

Full Length Research

Work Motivation and Job Performance of Cataloguers in Academic Libraries in South-West Nigeria

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Job performance of cataloguers in academic libraries is essential and indispensable as ease of information retrieval is an outcome of the effectiveness and efficiency with which the resources are catalogued and classified by cataloguers. Studies and observations indicated that the level of job performance of cataloguers in academic libraries in South-West Nigeria is low and a cause for concern. While preponderance evidences point to work motivation as a strategy to increasing cataloguers job performance, their influences on job performance of cataloguers remain understudied in South-West, Nigeria. This study therefore investigates the influence of work motivation on job performance of cataloguers in academic libraries in South-West Nigeria. The study adopted survey research design. The population of the study comprised 182 cataloguers in public and private universities in South-West Nigeria. Total enumeration was used. A validated structured questionnaire was used for data collection. The Cronbach's Alpha reliability coefficients for the constructs ranged from 0.76 to 0.95. A response rate of 93.6% was achieved. Data were analysed using descriptive and inferential (linear and multiple regression) statistics. The findings of the study revealed that work motivation significantly influenced job performance of cataloguers in academic libraries ($R^2 = 0.422$, $\beta = 0.650$, $t(164) = 10.984$, $p < 0.05$). The study concluded that work motivation is crucial to job performance of cataloguers in academic libraries in South-West Nigeria. The study recommended that management of academic libraries should strive to sustain the job performance of cataloguers. The management of university libraries should also continue to provide all forms of motivation especially extrinsic motivational factors such as promotion, rewards, compensation and improved work environment for cataloguers as these have the capacity to increase their level of efficiency.

Keyword: Academic Libraries, Cataloguers, Job performance, Work motivation

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INTRODUCTION

Academic libraries are essential part of their parent institution because of the various roles they play in a bid to meet the information needs of the members of the institution. The academic library is thus charged with the responsibility of supporting the teaching, learning and research functions of the university it is attached to. This is in line with Igbinovia and Popoola (2016) when they averred that academic libraries are established to meet the information needs of their parent institutions through the provision of information resources and services that support the objectives of their parent institutions. Therefore, the success of academic libraries largely depends on how well the library meets the information needs of the users which is predicted in the performance of the cataloguers. This makes the performance of library personnel an essential issue to the library's relevance. This corroborates the assertion of Saetang, Sulumnad, Thampitak and Sungkaew (2010) that the success or failure of the library is to a large extent determined by the performance of the library personnel.

The job performance of library personnel has heavily attracted scholarly investigation and as such many definitions exist to clarify the concept. Yaya in Madukoma, Akpa and Okafor (2014) said that job performance has all work related activities or tasks engaged in by a worker in order to achieve the goals of the organisation. This implies that every conscious and productive activity carried out by the library personnel which has direct or indirect impact on the library's success is referred to as job performance. Therefore, the importance of personnel's job performance is reflected in its sustenance of the library in the information industry. This relates to the assertion of Johari and Yahya in Amusa, Iyoro and Olabisi (2013) that job performance is a significant source of competitive advantage to the academic library as it promotes zeal for libraries to discharge effective and efficient information services. Library personnel's job performance comes to mind when determining how well the personnel carried out work related tasks. One of the academic library's objectives is basically centered on information resources and services, and as such, information resources are crucial to the realisation of such objective. The library's information resources when acquired are usually organised for easy accessibility and retrieval by users to bridge the gap in their state of knowledge and to satisfy their information needs. Consequently, these information resources go through phases of organisation for easy retrieval, thereby saving the time of library users. A core aspect of such knowledge organisation is cataloguing defined by Musharraf (2016) as the systematic description and

organisation of information resources in the library according to their bibliographic contents and characteristics.

Nwalo (2011) affirmed that cataloguers over the years are at the center of information resources organisation for easy identification, organisation, storage, access and use. This has implications on effectiveness and efficiency of the library as an important part of the university community. Organisation of information resources in the library saves the time of users in line with the principles of librarianship, which invariably increases the productivity of users, and ultimately enhances the performance of the library towards meeting set goals. As such, how well the cataloguers perform this function is of importance to librarianship in particular and by extension, the general body of knowledge. Since one of the indicators of job specific performance of cataloguers is measured in terms of how well they are able to provide systematic description and grouping of information materials in the library, then high level of job performance will directly influence attainment of goals of setting up academic libraries.

John-Okeke (2017) noted that the major job task of cataloguers is to prepare bibliographic records and provide efficient access, retrieval tools for users, description and subject cataloguing of information materials, assigning main entries and subject headings, creation of records, use of Cutter table, Copy cataloguing and others.

Considering the relevance of cataloguers' job performance to library users, the library, the university and cataloguing profession at large, cataloguers require motivation for optimal productivity and effective service delivery. Thus, in order to get the best out of cataloguers and other library professionals, work motivation becomes a crucial factor of consideration in the workplace. According to Adeyemo in Madukoma, Akpa and Okafor (2014), motivation is referred to as a human psychological attribute or characteristic which contributes greatly to an individual's degree of hard work and trust. It is seen as a basic psychological process or those good factors that propel the individual to willingly act in a good and productive manner. The need for motivating library staff was explicitly stated by Ibegbulam (2010) who noted that in the ever-competing and challenging global information market which the library finds itself motivation helps to bring out the best from library personnel which gives the library a competing edge. Therefore, how well the library is able to succeed in the information market and how well library users' information needs are met is a function of library personnel motivation.

Work motivation is usually categorized into Intrinsic and extrinsic motivation. Ajayi (2019) define intrinsic

motivation as the kind of motivation that satisfies people's needs or makes them believe that their goals will be realized. He believes that intrinsic motivation is gotten from the job itself. Leguault (2016) posit intrinsic motivation to be engagement in behavior that is inherently satisfying or enjoyable and extrinsic motivation as performance of behavior that is fundamentally contingent upon the attainment of an outcome that is separable from the action itself. It is performed in order to attain some other outcome. In differentiating between these two motivational factors, Bakewell in Umeozor (2018) defined extrinsic factors as work conditions under which the personnel perform to prevent dissatisfaction in job like salary and remuneration, favorable organisational policies, job security, interpersonal relationships, work supervision and status. In this study, extrinsic motivations are equally seen as incentives provided by academic libraries in order to aid efficient work or service delivery among cataloguers in academic libraries. Extrinsic motivation emanates from outside the individual and some other examples are money (salaries and other monetary benefits), bonuses for showing desired behaviour, work environment, reward and compensation and job promotion.

From the foregoing, it is observed that the motivation received by cataloguers will to a large extent influence their ability to perform their jobs efficiently and effectively. This is because motivated staff will strive to ensure high level of job performance and vice versa. However, how work motivation will affect job performance in the context of cataloguers in academic libraries in South-West Nigeria is still lacking in literature. Therefore, this study will focus on investigating how work motivation of cataloguers will affect their ability to perform their job effectively. This will invariably help the academic libraries under study achieve success through easy access and retrieval of information resources by library users, which is an important criterion for library users' return intention.

STATEMENT OF THE PROBLEM

Academic libraries are established and equipped with varieties of information resources across different disciplines to meet varying and unique information needs of their users, which in this regard could be lecturers, students, researchers and other members of the university community. And how well these information resources fulfill their purposes is determined by the ease of accessibility and retrieval which is an outcome of the effectiveness and efficiency with which the resources are catalogued and classified by cataloguers. As such, the job performance of cataloguers in academic libraries is

critical and indispensable. However, in spite of the critical nature of cataloguers' job performance towards the success of academic libraries, observation has shown that cataloguers job performance in many Nigerian academic libraries is usually low thereby questioning the relevance of libraries in this information age. Some of these low job performances as observed by studies, such as those of Baffa and Garba (2018) and John-Okeke (2017) include descriptive and subject cataloguing of information resources, assigning subject headings, assigning classification mark, using cataloguing tools, encoding catalogue data on the OPAC, marking cataloguing judgment among others.

Meanwhile many studies have been carried out on many aspects of librarianship, there seems to be dearth of literature that has explored job performance of cataloguers in Nigerian academic libraries. Therefore, the thrust of this study shall be towards work motivation and job performance of cataloguers in academic libraries in South-West Nigeria.

Objective of the Study

The main objective of this study is to ascertain the influence of work motivation on job performance of cataloguers in academic libraries in South-West, Nigeria. To achieve this, the specific objectives of the study are to:

1. determine the level of job performance of cataloguers in academic libraries in South-West Nigeria;
2. ascertain what motivates cataloguers in academic libraries in South-West Nigeria;
3. determine the influence of work motivation on job performance of cataloguers in academic libraries in South-West Nigeria;
4. find out the challenges of cataloguers' job performance in academic libraries in South-West Nigeria

Research Questions

The study sought to answer the following research questions:

1. What is the level of job performance of cataloguers in academic libraries in South-West Nigeria?
2. What motivates cataloguers in academic libraries in South-West Nigeria?
3. What are the challenges to cataloguers' job performance in academic libraries in South-West Nigeria?

Hypothesis

The null hypothesis for this study was tested at 0.05 level of significance.

Ho1: There is no significant influence of work motivation on job performance of cataloguers in academic libraries in South-West Nigeria.

METHODOLOGY

This study adopted the survey research design for this study. The population of the study comprised 182

cataloguers in public and private universities in South-West Nigeria. The population of the study covers all cataloguers in government and private universities in South-West Nigeria. From the analysis of the South-West geopolitical zone; 16 public universities have 94 cataloguers and 30 private universities have 88 cataloguers. Thus all those working in the cataloguing section of the library at the time of visit are potential respondents of this study. Out of 182 copies of questionnaire distributed, 170 copies (96%) were completed and returned. Data collected was analyzed using simple frequency counts and percentages with the aid of SPSS- Statistical Product and Service Solution 22.

Data analysis and Presentation based on Research

Research Question One: What is the level of job performance of cataloguers in academic libraries in South-West Nigeria?

The result on the level of job performance of cataloguers in academic libraries in South-West Nigeria is presented in Table 1.

Table 1. Level of job performance of cataloguers in academic libraries

Kindly indicate the level of job performance of cataloguers in terms of the followings.	Very high level (4)	High level (3)	Low level (2)	Very Low level (1)	Mean	S.D	Average mean
Job-Specific Tasks							
Performing descriptive cataloguing of information materials in different formats.	83 (48.8%)	86 (50.6%)	1 (0.6%)	0 (0%)	3.50	0.51	3.42
Applying cataloguing rules in cataloguing and classification of information materials.	83 (48.8%)	86 (50.6%)	1 (0.6%)	0 (0%)	3.48	0.51	
Conducting complex searching of information materials in different languages	59 (34.9%)	67 (39.6%)	19 (11.2%)	24 (14.2%)	2.95	1.0	
Assigning main entries and determining subject headings.	77 (45.3%)	90 (52.9%)	2 (1.2%)	1 (0.6%)	3.43	0.55	
Identifying edition statements, imprints, collations, series and notes of information resources.	103 (60.6%)	64 (37.6%)	3 (1.8%)	0 (0%)	3.59	0.53	
Performing copy cataloguing in all subject areas from OCLC and LC.	83 (48.8%)	80 (47.3%)	5 (3.0%)	1 (0.6%)	3.45	0.59	
Creating records for all processed information items.	85 (50.0%)	81 (47.6%)	4 (2.4%)	0 (0%)	3.48	0.55	

Table 1. Continuation

Assigning cutter numbers to items in different formats.	97 (57.1%)	69 (40.6%)	4 (2.4%)	0 (0%)	3.55	0.55	
Printing spine label for information items.	82 (48.2%)	71 (41.8%)	7 (4.1%)	10 (5.9%)	3.32	0.81	
Providing assistance to other cataloguers in resolving difficult cataloguing problems	80 (47.3%)	87 (51.2%)	2 (1.2%)	1 (0.6%)	3.45	0.56	
Maintaining the authority control list for the library.	71 (41.8%)	91 (53.5%)	8 (4.7%)	0 (0%)	3.37	0.57	
Entering catalogue information for new materials into library's online catalogue system and edit online catalogue for removed items.	86 (50.6%)	75 (44.1%)	9 (5.3%)	0 (0%)	3.45	0.60	
Non-job specific Tasks	(%)	(%)	(%)	(%)			
Good knowledge of computer application.	97 (57.1%)	65 (38.2%)	8 (4.7%)	0 (0%)	3.52	0.59	3.51
Effective communication and writing clearly	99 (58.2%)	68 (40.0%)	3 (1.8%)	0 (0%)	3.56	0.53	
Taking necessary initiative that will enhance cataloguing unit development on my own.	70 (41.2%)	96 (56.5%)	4 (2.4%)	0 (0%)	3.39	0.54	
Thinking and solving problems associated with cataloguing, classification and library service.	75 (44.1%)	92 (54.1%)	3 (1.8%)	0 (0%)	3.42	0.53	
Interpreting policies and procedures and follow the same.	74 (43.5%)	92 (54.1%)	4 (2.4%)	0 (0%)	3.41	0.54	
Working with team and different people toward accomplishment of an objective.	103 (60.6%)	64 (37.6%)	3 (1.8%)	0 (0%)	3.59	0.53	
Supervising and leading others	106 (62.4%)	62 (36.5%)	2 (1.2%)	0 (0%)	3.61	0.51	
Cooperating with others without minding their background.	105 (61.8%)	63 (37.1%)	2 (1.2%)	0 (0%)	3.61	0.51	
Researching into new technology and emerging issues in librarianship.	81 (47.6%)	87 (51.2%)	2 (1.2%)	0 (0%)	3.46	0.52	
Grand Mean and S.D of Job Performance of Cataloguers					3.46	0.58	

N=170 (Source: Researcher's Field Survey, 2021)

KEY: VH = Very, H = High, L = Low, VL = Very Low, *** Decision Rule: if mean is ≤ 1.49 = Very Low; 1.5 to 2.49=Low; 2.5 to 3.49 = High; 3.5 to 4 = Very High.

The result of Table 1 shows that the level of job performance of cataloguers in academic libraries in South-West Nigeria is high, with a mean score of 3.46 on a scale of 4. This result suggests that cataloguers in academic libraries in South-West Nigeria performed highly in their jobs. Job performance was measured using two dimensions, namely job-specific tasks and non-job-specific tasks. The average mean scores for each job performance indicator was also calculated. Of the two dimensions of cataloguers' job performance, non-job-specific tasks was very high with Average \bar{x} = 3.51 while job-specific tasks was high with Average \bar{x} = 3.42. This result however, suggests that cataloguers in academic libraries in South-West Nigeria are more competent in non-job-specific tasks than job-specific tasks.

High job performance of cataloguers could be based on the fact that, academic libraries in South-West Nigeria have performed very highly in areas such as identifying edition statements, imprints, collations, series and notes of information resources (mean=3.59), assigning cutter numbers to items (mean = 3.55), descriptive cataloguing of information materials in different formats (mean = 3.50), effective communication and writing (mean = 3.56), good

knowledge of computer application (mean = 3.52), working with team and different people toward job accomplishment (mean = 3.59), supervising and leading others (mean = 3.61) and cooperating with others without minding their background (mean = 3.61). This result indicates that the level of non-job specific task performance was higher than job task specific performance among cataloguers in academic libraries in South -West Nigeria.

Research Question Two: What motivates cataloguers in academic libraries in South-West Nigeria?

The result on job motivators of cataloguers in academic libraries in academic libraries in South-West Nigeria is as presented in Table 2.

Table 2. Job motivators of cataloguers in academic libraries

Statements	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	Mean	S.D
Extrinsic Motivation (Group Mean = 3.34)						
Promotion					3.38	0.62
Consistent job promotion based on performance motivates me.	80 (47.1%)	69 (40.6%)	11 (6.5%)	10 (5.9%)	3.29	0.83
Promotions of qualified staff as and when due motivates me to perform my job as required.	83 (48.8%)	73 (42.9%)	4 (2.4%)	10 (5.9%)	3.35	0.79
Job promotion of staff without segregation and biasness influence my attitude to work effectively.	95 (55.9%)	68 (40.0%)	5 (2.9%)	2 (1.2%)	3.51	0.62
Reward and Compensation					3.13	0.92
Prompt payment of wages and salaries greatly motivates me to perform all given tasks.	86 (50.6%)	60 (35.3%)	18 (10.6%)	6 (3.5%)	3.33	0.81
Other bonuses and compensation made available to performing staff of the library gives a lot of motivation to strive for higher performance.	67 (39.4%)	59 (34.7%)	31 (18.2%)	13 (7.6%)	3.06	0.94
Swift implementation of salary increment of cataloguers motivates me.	58 (34.1%)	68 (40.0%)	30 (17.6%)	14 (8.2%)	3.00	0.92
Work environment					3.50	0.77
Conducive working environment made available to cataloguers increases cataloguer's job performance.	91 (53.5%)	68 (40.0%)	8 (4.7%)	3 (1.8%)	3.45	0.67
Availability of cataloguing tools in the library has helped cataloguers to carry out all their duties.	108 (63.5%)	43 (25.3%)	18 (10.0%)	1 (0.6%)	3.52	0.71
Positive relationship between library management has contributed to higher performance of cataloguers.	99 (58.2%)	54 (31.8%)	15 (8.8%)	1 (0.6%)	3.54	0.94
Intrinsic Motivation (Group Mean = 3.30)						
Satisfaction					3.25	0.72
The level of satisfaction I derive from classification and cataloguing work is high.	62 (36.5%)	83 (48.8%)	24 (14.1%)	1 (0.6%)	3.21	0.70
My level of satisfaction in cataloguing and classification work has increased over time because of my interest in the work.	70 (41.2%)	73 (42.9%)	23 (13.5%)	3 (1.8%)	3.24	0.75

Table 2. Continuation

I am satisfied with my performance in classification and cataloguing.	74 (43.5%)	74 (43.5%)	21 (12.4%)	1 (0.6%)	3.30	0.70
Accomplishment					3.21	0.64
The level of my accomplishment of job specific cataloguing and classification duties is very high.	46 (27.1%)	107 (62.9%)	15 (8.8%)	2 (1.2%)	3.16	0.62
The level of my accomplishment of non-job specific task performance as cataloguer is high.	37 (21.8%)	103 (60.6%)	21 (12.4%)	9 (5.3%)	2.99	0.75
The level of my accomplishment in helping clients find the appropriate information materials is very high.	95 (55.9%)	64 (37.6%)	9 (5.3%)	2 (1.2%)	3.48	0.56
Interest					3.47	0.58
The level of my interest in cataloguing and classification work is high.	86 (50.6%)	78 (45.9%)	6 (3.5%)	0 (0%)	3.47	0.57
My interest in cataloguing and classification tasks increases my performance to a great extent.	88 (51.8%)	75 (44.1%)	7 (4.1%)	0 (0%)	3.48	0.58
I demonstrate high level of interest in carrying out classification and cataloguing duties.	89 (52.4%)	74 (43.5%)	7 (4.1%)	0 (0%)	3.48	0.58
Motivation (Grand Mean = 3.33)						

N=170 (Source: Researcher's Field Survey, 2021)

KEY: SA = Strongly Agreed, A = Agreed, D = Disagreed, SD = Strongly Disagreed, *** Decision Rule: if mean is \leq 1.49 = Strongly Disagreed; 1.5 to 2.49 = Disagreed; 2.5 to 3.49 = Agreed; 3.5 to 4 = Strongly Agreed.

Respondents were asked to identify their work motivators in academic libraries in South-West in Table 2. The result revealed that there is work motivation among cataloguers in academic libraries in South-West Nigeria (grand mean = 3.33) on a scale of 4. Motivation was measured using two dimensions, namely intrinsic and extrinsic motivations. Moreover, the group mean for each dimension was also calculated. The result indicates that cataloguers in academic libraries in South-West were motivated by extrinsic or external (Average \bar{x} = 3.34) and intrinsic or internal (Average \bar{x} = 3.30) factors on the job. This result however, suggests that intrinsic motivation is lower among cataloguers in academic libraries in the study area, thereby prompting areas for improvement and encouragement by academic libraries in South-West.

Extrinsic motivation style has three dimensions namely promotion, reward and compensation, and work environment. Of the three dimensions, work environment (Average \bar{x} = 3.50) was the highest extrinsic motivator while reward and compensation (Average \bar{x} = 3.13) was the least. This result shows that the academic libraries have performed excellently in the three domains of motivators captured hence, these extrinsic motivators should be sustained among employees.

Furthermore, the three dimensions of intrinsic motivator namely satisfaction, accomplishment and interest were analyzed. The result showed that interest (average \bar{x} score= 3.47) was the highest adopted intrinsic motivator while accomplishment with average \bar{x} score= 3.21 was the least. The result indicated that academic libraries in South-West have performed well in all aspects of intrinsic motivators.

Research Question three: What are the challenges to job performance of cataloguers in academic libraries in South-West Nigeria?

The result on challenges to job performance of cataloguers in academic libraries is presented in Table 4.

Table 3. Challenges to job performance of cataloguers in academic libraries

Statements	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)	Mean	S.D
Excess work load due to insufficient numbers of cataloguers	35 (20.6%)	103 (60.6%)	22 (12.9%)	10 (5.9%)	2.96	0.76
Lack of funding for the library limits cataloguers 'job performance	34 (20.0%)	80 (47.1%)	26 (15.3%)	29 (17.1%)	2.70	0.98
I find it cumbersome to determine subject content especially when a material has different subjects.	16 (9.4%)	100 (58.8%)	33 (19.4%)	21 (12.4%)	2.65	0.82
Lack of adequate ICT skills on the part of cataloguers.	32 (18.8%)	65 (38.2%)	43 (25.3%)	30 (17.6%)	2.58	0.99
I find cataloguing tasks cumbersome due to insufficient cataloguing tools.	46 (27.1%)	32 (17.6%)	19 (11.2%)	73 (42.9%)	2.46	0.92
Inadequate amenities such as electricity, chairs, tables, air conditioners, fans, fire extinguishers and so on.	24 (14.1%)	60 (35.3%)	38 (22.4%)	48 (28.2%)	2.35	1.04
There is no clear communication system between superiors and subordinate	28 (16.5%)	39 (22.9%)	62 (36.5%)	41 (24.1%)	2.32	1.02
Available cataloguing tools in my library are obsolete	12 (12%)	54 (54%)	12 (12%)	54 (54%)	2.18	0.92
Grand Mean = 2.53						

N=170 (Source: Researcher's Field Survey, 2021)

KEY: SA = Strongly Agreed, A = Agreed, D = Disagreed, SD = Strongly Disagreed, * Decision Rule: if mean is \leq 1.49 = Strongly Disagreed; 1.5 to 2.49 = Disagreed; 2.5 to 3.49 = Agreed; 3.5 to 4 = Strongly Agreed.**

Respondents were asked to identify challenges to job performance of cataloguers in academic libraries. The result of Table 3 revealed that there are challenges to job performance of cataloguers in academic libraries in South-West Nigeria (mean = 2.53), on a scale of 4. The result further showed that, excess work load due to insufficient numbers of cataloguers (mean = 2.96) constitute a major challenge as regards job performance of cataloguers. This was closely followed by lack of funding for the library (mean = 2.70), cumbersome to determine subject content (mean = 2.65), and inadequate ICT skills (mean = 2.58). On the other hand, cataloguers do not regard cataloguing tasks as cumbersome (mean=2.46), amenities (mean = 2.35), communication (mean 2.32) and available cataloguing tools (mean = 2.18) as constraints to their performance on the job. This can further be proved because 54.1% of the participants disagreed to cataloguing tasks as cumbersome and a barrier, 50.6% were of the opinion that inadequate amenities was not a barrier, 62.5% disagreed that communication was a barrier and 66% did not agree to that cataloguing tools are unavailable. This result suggests that insufficient numbers of cataloguers, lack of funding for the library, cumbersome to determine subject content, and inadequate ICT skills were barriers to job performance of cataloguers in academic libraries in South West Nigeria. It is suggested that management of in academic libraries in South West Nigeria should give serious consideration to resolving the aforementioned challenges on job performance of cataloguers.

Hypothesis Testing and interpretation

Decision Rule

The pre-set level of significance for this study was 0.05. If the p-value which indicated the significance or the probability value exceeded the pre-set level of significance ($p > 0.05$), the hypothesis stated in null form is accepted, however, if the p-value is less than or equal to 0.05 ($p \leq 0.05$), the hypothesis is rejected.

Ho1: There is no significant influence of work motivation on job performance of cataloguers in academic libraries in South-West Nigeria.

Table 5. Simple linear regression analysis of the influence of work motivation on job performance of cataloguers

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta (β)		
(Constant)	34.146	3.457		9.878	.000
Work motivation	.635	.058	.650	10.984	.000
Dependent Variable: Job performance					
ANOVA					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	4633.009	1	4633.009	120.643	.000
Residual	6336.428	165	38.403		
Total	10969.437	166			
R = 0.650					
R ² = 0.422					
Adjusted R Square = 0.419					
DF (F-Statistic) = 1, 165					
DF (T-Statistic) = 164					

The result of this hypothesis is presented in Table 5. The result revealed that 42.2% ($R^2 = 0.422$) of the variation in the dependent variable (Job performance) is explained by the independent variable (work motivation). The result indicates that work motivation significantly influenced job performance of cataloguers in university libraries in South-West Nigeria. ($R^2 = 0.422$, $\beta = 0.650$, $t(164) = 10.984$, $p < 0.05$). The null hypothesis (H_{01}) which states there is no significant influence of work motivation on job performance of cataloguers in academic libraries in South-West Nigeria is therefore rejected. It can be inferred from this finding that, when cataloguers are motivated on the job, their job performance tends to improve. Hence, work motivation of cataloguers should be sustained in academic libraries in South-West Nigeria, since it made significant contribution to job performance.

Discussion of Findings

This section presents the discussion of findings of the study in line with previous studies. There were three research questions and one hypothesis formulated based on the objectives of the study which aimed at investigating the influence of work motivation and job performance of cataloguers in academic libraries in Nigeria.

Research question one sought to find out the level of job performance of cataloguers in academic libraries in South-West Nigeria. The finding of this study reveals that there is high level of job performance of cataloguers in academic libraries in South-West Nigeria. High job

performance of cataloguers could be based on the fact that, academic libraries in South-West Nigeria have performed very highly in areas such as identifying edition statements, imprints, collations, series and notes of information resources (mean=3.59), assigning cutter numbers to items (mean = 3.55), descriptive cataloguing of information materials in different formats (mean = 3.50), effective communication and writing (mean = 3.56), good knowledge of computer application (mean = 3.52), working with team and different people toward job accomplishment (mean = 3.59), supervising and leading others (mean = 3.61) and cooperating with others without minding their background (mean =3.61). The findings of this study disagreed Baffa and Garba (2018), John-Okeke (2017) and Bamise, Oluwaniyi and Igbenegbu (2019) who reported Low level of performance of cataloguers in academic libraries in Nigeria by citing lack of work motivating factors such as reward, work environment and working tools as reasons for this poor level of job delivery. The result of this study also disagreed with Madukoma, Akpa and Okafor (2014) who reported low level of performance of cataloguers in academic libraries in Nigeria, while the result of this study agreed with Igbinovia and Popoola (2016) who reported high level of job performance among library personnel in Edo State, Nigeria. Obiozor and Nwosu (2021) revealed moderate and positive level of job performance. The result also showed two dimensions of cataloguers' job performance, non-job-specific tasks to be very high 3.51 while job-specific tasks is 3.42. This result implies that the level of non-job specific task performance is considered higher than job task specific performance

among cataloguers in academic libraries in South -West Nigeria.

Research question two sought to find out what motivates cataloguers in academic libraries in South-West Nigeria. The finding of this study reveals that extrinsic motivation which includes promotion, reward and compensation and work environment motivates cataloguers. Furthermore, the result of this study also indicates that intrinsic motivation which includes satisfaction, accomplishment and interest also motivates cataloguers in academic libraries in South-West Nigeria. Using two dimensions namely intrinsic and extrinsic motivation. The result indicates that cataloguers in academic libraries in South-West were motivated by extrinsic or external (Average \bar{x} = 3.34) and intrinsic or internal (Average \bar{x} = 3.30) factors on their job. This result suggests that intrinsic motivation is lower among cataloguers in academic libraries in the study area, thereby prompting areas for improvement and encouragement by academic libraries in South-West. But on the aspect of extrinsic motivation three dimensions namely promotion, reward and compensation, and work environment. Of the three dimensions, work environment 3.50 was the highest extrinsic motivator while reward and compensation 3.13 was the least. This result shows that the academic libraries have performed excellently in the three domains of motivators captured. The findings also revealed that the three dimensions of intrinsic motivator namely interest, satisfaction and accomplishment, Interest (average \bar{x} score= 3.47) was the highest adopted intrinsic motivator while accomplishment with average \bar{x} score= 3.21 was the least. The result indicated that academic libraries in South-West have performed well in all aspects of intrinsic motivators. The findings of this study corroborate Bakhshi, Ali, and Abadi Singh (2017) who reported that both extrinsic and intrinsic motivation motivates the faculty members of Rafsanjan University of Medical Science. The result of this study also agreed with Adomi and Famola (2012) who reported that both extrinsic and intrinsic motivation motivates 50 cataloguers in National Library of Abuja, Nigeria.

Research question three sought to find out the challenges to cataloguers' job performance in academic libraries in South-West Nigeria. The result of this study indicate that excess work load due to insufficient numbers of cataloguers constitute a major challenge as regards job performance of cataloguers. This was closely followed by lack of funding for the library, cumbersome to determine subject content, and inadequate ICT skills. On the other hand, cataloguers do not regard cataloguing tasks as cumbersome, amenities, communication and available cataloguing tools as constraints to their performance on the job. The finding of this study in line

with Bello and Mansor (2012) identified lack of work motivating factors such as reward, work environment and working tools, poor attitude of management towards cataloguers' training and development hinder best practices in cataloguing, lack of training among cataloguers is one of the factors affecting cataloguers' job performance.

The findings from the hypothesis showed that there was a significant influence of work motivation on job performance of cataloguers in university libraries in South-West Nigeria. It can be inferred from this finding that, the when cataloguers are motivated on the job, their job performance tends to improve. Hence, work motivation of cataloguers should be sustained in academic libraries in South-West Nigeria, since it made significant contribution to job performance. The finding collaborate with the findings of Madukoma, Akpa and Okafor (2014), Gaffhari, Burgoyne, Nazri and Salleh, (2017) and Madukoma, Bamidele and Unegbu (2016) whose findings revealed that there are significant positive relationships between motivational factors and job performance of cataloguers.

SUMMARY

The major findings of the study were as follows:

1. Job performance of cataloguers in academic libraries in South-West Nigeria is high with overall Grand \bar{x} = 3.46.
2. Extrinsic motivation which includes promotion, reward, and compensation and work environment motivates cataloguers. Furthermore, the result of this study also indicates that intrinsic motivation which includes satisfaction, accomplishment and interest also motivates cataloguers in academic libraries in South-West Nigeria.
3. There are some challenges that affect job performance of cataloguers in South-West Nigeria with over all Grand \bar{x} = 2.53 on a scale of 4. They include excess work load due to insufficient numbers of cataloguers, lack of funding for the library and inadequate ICT skills.

CONCLUSION

The study concludes that the level of job performance of cataloguers in academic libraries in South-West, Nigeria is high. Similarly, various factors such as promotion, reward and compensation, work environment, satisfaction, accomplishment and interest motivate

cataloguers in academic libraries in South-West Nigeria. While the major challenge that affect their job performance were lack of funding for the library, cumbersome to determine subject content, excess work load due to insufficient numbers of cataloguers and inadequate ICT skills.

RECOMMENDATIONS

1. Based on the findings of this study, it was recommended that Management of academic libraries in South-West, Nigeria should strive to sustain the job performance of cataloguers, put strategies in place so that the high level of job performance will continue to increase.
2. The management of university libraries should continue to provide all forms of motivation especially extrinsic motivational factors such as promotion, rewards, compensation and improved work environment for cataloguers as this has the capacity to increase their level of efficiency.
3. It is important for university and library management to realize that cataloguing tasks require technological tools and facilities and therefore, credence should be given to funding of libraries to procure these facilities in order to facilitate effective service delivery.
4. Library management should train more librarians in the aspect of cataloguing in order to reduce excess work load on the cataloguers.

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