

PERCEIVED INFLUENCE OF LIBRARY AUTOMATION ON THE JOB PERFORMANCE OF LIBRARY STAFF IN ACADEMIC LIBRARIES IN BENUE STATE, NIGERIA

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Abstract

This study investigated the perceived influence of library automation on the job performance of library staff in academic libraries in Benue State, Nigeria. Two specific objectives with corresponding research questions guided the study and two hypotheses were formulated and tested at 0.05 level of significance. The study adopted a survey research design. The target population for this study was 241 library staff made up of librarians and library staff in the three university libraries in Benue State. Since the population was not large, the study made use of all the 241 library staff in the three universities. The instrument for data collection was a self-developed structured questionnaire titled "Library Automation and Job Performance Questionnaire" (LAJPQ). Data collected was analyzed using Means and Standard Deviation to answer the research questions and Chi-Square Statistic to test the null hypotheses at 0.05 level of significance. Findings of the study revealed that, surveillance security camera and OPAC have perceived positive influence on the job performance of library staff of academic libraries in Benue State. The study concluded that, automation of library operations in academic libraries in Benue State has greatly enhanced the job performance of library staff. Recommendations were made among others that, academic libraries yet to acquire surveillance security camera to monitor theft and library operation should take drastic efforts in doing so. With such development, workload on library staff will be greatly reduced and thus enhance their job performance.

Keywords: Library Automation, Job Performance, Library Staff, Academic Libraries

Introduction

Libraries in developing countries like Nigeria since the beginning of the 21st century have started making efforts to metamorphose from being institutions driven by manual processes into modern ones where operations are in part or wholly dependent on Information and Communication Technology (ICT) applications. Sustained advances in ICT have significantly changed the way

information is acquired, processed, stored, retrieved, and communicated in academic libraries in developing countries. Persistent innovations and advances in ICT have substantially modified information provision in academic libraries and this has consequently changed the ways the library, which is visibly and significantly placed in the profession of information management operates, hence creating the need for library and information professionals to be sufficiently skilled in ICT operations which are now necessary for effective information services delivery.

Since the inception of this ICT, Library and Information Science scholars are believed to have, through publications acquainted library and information science practitioners of the need to be ICT compliant, having knowledge of ICTs' sustained advances and its incontestable influence on library practices and operations (Nkamnebe, Okefe & Udem, 2015). The library and information science professionals are utilizing ICT to keep pace with the problem of information explosion (Anisur, Hanif & Ragina 2014). In the library, ICT is of tremendous assistance either in easing the arduous task of manual processing or in time saving in the retrieval of information and have made it possible for libraries to access a wealth of up-to-date resources worldwide, giving quicker access to specialist in a number of disciplines and allow librarians to reach each other and users with messages and document. Information and Communication Technologies have also enhances effective library service delivery in academic libraries.

Academic libraries are increasingly embracing ICT and it behooves on the librarians and other library staff to acquire the necessary skills including technology literacy that would enable them function much more effectively in the provision of library services. Academic Libraries are at the forefront of providing information services to respective communities in order to support their teaching, learning and research needs (Eze & Uzoigwe, 2013). In the view of the authors, these libraries have a unique position as a potential educational force in higher institutions. Suffice it to state therefore, that the academic library is the back-bone of any university system in particular and tertiary institutions in general, as it aids in the core areas of teaching and research, as well as in curriculum development. So, there is a great demand to provide such information quickly on-demand for which efficient and accurate devices or tools are introduced, which is based on mechanized process. The versatility of ICT driven library operations that would adequately and efficiently meet the information needs of patrons in academic libraries has been widely acknowledged in extant literature to the extent that most academic libraries in selected higher institutions in Benue State are positively inclined towards computerizing their operations. The computerization of library operations is known as library automation.

Over time, academic libraries have metamorphosed from traditional ways of operations to automated library system due to the advent of ICT. Library automation means the application of machines to perform the different routine, repetitive and clerical jobs involved in functions and services of the libraries. Boateng, Agyemang and Dzandu, (2014) defines library automation as the general term for ICTs that are used to replace manual system in the library. The main purpose of library automation is to allow librarians and library staff to contribute more meaningfully to the spread of knowledge and information (Lawal-Solarin, Okwudiri & Justice, 2017). It responds in a great measure to the requirements placed on the academic library by effectively harnessing the power of technology in computerizing its operations, with an intention to strengthen the intellectual mission of its parent organization.

Automation technologies used in academic libraries are computers such as desktop computers, and laptop computers. Peripherals include fax machine, photocopier, keyboards, cameras, bar code readers. Others include radio, telephone, satellite dish (V-Sat), radio mast and towers (Momoh, 2017). In a nutshell, these technologies can be used in library functions such as acquisition, cataloguing and classification, serial control, bibliographic search, circulation and so much more towards satisfying the user's information needs. Furthermore, there are emerging technologies such as Surveillance Security Camera like Closed Circuit Television (CCTV), Online Public Access Catalogue (OPAC), Internet and Mobile technologies (Telephones) that are used in the automation of libraries and its acquisition process.

Surveillance Security Camera as used in the context of this work are cameras that offer libraries the security tools they need to protect their large facilities and allows staff to monitor the library from their office or reference desk. The most prevalent of this is the Closed Circuit Television (CCTV). Closed Circuit Television (CCTV) uses a video camera to transmit a signal to a specific or limited set of monitors (Ramana, 2009). Hence to avoid unauthorized access to library resources, library management and information professionals devise strategies which enables them to provide adequate security that can protect the information resources available in the library.

Online Public Access Catalogue (OPAC) is another library automated technology used to enhance service delivery by the library. Online Public Access Catalogue is a computerized library catalogue that is available to the public which provides bibliographic information about information resources in the library. It is an interface of information retrieval system which assists information searchers to access resources of libraries using several access points. According to Thanuskodi, (2012), the OPAC is an information retrieval system characterized by short bibliographic records, mainly of books, journals, and audiovisual materials available in a particular library. It is a tool designed to facilitate information retrieval process in this information age.

Today, library automation is the need-of-the-hour as the use of information technology in libraries has become inevitable in an era of information explosion and the emergence of a wide range of new technologies in order to satisfy changing, complex information needs of users and solving the challenges posed by the traditional manual processes. Within an information system such as the library and especially in the present age, automation is important and necessary to handle the vast amount of information and for providing faster, accurate, precise, efficient, and effective information and services as well (Momoh, 2017). Kofi and Opere-Adzobu (2010) added that automation systems reduce the time and energy of the staff in the overall management of the library systems, operations and services on one hand, and that of the users for accessing information and services on the other hand, at their convenience regardless of location and time of use. In the view of the authors, automation of the library helps take some of the workload off the librarians and other staff members in the areas of acquisitions, cataloging and circulation, which in turn allows them to better serve their patrons. This extra time can lead to more programs being facilitated in the library and make library staff available to answer reference questions and help people who are having trouble researching or finding the right information. Supporting this claim. Momoh (2017) stated that automation reduces the work stress of library staff, improves library services, make library administration and management efficient, helps avoid duplication of the work, facilitate

resource sharing, increase technical processing efficiency over a manual system and subsequently lead to job performance of library staff.

Job performance is a measure of how effectively library staff carry out their duties or responsibilities in order to accomplish specific and desirable results. It is concerned with the overall effectiveness and efficiency of getting things done. It gives an overview of how an organization is fairing. According to Nwachukwu (2008), job performance "is the output" resulting from a given resources input at a given time. In the context of this study, library staff job performance means the ability of the library staff to carry out assigned functions or roles in order to achieve the objectives of library.

It suffices to say that, library automation have substantially modified information provision in academic libraries which has consequently changed the ways the library operates which is visibly and significantly placed in the profession of information management operations. Going by the above, it can be inferred that library automation is crucial to the successful accomplishment of the roles and functions of academic librarians. Despite the pronounced roles library automation plays in the overall functioning of academic libraries, a gap however exist in literature on how library automation influence the job performance of library staff in academic libraries. It is against this backdrop that this study sought to investigate the influence of library automation on job performance of library staff in universities in Benue State, Nigeria.

Statement of the Problem

Academic libraries are established in tertiary institutions in Nigeria to collect information-bearing materials, process and organize them in such a way as to grant fast and easy access, store the processed materials for dissemination and reference purposes. The librarians in these libraries are the engines that are saddled with the herculean task of rendering these high quality and efficient information services. Due to the herculean task of the librarians in delivering services to people in academic milieu, the libraries have moved on from traditional methods of information provision to the modern method due to the advent of ICTs which have dramatically enhanced information provision.

Extant literature and researchers' observation have shown that, academic libraries nowadays have witnessed important changes; in particular, automation of the library has brought a revolution in every sphere of the academic library in selected higher institutions in Benue State. It is suffice to say that, library automation have not only observed remarkable changes in their daily operations and services, but also identified a new and active role for librarians. Library automation has gained its importance in every field of human activity because of its speed, accuracy, storage, versatility and diligence.

Despite the indispensability of Library automation in academic libraries for effective services provision and its pronounced role for librarians, its influence on job performance of librarians particularly in Benue State remains unknown as there are no empirical backups from the researchers' observation and search in literature. However, extant literature have indicated that automation of library routines/services such as administration, acquisitions, cataloguing and classification, circulation, information retrieval and serials control among others facilitate effective and efficient library service delivery, its influence of the job performance of librarians is the source of concern for this study. Hence this study therefore sought to investigate the perceived influence

of library automation on the job performance of library staff in academic libraries in Benue State, Nigeria.

Purpose of the Study

The main purpose of this study was to investigate the perceived influence of library automation on the job performance of library staff in academic libraries in Benue State, Nigeria. Specifically, the study sought to achieve the following objectives:

1. Determine the perceived influence of Surveillance Security Camera on job performance of library staff in academic libraries in Benue State, Nigeria.
2. Ascertain the perceived influence of Online Public Access Catalogue (OPAC) on job performance of library staff in academic libraries in Benue State, Nigeria.

Research Questions

In line with the set objectives, the following research questions were raised to guide the study.

1. What is the perceived influence of Surveillance Security Camera on job performance of library staff in academic libraries in Benue State, Nigeria?
2. What is the perceived influence of Online Public Access Catalogue (OPAC) on job performance of library staff in academic libraries in Benue State, Nigeria?

Hypotheses

The following null hypotheses are formulated for the study and tested at 0.05 level of significance.

1. Provision of Surveillance Security Camera has no significant influence on job performance of library staff in academic libraries in Benue State, Nigeria
2. Use of Online Public Access Catalogue (OPAC) has no significant influence on job performance of library staff in academic libraries in Benue State, Nigeria

Scope of the Study

The study is focused on the perceived influence of library automation on job performance of library staff in academic libraries particularly of university in Benue State, Nigeria. The variables for the study covered: influence of Surveillance Security Camera and Online Public Access Catalogue (OPAC) on job performance of library staff. The choice of these variables of the study by the researcher lies mainly that the researcher observed their prevalent use and existence in the academic libraries in the Benue State, the study area. The population of the study was confined to all the librarians and library officers of academic libraries in Benue State.

Literature Review

Empirical studies have been conducted on influence of library automation both within and outside, Nigeria. These studies are related to the present investigation.

Library Automation is the use of automatic and semi-automatic data processing machines (computer) to perform traditional library activities such as acquisition, circulation, cataloguing, reference and serial although these activities are not necessarily perform in traditional ways, the activities themselves are those traditionally associated with libraries; library automation may thus be distinguished from related fields such as information retrieval fields, automatic indexing and abstracting and automatic textual analysis (Atanda, 2018). In short, Library Automation means the

use of computers to perform the different routines, repetitive and clerical jobs involved in the functions and services of the libraries.

In support of this, Eyo and Nkanu (2011) also acknowledged that the processing of the list of books/journals for subscription by acquisition librarian is faster and accurate with computers. The authors further stressed that computation of the financial implications for subscription of library materials (books/journal) is most effectively and efficiently done relatively with computers than is possible manually.

A study was carried out by Owusu-Ansah, Mprah, and Kumar (2014) to investigate the impact of library automation on the job satisfaction of University of Education, Winneba (UEW) library staff. The overall aim of the study was to investigate the impact of the implementation of the library automation project on library staff in terms of how it affects their job satisfaction. Findings of the study revealed that, automating the library system increased the productivity of staff.

Issa, Ayodele, Abubakar and Aliyu (2011) studied application of Information Technology to Library Services at the Federal University of Technology, Akure and reported that IT is being used partially on all the housekeeping chores of the library; the findings further reveals that automation are still complemented with manual operations.

Uwaifo (2007) investigated into the influence of age and exposure to computers as determinants of attitudes of librarians towards automation in the Nigerian setting. The study showed that majority of librarians welcomed the positive impact of library automation and that age of staff and prior exposure to the use of computers did not alter this established attitude towards library automation. This study challenges some perceived long-held notions that older library staff are technology averse. In her study into the human impact of library automation, Horsefall (1992) concluded that the integrated turnkey system implemented at the Library of the University of South Australia had a significantly greater impact on library support staff than on librarians.

Another research was conducted by Issa, Ayodele, Abubakar and Aliyu (2012) on Application of Information Technology to Library Services at the Federal University of Technology, Akure Library, Ondo State. Findings of the study reported that the application of ICT still has room for improvement, thereby making its impact on performance of the librarians limited. Several problems were identified for this condition— inadequate funding; insufficient facilities and constant power failure; among others; hindering the maximization of its expected benefits.

A study was carried out by Ossai-Ugbah (2010) on the impact of automated library services and usage on student's academic performance in Nigerian Universities. The study looked at the extent to which the use of automated electronic information services by students has influenced the academic performance of students in three tertiary institutions in Nigeria: University of Ibadan, Covenant University, Sango Ota and Ladoke Akintola University of Technology, Ogbomoso. The results revealed that having pre university computer literacy did not account for better academic performance; and students who made use of automated library serves were better exposed to academic materials and performed academically better than those who did not make use of automated library. The majority of the users agreed that there is a significant relationship between educational academic exposures with the use of the automated library services, and they were satisfied with these automated electronic library services. However, the major constraints identified by the respondents were slow internet speed, access and automated library facilities are not up and running at all times to meet the varied time students prefer to browse the internet.

Also, Kumar (2017) conduct a study on awareness and use of online public access catalogue services among the students of department of English, mathematics and commerce of Kurukshetra

University, India. Findings of the study reported that OPAC reduces the cost of maintaining a library catalogue and also eliminates pen and paperwork of the library staff particularly in the preparation of union-catalogue.

Sankari, Chinnasamy, Balasubramanian and Muthuraj (2013) conducted a study on the use of Online Public access catalogue (OPAC) by students and faculty members of Unnamalai Institute of Technology in Kovilpatti (Tamil Nadu). Findings of the study revealed that OPAC has made the library fields easily accessible to everyone by breaking the physical boundaries of the library. A study was also carried out by Ezechukwu and Adewole-Odesi (2018) on automation in academic libraries: An evaluative study of two Nigerian Libraries. The findings revealed that LIS professionals have a high degree of awareness of library automation in academic libraries. It was also discovered that only cataloguing and OPAC services have been partly automated at the University of Uyo Library, and although the ILS being used is web-based, the OPAC is not yet launched online. Conversely, all aspects of library services have been automated at the Centre of Learning Resources, Covenant University. In addition, it was also observed that the factors affecting the implementation of automation in academic libraries vary from one institution to the other. It was therefore recommended that Library and Information Science professionals should be encouraged to start experimenting with all the various modules embedded in the Library Management System for other library operations.

Methodology

The design for this study is a survey research design. The study was carried out in Benue State. The target population for this study is 241 library staff made up of librarians and library staff in the three university libraries in Benue State which include: Benue State University Library, Makurdi; Francis Suleman Idachaba Library of the Federal University of Agriculture Makurdi and Chief Ason Bur Learning Resource Centre of the University of Mkar, Mkar. (Office of the University Librarians: UAM, BSU and UMM, 2018). Since the population was not large, the study made use of all the 241 library staff in the three universities. Hence, the entire Library Staff constitute the sample for the study. The instrument for data collection for this study is a structure questionnaire titled “Library Automation and Job Performance Questionnaire” (LAJPQ). Data for the study was collected by personal administration of instruments to respondents by the researchers. Data collected was analyzed using descriptive statistics of Mean and Standard Deviation to answer the research questions and a non- parametric statistic of Chi-square to test the hypotheses at 0.05 level of significance. The instrument which take the form of a continuum of Strongly Agree SA, Agree A, Disagree D, and Strongly Disagree SA, was scored as; SA=4, A=3, D=2 and SD=1. The Mean benchmark is calculated thus: any item with a Mean value of 2.50 and above were considered “Agreed” while those below 2.50 were considered “Disagreed” For the Chi-square test of hypotheses, the decision was based on P-values and Alpha values. When $P < .05$, it was considered “Significant Influence” and $P > .05$ was considered “No Significant Influence”.

Results and Discussion

This section is concerned with data presentation, analysis, interpretation and discussion of findings. The presentation follows the sequence of the research questions answered and the hypotheses tested.

Results:

Research Question One: What is the perceived influence of Surveillance Security Camera on job performance of library staff in academic libraries in Benue State Nigeria?

To answer this research question, data on the perceived influence of Surveillance Security Camera on job performance of library staff in academic libraries in Benue State were collected and analyzed as presented on table 1

Table 1: Mean and Standard deviation Analysis of the perceived influence of Surveillance Security Camera on job performance of library staff in academic libraries in Benue State

S/No	Item Statement	Mean	Std. Dev.	Decision
1	Surveillance security camera helps library staff to have a sense of security and this has greatly improved their work output	3.29	.82	Agree
2	With surveillance security camera, Library staff feel their office is prevented from becoming easy target as this has enhanced their performance on the job	3.27	.87	Agree
3	Surveillance security camera enhance the librarians ability to easily control book thefts which subsequently enhance their job performance	3.31	.97	Agree
4	Surveillance security camera enhance the librarians ability to easily monitor off the pages from the books, journals, magazines and other library materials which subsequently enhance their work output	2.92	.96	Agree
5.	With the use of Closed Circuit Television in the library, the user's identity can be verified authentically by library staff and this has greatly improved their work output	3.38	.92	Agree
6	Surveillance security camera has simplified the security work process in the library	3.61	1.10	Agree
7	Surveillance security camera has motivated library staff to do their job in the library with ease	3.18	.99	Agree
8	Surveillance security camera has prompted library staff commitment to job and subsequently enhance my work output	2.97	.88	Agree
9	Footages from security cameras helps librarians to make correct and fair decisions by helping to dictate Incorrect, inappropriate or fabricated claims when settling disputes and this has improved their work output	3.42	.91	Agree
10	Surveillance security camera helps librarians in maintaining records and this has enhanced their job performance	2.74	.97	Agree

11	Surveillance security camera enable library staff especially in the security department to make better and informed decisions and this has improved their work output	2.89	.85	Agree
Aggregate Mean		3.18	.93	Agree

Criterion Mean 2.50

The perceived influence of surveillance security camera on job performance is high. This is because the aggregate mean of 3.18 is greater than the criterion mean on 2.50. This means that, Surveillance Security Camera has positive perceived influence on job performance of library staff in academic libraries in Benue State.

Research Question Two:What is the perceived influence of Online Public Access Catalogue (OPAC) on job performance of library staff in academic libraries in Benue State, Nigeria?

To answer this research question, data on the perceived influence of Online Public Access Catalogue (OPAC) on job performance of library staff in academic libraries in Benue State were collected and analyzed as presented on Table 2

Table 2: Mean and Standard Deviation Analysis of the perceived influence of Online Public Access Catalogue (OPAC) on job performance of library staff in academic libraries in Benue State

S/No	Item Statement	Mean	Std. Dev	Decision
12	The introduction of OPAC in the library helps librarians to provide information to users on the availability of requisite documents and this enhance job performance	3.51	.94	Agree
13	OPAC supports new means of information retrieval thus enhancing staff job performance	3.34	.81	Agree
14	OPAC helps librarians to check the borrower's account to get information about number of items on loan, amount of overdue fines (if any) thus enhancing job performance	3.47	.87	Agree
15	Information about all books published by an author	2.97	.79	Agree

	can be accessed at a time with the use of OPAC			
16	thus easing the work of the library staff OPAC allows users to search the library's collection from locations outside the library walls	3.26	.97	Agree
17	thereby reducing the work of library staff and enhancing work output OPAC encourages cooperative collection development and resources sharing (e.g. inter library loan) thus enhancing librarians work output	2.99	.88	Agree
18	OPAC promotes easy to search different type of document thus enhancing librarians work output	3.38	.83	Agree
Aggregate Mean		3.27	.87	Agree
Criterion Mean	2.50			

The perceived influence of Online Public Catalogue on job performance is high. This is because the aggregate mean of 3.27 is greater than the criterion mean on 2.50. This means that, Online Public Access Catalogue (OPAC) has positive perceived influence on job performance of library staff in academic libraries in Benue State.

Hypothesis One: Provision of Surveillance Security Camera has no significant influence on job performance of library staff in academic libraries in Benue State, Nigeria

Table 3: Pearson Chi-Square Test of the Influence of Surveillance Security Camera on job performance of library staff in academic libraries in Benue State.

		Df	χ^2_{cal}	Sig	Alpha Level	Remark
Pearson	Chi-Square	30	1361.131	.000	.05	Significant
.05			241			
Significant						
Number	of	Valid				
241						
Cases						

Df = Degree of Freedom; χ^2_{cal} = Chi-Square Calculated Value; Sig = P-Value

Table 3 above shows the Chi-square calculated value of 1361.131, degree of freedom df = 30 and a sig (P- value=0.00) which is less than the alpha value ($\alpha=.05$). Since $P<05$, the result is significant, therefore the null hypothesis is rejected. This implied that, the

provision of Surveillance Security Camera significantly influence the job performance of library staff in academic libraries in Benue State, Nigeria

Hypothesis Two: Use of Online Public Access Catalogue (OPAC) has no significant influence on job performance of library staff in academic libraries in Benue State. Nigeria

Table 4: Pearson Chi-Square Test of the Influence of Online Public Access Catalogue (OPAC) on job performance of library staff in academic libraries in Benue State

		Df	χ^2_{cal}	Sig	Alpha Level	Remark
Pearson	Chi-Square	18	1402.711	.000	.05	Significant
			241			
.05						
Significant						
Number of Valid	241					
Cases						

Df = Degree of Freedom; χ^2_{cal} = Chi-Square Calculated Value; Sig = P-Value

Table 4 above shows the Chi-square calculated value of 1402.711, degree of freedom df = 18 and a sig (P- value=0.00) which is less than the alpha value ($\alpha=.05$). Since $P<.05$, the result is significant, therefore the null hypothesis is rejected. This implied that, the use of Online Public Access Catalogue (OPAC) significantly influence the job performance of library staff in academic libraries in Benue State, Nigeria.

Summary of the Major Findings

The following are the major findings of the study:

1. Surveillance Security Camera influence the job performance of library staff positively in academic libraries in Benue State, Nigeria.
2. Test of hypothesis revealed a significant influence of Surveillance security camera on job performance of library staff in academic libraries in Benue State, Nigeria.
3. Online Public Access Catalogue (OPAC) has positive influence on the job performance of library staff in academic libraries in Benue State, Nigeria.
4. Test of hypothesis revealed a significant influence of Online Public Access Catalogue on job performance of library staff in academic libraries in Benue State, Nigeria.

Discussion of Findings

Based on the findings derived from the results of the study, the following were discussed.

Finding of the study as shown on Table 1 revealed that, Surveillance Security Camera influence the job performance of library staff positively in academic libraries in Benue State, Nigeria. As revealed by the findings of the study, the respondents agreed that, Surveillance security camera makes library staff to have a sense of security and this has greatly improved their work output; With surveillance security camera, Library staff feel their office is prevented from becoming easy target as this has enhanced their performance on the job; Surveillance security camera enhance the librarians ability to easily control book thefts which subsequently enhance their job performance; Surveillance security camera enhance the librarians ability to easily monitor off the pages from the

books, journals, magazines and other library materials which subsequently enhance their work output; with the use of Closed Circuit Television in the library, the user's identity can be verified authentically by library staff and this has greatly improved their work output; Surveillance security camera has simplified the security work process in the library; Surveillance security camera has motivated library staff to do their job in the library with ease and Surveillance security camera has prompted library staff commitment to job and subsequently enhance my work output among others. Similarly, a related test of hypothesis revealed a significant influence of Surveillance security camera on job performance of library staff in academic libraries in Benue State.

This finding corroborates with that of Owusu-Ansah, Mprah and Kumah (2014) who examined the impact of library automation on the job satisfaction of University of Education library staff and reported that, automating the library system increased the productivity of staff. In a similar vein, the finding corroborate with that of Oguche (2017) who revealed that, ICT competence of librarians in Nigerian federal university libraries has significant impact on their job performance. The ICT competence reported by the author could in their use of Surveillance security camera to monitor library operations. The finding also agrees with that of Yacob (2007) who reported that utilization of ICTs contributed significantly to the job performance of the academic librarians collectively and individually. The finding, however, disagrees with that of Issa, Ayodele Abubakar and Aliyu (2011) whose study on application of Information Technology to Library Services at the Federal University of Technology, Akure Library reported that the application of ICT still has room for improvement, thereby making its impact on performance of the librarians limited.

The finding of the present study as observed could be why Omosekejimi, Ijiekhuamhen and Ojeme (2015) stated that this surveillance security camera serves as a means of protecting information, information systems or books from unauthorized access, damage, theft, or destruction in the library. Hence to avoid unauthorized access to library resources, library management and information professionals devise strategies which enables them to provide adequate security that can protect the information resources available in the library.

The second finding of the study revealed that, Online Public Access Catalogue (OPAC) has positive influence on the job performance of library staff in academic libraries in Benue State, Nigeria. From this finding, the respondents agreed that, the introduction of OPAC in the library helps librarians to provide information to users on the availability of requisite documents and this enhance job performance; OPAC supports new means of information retrieval thus enhancing staff job performance; OPAC helps librarians to check the borrower's account to get information about number of items on loan, amount of overdue fines (if any) thus enhancing job performance; information about all books published by an author can be accessed at a time with the use of OPAC thus easing the work of the library staff and OPAC allows users to search the library's collection from locations outside the library walls thereby reducing the work of library staff and enhancing work output. In a similar, vein, a related test of hypothesis as shown on table 4 revealed a significant influence of Online Public Access Catalogue on job performance of library staff in academic libraries in Benue State.

The finding agrees with that of Owusu-Ansah, Mprah and Kumah (2014) who reported that, automating the library system increased the productivity of staff. The usage of OPAC hence can be seen to have created enormous changes in the library practices particularly in the delivery of library services. This could be why Sankari, Chinnasamy, Balasubramanian and Muthuraj (2013) stated that OPAC has made the library fields easily accessible to everyone by breaking the physical boundaries of the library. Supporting this, Kumar, (2017) stated that OPAC reduces the cost of

maintaining a library catalogue and also eliminates pen and paperwork of the library staff particularly in the preparation of union-catalogue. This finding however disagrees with the findings of Issa, Ayodele Abubakar and Aliyu (2011) who revealed that, the application of information technology (library automation) to services delivery of the Federal University of Technology Akure, Library, still has room for improvement, thereby making its impact on performance of the librarians limited. The finding of the present study as observed could be that the use of OPAC in university libraries by the library staff is capable of enhancing their delivery of library services to meets users' needs much effectively.

Conclusion

Based on the findings of the study, the researcher concluded that, automation of library operations in academic libraries in Benue State has greatly enhanced the job performance of library staff. This is as perceived by both librarians and library staff in the academic libraries. Automated facilities are hence being used extensively to enhance library services delivery in academic libraries in Benue State.

Recommendations

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

1. Academic libraries yet to acquire surveillance security camera to monitor theft and library operation should take drastic efforts in doing so. With such development, workload on library staff will be greatly reduced and thus enhance their job performance
2. Since the use of OPAC has been found to greatly enhance the job performance of library staff, academic libraries which have not subscribed to its use in cataloguing of library resources should endeavor to do so, thus reducing the work of the cataloguing staff to address promptly any challenges staff may encounter in operating the system.

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