



FEDERAL UNIVERSITY DUSTIN-MA, KATSINA STATE

FUDMA LIBRARY COMPLEX

2023
INTERNATIONAL
CONFERENCE
PROCEEDINGS

Date: 4th - 8th June, 2023

1st

THEME:

**INTERNATIONAL CONFERENCE/WORKSHOP ON
EMERGING INFORMATION, KNOWLEDGE SYSTEM AND
GLOBALIZATION IN EDUCATION (ICEIKSGE-2023)**

Held at: Conference Room University Library
Main Campus Federal University Dutsinma.

40	EXPLORING THE BENEFITS OF VIRTUAL COMMUNITIES OF PRACTICE (VCOP) FOR BRIDGING PROFESSIONAL ISOLATION AMONG MIDWIVES IN KATSINA STATE	Mustapha Mannir, Aminu Musa Umar & Yahaya Alhassan Karaye	353
41	CAUSES AND CHANNELS OF AWARENESS ON INFORMATION FOR GENITAL INFECTION AMONG FEMALE STUDENTS OF AMINA HALL, AHMADU BELLO UNIVERSITY, ZARIA	ABBA Hamza, Ashiru HAFIZU, & Rukayya MOHAMMED Yunusa	362
42	IMPACT OF MANAGEMENT INFORMATION SYSTEM (MIS) IN THE HEALTH CARE SERVICE DELIVERY: <i>A Case Study of Federal Teaching Hospital, Katsina State</i>	ABDULLAHI, Salamatu Magaji, IBRAHIM, Mohammed & Mr. GAMBO Umar Danmusa	370
43	APPRAISING THE ETHICS AND ETIQUETTES OF LEGAL RESEARCH: TOWARDS ELIMINATING PLAGIARISM IN RESEARCH IN NIGERIA	Dije MOHAMMED, PhD & S.M ABUBAKAR, PhD	378

JOB MOTIVATION AND SATISFACTION AMONG TECHNICAL SERVICES LIBRARIANS TOWARDS ACHIEVING ORGANIZATIONAL GOALS IN UNIVERSITY OF ILORIN LIBRARY.

Dr. ABDUSSALAM, Titilola Aminat Bayero (CLN)

Dr. OMOPUPA, Kamal Tunde (CLN)

Mr. FAJONYOMI, Oluwafemi (CLN)

University of Ilorin Library, University of Ilorin, Nigeria

Abstract

This study examined the effects of Job motivation and satisfaction among technical services librarians towards achieving organizational goals in University of Ilorin library. The study generated four research questions and it embraced descriptive survey research design. The population includes 19 staff (professionals and nonprofessionals) of the technical services division of the university of Ilorin library. Total enumeration sampling was used. The study used self-structured questionnaire as tool for data collection and data collected were analyzed using frequency counts, percentage and PPMC. The finding revealed that promotion, wages and salary among others are the factors that motivate the librarians. The level of job satisfaction of the librarians is high. The study also found that the librarians are aware of the library goals and that, delay in promotion, lack of logistics and poor staff welfare among others are some of the challenges impending achieving organizational goals in the university. The study recommended that library staff should be well motivated by the library management so as to achieve the organizational goals. There should be provision of logistics for the staff and staff welfare should be improved upon.

Keywords: Job motivation, Job satisfaction, Technical Services Librarians, organizational goals, University of Ilorin library.

Introduction

The link between an organization and its staff is leverage by what motivate them (staff) to work and the rewarding and fulfillment they derived from it. In any work organization, the design and contents of jobs have been found to have significant effect on job satisfaction of staff and their levels of performance. It is very pertinent for the managers of organizations to know how best to elicit the cooperation of staff and their efforts to achieve the goals of the organization. Job motivation is an encouragement act that spur the condition of being eager to work. The motive of motivation is to improve the satisfaction and proficiency of those who works (staff). Motivation is an inner force that drives individuals to accomplish personal and organization goals. Motivation strengthens the ambition, 0increases initiative and gives direction, courage, energy and the persistence to follow one's goals. A motivated person takes action and does whatever it needs to achieve his or her goals. Human motivation is a complex and well-studied field that has broad roots in a diverse collection of academic disciplines including psychology, sociology, education, political science, and economics. Motivation as a drive is a zest and determination with a kind of excitement that leads one to strive to achieve desire goals. The term motivation has been discussed and conceptualized by various researchers (Ubagu, Achia & Ghuushi, 2020; Isa, 2021; Ahmed, Daudu & Mohammed, 2021; Ajala & Unegbu, 2022; Shahzad, Khan, Iqbal & Shabbir, 2023).

Job satisfaction is not the same as motivation, job satisfaction is more of an attitude or an internal feeling of achievement, either quantitative or qualitative which leads personnel to

work optimally. It is centered on the socio-cultural and economic condition of the workplace. It is so important in academic libraries because its absence often leads to lethargy and reduced organizational commitment (Tella, 2019) Job satisfaction is an employee's psychological state which comprises feelings, attitude and behaviours in a workplace. Job satisfaction can also be viewed as a positive mental state of being in one's job which includes one's emotions, reactions and cognitive evaluation. It is the level to which working environment meets the values and needs of the workers. Job satisfaction is also how pleased a worker is, with his job, the level of how he likes the work, with multidimensional psychological reactions such as mental, emotional and behavioral elements (Ezeamama, 2019). Mabaso and Dlamini (2018) corroborated that librarians who are satisfied in their job are successful and have pleasant feelings and sense of well-beings. Job satisfaction is determined by how motivated a librarian is, in case of library as an organization.

Staff are the stock of productive skills and technical knowledge embodied in labour. They comprise of expertise, dexterity, talent, craft, aptitudes and abilities and understanding. Without staffs, organization cannot exist. Librarians are the staffs in the library, who are skilled and professionally qualified by virtue of trainings they have acquired and technical services are the behind the scene who are rendering the services, which includes; compilation of bibliographies, indexing and abstracting, bindry, translation services, library publication, cataloguing and classification, acquisition etc (Abdulraheem, et.al 2020).

The university library has a common objective, which is to support teaching/learning and make maximum and optimum contribution to nation development by intensifying and diversifying its programmes and services for the development of high level manpower within the context of the needs of national requirements: and to promote scholarship and social services (Oladimeji, et.al 2021).

Statement Of The Problem

Motivation is the psychological process that gives behavior purpose and direction, a predisposition to behave in purposive manner to achieve specific unmet needs. And nowadays, what motivates librarians to work better, is not what motivated them in those days and the most valuable and volatile asset of any organization is a well-motivated and stable workforce which is competent, dedicated and productive.

However, the level of motivation and job satisfaction affects the achievement of the organizational goal(s). Job motivation and job satisfaction has been studied for decades across multiple disciplines, including librarianship. However no studies have investigated job motivation and job satisfaction among technical services librarian in university of Ilorin library. It is the aim of this study to investigate the effect of job motivation and job satisfaction among technical services librarians towards archiving organizational goals in university of Ilorin library.

Objectives Of The Study

The main objective of the study was to investigate the effects of job motivation and satisfaction among technical services librarians towards achieving organizational goals in university of Ilorin library. However, the specific objectives were to:

- i. identify the factors motivating the technical services librarians in university of Ilorin library;
- ii. determine the level of job satisfaction among the technical services librarians in university of Ilorin library;
- iii. ascertain the effect of job motivation and job satisfaction on organizational goals achievement among technical services librarian in university of Ilorin library

- iv. establish the challenges of job motivation and satisfaction among technical services librarian in university of Ilorin library.

Research Questions

Based on the objectives of the study, the following research questions were generated:

- i. what are the motivating factors for the technical services librarians in university of Ilorin library?
- ii. what is the level of job satisfaction of technical services librarians in university of Ilorin?
- iii. what are the effects of job motivation and satisfaction on organizational goals achievement among technical services librarian in university of Ilorin library
- iv. what are the challenges mitigating against job motivation and job satisfaction among technical services librarians in university of Ilorin library?

Literature Review

Motivation as a drive is a zest and determination with a kind of excitement that leads one to persevere to reach greater heights, in no matter what avenue of their life be it personal or professional (Wanda & Rene, 2018). Career Planner (2018) came up with duties and tasks performed by professional Library staff in the library among others are as follows: Review and evaluate resource materials, such as books and order print, audiovisual and electronic resources, locate unusual or unique information in response to specific requests, direct and train library staff in duties such as receiving, shelving, researching, cataloging, and equipment use, search standard reference materials, including on-line sources and the Internet, in order to answer patrons' reference questions, analyze patrons' requests to determine needed information, and assist in furnishing or locating that information and teach library patrons to search for information using databases. There is need for correlation between motivation and job satisfaction (Oni-Ojo, Salau, Dirisu & Waribo, 2015).

Motivation is crucial to the accomplishment of any organisation like libraries and information centres. Additionally, motivation plays a central role in the organizational success and work effectiveness of the employees. Motivational factors such as salary and wages, job security, relationship with colleagues, and staff appraisal when properly applied, can have a high impact on the performance and productivity of employees in any academic library. The implication of this is that when employees are happy, they put in their best to achieve the organizational goals. Money or financial incentives are not the only forms of motivation for employees, but, to the junior workers; money may be the highest motivating factor, because of the country's weak economy whereas the older employees and the professionals, money is typically less critical because they emphasize authority and responsibility which attracts fringe benefits and allowances. In essence, employees in academic libraries should be adequately motivated from time to time to boost morale for efficiency and higher productivity (Bamgbose & Ladipo, 2017).

The study carried out by Tumba and Temboge (2018) investigated the relationship between staff development programmes and job satisfaction among staff of higher institutions of learning in Adamawa state, with particular reference to Polytechnics, Monotechnics, and Colleges of Education Libraries in Adamawa state. The target population was 105 library staff which consisted of professionals, paraprofessionals, and the supportive staff of these libraries. The entire population was used as sample. One research question and two hypotheses were formulated to guide the study. Results obtained revealed that, the level of job satisfaction among staff in the selected academic libraries is very low, and there is no significant relationship between in-service training, informal training, and job satisfaction among the staff. Therefore, in-service training and informal training are not basis for job satisfaction among staff. The work recommends that, consideration be given to other components that facilitate

satisfaction such as the work itself, monetary compensation for services rendered, suitable working environment and good supervisor-subordinate working relationship. The current study is different from pervious study in the sense that is looking at staff development and relationship while the current study is looking at motivational factors as strategies for influencing satisfaction with job in academic libraries.)

Ahmed, Daudu and Mohammed (2021) investigate the influence of motivational factors on job satisfaction of professional library staff in academic libraries in Gombe State, Nigeria. Descriptive survey design was used to carry out the research work with a sample of 63 professional library staff in academic libraries in Gombe. The study found that training of professional Library staff and monetary factors were the major motivating factors in academic libraries in Gombe State, Nigeria to perform their jobs while communicating with coworkers inside the organization is the least factor that motivate the performance of professional library staff. The study also showed that professional librarians in academic libraries in Gombe State Nigeria are satisfied with the identified motivational factors.

Research Methodology

The descriptive survey method was used to carry out the study. The target populations for the study are library staff in technical services division of university of Ilorin library. The division have a total population of 19 staff members who are professional and paraprofessional librarians. The whole population consists of the sample size for this study, the instrument used to collect data from the respondents was questionnaires. All the questionnaires distributed was returned and found valid for the analysis.

Data Presentation And Analysis

Table 1: Demographic characteristics of the respondents

S/N	Characteristics	Categories	Frequency	Percentage%
1	Gender	Male	04	0.76
		Female	15	3.04
2	Marital Status	Single	01	1.19
		Married	18	3.42
3	Age	31 – 40	14	1.14
		41 – 50	04	1.71
		51 – 60	01	0.76
4	Education Qualification	SSCE	0	0
		OND/NCE	05	0.95
		HND/B.Sc./B.A/BLIS	06	1.14
		M.Sc./MLIS	07	1.33
		Ph.D.	01	0.19
5	Years of Experience	6-10yrs	04	0.76
		11-20yrs	14	2.66
		21yrs –Above	01	0.19

Source: Field Survey, (2023)

Table 1. shows that 0.76% are male and 3.04% are female. This supports the notion that librarianship is a female profession. 3.42% of the respondents are married and 0.19% are single. Distribution by Age shows 1.14% are between the ages of 31 – 40yrs, 1.71% are between the ages of 41 -- 50yrs and 0.76% are between the ages 51 – 60yrs. Regarding the educational

Copyright © 2023. Federal University Dutsinma Library Complex

All rights reserved.

Materials published in this publication are copyrighted by Federal University Dutsinma Library Complex. All permissions to make any digital or paper copies of this work for either personal or classroom use is granted without fee provided that the copies are not made or distributed for profit or commercial advantage.

ISBN: 978-978-780-188-8

Published by:

Federal University Dutsinma Library Complex

Katsina State, Nigeria.

qualification of the respondents, 0.95% are holders of OND/NCE, 1.14% holds HND/BLIS, 1.33% holds MLIS degree and 0.19 is a Ph.D holder. This shows that most of the staffs has higher degrees. The table also shows that majority of the respondents have spent more than ten years in services. This implies that librarians in the technical services division of university of Ilorin library are not new in the service.

Findings And Discussion

Table 2: Factors that motivate the technical services librarians in university of Ilorin library

S/N	Factors	Motivated	Not motivated
1	Trainings	3.42%	0.19%
2	Incentives	3.36%	0.19%
3	Conducive environment	3.04%	0.28%
4	Monetary	4.59%	0.19%
5	Social needs	4.59%	0.19%

Source: Field Survey, (2023)

Table 2. shows that 3.42% of the respondent are motivated with training factor and 0.19% are not motivated. 3.36% are motivated with incentives and 0.19% are not. 3.04% of the respondents are motivated with conducive environment and 0.28% are not. 4.59% of the respondents are motivated with monetary factor and 0.19% are not motivated. 4.59% of the respondent are motivated with social needs and 0.19% are not motivated. This shows that monetary and social factors are the most motivated factors of technical staffs of university of Ilorin library.

Table 3: librarians' level of job satisfaction

Factor	High	Low
Recognition	3.23%	0.19%
Promotion	0.19%	3.04%
Remuneration	2.85%	0.76%
Achievement	4.40%	0.19%
Job security	4.04%	0.19%

Source: Field Survey, (2023)

Table 3: shows that 3.23% of respondents are in high level of job satisfaction with recognition factor while 0.19% are low level of job satisfaction. 0.19% of the respondents are in low level of job satisfaction with promotion factor while 3.04% are high level of job satisfaction. For Remuneration factor 2.85% of the respondents are high level of job satisfaction while 0.76% are low level of job satisfaction. On Achievement factor 4.40% of the respondents are in high level of job satisfaction while 0.19% are in low level of job satisfaction. For Job security 4.04% of the respondents are in high level job satisfaction while 0.19% are in low level of job satisfaction.

Table 4: Challenges mitigating against job motivation and satisfaction.

Statement	Agree	Disagree
Reluctance by the management to train staffs	0.19%	3.42%
Delay in promotion of staffs	3.42%	0.19%
Lack of logistics for staffs	4.59%	0.19%
Poor staff welfare	4.59%	0.19%
Inadequate salary and wages for staff	4.59%	0.19%

Source: Field Survey, (2023)

Table 4: Result shows that 0.19% of the respondents agree that the reluctance by the management to train staffs is one of the challenges mitigating their job motivation while 3.42% of the respondents disagree. 3.42% of the respondents agree that the delay in promotion of staffs is one of the challenges mitigating their job motivation while 0.19% of the respondents disagree. 4.59% of the respondents agree that the lack logistics for staffs mitigating thier job motivation while 0.19% of the respondents disagree. Also, the results show that 4.59% of the respondents agree that the poor staffs' welfare is a challenge to job motivation in technical services in University of Ilorin library while 0.19% of the respondents disagree. 4.59% agree that inadequate salary and wages for staffs is challenge to job motivation and satisfaction in technical services in University of Ilorin library while 0.19% of the respondents disagree.

Interpretation of Findings

The first finding of this study show that majority of the respondents accept that they are motivated by monetary, social needs, incentives, conducive environment and training factors. The importance of these factor can not be over estimated if the library must achieve their goal. Many organization use different motivation factors to boost the morale of their employees for achievement of the organizations goals. This is in agreement with the findings in the works of Komolafe and Gbotoso (2022). Who reported that different motivation factor had been used by library management to motivate staff for optimum performance.

In the same vein, the study found that the level of job satisfaction of technical staff in University of Ilorin library is high as the majority of the respondents agree with the high option. However, this finding contradict the work of Akor (2019) who found that the job performance of professionals librarian in government owned University in North -Central Nigeria was on a low level. The reason for low level performance of staff maybe connected to the poor motivation of staff to perform their job.

The last finding show that lack of logistics for staffs, poor staffs welfare, inadequate salary and wages for staffs and delay in promotion of staffs are the challenges impending achieving organizational goals in University of Ilorin library.

Conclusion

Job motivation and Job satisfaction plays important role toward achieving the organizational goal. This is because motivation factors such as monetary, social needs, incentives, conducive environment, training and job satisfaction, if they are properly applied can have great impact in achieving organizational goals.

Recommendation

To this end, this study render the following recommendation: Library staff should be well motivated so as to boost their morale for efficient and effective job. The level of their job satisfaction should always be high. The funding and the budget of the -library should be increased which will help the library to have enough fund to sponsor training to improve staff welfare.

References

- Abdulraheem, J.W., Atunde, M.O., Medupin, J.A., Awarun, O. & Ayoku, O. B. (2020). Role conflict and staff Productivity in academic libraries: A study of private Universities in Kwara State, Nigeria. *Texila International Journal of Management*, 6(2), 129-138. DOI: 10.21522/TIJMG.2015.06.02.Art 014
- Ahmed, S., Daudu, H. M. & Mohammed M. F. (2021). Influence of motivational factors on the job satisfaction of professional library staff in Academic libraries in Gombe State, Nigeria. *Samaru Journal of Information Studies* (21(1), 57-67.

- Ajala, O. I., Unegbu, V. E. (2022). Motivation and job satisfaction of librarians in federal and state university libraries in Southern Nigeria. *International Journal of Academic Library and Information Science*, 10(3), 89-112. <https://doi.org/10.14662/ijalis202208>.
- Akor, P. U. (2009). Influence of university librarians' leadership styles on the job performance of professional librarians in the North-Central zone of Nigeria. Unpublished Doctoral dissertation. University of Nigeria, Nsukka, Nigeria.
- Allner, I. (2008). Managerial Leadership in academic libraries roadblocks to success. *Library Administration & Management*, 22(2), 69-73.
- Career Planner (2018). A handbook of Human Resource Management Practice. New Delhi: Kogan page.
- Ezeamama, A. (2019). Correlational analysis of motivation, emotional intelligence and human capital development on librarians' job satisfaction and productivity in public university libraries in Nigeria. *Library Philosophy and Practice (e-journal)*, 1-36.
- Isa, A. O. (2021). Effects of motivation on staff performance and job satisfaction in the university of Ilorin Library. *Insaniyat Journal of Islam and Humanities*, 5(2), 91-104. DOI: 1015408/insaniyat.v5i2.17456
- Komolafe, R. S. and Gbotosho A.S. (2022). Staff motivation as correlates of Job performance of library staff in Osun State University, Osogbo, Nigeria. *Journal of Human Resources and leadership*: <https://www.researchgate.net/publication/357625534>
- Mabaso, A. & Dlamini, S. (2018). Influence of motivation on academic library employees' performance and productivity in Lagos, Nigeria. *Journal of Information and Knowledge Management*, 8(2), 33-47.
- Oladimeji, R.M., Atunde, M.O., AbdulRaheem, J.W., Medupin, J.A. Tijani, A.A., Oladejobi, J.O., Rilwan, A.A. & Jesuwaye, O.D.I (2021). Assessment of employment conditions in the library workplace: A comparative study of public and private Universities in Kwara State, Nigeria. *AU -ejournal of interdisciplinary Research* (AU - eJIR), 6(2), 58 - 69. <http://www.assumptionjournal.au.edu/index.Php/eJIR>
- Oni-Ojo, J., Salau, A. & Warimbo, U. (2015). The correlational analysis of motivation and productivity of librarians in public universities in Nigeria. *IJRDO-Journal of Education Research*, 1 (7), 15 - 32
- Shahzad, K, Khan, S. A., Iqbal, A. & Shabbir, O. (2023). Effects of motivational and behavioral factors on job productivity: An Empirical investigation from Academic librarians in Pakistan. *Behavioral Sciences*, 13-41. Retrieved on 9/4/23 Available online at <https://doi.org/10.3390/bs13010041>
- Tella, A., Ayeni, C. O. & Popoola, S. O. (2007). Work motivation, job satisfaction, and organisational commitment of library personnel in academic and research libraries in Oyo State, Nigeria. *Library Philosophy and Practice*. Retrieved from <http://digitalcommons.unl.edu/libphilprac/118>
- Ubagu, M. M., Achia, U. S. & Ghuushi, J. A. (2020). Perceived effect of motivation on the job performance of library personnel of Universities in Benue state, Nigeria. *Journal of Library Services and Technologies*, 2(1), 79-89 DOI: 10.47524/jlst.v2i1.8
- Wanda, R., & Rene, V.E. (2013). The relationship between employee motivation, job satisfaction and corporate culture. *South Africa Journal of Industrial Psychology*, 4(14), 54 - 63

of the respondents agree that the reluctance by the challenges mitigating their job motivation while 3.42% respondents agree that the delay in promotion of their job motivation while 0.19% of the respondents that the lack logistics for staffs mitigating thier job disagree. Also, the results show that 4.59% of the fare is a challenge to job motivation in technical e 0.19% of the respondents disagree. 4.59% agree is challenge to job motivation and satisfaction in rary while 0.19% of the respondents disagree.

that majority of the respondents accept that they are ives, conducive environment and training factors. er estimated if the library must achieve their goal. factors to boost the morale of their employees for is in agreement with the findings in the works of that different motivation factor had been used by mum performance.

t the level of job satisfaction of technical staff in rity of the respondents agree with the high option. Akor (2019) who found that the job performance ed University in North -Central Nigeria was on a rmance of staff maybe connected to the poor

istics for staffs, poor staffs welfare, inadequate motion of staffs are the challenges impending f Ilorin library.

ortant role toward achieving the organizational s monetary, social needs, incentives, conducive ey are properly applied can have great impact

ecommendation: Library staff should be well ient and effective job. The level of their job ng and the budget of the -library should be ough fund to sponsor training to improve staff

A., Awarun, O. & Ayoku, O. B. (2020). Role libraries: A study of private Universities in *Journal of Management*, 6(2), 129-138.

2021). Influence of motivational factors on the ff in Academic libraries in Gombe State, *udies* (21(1), 57-67.

- Ajala, O. I., Unegbu, V. E. (2022). Motivation and job satisfaction of librarians in federal and state university libraries in Southern Nigeria. *International Journal of Academic Library and Information Science*, 10(3), 89-112. <https://doi.org/10.14662/ijalis2022085>
- Akor, P. U. (2009). Influence of university librarians' leadership styles on the job performance of professional librarians in the North-Central zone of Nigeria. Unpublished Doctoral dissertation. University of Nigeria, Nsukka, Nigeria.
- Allner, I. (2008). Managerial Leadership in academic libraries roadblocks to success. *Library Administration & Management*, 22(2), 69-73.
- Career Planner (2018). A handbook of Human Resource Management Practice. New Delhi: Kogan page.
- Ezeamama, A. (2019). Correlational analysis of motivation, emotional intelligence and human capital development on librarians' job satisfaction and productivity in public university libraries in Nigeria. *Library Philosophy and Practice (e-journal)*, 1-36.
- Isa, A. O. (2021). Effects of motivation on staff performance and job satisfaction in the university of Ilorin Library. *Insaniyat Journal of Islam and Humanities*, 5(2), 91-104. DOI: 1015408/insaniyat.v5i2.17456
- Koinolafe, R. S. and Gbotosho A.S. (2022). Staff motivation as correlates of Job performance of library staff in Osun State University, Osogbo, Nigeria. *Journal of Human Resources and leadership*: <https://www.researchgate.net/publication/357625534>
- Mabaso, A. & Dlamini, S. (2018). Influence of motivation on academic library employees' performance and productivity in Lagos, Nigeria. *Journal of Information and Knowledge Management*, 8(2), 33-47.
- Oladimeji, R.M., Atunde, M.O., AbdulRaheem, J.W., Medupin, J.A. Tijani, A.A., Oladejobi, J.O., Rilwan, A.A. & Jesuwaye, O.D.I (2021). Assessment of employment conditions in the library workplace: A comparative study of public and private Universities in Kwara State, Nigeria. *AU -ejournal of interdisciplinary Research (AU - eJIR)*, 6(2), 58 - 69. <http://www.assumptionjournal.au.edu/index.Php/eJIR>
- Oni-Ojo, J., Salau, A. & Warimbo, U. (2015). The correlational analysis of motivation and productivity of librarians in public universities in Nigeria. *IJRDO-Journal of Education Research*, 1 (7), 15 - 32
- Shahzad, K, Khan, S. A., Iqbal, A. & Shabbir, O. (2023). Effects of motivational and behavioral factors on job productivity: An Empirical investigation from Academic librarians in Pakistan. *Behavioral Sciences*, 13-41. Retrieved on 9/4/23 Available online at <https://doi.org/10.3390/bs13010041>
- Tella, A., Ayeni, C. O. & Popoola, S. O. (2007). Work motivation, job satisfaction, and organisational commitment of library personnel in academic and research libraries in Oyo State, Nigeria. *Library Philosophy and Practice*. Retrieved from <http://digitalcommons.unl.edu/libphilprac/118>
- Ubagu, M. M., Achia, U. S. & Ghuushi, J. A. (2020). Perceived effect of motivation on the job performance of library personnel of Universities in Benue state, Nigeria. *Journal of Library Services and Technologies*, 2(1), 79-89 DOI: 10.47524/jlst.v2i1.8
- Wanda, R., & Rene, V.E. (2013). The relationship between employee motivation, job satisfaction and corporate culture. *South Africa Journal of Industrial Psychology*, 4(14), 54 - 63

TABLE OF CONTENTS

S/N	PAPER TITLE	AUTHOR(S)	PAGE
1	WELCOME ADDRESS BY THE CHAIRPERSON OF THE LOCAL ORGANIZING COMMITTEE	DR. Hajara Yakubu (CLN)	v
2	WELCOME ADDRESS BY THE UNIVERSITY LIBRARIAN, FEDERAL UNIVERSITY DUTSINMA AT THE 1 ST INTERNATIONAL CONFERENCE/WORKSHOP ON EMERGING INFORMATION, KNOWLEDGE SYSTEM AND GLOBALIZATION IN EDUCATION (ICEIKSGE-2023).	Dr. Ukashatu Hamza Musa	vi
3	INFLUENCE OF ONLINE RESOURCE ACCESSIBILITY AND INFORMATION SEEKING BEHAVIOUR ON ACADEMIC PERFORMANCE OF STUDENTS IN COLLEGES OF EDUCATION IN NIGERIA	Mr. Abubakar Mohammed Bida (CLN), Prof. Juliana N. Udensi (CLN) & Prof. Philip U. Akor (CLN)	1
4	PRESERVATION AND SECURITY MEASURES APPLIED FOR RECORDS AND ARCHIVAL DOCUMENTS BY REGISTRY STAFF IN THE DEPARTMENTAL OFFICES AT THE FACULTY OF ART, AHMADU BELLO UNIVERSITY, ZARIA	Abdulummini Shehu, Aliyu Abubakar, Sulaiman Jelili Olagbenga, & Garba Adamu	10
5	THE ROLE OF E-LIBRARY IN THE LEARNING OF INTEGRATED SCIENCE STUDENTS OF F. C. E. ZARIA, KADUNA STATE	ODIBA CELINA OJOMA (Ph.D)	20
6	AWARENESS AND ADOPTION OF CHATGPT AMONG LIBRARIANS OF NIGERIAN UNIVERSITY LIBRARIES	Abiodun Olaide Iyoro, PhD & Aliyu Olugbenga Yusuf, PhD	26
7	INFLUENCE OF MOBILE-APPLICATIONS-BASED USER-EDUCATION PROGRAMMES ON USE OF ELECTRONIC INFORMATION RESOURCES BY POSTGRADUATE ENGINEERING STUDENTS IN FEDERAL UNIVERSITIES OF TECHNOLOGY LIBRARIES IN NIGERIA.	Agada Eric Ojobo, Dr. Samuel J. UdoUdoh, Prof. Philip U. Akor & Prof. Juliana N. Udensi	30
8	PERCEPTIONS OF TEACHERS ON THE PROVISION AND UTILIZATION OF BASIC EDUCATIONAL RESOURCES FOR SCIENCE IN NIGERIA	ANYIFITE, Sylvester Azubuike <i>Ph.D</i>	38
9	SOCIAL MEDIA AND APPLICATIONS IN LIBRARY	Dr. Deepak Kumar Shrivastava & Shuaibu Danbaba	47
10	AN ANALYTICAL STUDY OF KINDS AND NATURE OF REFERENCE SERVICES IN DIFFERENT TYPES OF LIBRARIES	Mustapha Haruna Ph.D. Hajara Yakubu Ph.D, CLN, MNLA & Sunusi Hussaini Ph.D.	54
11	HEALTH INFORMATION SEEKING BEHAVIOUR AND UTILISATION FOR THE MANAGEMENT OF DIABETES MELLITUS IN NORTH CENTRAL, NIGERIA	Godwin Onimisi Abedoh (CLN), Samuel Jimmy Udoudoh PhD & Gideon Adesina Babalola (PhD)	61
12	CHANGING ROLE OF LIBRARIES IN THE DIGITAL ENVIRONMENT	Sagiru Bala Musa & Dr Deepak Kumar Shavarastava	76
13	APPLICATIONS OF VALIDITY AND RELIABILITY IN QUANTITATIVE AND QUALITATIVE RESEARCH METHODS: HIGHLIGHTING ISSUES AND CLARIFICATIONS	Muhammad Saifullahi Ilyasu Felix Usman Manjack (CLN) & Sanusi Mamman	85
14	INFLUENCE OF INFORMATION LITERACY SKILLS ON THE USE OF ELECTRONIC INFORMATION RESOURCES BY DIPLOMA STUDENTS OF LIBRARY AND INFORMATION SCIENCE IN KADUNA STATE UNIVERSITY	Dr. Sahabi, Muhammad Kabir & Dr. Unobe, Elameyi Susan	92

15	EXPLORING TRADITIONAL MEDICAL PRACTITIONERS' INFORMATION DOCUMENTATION USING THEORY OF ARCHIVAL INTELLIGENCE	Babangida Umar Dangani <i>PhD</i> Kabir Ibrahim (CLN) & Sirajo Abubakar Danzangi (CLN)	101
16	ASSESSMENT OF THE CAUSES AND EFFECTS OF FLOODING IN LERE LOCAL GOVERNMENT AREA OF KADUNA STATE.	IDRIS, Rakiya Kabir, KAWAI, M Joseph and KOR, Daniel	109
17	INFLUENCE OF GENDER AND SOCIAL MEDIA USE ON RESEARCH PRODUCTIVITY AMONG ACADEMIC STAFF IN COLLEGES OF EDUCATION IN NORTH CENTRAL, NIGERIA	Said, Toyin Akeem	117
18	INTERNATIONAL COOPERATION AND FUNDING OF INTERNATIONAL PROJECTS IN LIBRARIES AND INFORMATION CENTERS: THE ROLES OF NATIONAL AND INTERNATIONAL PROFESSIONAL ASSOCIATIONS IN LIBRARY AND INFORMATION CENTERS.	Sirajo Abubakar Danzangi (CLN), Mustapha Haruna Ph.D. & Sunusi Hussaini Ph.D.	126
19	RELATIONSHIPS AMONG LEADERSHIP STYLES, CONDITIONS OF SERVICE, HUMAN CAPITAL DEVELOPMENT AND JOB PERFORMANCE IN STATE UNIVERSITY LIBRARIES IN NORTH-CENTRAL, NIGERIA.	Mr. Rihwan Olajide Bakai, CLN & Dr. Katamba Abubakar Saka, PhD, CLN	135
20	SUSTAINABILITY OF DIGITAL COLLECTION: AN EXPLORATORY STUDY OF UMARU MUSA YAR'ADUA UNIVERSITY, KATSIN STATE OF NIGERIA	Hajara Yakubu (PhD) CLN, MNLA, Dr. Hamza Ukashatu Musa (MNLA, MIFLA CLN) & Sirajo Abubakar Danzangi (CLN, MNLA)	148
21	USE OF INFORMATION COMMUNICATION TECHNOLOGY (ICT) APPLICATIONS AS AN INSTRUMENTS FOR TRANSFORMING ACADEMIC LIBRARY FOR EFFECTIVE AND EFFICIENT SERVICE DELIVERY IN NIGERIAN UNIVERSITIES	Haruna Tinau Ahmed, Dahiru Lawal & Lilian Zenon Elisha	159
22	AN EXAMINATION OF ARTIFICIAL INTELLIGENCE AS A CATALYST REVOLUTIONIZING THE LEGAL PROFESSION.	Jamila Shuaibu	168
23	SCHOOL LIBRARY, INTEGRATION AND VIRTUAL ACCESS TO OPEN EDUCATIONAL RESOURCES: POLICIES AND STRATEGIES	Mr. Kazeem Adeshina.	173
24	WEB 2.0 AND WEB 3.0 SOCIAL MEDIA APPLICATION TO LIBRARIES: ROLE OF SOCIAL MEDIA APPLICATION IN PROMOTING LIBRARY AND INFORMATION SERVICES AND RESOURCES IN AN ACADEMIC SETTING: WITH SPECIAL REFERENCE TO FEDERAL UNIVERSITY GUSAU LIBRARY, ZAMFARA, STATE, NIGERIA	Maimuna Muhammad Lawal CLN, Nura Ibrahim & Dr. Hassan Usman	182
25	THE USE OF SOCIAL MEDIA APPLICATIONS BY MEDICAL STUDENTS: A STUDY OF FAZAIA RUTH PFAU MEDICAL COLLEGE (FRPMC), PAKISTAN	Mariym Muhammad Ismail (Miss), Kamaludddeen Isa El-Kalash & Fati Abubakar	187
26	UTILIZATION OF MOBILE PHONES FOR REFERENCE SERVICES DELIVERY IN UNIVERSITY LIBRARIES IN BENUE STATE	Tsegba, Terkaa Isaac (CLN), Iorfa, Terungwa (CLN) & Ezenwuzor Loveth Nnenna	199
27	ACADEMIC LIBRARIANS' PERCEPTION OF CYBERCRIME INFORMATION IN CURBING SECURITY THREATS IN FEDERAL UNIVERSITY LIBRARIES IN FEDERAL CAPITAL TERRITORY (FCT), ABUJA	Aji Kingsley Olawale & Yakubu, Sule	216

28	TOWARDS SUSTAINABLE DIGITAL PRESERVATION AND INSTITUTIONAL REPOSITORIES PRACTICES IN ACADEMIC LIBRARIES: PROSPECTS AND CHALLENGES	Hawwau Adedayo Moruf & Ibanga Patience Etoroabasi	231
29	E-RESOURCES ACCESS, MANAGEMENT AND E-LEARNING AMONG NIGERIAN UNIVERSITY	Muntari Ibrahim CLN, MNLA Lawal Ya'u (CLN) & Fa'ida Salihu (CLN)	238
30	KNOWLEDGE AND ACCESS TO PRIMARY HEALTH CARE INFORMATION AMONG WOMEN IN RURAL SETTING	Mustapha Abubakar Jumare, Shamsu Dauda Ringim, Rifkatu Sabo & Abdumalik Yaskilu	243
31	INSTITUTIONAL REPOSITORY IN NIGERIAN UNIVERSITIES: BENEFITS AND CHALLENGES	Usman Saidu (CLN) & Samaila Sani (CLN)	253
32	AWARENESS, PERCEPTION AND READINESS OF UNIVERSITY LIBRARIES ON THE USE OF SMART PHONE TECHNOLOGIES FOR INFORMATION SERVICE DELIVERY IN UNIVERSITIES IN NORTH-WESTERN NIGERIA: HYPOTHETICAL APPROACH	Yahuza Aliyu, CLN, Katamba. A. Saka, PhD, CLN & Samuel J. Udoudoh, PhD, CLN	262
33	EMERGING ELECTRONIC INFORMATION RESOURCES USAGE FOR RESEARCH AMONG POSTGRADUATE STUDENTS IN UNIVERSITIES IN NORTH-WEST, NIGERIA	YUSUF, Muhammad CLN & Dr. G. A. Babalola CLN Dr. S. J. Udoudoh CLN & Dr. S. A. Onwukanjo CLN	272
34	INDISPENSABLE ROLES OF ACADEMIC LIBRARIANS IN THE INFORMATION AND KNOWLEDGE SYSTEMS IN NIGERIA: THE GLOBAL COGITATION AND PRACTICE.	Dr. Abdullahi Muhammad Dawakinkudu CLN, NLA, TRCN.	282
33	CLARIFICATION OF RESEARCH TERMINOLOGIES: PHILOSOPHICAL DIMENSION, ASSUMPTIONS AND Research Paradigms	Sanusi Mamman, Ahmad Habibu & Nura Bala	287
34	EXPLORING TRADITIONAL MEDICAL PRACTITIONERS' INFORMATION DOCUMENTATION USING THEORY OF ARCHIVAL INTELLIGENCE	Babangida Umar Dangani PhD Sirajo Abubakar Danzangi (CLN) & Kabir Ibrahim (CLN)	294
35	PUBLIC ATTITUDE AS DETERMINANT OF COVID-19 VACCINE ACCEPTANCE: A LITERATURE OPINION OF HEALTH AND INFORMATION MANAGEMENT IN NIGERIA	Idris Ibrahim Saleh, (CLN), AbdulKadir Mamman Tsagem, (CLN) & Jabir Isah Karofi	302
36	FACULTY USAGE OF DATABASES AND ITS RELATIONSHIP TO ICT SKILLS AT THE UNIVERSITY OF ILORIN	EROMOSELE, George Osas AMBALI, Zainab FAMUYIWA, Shola ABDULRAZAQ, Olarenwaju Mutalib & ABDULRAHEEM, Opeyemi Najeebat	316
37	JOB MOTIVATION AND SATISFACTION AMONG TECHNICAL SERVICES LIBRARIANS TOWARDS ACHIEVING ORGANIZATIONAL GOALS IN UNIVERSITY OF ILORIN LIBRARY.	Dr. ABDUSSALAM, Titilola Aminat Bayero (CLN) Dr. OMOPUPA, Kamal Tunde (CLN) & Mr. FAJONYOMI, Oluwafemi (CLN)	327
38	AN EVALUATION OF AWARENESS AND UTILIZATION OF INFORMATION RESOURCES AMONG POSTGRADUATE STUDENTS IN AHMADU BELLO UNIVERSITY, ZARIA.	Dr. Hassan Usman & Dr. Ibrahim Salihu	334
39	CHALLENGES IN KNOWLEDGE MANAGEMENT PROCESSES IN THE 21ST CENTURY ACADEMIC LIBRARIES FOR EFFECTIVE SERVICE DELIVERY	Ali Muhammed Fakandu (PhD) & Abdulkadir Mamman Tsagem	343