereby creating a supportive environment for career exploration. This aligns with Kanyika's (2022) findings, which emphasise how pervasive societal stereotypes can deter potential librarians. However, positive parental influence can effectively counteract these negative perceptions, fostering greater interest in the profession.

Beyond direct encouragement, parental influence can also be indirect. Quadri (2018) observed that a notable percentage of students entered librarianship not necessarily out of initial passion, but due to unmet aspirations for careers perceived as more "prestigious," such as law or engineering. This suggests that while parents might not overtly recommend librarianship, their general expectations for success can guide students to this field when other options prove unattainable. Furthermore, Quadri (2018) highlighted that approximately 20% of students were influenced by family members who were already librarians, demonstrating how early exposure and positive familial perceptions of the profession can significantly impact career choices.

Parental socio-demographic characteristics also indirectly influence children's career paths. Onoshakpokaiye (2023) notes that children from higher socioeconomic backgrounds may experience greater pressure to pursue careers deemed prestigious or stable, potentially diverting them from fields like librarianship that, despite their societal value, may not always be perceived as high-status. Gender dynamics are another factor: Dorot and Davidovitch

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

(2023) discussed the influence of parental gender and education levels on career decisions, often with mothers serving as significant counsellors. Research suggests mothers frequently have a stronger impact on their daughters' career decisions, while fathers more directly influence their sons (Olmos-Gómez, 2021). This can shape the types of careers considered, including librarianship, influenced by gendered expectations within the family.

Despite significant parental influence, children retain personal choice in their career decisions. Onoshakpokaiye (2023) underscores that while parents provide a framework for understanding various professions, including librarianship, children ultimately make choices based on their interests and values. This dynamic interplay between parental guidance and individual choice highlights the complexity of career decision-making.

Societal Perceptions and Educational Environments

Broader societal perceptions of librarianship also critically affect career choices. Alcontin et al. (2024) indicated that stereotypes portraying librarians as outdated or irrelevant can dissuade prospective students. Conversely, positive community engagement with libraries can significantly enhance the profession's image, promoting librarianship as a viable and dynamic career option. Kanyika (2022) further found that unsupportive educational environments, characterized by limited resources and a scarcity of role models, negatively impact students' perceptions of librarianship. The provision of a supportive educational context is therefore essential for fostering interest, illustrating that institutional backing is as crucial as familial support.

Personal Interest and Motivation

Beyond external factors, personal interest remains a primary motivator for pursuing librarianship. A study at Federal Polytechnic Ede, Osun State, revealed that many students cited "personal interest in the course" as their main reason for choosing librarianship (Quadri, 2018). This finding emphasises the importance of individual passion and inclination in shaping career aspirations, even when librarianship may not be the most commonly sought-after profession.

Deci and Ryan's (1985) Self-Determination Theory posits that motivation is a major influencer in career decisions, categorising it as either intrinsic or extrinsic. Intrinsic motivation involves engaging in an activity for its inherent satisfaction, driven by personal interest, pleasure, and job satisfaction, rather than external rewards (Deci & Ryan, 1985; Ryan & Deci, 2000a, 2000b). Conversely, extrinsic motivation is driven by external forces, used to achieve goals not achievable through intrinsic drive (Deci & Ryan, 1985; Grolnick& Ryan, 1989). In the context of Library and Information Science (LIS), recent research highlights multiple motivational factors influencing career choice. Intrinsic motivations include an interest in library work, a passion for books, a desire to serve, curiosity about technology, and a drive for continuous learning. Extrinsic factors encompass job stability, secure employment, a structured work environment, and career opportunities (Moniarou-Papaconstantinou et al., 2015). Dukic (2019) found differing motivations between students employed in library positions and those in other fields; library-employed students prioritise extrinsic motivators, while others emphasise intrinsic factors.

The Role of Professional Experience

Job experience, encompassing internships, volunteer work, or part-time positions, is vital in shaping career aspirations, especially over the years of experience gained. Alcontin et

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

al. (2024) underscored that practical exposure to librarianship significantly enhances students' understanding of the profession, thereby increasing their self-efficacy and motivation. Students who engaged in firsthand experiences reported a clearer comprehension of a librarian's responsibilities, reinforcing their interest. Kanyika (2022) observed that many students only became aware of librarianship as a career upon entering LIS programs, highlighting a critical gap in early exposure. This lack of early engagement suggests that direct involvement with libraries and librarians is crucial for cultivating students' career aspirations. Although specific research on job experience in Nigeria is limited, Quadri (2018) pointed to prior work experience in libraries as a potential influencing factor, echoing findings that emphasise the importance of practical exposure in igniting interest in librarianship. The accumulation of years of experience in a library setting, even before formal training, can solidify an individual's commitment to the profession and deepen their understanding of its intrinsic and extrinsic rewards.

Influence of Parental Job Satisfaction on Children's Career Choices

Parental job satisfaction plays a crucial role in influencing children's perceptions of various careers, including librarianship. Research indicates that children who perceive their parents as satisfied with their jobs, perhaps over many years of experience in that role, are more likely to consider similar paths as viable and rewarding options. So (2024) found a positive correlation between parental career satisfaction and children's occupational engagement, fostering a belief in the value of their chosen field. This positive reinforcement can motivate children to consider librarianship, particularly if parents emphasise the meaningful aspects of their work and their sustained job satisfaction.

Parental support profoundly shapes children's career choices. Dorot and Davidovitch (2023) explored how parents directly and indirectly influence career decisions, finding that students receiving parental encouragement were more likely to pursue careers aligning with their parents' job satisfaction. This suggests that a parent's long-term satisfaction and pride in their profession can enhance a child's interest in that field. The quality of parent-child relationships is also vital; children with strong emotional support and open communication are better equipped to explore diverse career options, increasing the likelihood of pursuing careers like librarianship that demand personal commitment and passion. Studies, including a qualitative work by Thomas and Joseph (2024), highlight how parental involvement, influenced by cultural contexts and family expectations, guides and encourages career aspirations. Wickramasinghe and Dissanayaka (2024) noted that parents' desire for their children to have successful and satisfying careers often leads to their active involvement in decision-making.

Adikwu and Ereka (2022) examined the role of socioeconomic factors in parental influence, emphasizing that higher parental income and educational levels often lead to more favourable career options. In librarianship, parents modelling a commitment to education and information services may instil similar values in their children, fostering an inclination towards the profession. Furthermore, access to resources associated with higher socioeconomic status can provide opportunities to explore librarianship through education and extracurricular activities.

Directly, parents serve as role models, with research indicating that children often emulate parents' professions, especially if they observe their parents enjoying their work (Agyiri, 2020). For instance, children who witness their parents engaged in satisfying library-related roles, potentially over many years of experience, are likely to develop a favourable

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

view of librarianship.

METHODOLOGY

This study employed a descriptive survey design to investigate the factors influencing career choices in librarianship among Nigerian librarians. The study population comprised all librarians who are registered members of the Nigerian Library Association (NLA). To ensure a representative sample, a random sampling technique was utilised during a national NLA conference. This approach allowed for the collection of data from librarians representing diverse library types across Nigeria.

Data were collected using a self-administered questionnaire specifically designed for this study. A total of 246 questionnaires were distributed to participating librarians. We achieved a 100% response rate, as all distributed questionnaires were completed and deemed suitable for analysis. This high response rate significantly enhances the reliability of the findings. The collected data were subjected to both descriptive and inferential statistical analyses. Descriptive statistics, including frequencies and percentages, were used to summarise the demographic information and key variables. For inferential analysis, Statistical Package for Social Sciences (SPSS) version 23 was employed to examine relationships and test hypotheses related to parental influence and professional experience on career choice in librarianship.

RESULTS

Socio-Demographic Profile of Respondents

The socio-demographic profile of librarians reveals a nearly balanced gender distribution, with males making up 48.8% and females 51.2%. Age-wise, the largest group (38.8%) was between 41 and 50 years old, followed by those aged 21 to 40 years (24.8%) and 51 to 60 years (21.1%). A notable 78% of the librarians reported being married. Looking at professional experience, more than half (52.8%) had accumulated between one and ten years of service. Educational attainment was high, with 54.5% possessing a Master's degree in Library and Information Science, their highest qualification. Furthermore, the majority of these librarians (61.8%) were employed in academic libraries.(See Table 1)

Table 1: Socio-Demographic Characteristics of Respondents

Social Demographic Profile	*Levels*	*Frequency (N) (n=246)*	*Percentage (%)*
Gender	Male	120	48.8
	Female	126	51.2
	Total	246	100.0
Age	Less than 30	23	9.3
	31-40	61	24.8
	41-50	95	38.6
	51-60	52	21.1
	61 and above	15	6.1
	Total	246	100.0
	Single	39	15.9

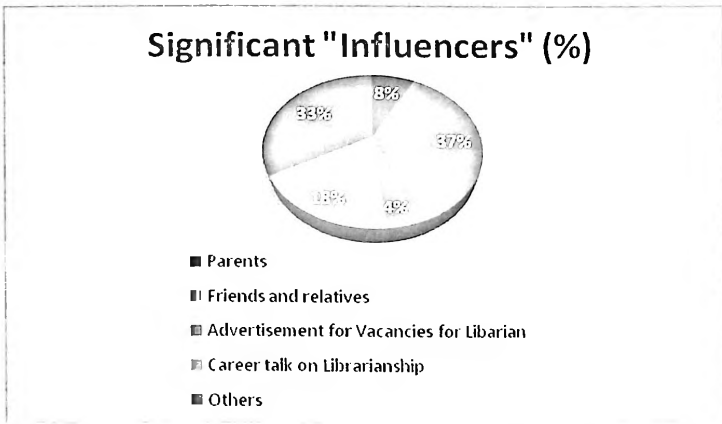
Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

Marital Status	Married	192	78.0
	Divorced	1	.4
	Widowed	1	.4
	No Response	13	5.3
	Total	246	100.0
Years in Service as a Librarian/Library and Information Personnel	1-10 years	130	52.8
	11-20 years	60	24.4
	21-30 years	39	15.9
	31years& above	17	6.9
	Total	246	100.0
Educational Level	OND/DLS	17	6.9
	BLS/B.SC	63	25.6
	MLS/MLIS	134	54.5
	Ph.D.	32	13.0
	Total	246	100.0
Type of Library in which you work	Academic	152	61.8
	Public	13	5.3
	Special	25	10.2
	Law	10	4.1
	Medical	7	2.8
	Others	39	15.9
	Total	246	100.0

Significant "influencers" of librarians' choice of librarianship as a career

To determine the major "influencers" of librarians' choices of librarianship as a career, respondents were asked to select five major factors that influenced their choice of career as present in Figure 2a.

Figure 2a. Significant "influencers" of librarians' choice of librarianship as a career



Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

Figure 2a highlights the key factors that influenced librarians' decisions to pursue a career in librarianship. It reveals that 36.9% of respondents were inspired by friends and relatives, 17.5% by discussions about careers in librarianship, 8.1% by their parents, and 4.1% by job advertisements for librarian positions. Furthermore, 32.8% cited other influences, as illustrated in Figure 2b.

Figure 2b.Other "influencers" of librarians' choice of librarianship as a career

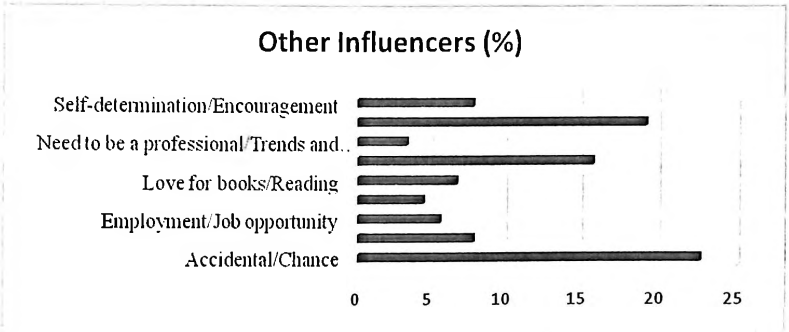
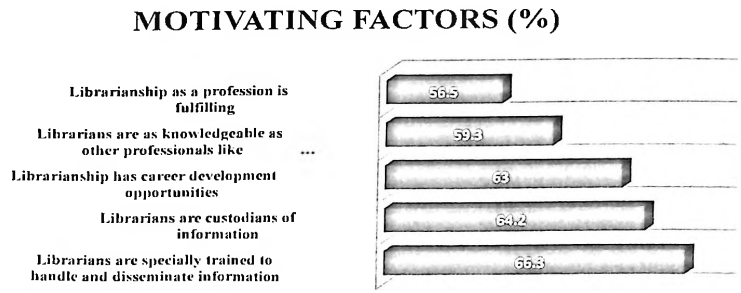


Figure 2b presents the various factors that influenced librarians' decisions to pursue careers in librarianship. Notably, 22.7% of respondents cited chance or accidental circumstances as their primary influence, while 19.3% were motivated by personal interest or choice, and 15.9% were guided by their bosses, role models, or mentors. The least significant influences included the aspiration to be a professional or to follow trends and developments in the discipline and information and communication technology (ICT) at 3.4%, support from spouses at 4.6%, and available job opportunities at 5.7%.

Motivating factors towards the choice of librarianship as a career among librarians

To determine the primary motivating factors of librarians' choices of librarianship as a career, respondents were asked to select five major factors that influenced their choice of career, as presented in Figure 3 and detailed in Table 2.

Figure 3. Five major factors towards the choice of librarianship as a career among librarians



Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

Table 2: Motivating Factors towards the Choice of Librarianship as a Career

	Motivating Factors	*Frequency (f)*	*Percentage (%)*
a	Librarians are specially trained to handle and disseminate information	163	66.3
b	Librarians are custodians of information	158	64.2
c	Librarianship has career development opportunities	155	63
d	Librarians are as knowledgeable as other professionals, like doctors, lawyers, etc.	146	59.3
e	Librarianship as a profession is fulfilling	139	56.5
f	Librarianship nurses other professions to grow	121	49.2
g	Librarianship is a high-status profession	99	40.2
h	Librarianship is a recognised profession in the Nigerian society	81	32.9
i	Librarianship is a lucrative (well-paid)	44	17.9
j	Librarians have ample time to pursue personal interests (not time-consuming)	38	15.4

The findings revealed that the most significant motivator was specialised training in handling and disseminating information, cited by a substantial 66.3% of respondents. This highlights the intrinsic value librarians place on their core professional skills and their role in information management. Closely following, 64.2% of librarians recognised their profession as one where they serve as custodians of information, further underscoring a strong identification with the core mission of librarianship. The availability of career development opportunities was also a strong motivator, acknowledged by 63.0% of respondents, indicating a desire for professional growth and advancement within the field.

A notable 59.3% of librarians emphasised that their knowledge is comparable to that of other professionals, such as doctors and lawyers, suggesting a strong sense of intellectual parity and professional pride. Additionally, 56.5% found the profession to be personally fulfilling, highlighting the importance of intrinsic satisfaction derived from their work. The role of librarianship in supporting the growth of other professions was recognised by 49.2%, showcasing an appreciation for the foundational nature of their work across various sectors. While less prominent than the intrinsic and professional aspects, perceptions of status also played a role: 40.2% regarded librarianship as a high-status profession, and 32.9% acknowledged it as a respected occupation in Nigerian society. Financial benefits and personal time were less significant motivators. Only 17.9% viewed librarianship as lucrative, and a mere 15.4% mentioned that librarians enjoy sufficient time to pursue personal interests, making it the least influential motivating factor among those assessed.

In summary, the decision to pursue librarianship is predominantly driven by a deep appreciation for specialised information skills, the role as an information custodian, opportunities for career development, and a sense of personal fulfilment and intellectual equivalence with other professions. External factors like lucrative salaries or abundant personal time appear to have minimal influence on career choice in this field.

The influence of parental characteristics on the choice of children's careers.

Hypothesis 1: Parental Socio-Demographic characteristics will have no significant influence

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

on the choice of librarianship as a profession for their children.

To evaluate this hypothesis, parental socio-demographic characteristics, including gender, age, marital status, years of service, educational qualifications, and the type of library in which they are employed, were examined in relation to their likelihood of recommending librarianship as a career to their children. Chi-square analyses were performed to assess the statistical significance of these associations, and the findings are summarised in Table 3.

Table 3: Chi-square Analysis of Influence of Librarians' socio-demographic characteristics on the choice of children's career

	Socio-demographic Variables	χ^2	df	P-value	Decision
Choice of Children's Career	Gender	1.319	1	.251	Not Sig
	Age	4.060	4	.398	Not Sig
	Marital Status	4.224	3	.238	Not Sig
	Years in Service	.804	3	.848	Not Sig
	Education Level	2.410	3	.492	Not Sig
	Type of Library in which you work	12.775	5	.026	Sig

As presented in Table 3, the analysis indicates that most parental socio-demographic variables did not significantly influence their decision to recommend librarianship as a profession to their children. Specifically, the gender of the parent ($\chi 2\chi^2 (n = 246) = 1.319$, df = 1, p = .251) and age ($\chi^2 (n = 246) = 4.060$, df = 4, p = .398) had no significant association with the choice of librarianship as a career for children. Similarly, marital status ($\chi^2 (n = 246) = 4.224$, df = 3, p = .238), years in service ($\chi^2 (n = 246) = .804$, df = 3, p = .848) and educational level ($\chi^2 (n = 246) = 2.410$, df = 3, p = .492) did not significantly influence the choice of librarianship as a career for children. However, an exception was observed: the type of library in which parents work significantly influenced the choice of librarianship as a career for their children, $\chi^2 (n = 246) = 12.775$, df = 5, p = .026.

In conclusion, the findings indicate that while parental characteristics such as gender, age, marital status, years in service, and educational level do not significantly influence whether librarian parents recommend librarianship to their children, the specific type of library where parents are employed demonstrates a statistically significant influence at the 0.05 level of confidence. This leads to a partial rejection of Hypothesis 1, suggesting that one particular socio-demographic characteristic does indeed play a role.

The relationship between parental job satisfaction and their children's career choice.

Hypothesis 2: There is no significant relationship between parental job satisfaction and their children's career choice.

To test this null hypothesis, the relationship between parental job satisfaction and their likelihood of recommending librarianship as a career to their children was examined. The findings of this analysis are summarised in Table 4.

Table 4: Chi-square Analysis of Influence of Parental Job Satisfaction on their Recommendation of Career for their Children

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

	Recommendation of Career for Children.					
Parental Level of Job Satisfaction	No	Yes	Total	χ^2	df	P-value
Just satisfied	9(3.7%)	10(4.1%)	19(7.9%)	30.585	3	.000
Moderately satisfied	15(6.2%)	17(7.1%)	32(13.3%)			
Very Satisfied	17(7.1%)	82(34.0%)	99(41.1%)			
Strongly satisfied	8(3.3%)	83(34.4%)	91(37.8%)			
Total	49(20.3%)	192(79.7%)	241(100.0%)			

Table 4 illustrates the influence of parental job satisfaction on their recommendation of a career for their children. It can be observed that parental job satisfaction exerts a statistically significant influence on their recommendation of career for their children. χ^2 (n = 241) = 30.585, df = 3, p = .000.Among librarians who indicated that they would *not* recommend librarianship as a profession for their children, satisfaction levels were distributed as follows: 3.7% were just satisfied, 6.2% were moderately satisfied, 7.1% were very satisfied, and 3.3% were strongly satisfied. Conversely, among those who expressed willingness to recommend librarianship for their children, higher levels of satisfaction were evident: 4.1% were just satisfied, 7.1% were moderately satisfied, a substantial 34.0% were very satisfied, and 34.4% were strongly satisfied with their jobs.

Since the calculated p-value of .000 is less than the conventional significance level of .05, the stated null hypothesis is rejected. Therefore, it can be concluded that there is a significant influence of parental job satisfaction on their recommendation of a career for their children, particularly towards librarianship. This suggests that librarians who are more satisfied with their profession are significantly more likely to encourage their children to consider it.

Discussion of Findings

The demographic profile of the surveyed librarians, with a nearly balanced gender distribution (48.8% male, 51.2% female), challenges traditional stereotypes and aligns with the call to re-evaluate perceptions of the profession, potentially countering negative societal views discussed in the literature (Kanyika, 2022; Alcontin et al., 2024). The prevalence of experienced professionals (52.8% with 1-10 years of service) and high educational attainment reinforces the professional nature of librarianship, supporting the argument for its high public trust (Ipsos, 2021, 2023) and providing potential role models as highlighted in literature (Alcontin et al., 2024; Quadri, 2018).

Regarding career influencers, while literature emphasises parental impact (Alcontin et al., 2024; Quadri, 2018), direct parental influence (8.1%) was less cited than friends/relatives (36.9%) or personal interest (19.3%), suggesting broader social networks and individual inclination are stronger initial drivers. The significant role of "chance or accidental circumstances" (22.7%) and the low impact of job advertisements (4.1%) further underscore the "lack of awareness" and the need for early exposure (Kanyika, 2022). Motivating factors are predominantly intrinsic, such as specialised information skills (66.3%) and personal fulfilment (56.5%), aligning with Self-Determination Theory (Deci & Ryan, 1985) and

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

research on intrinsic motivators in LIS (Moniarou-Papaconstantinou et al., 2015), while extrinsic factors like lucrativeness were least influential.

Crucially, while most parental socio-demographic characteristics (gender, age, marital status, years in service and education) did not significantly influence career recommendations, the type of library where parents work did have a significant influence. This partial rejection of the null hypothesis highlights a nuanced aspect of parental influence not broadly covered in the literature's general discussion of socio-demographics (Onoshakpokaiye, 2023). Furthermore, the significant influence of parental job satisfaction on their children's career recommendations strongly supports other arguments in the literature that parents satisfied with their own profession are more likely to encourage their children to consider similar paths (So, 2024; Dorot & Davidovitch, 2023). This finding underscores the profound, albeit sometimes indirect, impact of parental job experience and satisfaction.

Conclusion

This study aimed to investigate the multifaceted interplay between parental influence and job satisfaction in shaping career choices in librarianship, addressing identified gaps in understanding the factors that draw individuals to this profession. The research specifically sought to examine key influencers and motivating factors, determine the impact of parental socio-demographic characteristics, and assess the effect of parental job satisfaction on children's career decisions, particularly concerning librarianship.

Thus, this study affirms that while diverse factors influence career choice in librarianship, parental job satisfaction and the specific professional environment of the parent emerge as critical, often indirect, drivers. These findings offer valuable insights for promoting librarianship as a viable and rewarding career, emphasising the importance of fostering job satisfaction among current professionals and highlighting the diverse and impactful roles within different library types.

Recommendations

Based on the findings of this study, the following recommendations are put forth to enhance the appeal and understanding of librarianship as a career. Initiatives should be developed to raise awareness about the critical roles librarians play in society. Educational programmes in schools can help promote librarianship as a viable and rewarding career option. Social media and digital platforms could be leveraged to showcase the dynamic and diverse roles of modern librarians, moving beyond outdated stereotypes (Alcontin et al., 2024).

Libraries and educational institutions should encourage librarians to share their experiences and successes with students and parents through mentorship programmesand outreach activities that showcase the fulfilling aspects of a career in librarianship. Moreover, libraries should create opportunities for parents to engage with the profession, such as open house events or workshops that highlight the skills and contributions of librarians, as this involvement can help counter negative perceptions and reinforce positive views of the profession. Educational institutions should provide clear pathways and career development opportunities within librarianship because programmes that highlight the diverse roles within the field can attract a wider range of candidates.

Furthermore, it is recommended that library administrations and professional associations invest in initiatives that genuinely enhance job satisfaction among librarians, such as professional development opportunities, recognition programmes, and enabling work

Nigerian Academic and Research Libraries Journal 2025,Vol. 4 (1) DOI: 10.61955/DQGMRO

environments. Satisfied librarians are more likely to serve as positive role models and advocates for the profession (So, 2024; Dorot&Davidovitch, 2023).Finally, further research should be conducted to explore the impacts of socioeconomic factors on career choices in librarianship, and policymakers should advocate for initiatives that enhance the status and visibility of librarianship, thereby making it a more attractive option for future generations.

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