

CAREER PATTERNS AS DETERMINANT OF CAREER DEVELOPMENT OF FEMALE LIBRARIANS IN FEDERAL UNIVERSITIES IN SOUTH-WEST, NIGERIA

BY

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Abstract

This study examined the career patterns as determinants of career development among female librarians in federal universities in South-west, Nigeria. The study adopted a descriptive survey design. The population comprised 63 female librarians in seven universities in South-west, Nigeria. Total enumeration method was used to sample all female librarians and self-designed questionnaire was used for data collection. Data were analysed using descriptive statistic. The result on career development of female librarians showed that, majority of the respondents agreed that they engage in networking activities ($\bar{x}=3.03$; std dev. = 0.71); pursuit of professional development ($\bar{x}=3.00$; std dev. = 0.78); seeking mentorship or guidance ($\bar{x}=2.92$; std dev. = 0.80) and satisfaction with level of recognition among others. The career patterns of female librarians revealed that they were given equal opportunities for career progression as their male counterparts ($\bar{x}=3.10$; std dev. = 0.83); adequate support for research and publication activities ($\bar{x}=3.06$; std; dev. = 0.78) and well-defined and achievable promotion criteria ($\bar{x}=2.94$; std; dev. = 0.85). Institutional support and career patterns on career development of female librarians in federal universities in South-west, Nigeria is significant. Therefore, female librarians in South-west, Nigeria engage in more networking, pursuing professional development and seek mentorship as well as to always yearn for satisfaction and recognition in their profession. The study made the following recommendations: library management should promote career parts that ensure leadership roles are given to female librarians. Also, there should be clear and transparent promotion criteria for women's career development and policies should be developed for promotion.

Keywords: *Career patterns, Career development, Female librarians, South-west, Nigeria*

Background to the study

Library is one of the important units in a university, the aim and objectives are to manage scientific information and support the implementation in the university.

University library is found within the university premises and it plays a pivotal role in supporting the university's core mission of teaching, learning, research and community development by providing

education and information resources in line with the vision of the university. These libraries provide a wide range of resources, services and facilities to support the academic programmes and research activities of the institution. No doubt, for any library to be relevant, effective and efficient in the discharge of its functions, qualified and devoted librarians are needed to actualize the essence of being of the said library.

Association of College and Research Libraries (ACRL, 2018) claimed that libraries offer a vast collection of resources, including books, journals, databases and digital archives, which are crucial for academic research. They often subscribe to academic databases like JSTOR and PubMed, containing peer-reviewed articles and research papers. This access to diverse materials enhances interdisciplinary research and promotes innovation in academic settings. Libraries also perform other functions such as provision of research support, study spaces, digital resources and preservation of knowledge is central in the library's function (American Library Association (ALA), 2020).

Library staff members play vital role in fulfilling the goals of the library by providing excellent customer service, managing collections and resources, supporting research and learning, fostering a welcoming environment as well as staying up-to-date with emrerging yyy

A career is an activity or task one occupies oneself or an individual which generates some income. It is a process of getting to the top that involves building and creating an identity that determines the pertinent or relevance of a person in society. On the other hand, career development is the progression or moving up an ordered rank or hierarchy within an organization or

profession. Thus, career development is seen as being taken, but as being constructed, through the series of choices about learning and work that people make throughout their lives (Cullen, 2013).

A career female is recognized only if she can successfully combine her career with her family duties, something that men do not need to worry about because they can focus primarily on their careers. Females are expected to support their spouse's career not the other way around. This means that traditional gender roles are still solidly in place in Nigerian society and culture (Ngozi, 2017). That means the gender equality policies that make females participate in their careers or workplace, have increased the pressure on them, such females should both be successful academics and mothers and they experience the stress, workload and strain of both academia and household duties.

Traditionally, it was believed that males are the primary breadwinners of the family and should have rapid career development to provide for the family. Female were often confined to non-corporate career, but female empowerment has fueled their determination to pursue advanced degrees and establish themselves in their careers. However, the professional world has not always been welcoming to female, leading to rejection, criticism, and mistreatment. Those who manage to break free from traditional roles face challenges competing with male colleagues who may not readily share opportunities. This imbalance puts females at a disadvantage.

To alleviate the stress of female career development, there is a crucial need for career pattern which is currently lacking in many institutions. The existing pattern is not categorized as feminine or masculine, rather it is uniform, making it challenging for

females to develop in their careers. Despite having career development in place, a significant number of them encounter barriers that impede their development. This research aims to examine the provision of institutional support and the fulfillment of established career patterns in relation to career development. The paper specifically focuses on exploring how career pattern determines career development of female librarians in federal universities in South-west, Nigeria.

Objectives of the study

The main objective of the study is to assess career pattern as determinants of career development of female librarians in federal universities in South-west, Nigeria the specific objectives are to:

- i. ascertain the level of career development of female librarians in federal universities in South-west, Nigeria;
- ii. examine the dimension of career pattern of female librarians in federal universities in South-west, Nigeria;
- iii. establish the relationship between career pattern and career development of female librarians in federal universities in South-west, Nigeria;

Research questions

The research questions are built up from the objectives of the study and they are:

1. What is the level of career development of female librarians in federal universities in South-west, Nigeria?
2. What are the dimensions of career patterns of female librarians in federal universities in South-west, Nigeria?

Hypothesis

The following null hypotheses were tested in the study at 0.05 level of significance:

1. There is no significant relationship between career pattern and career development of female librarians in federal universities in South-west, Nigeria.

Literature Review

Career development refers to the process of improving and advancing one's professional skills, knowledge and experiences to achieve personal and organizational goals. It involves a deliberate and ongoing effort to enhance one's career prospects, job satisfaction and overall well-being. Some of the key aspects of career development include: self-awareness which is the understanding of one's strengths, weaknesses, values and interests to make informed career choices (Holland, 1997). Skill development is all about acquiring new skills, knowledge and competencies to stay relevant in the profession and enhance career prospects (Noe, 2017). Networking connotes building and maintaining professional relationships to access opportunities, gain insights and stay informed about industry trends (Bridges, 2015). Mentorship implies seeking guidance and support from experienced professionals to navigate career challenges and gain valuable insights while goal setting means establishing clear, achievable and measurable goals to focus efforts and track progress according to Kram (1985). In the same vein, Locke and Latham (2002) submitted that establishing clear and achievable goals can focus efforts and track progress, leading to greater career satisfaction and success.

Career development has benefits. Hachman and Oldham (1976) opined that improved

job satisfaction is one of such benefits. It refers to enhancing skills and knowledge which has the tendency to lead to greater job satisfaction and engagement. Increasing career advancement opportunities is another benefit. Developing new skills and experiences can position individuals for promotions, new roles or career transitions in the words of Arthur, Khapova and Wilderom (2005). Also, enhanced adaptability, as submitted by Hall and Associates (1996) implies staying up-to-date with industry trends and best practices enables individuals to adapt to changing work environments and requirements. Better work-life balance is another benefit supported by Greenhaus and Allen (2010). They were of the views that investing in career development can lead to greater flexibility, autonomy and work-life balance. Finally, personal growth and fulfillment suggests that pursuing career development opportunities can lead to a sense of accomplishment, confidence and personal fulfillment (Maslow, 1943). By prioritizing career development, individuals can take control of their professional journey, achieve their goals and find greater satisfaction and fulfillment in their careers. On career patterns for female librarians, Bloomer and Hodkinson, (2020) suggest that it can be predicted on the basis of gender and class and this is particularly the case of librarianship, where female librarians are encouraged to see a library course as an option not a career and disadvantaged her feel library science is irrelevant to their lives. Shumba and Naong (2015) explore the career patterns of female librarians, examining factors that influence their career development and advancement. The findings highlight challenges faced by female librarians, including limited opportunities for advancement and unequal

pay. In their own study, Edgerton and Roberts (2014) investigates the role of mentoring and networking in the career advancement of female librarians. The results emphasize the importance of informal mentoring relationships and networking opportunities in supporting career development.

Career development and career patterns are closely related concepts that influence an individual's professional growth and trajectory. They share many attributes in common. Career development informs career patterns. An individual's career goals, interests and values influence their career choices and patterns. Career patterns also shape career development. The sequence of roles and experiences an individual has can impact their skills, knowledge and professional growth. In the same vein, career development can lead to changes in career patterns. As individuals acquire new skills and experiences, they make transition to new roles or industries, altering their career pattern. Also, career patterns can influence career development opportunities. The type of career pattern an individual follows can affect their access to training, mentorship and advancement opportunity. Suffice to add that by understanding the relationship between career development and career patterns, individuals can make informed decisions about their professional growth and navigate their careers more the effectively (Greenhaus, Callanan and Godshalk (2021

In their own study, Bloomer and Hodkinson (2020) examine the intersection of career identity, resilience and well-being among female librarians. The findings highlight the importance of prioritizing well-being and recognizing the impact of work-related stress on physical and mental health. In a similar study, Mathera and Parry (2019)

explore the role of leadership and management in the career advancement of female librarians. The results identify factors that influence career advancement including leadership opportunities, mentorship and organizational support. In a related study, Jacson (2021) investigates the intersection of gender, race and leadership in academic libraries, examining the experiences of female librarians from diverse backgrounds. The findings highlight the importance of addressing systemic barriers and promoting inclusive leadership practices.

Career development adheres to a distinct development known as a career pattern. Various studies have focused on examining the career patterns within specific professional groups, with many researchers striving to outline these patterns through different models. Career patterns can be defined as either the level of occupation achieved by an individual in their profession or the sequence of occupations experienced throughout one's life. The career patterns and career development of female librarians, similar to those in numerous other fields, have undergone transformation over time and continue to evolve. It is crucial to emphasize that these developments can differ based on variables like geographical location, the nature of the library (public, academic, special, et cetera), and individual preferences. Female librarians, much like their male peers, frequently commence their careers in introductory roles. These positions typically encompass library assistants, circulation clerks, or internship opportunities. Such positions offer valuable practical exposure to library operations and customer service.

As indicated by Perini (2016) the journey of career development typically initiates with formal education, and many librarians hold

a Master's degree in Library and Information Science (MLIS) or a closely related field. This educational achievement often serves as a significant milestone in their career progression. Additionally, some female librarians may opt for further certifications or specialised training in fields such as archives management, digital librarianship, or information technology. In the early stages of their careers, female librarians often assume positions as reference librarians, cataloguers, or subject specialists. In these capacities, they play pivotal roles by providing research assistance, curating and managing library collections, and collaborating with faculty and researchers in academic environments. To become professional librarians specializing in reference services, including female professionals, they often pursue advanced degrees such as a Master's in Library and Information Science (MLIS) or related qualifications like a Master's in Information Science (MIS), as these are typically required for most librarian positions.

Methodology

The correlational research design was adopted for the study. The populations of this study are female librarians in federal universities in South-west, Nigeria. According to the data collected, from seven (7) federal universities in South-west of Nigeria, there are a total of 63 female librarians. This number forms the population of the study (See Table 1). This study employed total enumeration methods. A self-developed questionnaire titled “institutional support and career patterns as determinants of career development of female librarians in federal universities (ISCPCD)” was designed for data collection. The questionnaire was divided into three (3) different sections, Sections A

– C soliciting specific information relating to the study. There were twenty-one items in the questionnaire patterned according to Likert response format apart from Section A that deals with demographic information of the respondents. The questionnaire was trial-tested among female librarians in five universities in Kwara State, Nigeria. The instrument was validated and reliability

coefficient value of $r = 0.79$ was achieved. A total number of 63 copies of the questionnaire were administered to female librarians. The researchers approached the respondents, administered the questionnaire, allowed them to complete the instruments and retrieved them immediately after completion.

Table 1: Population of the study

S/No	Federal Universities	Number of female librarians
1.	University of Ibadan, Ibadan(UI), Ibadan	15
2.	University of Lagos (UNILAG), Akoka Yaba, Lagos	09
3.	ObafemiAwolowo University (OAU), Ile-Ife	13
4.	Federal University of Agriculture(FUNAAB), Abeokuta	12
5.	Federal University of Technology (FUTA), Akure	06
6.	Federal University (FUOYE), Oye-Ekiti	06
7.	Federal University of Health Sciences, Ila-Orangun	02
8.	TOTAL	63

Source: field survey, 2023

Method of Data Analysis

The data was analysed using the descriptive statistics. Simple percentages were used to analyse the demographic information of the respondents. Descriptive statistics such as frequency count and percentages, means and standard deviation was used to answer the research questions one to four while multiple regression analysis was used for research question five. For the test of hypothesis, the hypothesis 1 was answered using the Pearson Product Moment Correlation (PPMC) analysis to determine the level of significant relationships. The hypothesis was tested at null with the degree of freedom set at 0.05 level of significance. Analysis of the information obtained from the data collected was done on computer using the Statistical Package for Social Science (SPSS) software version 21.

Results and Discussion

A total number of 63 copies of the questionnaire were administered to the female librarians across the 7 federal universities in South-west, Nigeria. These universities were from South-west states comprising: University of Ibadan (UI), Ibadan, University of Lagos (UNILAG), Akoka, Yaba Lagos, Federal University of Agriculture (FUNAAB), Abeokuta, Obafemi Awolowo University (OAU), Ile-Ife, Federal University of Technology, (FUTA), Akure, Federal University (FUOYE), Oye Ekiti, Federal University of health Sciences, Ila Orangun. A total of 63 copies of the questionnaire were returned and found useful for the study's analysis. This gave a response rate of 100%. The response rates of the administered copies of the questionnaire were shown in Tables 4.1

Table 2: Questionnaire distribution and response rate

Federal Universities	Copies of questionnaire		Response rate (%)
	Distributed	Returned and used	
University of Ibadan, Ibadan (UI), Ibadan	15	15	23.8
University of Lagos (UNILAG), Akoka Yaba, Lagos	09	09	3.2
Obafemi Awolowo University (OAU), Ile-Ife	13	13	20.6
Federal University of Agriculture (FUNAAB), Abeokuta	12	12	9.5
Federal University of Technology (FUTA), Akure	06	06	9.5
Federal University (FUOYE), Oye-Ekiti	06	06	14.4
Federal University of Health Sciences, Ila-Orangun	02	02	19.0
TOTAL	63	63	100.0

Source: Field survey 2020

Table 2 shows the breakdown of the number of respondents' surveyed in the federal universities in South-west. The population of female librarians in federal universities in South-west, Nigeria are: University of Ibadan (UI) had the highest number of respondents 15 (23.8%), compared with other universities in the study, Obafemi Awolowo University (OAU), Ile-Ife had the second highest number of respondents 13 (20.6%), while Federal University of health Sciences had the lowest number of

respondents 2 (19.0). Respondents used in this study were female librarians.

Demographic information

The demographic information identified the characteristics of the female librarians which include: name of the institution, age group, educational, qualification, years of working experience, religion and marital status in the seven (7) federal universities in South-west, Nigeria.

Table 3: Demographic Characteristics of the Respondents

S/N	Institution	Frequency	Percent (%)
1	University of Ibadan (UI)	15	23.8
2	University of Health Sciences, Ila Orangun	2	3.2
3	Obafemi Awolowo University, (OAU) Ile Ife	13	20.6
4	Federal University Oye-Ekiti (FUOYE),	6	9.5
5	Federal University of Technology, Akure (FUTA)	6	9.5
6	University of Lagos (UNILAG), Akoka Yaba, Lagos	9	14.4
7	Federal University of Agriculture Abeokuta (FUNAAB)	12	19.0
	Total	63	100.0
	Age	Frequency	Percent (%)
1	25 to 35years	23	36.5
2	36 to 40years	5	7.9
3	41 to 50years	16	25.4
4	51 years and above	19	30.2
	Total	63	100.0
	Working Experience	Frequency	Percent (%)
1	Less than 1 year	10	15.9
2	1 to 5 years	15	23.8

3	6 to 10 years	9	14.3
4	11 to 15 years	5	7.9
5	16 to 20 years	10	15.9
6	Above 21 years	14	22.2
	Total	63	100.0
	Religion	Frequency	Percent
1	Christianity	53	84.1
2	Islam	10	15.9
	Total	63	100.0
	Marital status	Frequency	Percent
1	Married	42	66.7
2	Single	21	33.3
	Total	63	100.0

Table 3 shows the breakdown of the demographic characteristics of female librarians in federal universities South-west, Nigeria. The findings showed that 15 (23.8%) of the respondents were from University of Ibadan (UI); 13 (20.6%) of the respondents were from Obafemi Awolowo University, (OAU), and 2 (3.2%) respondents were from University of Health Sciences, Ila-Orangun. The Table 3 further revealed that: majority of respondents 23 (36.5%) were between the ages of 25-35 years, 5 (7.9%) of the respondents were between the age range of 36-40 years, 16 (25.4%) of the respondents were between the age range of 41-50 years and 19 (30.2%) of the respondents were between the age range of 51 years and above.

According to the respondents' years of experience, majority of the female librarians 10 (15.9%) have been on the job for the period of less than 1 year, however, 15 (23.8%) respondents have worked for 1-5 years on the job, 9 (14.3%) respondents have been on the job for 6-10 years, 5 (7.9%) respondents with working experience ranging from 11-15 years, 10 (15.9%) with

working experience ranging from 16-20 years, 10 (15.9 %) respondents with working experience ranging from 16-20 years and 14 (22.2%) respondents with above 21 years working experience. It is also shown in the Table 3 that religious status of the respondents: 53 (84.1%) were identified as Christians and 10 (15.9%) of the respondents identified as Muslims. Majority of the respondents 42 (66.7%) were married and 21 (33.3%) of the respondents were single.

Answer to research questions

Research Question 1: What is the level of career development of female librarians in federal universities in South-west, Nigeria?

In order to ascertain the respondents' response on the level of career development of female librarians in federal universities in South-west, Nigeria, female librarians were instructed to point out their agreement or disagreement with items that were developed as contained in the scale that was used to measure the construct. The results were presented in Table 4.

Table 4: Level of Career Development of Female Librarians in Federal Universities in South-west, Nigeria

S/N	Item Descriptions	SA (%)	A (%)	D (%)	SD (%)	$\bar{X}$	Std. Dev.
1	I feel that my career align with my current position as a female librarian.	10 (15.9)	34 (54.0)	14 (22.2)	5 (7.9)	2.78	.81
2	I am confident in my abilities and skills required for success in my role as a female librarian.	13 (20.6)	31 (49.2)	13 (20.6)	6 (9.5)	2.81	.87
3	As a female librarian I actively pursue opportunities for professional development within the field of librarianship.	17 (27.0)	31 (49.2)	13 (20.6)	2 (3.2)	3.00	.78
4	As a female librarian I actively engage in networking activities to expand my professional connections within the library community.	14 (22.2)	40 (63.5)	6 (9.5)	3 (4.8)	3.03	.71
5	I actively seek feedback from supervisors or colleagues to improve my performance as a female librarian.	10 (15.9)	29 (46.0)	16 (25.4)	8 (12.7)	2.63	.89
6	I regularly assess my progress towards my career goals and make necessary adjustments as a female librarian.	10 (15.9)	34 (54.0)	15 (23.8)	4 (6.3)	2.59	.89
7	I am confident in my ability to navigate and overcome challenges in career as a female librarian.	13 (20.6)	30 (47.6)	14 (22.2)	6 (9.5)	2.79	.78
8	I am satisfied with the level of recognition and appreciation I receive for my contributions as a librarian.	16 (25.4)	30 (47.6)	10 (15.9)	7 (11.1)	2.87	.92
9	As a female librarian I have a clear understanding of the potential career paths available to me within the library profession.	7 (11.1)	33 (52.4)	13 (20.6)	10 (15.9)	2.79	.88
10	I actively seek out for mentorship or guidance to help develop my career as a female librarian.	13 (20.6)	37 (58.7)	8 (12.7)	5 (7.9)	2.92	.80
	TOTAL	12 (19.0)	33 (52.5)	12 (19.0)	6 (9.5)		
	N=63, Average mean=2.82 Weighted mean=2.50					2.82	0.83

Key: Strongly Agree (SA=4), Agree (A=3), Disagree (D=2), Strongly Disagree (SD=1)

Table 4 presents the findings on the level of career development of female librarians in federal universities in South-west, Nigeria. The findings revealed that majority of female librarians engage in networking activities ($\bar{x}$ =3.03; std dev. = 0.71); pursuit of professional development ($\bar{x}$ =3.00; std dev. = 0.78); seeking mentorship or guidance ($\bar{x}$ =2.92; std dev. = 0.80); satisfaction with level of recognition and appreciation ($\bar{x}$ =2.87; std dev. = 0.92); seeking feedback for improvement ($\bar{x}$ =2.63; std dev. = 0.89); assessment of progress

towards career development ($\bar{x}$ =2.59; std dev. = 0.89); ability to navigate and overcome challenges in career as a female librarians ($\bar{x}$ =2.79; std dev. = 0.79); having a clear understanding of the career paths available within the library ($\bar{x}$ =2.79; std dev. = 0.88); and career aligned with current position ($\bar{x}$ =2.78; std dev. =0.81).

To be able to ascertain the level of career development of female librarians in federal universities in South-west, Nigeria, test of norm table was prepared and the result presented in Table 5.

Table 5: Test of Norm Showing Level of Career Development of Female Librarians in Federal Universities in South-west, Nigeria

Norms Range	Grade	Weighted Mean
1.0 - 1.33	Low / Poor	2.82
1.34 - 2.67	Moderate / Average	
2.68 - 4.0	High	

In order to affirm the level of career development of female librarians in federal universities in South-west, Nigeria, a test of norms was conducted. Results on Table 5 showed that scale between 1.0 - 1.33 is low; 1.34 - 2.66 is moderate, while 2.67 – 4.0 is high. The overall means for female librarians among federal universities South-west, Nigeria is 2.50 which fall between the scales “1.34 – 2.67”. It can therefore be concluded that the level of career development of female librarians in federal universities in South-west, Nigeria is moderate, which means that the career development level of female librarians in

federal universities, South-west, Nigeria is commendable.

Research Question 2: What are the career patterns of female librarians in federal universities in South-west, Nigeria?

In order to ascertain the respondents’ response on the dimensions of career patterns for female librarians in universities in South-west, Nigeria, female librarians were instructed to point out their agreement with items as contained in the scale to measure the construct. The results were presented in Table 6.

Table 6: Career Patterns of Female Librarians in Federal Universities in South-west, Nigeria

S/N	Item Description	SA (%)	A (%)	D (%)	SD (%)	$\bar{X}$	Std. Dev.	Rank
1	The institution fosters a supportive environment for female librarians to navigate challenges in their career.	7 (11.1)	40 (63.5)	12 (19.0)	4 (6.3)	2.79	.72	11
2	Promotion criteria are well-defined and achievable for female librarians.	18 (28.6)	26 (41.3)	16 (25.4)	3 (4.8)	2.94	.85	3
3	Female librarians receive adequate support for research and publication activities.	19 (30.2)	31 (49.2)	11 (17.5)	2 (3.2)	3.06	.78	2
4	Female librarians have equal opportunities as their male counterparts for career progression.	20 (31.7)	34 (54.0)	4 (6.3)	5 (7.9)	3.10	.83	1
5	The institution provides clear career advancement opportunities for female librarians.	15 (23.8)	31 (49.2)	14 (22.2)	3 (4.8)	2.92	.80	8
6	The institution recognizes and values diverse skills and contributions from female librarians.	10 (15.9)	41 (65.1)	10 (15.9)	2 (3.2)	2.94	.66	4
7	Female librarians are encouraged and supported in pursuing further education and certifications.	13 (20.6)	34 (54.0)	13 (20.6)	3 (4.8)	2.90	.77	9
8	There is diversity in leadership roles, with female librarians well-represented in various positions	13 (20.6)	35 (55.6)	13 (20.6)	2 (3.2)	2.94	.73	5
9	The institution provides training and development opportunities to enhance the skills of female librarians.	12 (19.0)	34 (54.0)	14 (22.2)	3 (4.8)	2.87	.77	10
10	The institution encourages mentorship programmes for female librarians.	13 (20.6)	35 (55.6)	13 (20.6)	2 (3.2)	2.94	.73	6

11	There are acknowledgment and support for work-life balance initiatives for female librarians.	12 (19.0)	36 (57.1)	14 (22.2)	1 (1.6)	2.94	.69	7
	TOTAL	14 (22.2)	34 (54.0)	12 (19.0)	3 (4.8)			
	N=63, Average mean=2.94, Weighted mean=2.50					2.94	0.75	

Key: Strongly Agree (SA=4), Agree (A=3), Disagree (D=2), Strongly Disagree (SD=1)

Table 6 presents the findings on the dimensions of career patterns of female librarians in federal universities in South-west, Nigeria. The findings revealed that, majority of the female librarians have equal opportunities for career progression ($\bar{x}$ =3.10; std. dev. = 0.83); adequate support for research and publication activities ($\bar{x}$ =3.06; std. dev. = 0.78). Well-defined and achievable promotion criteria ($\bar{x}$ =2.94; std. dev. = 0.85); recognition of diverse skills and contributions ($\bar{x}$ =2.94; std. dev. = 0.66). Diversity in leadership roles ($\bar{x}$ =2.94; std. dev. = 0.73); provision for training and development opportunities ($\bar{x}$ =2.87; std. dev. = 0.77) and fostering a supportive environment ($\bar{x}$ =2.79; std. dev. = 0.72). It was also indicated in the findings that the dimension of career patterns of female librarians is; provision of clear career development opportunities ($\bar{x}$ =2.92; std.

dev. = 0.80) and acknowledgement and support for work-life balance initiative.

Hypothesis Testing

The only null hypothesis formulated was tested at 0.05 level of significance. The result is presented hereinafter.

Hypothesis 1: There is no significant relationship between career patterns and career development of female librarians in federal universities in South West, Nigeria

In order to ascertain the respondents' response on the significant relationship between career patterns and career development of female librarians in federal universities in South-west, Nigeria. Female librarians were instructed to point out their agreement with items that were developed as contained in the scale that was developed to measure the construct. The results were presented in Table 7.

Table 7: The Relationship Between Career Patterns and Career Development of Female Librarians in Federal Universities in South West, Nigeria

Variable	N	Mean	Std. Dev.	Df	r	P	Sig
Career development	63	32.75	6.25	62	.801**	.000	Sig.
Career patterns	63	35.21	6.86				

**Correlation is significant at 0.05 (2-tailed)*

Table 7 presents the findings on the relationship between career patterns and career development of female librarians in federal universities in South-west, Nigeria. The findings revealed that, there was significant relationship between career

patterns and career development of female librarians in federal universities in South-west, Nigeria ($r(62) = .801^{**}$, $p < 0.05$). The mean for career development were obtained as 32.75 and Standard deviation 6.25. Further, the mean and standard deviation for

career patterns were obtained as 35.21 and 6.86 respectively. Although, the result confirms that a positive relationship exists between them, such a relationship was significant one. These imply that significant relationship exist between career patterns and career development of female librarians in federal universities in South-west, Nigeria.

Discussion of findings

The discussion section is organized in line with the major findings from the research questions, research hypotheses and according to the objectives of the study.

Career development of female librarians in federal universities in South-west, Nigeria

Findings on career development of female librarians in federal universities in South-west, Nigeria revealed that female librarians in federal universities in South-west Nigeria moderately engage in networking, pursuing professional development and seek mentorship and satisfaction with recognition. In addition, findings revealed that among the listed career development such as educational attainment, promotion and advancement and networking and mentoring. This finding agrees with a previous study carried out by Perini (2016), the journey of career development typically initiates with formal education and many librarians hold a master's degree in Library and Information Science (MLIS) or a closely related field. This educational achievement often serves as a significant milestone in their career development. Additionally, some female librarians may opt for further certifications or specialized training in fields such as archives management, digital librarianship, or information technology.

The study also, finds out that there is high relationship between career development and female librarians. As librarians gain more experience during the mid-career phase, they encounter opportunities for promotions and career development. They ascend to roles such as department heads, library managers, or supervisors, with responsibilities spanning various facets of library operations and staff management. During this stage, active involvement in professional associations and networking become vital for expanding one's career horizons. Female librarians have the option to specialize in specific areas, such as children's or youth services, special collections, or digital librarianship. Specialization frequently leads to deeper expertise and the potential for assuming more advanced roles within these particular domains. However, these findings contradict with those of Ngetunyi (2020), who discovered that female librarians faced significant challenges in their career development. These challenges included issues related to education and training, a lack of mentors, limited access to informal networks, and gender-based discrimination, indicating that not all librarians have the same experience in terms of career development and support.

In addition, it is essential to recognize that these efforts alone may not be sufficient to address the pervasive gender disparities that persist within the library profession. Despite their engagement in networking and professional development activities, female librarians continue to encounter systemic obstacles such as unequal pay, limited opportunities for leadership roles, and workplace discrimination. A recent report by the American Library Association (ALA, 2022) reveals persistent gender gaps in salary and representation at higher

organizational levels, highlighting the need for more comprehensive strategies to promote gender equity. On mentoring, Jackson, (2021) mentorship can be valuable; access to mentorship opportunities remains uneven, with many female librarians lacking access to senior mentors who can provide meaningful guidance and advocacy. This inequality is further compounded for women of color, who often face intersecting barriers related to race and gender. Additionally, Gonzalez, (2022) satisfy with recognition may be undermined by the prevalence of gender bias in the evaluation and acknowledgment of women's contributions within the profession. Despite their achievements and contributions, female librarians may find their work undervalued or attributed to their male counterparts

Career patterns of female librarians in federal universities in South-west, Nigeria

The dimensions of career patterns for female librarians in federal universities South-west, Nigeria include: financial support, received adequate support for research and publication and promotion criteria are well-defined and achievable. The result of the current study corroborated with the findings of Shumba and Naong, (2015) who found out that, career patterns is restricted due to financial support, child bearing and workload at the office. It means that, female librarians that have career stagnant might experience families who are unable to give them economic support to extend or further their career patterns (proceed to master or Ph.D). However, this result aligns with the perspective of Mathera and Parry (2019) who stated that the parent or family socio-economic status and cultural background can influence or cause career barrier for the

children at work (post school or post university).

Edgerton, Peter and Roberts, (2014) found out that family member are socialized towards certain expectations of what may be possible in terms of work, along the lines of a sense of limits or a range of opportunities. Bloomer and Hodkinson (2020) who suggest that career patterns can therefore be predicted on the basis of gender and class and this is particularly the case of librarianship, where female librarians are encouraged to see library course as an option not a career and discouraged them, making them feel that library science is irrelevant to their lives. This also relates to parental influence on the career patterns of their child.

Relationship between Career Patterns and Career Development of Female Librarians in Federal Universities in South-west, Nigeria

Findings from this study revealed that there is significant relationship between career patterns and career development of female librarians in federal universities in South-west, Nigeria ($r=.801$, $P < 0.05$). The result was in line with Powlette (2018) whose study states that career patterns occur in broad sequential stages; starting from childhood till death. The earliest stage of the sequence is often a non-realistic conceptualization of one's potentials and the world. But with time, the child begins to be more realistic in appraising herself with potential jobs. Institutions should focus on aligning career patterns with career development strategies to support development of female librarians within universities.

In addition, this second phase normally extends from about the end of primary school to secondary school. The third stage

is referred to as realistic choice making, to become female librarians. It has been observed that many people fail in jobs for psychological reasons, as just having the requisite skill is not a sufficient condition for success in a job. Psychological reasons in the sense that, traditional believe that female are relegated to kitchen, this belief still follow most of them to work because they belief that some works are not for them because they are female librarians, which is affecting them and might lead to work laziness. The impact of career patterns upon young person is long-term and inestimable. Through the career development process, an individual fashions a work identity.

Conclusion

Career patterns as determinant of career development of female librarians in federal universities in South-west, Nigeria was the focus of the paper. Career patterns determine career development of female librarians in universities South-west, Nigeria. Findings on career development of female librarians in federal universities in South-west, Nigeria revealed that female librarians in federal universities in South-west Nigeria moderately engage in networking, pursuing professional development and seek mentorship and satisfaction with recognition. In addition, findings revealed that among the listed career development such as educational attainment, promotion and advancement and networking and mentoring. The study also, finds out that there is high relationship between career development and female librarians. The study concluded that female librarians are opened to changes, career development and activities required for their career upgrade. The dimensions of career patterns for female librarians in federal universities South-west, Nigeria include:

financial support, received adequate support for research and publication and promotion criteria are well-defined and achievable. Findings from this study revealed that there is significant relationship between career patterns and career development of female librarians in federal universities in South-west, Nigeria. It is therefore appropriate that university libraries design career development process that will enable both male and female librarians to flourish and excel on their job.

Recommendations

Based on the findings of the study, the following recommendations are made:

- 1) Female librarians in federal universities in South-west Nigeria should be encouraged to actively engage in networking, pursuing professional development and seek mentorship and satisfaction with recognition.
- 2) The university library should advocate for policies that will support the career patterns of female librarians and to contribute to their information technology handling skills to better their performance.
- 3) Efforts should be made by relevant bodies to sustain the existing significant relationship between career patterns and career development of female librarians in federal universities in South-west, Nigeria.

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