

CAREER COMMITMENT OF LIBRARIANS: A COMPARATIVE STUDY OF FEDERAL AND STATE UNIVERSITY LIBRARIES IN SOUTH- SOUTH, NIGERIA

By

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Abstract

This paper is a comparative study on the commitment of librarians in Federal and State universities in Nigeria. A single hypothesis was formulated and tested at significance level of 0.05. The study population is 197 librarians. The entire population was sampled. A questionnaire was administered to 195 librarians. Analysis was carried out using mean with criterion mean of 2.5 such that items below 2.5 were rejected and items above 2.5 were accepted. The hypothesis was tested with the use of t-test for the difference in commitment. The results of the study revealed that librarians in public universities were generally committed to their career, though librarians in State universities are more committed than those in Federal universities. It was recommended that necessary measures should be put in place by appropriate authorities to control the activities of librarians, most especially those in the Federal universities.

Introduction

Librarianship basically concerns systematic selection, acquisition, organization, and dissemination of information, involving series of activities, processes and procedures. A librarian could be regarded as committed if all activities and responsibilities are performed according to set out goals. Hence, Arogundade, Arogundade and Oladipo, (2014) stated that commitment is an attitude of an individual which reflects in the individual's behaviour over a task given. This clearly indicates that the attitude of an individual over a task or the extent an individual is dedicated to a profession or occupation is known as commitment. Therefore, commitment is an individual's attitude towards a particular job or to identify with, and get involved in one's occupation (Arogundade et al 2014). It was noted by Mrayyan and Al-Faouri, (2008) that commitment is to get involved in a work at any organisation. This further implies that librarian's commitment which means to get involved cut across satisfying users needs and been known with the professional activities like conferences and workshops. These services and activities are affected by various career stages or components, personal issues and so many other factors.

Arogundade et al (2014) cited in Igere (2020), categorised career commitment into three parts, namely: affective, continuance and normative commitment. Affective commitment means when an individual is emotionally attached to a career. It is normally linked to a favourable work environment as well as relationships with the other employees. In order to be normatively committed means to be obligated to remain in a career. Workers may feel they owe their employers (organisations) for the provision of job opportunity when need most. Finally, continuance

commitment means to check the cost of losing the investment that is sank into a career. That is, it relates to such terms of employment as job contracts, which may make quitting the current job very costly or troublesome (Lee & Chen 2013). These components of commitment are found amongst librarians. For instance, for affective commitment, librarians may be happy because of their relationship with their colleagues and well-furnished offices. For the normative commitment, it could be the favour found in being given a job as a librarian while for continuance, time must have been spent in a career to acquired certain academic degrees. Hence, librarians commitment is based on various issues relating to both librarians and organisations.

Lee and Chen (2013) noted that librarians that are attached to libraries are expected to get committed to clienteles and the library. However, some librarians may be portrayed as not being committed. Librarians who are noted with poor involvement to work can also be as those who are lazy; those who go to work only to receive their salaries at the end of every month (Amune, 2015; Lee & Chen, 2013). The intention of receiving salary at the end of the month without having a passion for the career is an indication of non commitment. A study conducted by Ronald (2006), reveals non commitment of most members of staff. Similarly, Amusa, Salman, and Ajani (2015) revealed the non commitment of some librarians who in essence, feel reluctant in carrying out their professional activities. Also, Popoola and Oluwole (2007) opined that lack of commitment means not been diligent in library activities which could result to various factors not attended to. For instance, when there is an unpleasant environment, it may lead to frustration thereby creating barrier to commitment. These environmental factors may be found in libraries attached to federal or state universities. Ogiamien, (2016) has found that private university librarians encounter several environmental work problems like poor work environment, lack of training etc which affect commitment. Public university librarians encounter environmental work problems but it cannot be presumed that librarians attached to libraries of federal universities would be committed than those in state university library; hence this comparative study on librarians' commitment in Federal and State universities.

Objectives of the Study

1. To determine the librarians commitment in Federal and State universities.
2. To ascertain the extent of librarians commitment.

Research Questions

3. What is the librarians commitment in Federal and State universities?
4. To what extent are librarians in public universities committed?

Hypothesis

1. There is no significant difference in librarians commitment in Federal and State universities.

Literature Review

Library is an institution where services are rendered to clienteles for the actualization of set goals. This implies that commitment has a significant role to play through proper service delivery by meeting users need. Igere (2022) noted that there can be success in a career when there is consistent involvement in the activities pertaining to the career. Some commitment traits found amongst librarian to be classified as committed librarians were stated by Berg 2011 as cited in Igere, Adomi and Nwosu (2020) as accepting modern ways of rendering services, participating in conferences, training, showing love for career, interest for growth in the career, ready to read and make subscription to journals. Furthermore, Igere et al stated that committed will definitely cover up with the three phases of commitment which are affective, normative

and continuance. According to Meyer, Allen and Smith (1993) that librarians that are affectively committed are those with the mindset of remaining in the organisation, devoted and involved in work, happily, feeling of capability, derived joy as librarian; those that are for continuance commitment easily relate with colleagues and accumulated pension and other benefits that could not be neglected; while for the normative commitment, it is a norm or an intentional act to remain in the organisation.

Starnes and Truhon 2016, in Ile and Ikonne (2021) stated that committed means responding to emotion by measuring someone's attitude, behavior or belief which can result to either low or high commitment. Various studies have shown the extent of commitment of university librarians. For instance, Shehu and Opeke (2019) had noted that commitment in public libraries in Nigeria is high. Ile and Ikonne (2021) also revealed a high extent of librarians commitment in federal universities with a mean of 2.86 which cut across the three phase of commitment. Similarly, it was discovered by Olajojo and Oyeboade (2016), 82.0% respondents strongly agreed they are not ashamed of their profession. 72.3 % agreed strongly they are futuristic, 72.3% also indicates that most of their individual goals are related to their career and 61.2% reveal affirmation on commitment to work. Though, it has been observed in time past that majority of librarians are not involved in career activities as it was also supported by Badia and Madawaki (2016) that, librarians commitment in Nigeria was on a low side. It has been observed that majority of librarians now tend quitting their career which is a sign of non commitment to their career.

Akanbiemu (2021) study on librarians commitment in state university library has revealed an average commitment of librarians. The implication here is that public university librarians commitment or any other organisation, may be at variance most especially when they have different funding bodies. A confirmation of this by Lima, Costa, Lopes, Balsan, and Santos (2015) on level of nurses commitment and entrenchment in private and public hospitals in Santa Maria and Santa Cruzdo Sul, in Brazil. A total of 156 nurses from public hospitals and 81 nurses from private hospitals. Items measured in the study are:

" If I could get another job different from being a nurse and paying the same amount I would probably take it, I definitely want a career for myself in nursing; If I could do it all over again i would not choose to work as a nurse; If I had all the money I needed without working, I would probably still continue to work as a nurse, I like this vocation too well to give it up, This is the ideal vocation for a life work, I am disappointed that I ever entered the nursing profession, I spend a significant amount of personal time reading nursing-related journals or books. The highest percentage obtained for career commitment was 72.58% while that of career entrenchment is 44.27%. The percentage for career commitment for private hospital was also higher than public hospital with 59.83% and 59.06% respectively is deduced from various studies that the commitment of librarians is determined by their response to work in relation with the institutions they are attached. A positive and negative response from librarians' activities could be affected by the institution either been a federal, state or private universities. This may result to various factors associated with fund, development or administrative/organisation of the institution as per the type. According to Kazingigi (2017), the funding body is majorly to be verified in running an institution. It may be the decision of either the public or private libraries to put the library in a good or workable environment to bring about commitment. In essence, when a particular library attached to either federal or state university lack the necessary requirements to enhancing appropriate service delivery, it may thwart the career of librarians. For instance, Benson, Onyam and Akpom (2020) compared the character of librarians in federal and state universities in provision of corporate social

responsibilities of librarians in South- South and South- East Nigeria and it revealed that federal universities had a mean of 2.40 while state university had a mean of 2.50. It shows that librarians in state university are more on the provision of corporate responsibilities than federal universities.

Research Methodology

The study applied a descriptive design with a population of 197 librarians in public universities in South- South, Nigeria. The whole population was used in the study as sample, hence there was no sampling technique. The table below shows the distribution of the population of the study. The criterion mean of 2.5 was used such that any item below 2.5 was rejected and any item with 2.5 and above was accepted

Population of Librarians in Public Universities in South-South Nigeria

S/N	Federal University Libraries	No of Librarians
1.	John Harris Library, Benin City, Edo State	09
2.	University of Port Harcourt Library, Rivers State.	22
3.	University of Calabar Library, Calabar	26
4.	University of Uyo Library, Akwa Ibom State	21
5.	Federal University of Petroleum Resource Library, Effurun	10
6.	Federal University Library, Otueke, Bayelsa State	09
	State University libraries	
7.	Ambrose Ali University Library, Ekpoma, Edo State	10
8.	Rivers State University of Science and Technology Library, Nkpolu, Rivers State	11
9.	Ignatius Ajuru University of Education Library, Rumuolumeni, Rivers State	13
10.	Cross River State University of Technology Library, Calabar	20
11.	Akwa Ibom State University of Technology Library, Uyo, Akwa Ibom.	12
12.	Delta State University Library, Abraka, Delta State	13
13.	Niger Delta University Library, Amasoma, Bayelsa	21
Total		197

Analysis and Discussion of Findings

Table 1 shows response rate of respondents

S/N	Federal University Libraries	No of Librarians	No of Response
1	John Harris Library, Benin City, Edo State	09	07
2	University of Port Harcourt Library, Rivers State	22	22
3	University of Calabar Library, Calabar	26	26
4	University of Uyo Library, Akwa Ibom State	21	20
5	Federal University of Petroleum Resource Library, Effurun	10	10
6	Federal University Library, Otueke, Bayelsa State	09	09
	Total	97	96

S/N	State University Libraries	No of Librarians	No of Responses
1	Ambrose Ali University Library, Ekpoma, Edo State	10	09
2	Rivers State University of Science and Technology Library, Nkpolu, Rivers State	11	11
3	Ignatius Ajuru University of Education Library, Rumuolumeni, Rivers State	13	13
4	Cross River State University of Technology Library, Calabar	20	20
5	Akwa Ibom State University of Technology Library, Uyo, Akwa Ibom	12	12
6	Delta State University Library, Abraka, Delta State	13	13
7	Niger Delta University Library, Amasoma, Bayelsa	21	21
	Total	100	99

Table 1 is on response rate of respondents. It revealed that 96 respondents were from federal universities while 99 respondents were from state universities. It therefore revealed that state university librarians are more than federal university librarians.

Research Question 1: What is the librarians commitment in Federal and State Universities

Table 2. Librarians Commitment

	Federal Universities					
	Items on Commitment	SA	A	D	SD	$\bar{x}$
1	I like my career to give it up	25	24	22	25	2.51
2	My career is a rewarding one	20	24	17	35	2.30
3	pursuing my career is important to my self-image	26	35	20	15	2.75
4	I enjoy being address a librarian	26	25	30	15	2.65
5	My career is likely to take me to work for other organizations	20	30	23	23	2.49
6	This is the ideal career for a life work	25	28	21	22	2.58
7	Changing my career would involve a considerable sacrifice	22	29	26	19	2.56
8	I participate in my profession's activities	22	30	27	17	2.59
9	I possess necessary qualifications in my career	24	28	23	21	2.57
10	I subscribe to librarianship journals	20	22	28	26	2.38
11	I accept current ways of doing things	23	25	30	18	2.55
12	If I could do it all over again, I would not choose to work in library	20	18	24	34	2.25
13	If I had all the money I needed, I would still work in the library	24	25	25	22	2.53
14	If I could get another job different from being a librarian and paying the same amount, I would probably take it	23	27	26	20	2.55
15	I would definitely advise an interested friend to enter this line of career.	24	24	20	28	2.45

16	The costs associated with my line of career sometimes seem too great.	20	18	30	28	2.31
	Aggregate					2.50
	State Universities					
	Items on librarians Commitment, Federal Universities	SA	A	D	SD	$\bar{x}$
1	I like my career to give it up	35	25	20	19	2.77
2	My career is a rewarding one	30	18	25	26	2.52
3	pursuing my career is important to my self-image	28	20	22	29	2.47
4	I enjoy being address a librarian	32	27	21	19	2.73
5	My career is likely to take me to work for other organizations	33	21	28	17	2.71
6	This is the ideal career for a life work	20	33	24	22	2.52
7	Changing my career would involve a considerable sacrifice	27	19	25	28	2.45
8	I participate in my profession's activities	33	29	19	18	2.78
9	I possess necessary qualifications in my career	27	25	18	29	2.51
10	I subscribe to librarianship journals	26	24	22	27	2.49
11	I accept current ways of doing things	25	25	22	27	2.48
12	If I could do it all over again, I would not choose to work in library	26	35	23	15	2.73
13	If I had all the money I needed, I would still work in the library	28	26	27	18	2.65
14	If I could get another job different from being a librarian and paying the same amount, I would probably take it	34	28	19	18	2.79
15	I would definitely advise an interested friend to enter this line of career.	27	23	28	21	2.57
16	The costs associated with my line of career sometimes seem too great.	25	28	23	23	2.56
	Aggregate					2.61

Table 2 shows commitment of librarian in public universities. The table revealed an aggregate mean of 2.50 for federal universities while that of state university library is 2.61. It could be drawn from the results that public university librarians are committed because the aggregate mean score is within the range of the criterion mean for federal universities and higher than the criterion mean of 2.50 for state university libraries. Though librarians in federal and state universities are both committed, state university librarians are more committed than federal universities because the aggregate mean score for state university libraries 2.61 is higher than 2.50 for federal university libraries. This corroborate that of Benson, Onyam and Akpom (2020) that state university librarians are more involved on the provision of corporate responsibilities than federal universities. Similarly Lima et al (2015) had earlier found that the percentage of commitment for private hospital was higher compared to public hospital with 59.83% and 59.06% respectively. This specify that in comparing commitment, there is the possibility that some of the librarians in an institution may likely be committed than other institution though there might be commitment across institutional libraries..

Research Question 2: To what Extent are librarians in public universities committed

Table 3:Extent of Librarians Commitment

Federal university libraries						
	Items on Career Commitment	VHE	HE	LE	VLE	$\bar{x}$
1	I like my career to give it up	26	25	21	24	2.55
2	My career is a rewarding one	18	23	24	31	2.29
3	pursuing my career is important to my self-image	28	30	28	13	2.82
4	I enjoy being address a librarian	25	26	30	15	2.64
5	My career is likely to take me to work for other organizations	25	20	23	28	2.44
6	This is the ideal career for a life work	28	25	22	21	2.63
7	Changing my career would involve a considerable sacrifice	22	29	26	19	2.56
8	I participate in my profession's activities	28	26	22	20	2.65
9	I possess necessary qualifications in my career	27	25	23	21	2.60
10	I subscribe to librarianship journals	22	21	28	25	2.42
11	I accept current ways of doing things	26	25	26	22	2.54
12	If I could do it all over again, I would not choose to work in library	22	20	26	28	2.38
13	If I had all the money I needed, I would still work in library	26	26	24	20	2.60
14	If I could get another job different from being a librarian and paying the same amount, I would probably take it	24	26	26	23	2.59
15	I would definitely advise an interested friend to enter this line of career.	23	22	21	30	2.40
16	The costs associated with my line of career sometimes seem too great.	24	20	27	26	2.46
	Aggregate					2.54
State Universities						
	Items on Commitment	VHE	HE	LE	VLE	$\bar{x}$
1	I like my career to give it up	30	28	24	17	2.72
2	My career is a rewarding one	34	20	20	25	2.64
3	pursuing my career is important to my self-image	26	24	22	27	2.49
4	I enjoy being address a librarian	34	29	21	15	2.83
5	My career is likely to take me to work for other organizations	34	23	28	14	2.78
6	This is the ideal career for a life work	23	30	26	20	2.57
7	Changing my career would involve a considerable sacrifice	25	21	25	28	2.43
8	I participate in my profession's activities	36	30	19	14	2.89
9	I possess necessary qualifications in my career	27	28	18	26	2.73
10	I subscribe to librarianship journals	24	25	42	26	2.47
11	I accept current ways of doing things	27	25	20	27	2.53

12	If I could do it all over again, I would not choose to work in library	26	35	20	18	2.70
13	If I had all the money I needed, I would still work in library	30	28	23	18	2.71
14	If I could get another job different from being a librarian and paying the same amount, I would probably take it	36	26	17	19	2.78
15	I would definitely advise an interested friend to enter this line of career.	29	26	24	20	2.65
16	The costs associated with my line of career sometimes seem too great.	25	27	23	24	2.54
	Aggregates					2.65

Table 3 revealed the extent of librarians commitment. It revealed that an aggregate mean of 2.54 for federal universities and 2.65 for state university libraries. This indicated that, though public universities librarians had a high extent of commitment, librarians in state universities had a high extent of commitment than those in federal universities. It could be deduced from the findings that librarians in state universities had a high extent of commitment than librarians in state universities because the aggregate mean for state university libraries is higher than the aggregate mean for federal university libraries. This finding is related to Onyam and Akpom (2020) which revealed a high extent of commitment in state university libraries. Also, Ile and Ikonne (2021) found that federal universities had a high extent of commitment to work, which is at variance with the present study.

Hypothesis: There is no significant difference in librarians commitment in Federal and State universities.

Table 4: t-test analysis on librarians Commitment in Federal and State University Libraries,

Variable	N	Mean	SD	Df	t	Sig(2-tailed)
Federal	96	50.55	5.22	193	-4.412	0.000
State	99	53.64	4.52			

Table 4 shows the t- value of -4.412 and p- value of 0.000. Testing the null hypothesis at an alpha level of 0.05, the p-value of 0.000 was less than the alpha of 0.05. Hence, the null hypothesis was rejected. This implies a significant difference was found in librarians commitment in Federal and State University Libraries.

Conclusion and Recommendations

From the results of the study, it is evident that librarians in public libraries are generally committed but those in state universities are more committed. The extent of librarians commitment in state universities is higher than librarians in federal universities. Librarians commitment in federal and state universities had significant differences.

In the light of the foregoing, the study recommends thus:

1. Necessary measures should be put in place by the university authorities in order to control the activities of librarians, especially in Federal universities.

2. Motivativation/reward should be awarded to diligent and dedicated librarians while offenders should be punished.

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