

INFLUENCE OF WORK ENVIRONMENT ON LIBRARIANS' PERCEPTION OF CATALOGUING AND CLASSIFICATION IN UNIVERSITY LIBRARIES IN OGUN STATE, NIGERIA

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Abstract

Cataloguing and classification is the core of librarianship. Without cataloguing and classification, information materials in the library will be hardly accessed and retrieved. However, many librarians perceive cataloguing and classification as difficult, boring, and time consuming. Hence, this study was set to investigate the influence of work environment on librarians' perception of cataloguing and classification in university libraries in Ogun State. A survey design of correlational type was adopted and the population comprised all academic librarians from the 14 universities in Ogun State. Total enumeration (census) was used, a structured questionnaire was used for data collection and the validity of the instrument was established by a Professor in the Department. 132 out of 144 copies of questionnaire were filled and returned, and then linear regression analysis was used for data analysis. Findings revealed that work environment has significant influence on librarians' perception of cataloguing and classification in university libraries in Ogun State ($\beta=.711$, $P<.05$). Also, many librarians have low perception of cataloguing and classification with overall mean ($X=2.2$), factors such as difficulty of the job, boring nature of the practice and poor transfer of cataloguing knowledge to younger librarians cumulate to the poor and negative perception of librarians towards the practice of cataloguing. Inadequate power supply; low level of trained cataloguers, mentorship issues and epileptic supply of internet, constitute major setbacks for the librarians. Based on these findings, the study recommended that the management of each university library organize special training needed for the librarians within the area of cataloguing and classification; they should create a conducive and friendly work environment for the librarians, and a comprehensive administrative support and mentorship specially with regards to cataloguing and classification procedures, so that the associated challenges can be overcome for better performance of librarians on the job.

Key Words: Work Environment, Perception, Librarian, Cataloguer, Cataloguing and classification, information resources

Introduction

The ultimate goal of every library is for the information materials they acquire to be accessible, retrievable and usable in order to fulfil the information needs of their patrons. To achieve this goal, the information materials in the library have to be organized. Musharraf (2016) states that a building or a digital platform such as a website with books and other information resources are not necessarily a library unless those books and resources have been appropriately organized for access and made conveniently available for use. The organization of information materials in the library involves cataloguing and classification. Ajani, et'al., (2022), David-West and Angrey (2018) concluded that cataloguing and classification represent a continuum in the process of organizing library materials which enhances accessibility and retrieval. They are interrelated but different activities aimed at ensuring correct bibliographic descriptions of library holdings. Cataloguing is the process of writing out the descriptive information of library holdings with their access point: author, title, subject, publisher and date of publication, for the patrons to have an idea of what the library has. In the process of cataloguing, classification takes place which includes grouping information materials into classes according to their categories or subjects, then assign class mark or class number to them. Classification gives the materials the class number to enable the users to locate and retrieve the materials from the shelf. Oni, Oshiotse and Abubaka (2018) submitted that cataloguing can be divided into descriptive and subject cataloguing. Descriptive cataloguing has to do with describing the item, that is, whether book, video, web page etc. and writing out the author, the title, the publisher, year of publication and allocating the access points to it but has not dealt with its subject matter. Whereas subject cataloguing comprises two main aspects: classification and subject headings. Onuoha, in Unegbu and Otuza (2015) states that library classification is the systematic way of grouping subjects and related subjects in such a way that the knowledge they contain can be displayed; one relating to the other. Library classification of a piece of work consists of two steps. Firstly, the subject of the material is ascertained, that is to have the knowledge about the material. Secondly, a class number (book address) is assigned to the material based on the classification system used at the particular library. Cataloguing can be done manually or electronically.

Electronic cataloguing involves the use of computers, internet facility to access library of congress online catalogue, world cat, among others in order to access the subject of the materials and their class number online. Whereas manual cataloguing or original cataloguing involves cataloguers flipping through the pages and volumes of the library of congress subject heading, and the schedule, Sears list of subject heading or any other classification scheme and Cutter's table, in order to determine the subject of the materials and their class number. Eze (2012) observed that On-line cataloguing is another major change that ICT has brought to cataloguing; it involves locating and subsequently copying cataloguing data on line through international computer networks. Remote library catalogues are available on desktops. Eze further agreed that knowledge organization, knowledge management, resource description, and metadata are some of the newer terms in information organization today. Salman and Isah (2022) observed that e-cataloguing using ICT could account for a fair measure of motivation when considering librarians' work environment. Cataloguing and classification is the core competence of librarianship. Notwithstanding, many librarians perceived cataloguing and classification to be very difficult, boring, time consuming and brain tasking. Perception is the process by which people translate sensory impressions into a coherent and unified view of the world around them. Oxford dictionary defined perception as the way in which something is regarded, understood, or interpreted.

Statement of the problem

Cataloguing and classification is the core of librarianship, without cataloguing and classification, the information materials in the library will be hardly accessed and retrieved. Meanwhile, the ultimate goal of every library is for the information materials they acquire to be accessible, retrievable and usable in order to fulfil the information needs of their patrons. Unfortunately, research shows that many librarians perceive cataloguing and classification to be difficult, even most of the students in library schools have no interest in it. The reason is not yet ascertained though some researchers have shown that some work environments can influence cataloguing and classification negatively. Hence, this study investigates the influence of the work environment on librarians' perception of cataloguing and classification in university libraries in Ogun State, Nigeria.

Objectives of the study

1. Find out the perception of librarians about cataloguing and classification in university libraries in Ogun State.
2. Find out the nature of librarians' work environment in the universities under study.
3. Determine the extent to which work environment influences the perception of cataloguing and classification in the area of study.
4. Identify the challenges faced by the librarians in cataloguing and classifying information materials in the university libraries studied.

Research questions

1. What is the librarians' perception of cataloguing and classification in university libraries in Ogun State?
2. What is the nature of the work environment of librarians in the university libraries under study?
3. What are the challenges faced by librarians in cataloguing and classifying information materials in the university libraries in the State?

Research Hypothesis

The null hypothesis to test objective 4 was tested at 0.05 level of significance.

H₀: Work environment will not significantly influence librarians' perception of cataloguing and classification in university libraries in Ogun State, Nigeria.

Scope

This study examined the influence of the work environment on librarians' perception of cataloguing and classification in university libraries in Ogun State, Nigeria. Ogun State is located in the South-Western part of Nigeria. The respondents included all the librarians working within the university libraries in the State.

Literature Review

Perception of librarians about cataloguing and classification

Information resources are not maximized when access is not provided. This fundamental function is within the concept of cataloguing. Thus, cataloguing is an essential process that provides access to all acquired information resources of the library for it allows people to find information needed for their personal and professional growth and development. It also provides access points to information resources in a way that users will be able to find the needed information or resources. And that is why Oni, et'al. (2018) lamented that cataloguers have low interest in cataloguing and classification of materials in the selected libraries in Bauchi State, and if such a situation continues, it will be counter-productive for the

entire library system. Kochar and Sudarshan (2019) stated that cataloguing and classification are the two technical activities used to organize library materials, which saves time and provides maximum satisfaction. They suggest that there is a need to identify the strengths and weaknesses of these activities to prepare for the future because the organization of library materials which is hinged on cataloguing and classification is very vital in running library services.

Among librarians in training, the poor perception has gained dominance. Adamu, Yunusa and Miringa (2017) in their study observed that librarians in training have an unfavourable attitude to cataloguing and classification. They displayed a low level of interest and zest when it comes to cataloguing and classifying information materials. They further noted that students perceived cataloguing and classification courses as difficult with their practical which was attributed to insufficient practical, and traditional method of teaching employed by lecturers teaching the courses makes the courses not interesting. Academic librarians are not very positively disposed either as the study of Posigha, Ojohwoh & Oberhiri-Oruma (2019) noted that challenges abound in the technical section and that these challenges might be more devastating in some libraries than the others, however, they noted that those cataloguers with the manual methods are more prone to the challenges.

Work environment of cataloguers in university libraries

Madu et'al. (2017) asserted that a good work environment includes a friendly well-designed, safe physical space with good equipment and effective communication will improve productivity. A good social and physical work environment is such that encourages healthy and friendly supervisor-subordinate relationship devoid of intimidation and fear. An atmosphere that is toxic breeds discomfort and could make cataloguers feel that the job is very difficult and they cannot do it thereby leading to loss of motivation and passion (Agbozo, et'al 2017; Nworie et'al, 2023). The social relationship of workers in the cataloguing unit is capable of making librarians' feel that cataloguing and classification is easy or difficult. Physical work environment has to do with things like machinery equipment, computers and ICT tools, office layout; temperature, ventilation, lighting, space, heat, noise and furniture. Cataloguing and classification can be very difficult in a workplace environment that is not illuminated, little or no ventilation and lacks good equipment (Salman & Isah, 2022; Ajani, et'al., 2022).

Well-designed and organized offices and work areas make significant differences to how people feel about their work. Work environment can give some depressing messages about how much the organization values employees and the standards it expects from them. He also found that environmental factors are important determinants of job satisfaction. The level of salary, promotion, appraisal system, climate management, and relation with co-workers are the very important factors. Creating a better and higher performing workplace requires an awareness of how workplace impacts behaviour and how behaviour itself drives workplace performance. That is why Posigha, Asaba and Oberhiri-Oruma (2018); Oguniyi and Nwalo (2015) argued that work environment of the librarians at the technical section is not at its best in most universities in Nigeria and if improved upon could bring about the expected turn around satisfaction. Specifically, physical facilities should be improved upon in terms of provision of more space, more equipment(s): latest cataloguing tools, computers/ICT tools, internet resources to work with and aesthetics. Librarians should be given the opportunity to participate in the management or appointed into membership of committees. Communication within the libraries should be open in order to allow the librarians to make their views known without fear of victimization; motivation impetus and staff development programmes should be improved, and the libraries management should look into the issue of salary inadequacy (Posigha, et'al., 2019).

Raziq and Maulabakhsh (2015), and Aina (2012) agreed that work environment is one of the most important factors in keeping an employee satisfied in today's contemporary world. In the modern organization setting, the work environment is constantly changing differently and in diverse ways. Workers are living in a growing economy and have almost limitless job opportunities. This combination of factors has created an environment where the business needs its employees more than the employees need the business citing Tan (2015) they state that a better and higher performing work environment requires consciousness of how the workplace can affect peoples' attitude and how it can enable them to perform optimally. People work individually and interact with others and this requires different workplace solutions.

Challenges faced by cataloguers in the library

Oguniyi and Nwalo (2015) observed that several problems exist in cataloguing and classification of library resources, such as the use of outdated cataloguing and classification tools, inadequate knowledge of cataloguing and classification rules and therefore poor interpretation and application of these rules, backlogs, lack of stationery, shortage of professional staff, manual systems, and many more. Adamu, et'al. (2017); Musharrat (2016) and Aina, (2012) identified original cataloguing as time-consuming for cataloguers and the data processor/typist. The teacher librarian's time can be much better spent working with teachers and students. In addition, library technician and library clerk time in school libraries is usually at a premium. Lack of library technician and library clerk time usually results in a backlog of materials which have not been catalogued or processed fully. These materials cannot be used by staff or students. Inexperienced cataloguers spend long hours misapplying rules. Thus, the advantages of using a standard system are often negated, and re-cataloguing is often necessary at a future date. Cataloguing is an expensive process when done by unqualified personnel. If the hours spent by cataloguers and data processors/typists were cost out, it would become apparent that commercial cataloguing is more economical.

Theoretical framework

Two theories were used for this study. Theory of perception and work Environment theory. For theory of Perception, Gibson's theory of direct perception of 2013 was considered, while Herzberg's two factor theory of 1959 was used for work environment theory.

Gibson, J.J.'s theory of direct perception stated that 'our cognitive apparatus was created and formed by a long evolutionary impudence of external environment, which is apparent in its structure and abilities'. 'We learned to extract precisely the information which is necessary for our survival'. The theory also believed that our perception is determined by optical flows, which he regarded as some sort of structures or patterns of light in the environment. This shows that librarians' perception about cataloguing and classification, is informed by the environmental factors that are within their workplace, such as fatigue, boredom, monotony, attitude and behaviour of supervisor and colleagues. Work, readiness of others to assist each other, communication styles, relationship between superiors and subordinates, attitude and behaviour of individual employees. All these are capable of making librarians perceive cataloguing and classification to be difficult.

Herzberg Factor theory states that the work environment of an employee determines their feeling and attitude towards their work. This also affirms that the work environment of librarians' is capable of making them have a negative attitude toward cataloguing and classification.

Methodology

The study adopted a survey design of the correlational type. The population of the study comprised all the librarians within the 14 university libraries in Ogun State. Total enumeration

was used to select all the universities due to the manageable size of the population. From the 14 university libraries, a total of 144 respondents were arrived at which constitutes the total number of librarians from each university as shown in the table below. Out of the 144 copies of questionnaire distributed, 132 copies were retrieved and analyzed using descriptive and inferential statistics guided by the research questions and hypothesis.

Table 1: *showing the population and total number of participants selected*

S/N	Name of University	Population of librarians
1	Federal University of Agriculture, Abeokuta (FUNAAB)	37
2	Olabisi Onabanjo University Ago-Iwoye	20
3	Tai Solarin University of Education, Ijagun	10
4	Babcock University Ilisan	18
5	Bells University, Otta	7
6	Chrisland University Owede Abeokuta	2
7	Christopher University Mowe	1
8	Covenant University, Ota	20
9	Crawford University Igbesa	6
10	Crescent University Abeokuta	14
11	Hallmark University Ijebu Itele	2
12	McPherson University, Ajebo	3
13	Mountain Top University Makogi Oba	3
14	South-Western University, Okun Owa	1
Total	Fourteen Universities in Ogun State, Nigeria	144

Source: National Universities Commission accredited universities

Results and Findings

Demographics

Table 2: *Demographic information of the respondents*

Characteristics	Items	Frequency	Percentage (%)
Gender	Male	34	25.8
	Female	98	74.2
	Total	132	100
Age	Less than 30 years	21	15.9
	31-40 years	53	40.2
	41-50 years	44	33.3
	51-60 years	13	9.8
	61 years and above	1	0.8
	Total	132	100
Marital status	Single	33	25
	Married	99	75
	Total	132	100
Highest educational qualification	BLIS	32	24.2
	MLIS	81	61.4
	PhD	18	13.6

	Others	1	0.8
	Total	132	100
Years of work experience	Less than 5years	35	26.5
	5-10years	57	43.2
	11-20years	24	18.2
	21-30years	15	11.4
	31years and above	1	0.8
	Total	132	100

Table 2 shows the demographic characteristics of the librarians that participated in the study and thus revealed that 34 (25.8%) males and 98 (74.2%) females were in the study and this indicated that there are more female librarians. The result also shows that 53 (40.2%) were between 31 and 40 years old while 44 (33.3%) were between 41-50 years, while 21 (15.9%) were less than 30 years old. The table equally shows that 33 (25%) of the respondents were single and 99 (75%) of them are married; and for educational qualifications, 32 (24.2%) have BLIS degree, 81 (61.4%) have MLIS, while 18 (13.6%) are PhDs, this therefore indicates that the librarians strive to improve themselves academically. And lastly, 35 (26.5%) of the respondents have worked for less than 5 years, 57 (43.2%) have 5-10 years of work experience, 24 (18.2%) have been working for between 11 -20 years, while 15 (11.4%) have work experience of about 21-30 years. This indicated that majority of the librarians who participated are in the early years of their careers as librarians.

Research Question analysis

Research Question 1: What is the librarians' perception of cataloguing and classification in university libraries in Ogun State Nigeria?

Table 3: Librarians perception

Statement	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	Mean	S.D
Cataloguing and Classification is very difficult	10 (7.6)	85 (64.4)	29 (22)	8 (6.1)	2.73	.686
Those who work in cataloguing and classification section are not growing academically because they don't have time for research	6 (4.5)	71 (53.8)	41 (31.1)	14 (10.6)	2.52	.746
I feel that cataloguing and classification should be done by the older librarians and not younger ones like us	3 (2.3)	59 (44.7)	52 (39.4)	18 (13.6)	2.36	.743
Cataloguing and classification section of the library is my best section	9 (6.8)	20 (15.2)	95 (72)	8 (6.1)	2.23	.661
I prefer cataloguing and classification to Circulation work	10 (7.6)	19 (14.4)	95 (72)	8 (6.1)	2.23	.675

Cataloguing and classification is very boring	1 (0.8)	40 (30.3)	72 (54.5)	19 (14.4)	2.17	.671
I can't work in cataloguing and classification section because it is always hot	2 (1.5)	22 (16.7)	91 (68.9)	17 (12.9)	2.07	.595
Cataloguers are always wearing glasses so I would not want to work there and develop eye problem	2 (1.5)	15 (11.4)	90 (68.2)	25 (18.9)	1.95	.604
The older cataloguers don't show mercy on the younger ones when they make mistake	24 (18.2)	96 (72.7)	11 (8.3)	1 (0.8)	1.92	.539
Instead of working in cataloguing and classification section, I will resign.	1 (0.8)	3 (2.3)	99 (75)	29 (22)	1.82	.491
Overall mean					2.20	

Table 3 showed the result on the perception of Librarians on cataloguing and classification. Judging from the overall mean (2.2), the perception of librarians about cataloguing and classification is low adjudging from the key: 1.5-2.4 = Low, 2.5- 3.4 = average/medium, 3.5 and above = high.

Furthermore, the result in table 3 revealed that 85 (64.4%) of the librarians agreed that cataloguing and classification is very difficult (mean =2.73, SD=.686) while 29 (22%) disagreed; also, 71 (53.8%) of the librarians agreed while 41 (41/1%) disagreed that those who work in cataloguing and classification section are not growing academically because they don't have time for research (mean = 2.52. SD=.746). The result shows also that 59 (44.7%) and 52 (39.4%) of the respondents agreed and disagreed respectively that cataloguing and classification should be done by the older librarians and not the younger ones (mean=2.36, SD=.743). Majority, 95 (72%) of the respondents indicated that cataloguing and classification section of the library was not their best section (mean = 2.23). Also, 95 (72%) stated that they do not prefer cataloguing and classification to Circulation work (mean=2.23). While 40 (30.3%) of the respondents agreed that cataloguing and classification is very boring (mean=2.17), 72 (54.5%) of the Librarians who participated disagreed. Also, 91 (68.9%) of the respondents disagreed that they can't work in cataloguing and classification section because it is always hot (mean=2.07), while 90 (68.2%) of the respondents also disagreed that cataloguers are always wearing glasses so they would not want to work there and develop eye problem (mean=1.95). But 96 (72.7%) of the respondents agreed that the older cataloguers don't show mercy on the younger ones when they make mistakes. Finally, the result revealed that 99 (75%) of the respondents disagreed to resigning, instead of working in cataloguing and classification section.

Research Question 2: What is the nature of work environment of librarians in university libraries in Ogun State Nigeria?

Table 4: showing the nature of work environment in the libraries studied

Statements	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	Mean	S.D
The workers in the cataloguing section sometimes suffer from fatigue.	54 (40.9)	46 (34.8)	23 (17.4)	9 (6.8)	3.10	.923
The internet connection in the cataloguing section is not stable	46 (34.8)	48 (36.4)	21 (15.9)	17 (12.9)	2.93	1.013
The relationship among colleagues in the cataloguing section is very cordial.	7 (5.3)	100 (75.8)	21 (15.9)	4 (3)	2.83	.555
There is no steady power supply in the cataloguing section of my library.	23 (17.4)	56 (42.4)	39 (29.5)	14 (10.6)	2.67	.888
There is no window in the cataloguing and classification section of my library so when power goes off we find it difficult to work	6 (4.5)	28 (21.2)	76 (57.6)	22 (16.7)	2.14	.739
There is no ventilation in cataloguing section in my library	15 (11.4)	88 (66.7)	26 (19.7)	2 (2.3)	2.13	.623
The level of illumination in the cataloguing section in my library is very poor.	2 (1.5)	24 (18.2)	88 (66.7)	18 (13.6)	2.08	.613
The style of mentorship in the cataloguing section causes more harm than good.	3 (2.3)	21 (15.9)	91 (68.9)	17 (12.9)	2.08	.613
The supervisors in cataloguing section have no mercy for the subordinates	2 (1.5)	14 (10.6)	97 (73.5)	19 (14.4)	1.99	.559
The choice colour of the paint in the cataloguing and classification section of my library is very bad.	1 (0.8)	3 (2.3)	102 (77.3)	26 (19.7)	1.84	.476
Overall Mean					2.38	

Table 4 shows the responses of librarians on the nature of their work environment. The overall mean (2.38) shows that the work environment of librarians is poor, which is further revealed in the responses.

The result shows that majority 54 (40.9%) and 46 (34.8%) of the respondents strongly agreed and agreed respectively that workers in the cataloguing section sometimes suffer from

fatigue, and this topped the list with mean=3.10 (SD=.923). Also, 46 (34.8%) strongly agreed and 48 (36.4%) of the respondents agreed that the internet connection in the cataloguing section is not stable (mean=2.93, SD=1.013), however, 21 (15.9%) and 17 (12.9%) of the respondents disagreed. Table 4 also revealed that 100 (75.8%) of the respondents agreed that the relationship among colleagues in the cataloguing section is very cordial (mean=2.83, SD=.555). Again, 23 (17.4%) and 56 (42.4%) of the respondents agreed that there is no steady power supply in the cataloguing section of their library (mean=2.67, SD=.888), while 39 (29.5%) and 14 (10.6%) of them disagreed and strongly disagreed respectively. The result also shows that 76 (57.6%) and 22 (16.7%) of the respondents indicated that there is window in the cataloguing and classification section of the library so when power goes off they do not find it difficult to work (mean=2.14, SD=.739). On the average (mean=2.13, SD=.623), 15 (11.4%) and 88 (66.7%) of the respondents agreed that there is no ventilation in the cataloguing section in their library; while 88 (66.7%) of the participants disagreed that the level of illumination in the cataloguing section of their library is very poor (mean=2.08, SD=.613). In the same vein, 91 (68.9%) on the average (mean=2.08, SD=.613) indicated that the style of mentorship in the cataloguing section causes more harm than good; while 97 (73.5%) disagreed that the supervisors in cataloguing section have no mercy for the subordinates (mean=1.99; SD=.559) and 102 (77.3%) disagreed that the choice colour of the paint in the cataloguing section of my library is very bad (mean=1.84, SD=.476).

Research Question 3: What are the challenges faced by librarians while cataloguing and classifying information materials in university libraries in Ogun State Nigeria?

Table 5: challenges faced by librarians during cataloguing and classification

Statements	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)	Mean	S.D
Inadequate power supply in the library is a big challenge to librarians while cataloguing and classification	41 (31.1)	74 (56.1)	7 (5.3)	10 (7.6)	3.11	.813
Internet fluctuation poses a challenge on cataloguing librarians.	39 (29.5)	75 (56.8)	10 (7.6)	8 (6.1)	3.10	.780
Inadequate cataloguers, is a big challenge to the cataloguing librarians.	32 (24.2)	82 (62.1)	10 (7.6)	8 (6.1)	3.05	.750
The issue of mentorship in cataloguing and classification is a challenge to the cataloguing librarians.	31 (23.5)	70 (53)	24 (18.2)	7 (5.3)	2.95	.794
Office layout that is not purposely built for cataloguing is a challenge to the cataloguing librarians.	32 (24.2)	70 (53)	20 (15.2)	10 (7.6)	2.94	.836
Unskilled workers in the cataloguing section	29 (22)	74 (56.1)	18 (13.6)	11 (8.3)	2.92	.829

Visual problem is a challenge due to constantly looking into the tiny print of the classification scheme.	28 (21.2)	71 (53.8)	24 (18.2)	9 (6.8)	2.89	.813
Little or no knowledge of the use of ICT.	28 (21.2)	72 (54.5)	20 (15.2)	12 (9.1)	2.88	.847
Cataloguers have no time for their research work because of too much work.	30 (22.7)	65 (49.2)	27 (20.5)	10 (7.6)	2.87	.851
Irregular promotion is a challenge to the cataloguing librarians.	26 (19.7)	68 (51.5)	25 (18.9)	13 (9.8)	2.81	.866

The result in table 5 showed the challenges faced while cataloguing and classifying by librarians in University libraries in Ogun State. The result shows that 41 (31.1%) of the respondents strongly agreed while 74 (56.1%) agreed that inadequate power supply in the library is a big challenge to librarians while cataloguing and classification. Also, 39 (29.5%) and 75 (56.1%) of the participants strongly agreed and agreed respectively that internet fluctuation poses a challenge for cataloguing librarians. In the same vein, 32 (24.2%) and 82 (62.1%) agreed that inadequate cataloguers, is a big challenge to the cataloguing librarians; and that the issue of mentorship in cataloguing and classification is a challenge to the cataloguing librarians as indicated by 31 (23.5%) and 70 (53%) of the respondents. Similarly, 32 (24.2%) and 70 (53%) of the respondents agreed that office layout that is not purposely built for cataloguing is a challenge to the cataloguing librarians; and that unskilled workers in the cataloguing section is also a challenge as indicated by 29 (22%) and 74 (56.1%) of the participants. The librarians also stated that visual problem is a challenge due to constantly looking into the tiny print of the classification scheme as agreed by 28 (21.2%) and 71 (53.8%) of them. Little or no knowledge of the use of ICT was also agreed upon by 72 (54.5%) of the respondents as a challenge experienced; and that cataloguers have no time for their research work because of too much work as indicated by 30 (22.7%) and 65 (49.2%) of the participants. Lastly, the table shows that 26 (19.7%) and 68 (51.2%) strongly agreed and agreed respectively that irregular promotion is a challenge to the cataloguing librarians; but 25 (18.9%) and 13 (9.8%) of the respondents does not view that as a challenge.

Hypothesis testing

Work environment will not significantly influence Librarians' perception of cataloguing and classification in university libraries in Ogun State, Nigeria.

Table 6: Influence of work environment on librarians' perception of cataloguing and classification.

	B	Std. Error	Beta	t	Sig
(Constant)	80449	1.197		7.060	.000
Librarians' work environment	.570	.049	.711	11.523	.000

Dependent Variable: Librarians' Perception of Cataloguing and Classification

F= (1,130) 132.774

R=.711

R Square=.505

Adj. R Square=.501

Table 6 shows the result of the linear regression analysis of the influence of work environment on Librarians' perception of cataloguing and classification in Ogun state, and thus revealed that work environment has 50.5% ability to predict the perception Librarians' have about cataloguing and classification.

The result also revealed that work environment ($\beta=.711$, $P<.05$) has a significant influence on librarians' perception of cataloguing and classification; therefore, the null hypothesis is rejected and restated that work environment has significant influence on librarians' perception of cataloguing and classification in University Libraries in Ogun State.

Discussion of findings

The findings of this study indicated that majority of the respondents were in agreement that the perception of Librarians about cataloguing and classification is low. Also, factors such as difficulty of cataloguing and classification, boring nature of the practice and poor transfer of cataloguing knowledge to younger librarians cumulate to the poor and negative perception of librarians towards the practice of cataloguing, which is in accordance with what Oni, et'al. (2018) observed that cataloguers have low interest in cataloguing and classification of materials in the selected libraries in Bauchi State. This finding corroborates the understanding that the librarians usually shy away from dealing with works that involve cataloguing and classification.

From the findings, it was revealed that the work environment of librarians is poor. The librarians highlighted issues such as poor power supply, lack of internet provision and poor acclimatization to mentorship in the library. It may not be surprising to see that librarians highlighted these elements as leading to the poor nature of their work environment. However, a proper and conducive working environment will increase in positive light in the perception of Librarians towards cataloguing and classification. This is why according to Agbozo, et'al. (2017) importance of work environment in job satisfaction cannot be underestimated as they have the tendency of increasing workflow including the library environment.

The findings of this study further highlighted the challenges faced by librarians in cataloguing and classification in the university libraries in Ogun State. They indicated that inadequate power supply, internet fluctuation, inadequate professional cataloguers, poor mentorship, little or no knowledge of the use of ICT as the challenges confronting them in their cataloguing and classification practices. And that is why Aina (2012) argued that mentoring is the key to the survival of cataloguing and classification.

Conclusion and Recommendations

This study concluded that the work environment has a significant influence on librarians' perception of cataloguing and classification in university libraries in Ogun State. The study affirmed that the perception of librarians towards cataloguing and classification is low. It provided empirical evidence that many librarians perceived cataloguing and classification to be very difficult, boring, time consuming and brain tasking. The study found out that the work environment of librarians is poor. Manual method of cataloguing has contributed to the poor perception of librarians about the concept. It also highlighted inadequate power supply in the library as a challenge to librarians while cataloguing and classifying. Based on these findings, the study recommended that:

1. The management of the libraries in Ogun State universities should train librarians in the area of cataloguing and classification with a view to changing the negative perception of librarians towards the noble profession.
2. The management of the university libraries should provide modern cataloguing tools and equipment so as to simplify cataloguing and classification processes.

3. The university libraries should be well equipped with ICT infrastructure, such as computers, Internet and other modern gadgets, as well as stable power supply with a view to creating a conducive working environment for librarians. The provision of Internet facilities in the libraries should be taken seriously by both the university management and the library administration as it has become very essential in modern library practice, more especially in the area of cataloguing and classification of library materials.
4. There should be strong administrative support for the work of cataloguing and classification so that the challenges identified in this study could be eliminated for improved performance of the librarians on the Job.

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