

Full Length Research

Influence of Self-Efficacy on Librarians Job Performance in Public Universities in Southern Nigeria

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This study investigated the influence of self-efficacy on librarian's job performance in public universities in Southern Nigeria. The survey research design was adopted for this study. The population of the study consist of librarians working in the forty-two (42) public university libraries (17 Federal and 25 State) situated in the Southern, Nigeria and total enumeration sampling technique was adopted for this study. A total of 571 questionnaires were distributed across the universities with a retrieval success of 464 copies, representing 81.3% return rate. Data were analysed using percentages and simple linear regression analysis. The findings of this study revealed a high level of self-efficacy of librarians in Southern Nigerian (mean=54.16). Findings revealed that of the four dimensions of self-efficacy measured, verbal persuasion was rated highest ($\bar{x} = 3.53$, $SD = 0.596$) while, mastery experience was rated lowest ($\bar{x} = 3.06$, $SD = 0.938$) among the librarians. Findings also revealed that the level of job performance of librarians in Southern Nigeria was high (mean=84.49) as librarians indicated that their personal discipline, ($\bar{x} = 3.66$), teamwork ($\bar{x} = 3.64$), job specific task ($\bar{x} = 3.62$) and non-job specific task ($\bar{x} = 3.50$) was high. Findings further revealed that self-efficacy positively significantly influenced the job performance of librarians in universities in Southern Nigeria ($R^2 = 0.512$, $\beta = 0.715$, $t(462) = 21.625$, $p < 0.05$). It was recommended that the university management should promote a culture of self-efficacy by providing librarians with opportunities to take on challenging tasks, recognise their achievements, and provide them with constructive feedback. This will help to boost librarians' confidence and improve their job performance.

Keywords: Influence of self-efficacy, librarian's job performance, university librarians, public universities, Southern Nigeria.

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INTRODUCTION

University libraries serve a wide spectrum of information and knowledge seekers, and also contribute to knowledge generation. Ayim (2020) view university libraries to have contributed greatly towards the growth of their parent institutions through research, community services and provision for adequate information resources for teaching, learning and research. The adequate provision of these services could result to job performance.

Job performance is the bedrock on which the mission and vision of any organization including university library is achieved. Job performance can be defined as a drive capable of initiating the commitment of librarians towards profitable output in delivering services to users within and outside the university library. Librarians are saddled with the responsibility of providing effective services in the library, through acquisition, selection, collection, storing and dissemination of information resources. The services provision that gives satisfaction to users can be used to measure the level of librarian's job performance. According to Armstrong (2020), employee job performance is achieving and

accomplishing specific and well-determined tasks in the organisation, these tasks is measured on well-planned goals and objectives.

There are several indicators used to measure the job performance in the literature. For instance, Campbell, McCloy, Oppler, and Sager, (1993) who revealed that job performance is measured by knowledge. Therefore, this study is anchored using Campbell's indicators such as: job-specific task proficiency, non-job-specific task proficiency, communication task, maintaining personal discipline, team work and supervision. These indicators serve as direct determinants of job performance of librarians when applied to the library environment.

Job-specific task proficiency includes those behaviours that an academic librarian undertakes as part of his job, it relates to the librarian's capacity to perform the core substantive or technical tasks central to the job. Non-job-specific task proficiency includes those behaviours which academic librarians are required to undertake which do not pertain only to a particular job. Communication task proficiency relates to an academic librarian's proficiency in writing and speaking, independent of the correctness of the subject presentations to various other library employees while carrying out their different jobs. Maintaining personal discipline relates to the extent to which an academic librarian avoids negative behaviours such as excessive absenteeism, alcohol or substance abuse and rules or rules infractions. Team work refers to in job where people work closely, performance is measured in terms of individuals' contribution to the group and assistance offered to colleagues (Ogarand Nkanu, 2022). Supervision is the individual's ability display to supervise which is subject to performance; as the individual will be relied upon to give direction to subordinates.

Among the factors that is capable of influencing librarians job performance is self-efficacy. Self-efficacy is the optimism taught based on the confidence or self-belief of an individual. The level of competence or chance of accomplishing a task and producing a favourable outcome could be hinged on self-efficacy. Self-efficacy is the belief in one's capability to perform in a certain manner to attain certain goals. It is a person's belief about his/her capabilities to produce designated levels of performance that exercise influence over events that affect their life. As simply put by Ikonne, Unegbu, Soyemi and Arinola (2019), self-efficacy is a knowledge system which demonstrates the level to which individuals deal with the occasions that impact their lives.

Self-efficacy could be high or low which relates to the ability or skills put into performing a task. People with low self-efficacy also have low esteem, and harbour pessimistic thoughts about their accomplishments and personal development (Manasseh, 2015). Hence, librarians with high self-efficacy are likely to be creative and also perform more challenging tasks in the library. The process of acquisition, organisation of information resources and dissemination of the resources to users in the library requires high self-efficacy. That is, librarians are expected to be apt in getting things done properly. High self-efficacy may also allow library personnel to select challenging settings, explore their library environment or create new ones to adequately disseminate information resources to their numerous library users. Librarian's job performance therefore could be a function of their self-efficacy.

Statement of the problem

Librarians job performance is the interest of the university library and the focus of it mother institution. Job performance is however measured on the quantity and efficiency of the services provided by the librarians in the library such that meet user's information need. Also, librarian's job performance is determined by the competence of their self-efficacy. Nevertheless, personal investigation by the researchers have revealed that librarians sometimes exhibits low self-efficacy as they sometimes display low self-esteem as a result of pessimistic thoughts and unachieved personal development. Therefore, the level of job performance of librarians could be determine by the output of their self-efficacy. It is on this premise that this study investigates the influence of self-efficacy on librarian's job performance in public universities in Southern Nigeria.

Objective of the study

The objectives of the study are to:

- i. ascertain the level of self-efficacy of librarians in public universities in Southern Nigeria;
- ii. determine the level of job performance of librarians in public universities in Southern Nigeria;
- iii. determine the influence of self-efficacy on the job performance of librarians in public universities in Southern Nigeria;

Research questions

The following research questions were drawn to guide the study.

1. What is the level of self-efficacy of librarians in public universities in Southern Nigeria?
2. What is the level of the job performance of librarians in public universities in Southern Nigeria?

Research Hypotheses

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

H01: self-efficacy has no significant influence of on job performance of librarians in public universities in Southern Nigeria.

Literature Review

Self-efficacy of Librarians

Self-efficacy reflects confidence in the ability to exert control over one's own motivation, behavior, and social environment. These cognitive self-evaluations influence all manner of human experience, including the goals for which people strive, the amount of energy expended toward goal achievement, and likelihood of attaining particular levels of behavioral performance. Leding credence to this assertion, Oladipo and Soyemi (2021) defined self-efficacy of librarians as their belief to perform as expected in the workplace in term of necessary information services provision to users in the library. In the word of McCoach, Gable and Madura (2013), self-efficacy influence peoples motivation, the way of thinking, and taking action to achieve what they want. Unlike traditional psychological constructs, self-efficacy beliefs are hypothesised to vary depending on the domain of functioning and circumstances surrounding the occurrence of behavior.

According to Bandura (1997), there are four major sources of self-efficacy. These are mastery experiences, vicarious experience, verbal persuasion, psychological responses. Self-efficacy is expressed on how librarians' carryout library activities. The process of acquisition, organisation of information resources and dissemination of the resources to users in the library requires high self-efficacy. That is, librarians must be apt in getting things done in an appropriate way. Ikonne, Unegbu, Soyemi and Arinola (2019) define self-efficacy as knowledge systems which demonstrate the level to which individuals deal with the occasions that impact their lives. The higher a man's self-efficacy, the better the certainty and capacity to prevail in a given undertaking. Therefore, individuals with low self-efficacy will probably surrender or lose trust in burdensome conditions while, individuals with high self-efficacy regularly push further to overcome the test.

Job Performance of Librarians

The psychology of job performance reveals that the best of workers can only be seen when they get satisfaction on their job. A librarian that is contented with his job tends to perform in job tasks more than the expectation of the leadership of the library. Fajonyomi (2021), viewed Job performance as the way one carries out the task, duties and responsibilities associated with a particular job, it is also considered as an output of a staff on the job, measurable in terms of quality and quantity of job done. Job performance is the degree of work activities carried out by the staff towards the attainment of organizational goals. Iqbal, Anwar and Haider (2015) opined that employees will put in their best in performing their duties if they are motivated.

Job performance represents behaviours that are relevant to the organisation's goals; Job performance is the set of worker's behaviours that can be monitored, measured and assessed in terms of achievement at an individual level (Popoola & Farukuoye, 2018). From the behaviourist's point of view, it is the productivity of an individual's job-related behaviours (Ugwu,2018). However, job performance can be measured through punctuality, work quality, performance, personal characteristics, work environment, behaviour as well as job outcomes, and training effectiveness (Kutu, 2020). Nwokike and Unegbu (2019) evaluated librarians job performance in South-East universities. A cross-sectional survey design was adopted to collect data from 210 respondents in 21 universities based on total enumeration. Data was analyzed using SPSS and presented in tables. The study revealed that librarian's job performance in the sampled universities was high with a mean score (Mean= 3.03). In addition, Abu-Bakar, et al, (2021) revealed in their study that employee's well-being has a significant effect on job performance. Sani and Musa (2019) found in their study on ICT competencies on job performance among library personnel in tertiary institutions in Kogi State. The study affirmed that the level of ICT competence of library staff significantly enhanced their job efficacy and performance.

Self-efficacy and job performance of librarians

The concept of self-efficacy can be traced to Social Cognitive Theory founded by Albert Bandura in 1986. Miralam and Ali (2020) studied employees' self-efficacy, optimism, hope, resilience and demographic variables such as age, gender, experience as determinants of job performance among academic librarians in Delhi. The sample comprised 257 librarians and stepwise multiple regression was adopted using SPSS. The study revealed a significant inverse correlation exist between age and job performance whereas a significant positive correlation appeared between experience and job performance. More so, self-efficacy, optimism, hope, and resilience showed a significant positive correlation with job performance of librarians. Additionally, optimism emerged as the most dominant predictor of librarian's job performance followed by self-efficacy and resilience.

Optimism and self-efficacy influenced the job performance of librarians and optimism alone emerged as the predictor of job performance among para-professional in the sampled institutions in Delhi. Çetin and Aşkun (2018) investigate the role of occupational self-efficacy on job performance via intrinsic work motivation. The population consisted of 76 professional librarians from various universities in Turkey. A weekly questionnaire was completed during the period of ten weeks. The results revealed that occupational self-efficacy and intrinsic motivation have a significant influential role over job performance. The study findings discovered the important information for organizational and managerial practices to improve professional librarians' motivation and job performance.

Iis and Yunus (2016) examined the impacts of self-efficacy, strengthening and organizational culture on job satisfaction and librarians' job performance and in addition tested the intervening impact of job satisfaction in Indonesia universities. The total population of the respondents was one hundred and twenty (120) librarians. The analytical instrument utilized is path analysis by Structural Equation Modeling (SEM) method through Analysis of Moment Structures AMOS. The results affirmed that factors such as strengthening, self-efficacy and organizational culture positively and significantly affect job satisfaction and librarian's job performance. Verbeke, Falk, Brown and Meier (2019) reported in their study on rural librarians' self-efficacy in facilitating and developing adult science programs. 110 rural librarians across the United States participated in the study by filling the questionnaire. The study found that most librarians displayed high levels of self-efficacy regarding their job performance. Mustafa, Glavee-Geo and AlMazrouei (2019) discovered in Pakistan that formalization is positively associated with self-efficacy while centralization has a negative association, and such an improvement in self-efficacy is partly transformed into job performance enhancement among employee.

Ogwuche (2020) investigated self-efficacy and job satisfaction on work performance amongst librarians in Benue State university library. Research design of the ex-post factor type was adopted and three research hypotheses were formulated to guide the study. 260 respondents were randomly selected through simple random sampling technique with the use of age range from 20-41 years. The study revealed that self-efficacy significantly influences work performance among librarians in Benue State. Also, a significant influence of job satisfaction on work performance exists among the librarians and lastly, self-efficacy and job satisfaction jointly influence work performance of the librarians.

Arilesere, Oyiza and Osunkoya (2020) investigated self-efficacy of librarians for both service delivery and job productivity in selected public university libraries in Southwest Nigeria. Descriptive survey research design was employed while questionnaire was the main instrument used for data gathering. The population of the study comprised of 60 academic librarians in the selected public university libraries out of which 51 questionnaires were returned and useful for analysis. Descriptive statistic like simple percentage, tables were used in analyzing the data. The findings showed that self-efficacy of academic librarians was at moderate level and equally improve job performance.

Adeeko, Aboyade and Oyewole (2017) investigated job satisfaction and self-efficacy as determinants of job performance of library personnel in selected university libraries in South West Nigeria. They employed a descriptive survey research design and census was used to sampled all the 112 library personnel using structured questionnaire while the data collected were analysed with the use of SPSS. The study revealed that the levels of job performance, job satisfaction and self-efficacy of library personnel in universities in Southwest Nigeria were high. Also, job satisfaction has the highest relative contribution to the job performance of library personnel.

Findings by Oyovwe-Tinuoye (2021) investigated librarians self-esteem and job satisfaction in university libraries in Southern Nigeria. The study adopted ex-post-facto survey research design and the population consisted of 841 librarians with a total enumeration of the librarians in federal, state and private university libraries located in Southern .region of Nigeria. Data collected were analysed through descriptive statistics such as Mean \bar{x} and Standard Deviation (SD), while the hypothesis were tested using Pearson's Product Moment Correlation. The study showed that significant relationship existed between self-esteem, self-efficacy and job performance and satisfaction of librarians in the university libraries in Southern Nigeria. It was also reported that self-efficacy influences librarians job performance.

METHODOLOGY

The research design adopted for this study was survey research design. A survey research design is considered appropriate because it permits collection of primary data at one time in point from a large audience using questionnaire as an instrument. The targeted population of this study consisted of 571 librarians working in the forty-two (42) public university libraries (17 federal and 25 state) situated in the Southern, Nigeria. The total enumeration technique was used due to the population size as it is manageable in terms of cost and accessibility to the participants of the study. A total of 571 questionnaires were distributed, out of which 464 were returned and found valid for data analysis. The questionnaire was made up of three sections- Sections "A" which examines demographic information, Section "B" comprises questions designed to obtain responses on the level of self-efficacy of librarians, while Section "C" comprises questions on the level of the job performance of librarians in public universities in Southern Nigeria. The research instruments are self-structured and adapted scale and the reliability coefficient for the level of level of self-efficacy of librarians was found to be $\alpha=0.786$ and level of the job performance of librarians was found to be $\alpha=0.861$ respectively. The reliability coefficient between variables was found to be $\alpha=0.876$. The questionnaire was pre tested on librarians of university of Ilorin and Kwara State University which are not part of the main study. The data collected for this study were analysed using simple percentages and the simple linear regression analysis.

Data Analysis

Data were analysed using descriptive and inferential statistics such as simple percentages and simple linear regression analysis.

Research questions

Research question 1: What is the level of self-efficacy of librarians in universities in Southern Nigeria?

Table 1: Level of self-efficacy of librarians

Self-efficacy	Very high (4)	High (3)	Low (2)	Very low (1)	Mean	Std.
Verbal Persuasion						
If I heard that I am not capable of achieving a task, and have never attempted it before, my perseverance of achieving such task is...	321 (69.2%)	133 (28.7%)	6 (1.3%)	4 (0.9%)	3.53	0.596
The tendency to perform my duties better whenever I am acknowledged for my effort is ...	258 (55.6%)	195 (42.0%)	8 (1.7%)	3 (0.6%)	3.53	0.569
When I am told there is no difficulty to achieve a task, I engage in such task and the tendency for me to achieve a better result is...	248 (53.4%)	198 (42.7%)	14 (3.0%)	4 (0.9%)	3.49	0.602
If someone oppose me, the tendency to find the means to get what I want done is...	233 (50.2%)	198 (42.7%)	27 (5.8%)	6 (1.3%)	3.42	0.662
Vicarious Experience						
When I have watched someone having some challenges in achieving a similar task, my tendency to carry out a particular task is...	343 (73.9%)	100 (21.6%)	19 (4.1%)	2 (0.4%)	3.51	0.573
					3.69	0.568

Table 1: continuation

My perseverance of completing a task when I work with a team is...	261 (56.3%)	185 (39.9%)	15 (3.2%)	3 (0.6%)	3.52	0.595
When I watch someone attempt to solve a task unsuccessfully which I have never attempted doing before, the tendency to attempt such task is...	229 (49.4%)	224 (48.3%)	8 (1.7%)	3 (0.6%)	3.46	0.568
My perseverance to solve a problem when I have watched someone performing such task is...	186 (40.1%)	267 (57.5%)	7 (1.5%)	4 (0.9%)	3.37	0.562
Psychological Response					3.45	0.710
My perseverance to succeed at any endeavor to which I set my mind is...	290 (62.5%)	160 (34.5%)	9 (1.9%)	5 (1.1%)	3.58	0.589
If I am in trouble, the tendency to think of a solution is...	291 (62.7%)	142 (30.6%)	25 (5.4%)	6 (1.3%)	3.55	0.659
The tendency to remain calm when facing difficulties because I can rely on my coping abilities is ...	235 (50.6%)	221 (47.6%)	6 (1.3%)	2 (0.4%)	3.48	0.550
Whenever I feel stressed, my perseverance to complete a task successfully is...	240 (51.7%)	129 (27.8%)	34 (7.3%)	61 (13.1%)	3.18	1.042
Mastery Experience					3.06	0.938
If I cannot do a job the first time, my perseverance to keep trying until I can is...	162 (36.2%)	272 (60.7%)	10 (2.2%)	4 (0.9%)	3.34	0.568
When trying to learn something new, the tendency to give up if I am not successful is ...	226 (50.4%)	59 (13.2%)	131 (29.2%)	32 (7.1%)	3.06	1.037
The tendency to lose courage whenever I fail on an assigned task is...	182 (40.6%)	74 (16.5%)	168 (37.5%)	24 (5.4%)	2.92	1.000
When things look too difficult to me, the tendency to avoid trying doing it is ...	198 (44.2%)	87 (19.4%)	85 (19.0%)	78 (17.4%)	2.91	1.148
Grand Mean					3.39	0.704
Overall Mean =					54.16	

Source: Researcher's Field Survey, 2022

Decision rule: if mean ≤ 1.49 = Very low; 1.5 – 2.49 = Low; 2.5 – 3.49 = High, 3.5 – 4.0 = Very high.

Table 1 result revealed a high level of self-efficacy librarians in Southern Nigerian University libraries ($\bar{x} = 3.39$, SD = 0.704), on a Likert-type scale of 4. Self-efficacy was divided into four dimensions namely mastery experiences, vicarious experiences, verbal persuasions and psychological response. The average mean values for each of the self-efficacy constructs were also calculated. Of the four dimensions of self-efficacy measured, verbal persuasion was rated highest ($\bar{x} = 3.53$, SD = 0.596) while, mastery experience was rated lowest ($\bar{x} = 3.06$, SD = 0.938) among the librarians. This situation could be due to the fact that librarians in Southern Nigerian University libraries have a very high perseverance of achieving a difficult task, and also perform duties better whenever they are acknowledged for their efforts. These results suggest the need for Southern Nigerian University libraries to sustain performance in the aforementioned areas. A test of norm was further conducted to determine the level of self-efficacy of librarians. The scale between 0-21.3 shows that the level of self-efficacy is low, the scale between 21.4-42.7 indicates that the level of self-efficacy is moderate, and the scale between 42.8-64 shows that the level of self-efficacy of librarians is high. Thus, the overall mean for the level of self-efficacy of librarians as indicated by the responses of the librarians is 54.16 which falls between the scale "42.8-64". Therefore it could be deduced that the level of self-efficacy of librarians in university libraries in Southern Nigeria is high (Table 1).

Research Question 2: What is the level of job performance of librarians in universities in Southern Nigeria?**Table 2:** Job performance of librarians

Job Performance	Very high level (4)	High level (3)	Low level (2)	Very low level (1)	Mean	Std.
Personal discipline					3.66	0.530
My desire to be punctual at work is ...	334 (72.0%)	122 (26.3%)	8 (1.7%)	-	3.70	0.494
My plan to be loyal to the library management is...	333 (71.8%)	118 (25.4%)	11 (2.5%)	2 (0.4%)	3.69	0.538
My ability to perform work schedule on time is ...	308 (66.4%)	151 (32.5%)	4 (0.9%)	1 (0.2%)	3.65	0.508
My desire to respect the library rules is ...	295 (63.6%)	155 (33.4%)	10 (2.2%)	4 (0.9%)	3.60	0.580
Teamwork					3.64	0.538
My ability to come up with creative solutions for team problems is ...	337 (72.6%)	122 (26.3%)	3 (0.6%)	2 (0.4%)	3.71	0.495
My ability to work with co-workers is...	325 (70.0%)	126 (27.2%)	12 (2.6%)	1 (0.2%)	3.67	0.535
My ability to manage the assigned time well is ...	291 (62.7%)	160 (34.5%)	12 (2.6%)	1 (0.2%)	3.60	0.553
My desire to encourage the training of my subordinate is...	275 (59.3%)	177 (38.1%)	9 (1.9%)	3 (0.6%)	3.56	0.570
Job specific task					3.62	0.497
My plan to finish my work on time is...	373 (80.4%)	91 (19.6%)	-	-	3.80	0.397
My plan to carry out my work efficiently is ...	316 (68.1%)	134 (28.9%)	13 (2.8%)	1 (0.2%)	3.65	0.545
My desire to keep in mind the work result I need to achieve is ...	251 (54.1%)	205 (44.2%)	8 (1.7%)	-	3.52	0.533
My ability to set priorities to the information requests by users is...	241 (51.9%)	220 (47.4%)	3 (0.6%)	-	3.51	0.513
Non-job specific task					3.50	0.597
My plan to take extra responsibilities is...	323 (69.6%)	134 (28.9%)	7 (1.5%)	-	3.68	0.498
My desire to keep my job-related knowledge up-to-dates is...	263 (56.7%)	198 (42.7%)	3 (0.6%)	-	3.56	0.510
My plan on my own initiative to start a new task when my old tasks were completed is...	263 (56.7%)	194 (41.8%)	7 (1.5%)	-	3.55	0.527
My desire to complain about minor work-related issues at work is...	207 (44.6%)	165 (35.6%)	73 (15.7%)	19 (4.1%)	3.21	0.852
Communication proficiency					3.40	0.558
My desire to use my communication skills to conduct library services is...	253 (54.5%)	201 (43.3%)	9 (1.9%)	1 (0.2%)	3.52	0.549
My ability to use information technology tools to send message to library users is...	244 (52.6%)	200 (43.1%)	19 (4.1%)	1 (0.2%)	3.48	0.588
My ability to clearly communicate with colleagues and clients is...	164 (35.3%)	289 (62.3%)	11 (2.4%)	-	3.33	0.519
My ability to make oral presentation is...	151 (32.5%)	288 (62.1%)	22 (4.7%)	3 (0.6%)	3.27	0.574

Table 2: Continuation

Supervision					3.31	0.550
My ability towards supervising the work performed by my subordinate is...	175 (37.7%)	272 (58.6%)	16 (3.4%)	1 (0.2%)	3.34	0.554
My desire to monitor the staff under my supervision is ...	166 (35.8%)	282 (60.8%)	16 (3.4%)	-	3.32	0.537
My ability to work through people is...	156 (33.6%)	290 (62.5%)	16 (3.4%)	2 (0.4%)	3.29	0.550
My desire to seek for new challenges in my work is ...	153 (33.0%)	290 (62.5%)	19 (4.1%)	2 (0.4%)	3.28	0.557
Grand Mean					3.52	0.545
Overall Mean = 84.49					84.49	

Source: Researcher's Field Survey, 2022

Decision rule: if mean \leq 1.49 = Very low level; 1.5 – 2.49 = Low level; 2.5 – 3.49 = High level, 3.5 – 4.0 = Very high level.

The level of job performance of librarians in Southern Nigeria was explained and the result revealed the following. Inferring from the Grand mean of (\bar{x} = 3.52, SD = 0.545) on a 4point Likert-type scale, it could be said that the job performance of librarians in university libraries in Southern Nigeria is very high. The findings further revealed the average mean of the following indicators to be very high: personal discipline (\bar{x} = 3.66), teamwork (\bar{x} = 3.64), job specific task (\bar{x} = 3.62) and non-job specific task (\bar{x} = 3.50). Specifically, the librarians noted that their desire to be punctual at work is very high (\bar{x} = 3.70), their ability to come up with creative solutions for team problems is very high (\bar{x} = 3.71), their plan to finish their work on time is very high (\bar{x} = 3.80) and their plan to take extra responsibilities is very high (\bar{x} = 3.68). It could also be deduced from the analysis that librarians have a high level of job performance related to communication proficiency (\bar{x} = 3.40) and supervision (\bar{x} = 3.31).

A test of norm was further conducted to determine the level of job performance of librarians. The scale between 0-32 shows that the level of job performance of librarians is low, the scale between 33-65 indicates that the level of job performance of librarians is moderate, and the scale between 66-98 shows that the level of job performance of librarians is high. Thus, the overall mean for the level of job performance of librarians as indicated by the responses of the librarians is 84.49 which falls between the scale "66-98". Therefore it could be deduced that the level of job performance of librarians in Southern Nigeria is high (Table 2).

Hypothesis

Ho1: There is no significant influence of self-efficacy on job performance of librarians in universities in Southern Nigeria.

Table 3: Simple linear regression analysis of self-efficacy and job performance

Predictors	B	Beta (β)	T	P	R²	Adj. R²	F	ANOVA (Sig.)
(Constant)	1.783		22.113	.000				
Self-Efficacy	.512	.715	21.625	.000	0.512	0.511	467.641	0.000
Dependent Variable: Job Performance								
Predictor: (Constant), Self-Efficacy								
DF (F-Statistic) = 1, 463								
DF (T-Statistic) = 462								

Source: Field Survey Results, 2022

Table 3 shows that self-efficacy positively significantly influenced the job performance of librarians in universities in Southern Nigeria ($R^2 = 0.512$, $\beta = 0.715$, $t(462) = 21.625$, $p < 0.05$). The model shows that self-efficacy explains 51.2% ($R^2 = 0.512$) variation in job performance of librarians in universities in Southern Nigeria. The established simple linear regression model is:

$$JP = 1.783 + 0.512SE + u \dots\dots\dots\text{Model 1}$$

Where:

JP = Job performance

SE = Self-efficacy

u = Stochastic error term (Those variables that can influence JP but are not captured in the study)

The regression model 1 shows that holding self-efficacy constant at zero, job performance would be 1.783. This implies that in the absence of self-efficacy, job performance would still be effective since other vital factors (denoted by u) not investigated in the study can still improve job performance without self-efficacy. The model also shows that improving self-efficacy by one unit on a measurement scale will increase job performance by 0.512 (51.2%). This result showed that self-efficacy is a significant predictor of job performance in universities in Southern Nigerian. Therefore, the null hypothesis (H_0) which states that there is no significant influence of self-efficacy on job performance of librarians in universities in Southern Nigeria was rejected. This result suggests that when university libraries in Southern Nigeria provide an enabling environment where self-efficacy of librarians is nurtured, job performance of librarians will increase.

Discussion of Findings

The aim of this study was to investigate the influence of self-efficacy on librarian's job performance in public universities in Southern Nigeria. The study found that majority of the respondents 237(51.1%) were male while their female counterpart were 227(48.9%). Librarians that were between the ages of 50 and 59 years constitutes the large respondents, which showed that they are matured adult while, a large number of 186(40.1%) of the respondents have 16-20 years of work experience. As far as the designation of the respondents is concerned, majority 200(43.1%) were senior librarians. The respondent's, by their academic qualification, master degree were of higher number indicating that they are qualified librarians.

Findings revealed that the level of self-efficacy of librarians was very high. This result suggests way to improve the positive self-efficacy among librarians by paying attention to librarians' self-efficacy. The collaboration with this finding is Çetin and Askun (2018) who confirmed that self-efficacy has a positive influences on job performance of librarians. This finding is also in line with agreement from several other studies such as Oyovwe-Tinuoye (2021) who investigated librarian's self-esteem and job satisfaction in university libraries in Southern Nigeria and revealed that there is a significant relationship existed between self-esteem, self-efficacy and job performance and satisfaction of librarians in the university libraries, and concluded that self-efficacy influences librarian's job performance. In supporting this findings, Adeeko, Aboyade and Oyewole (2017) investigated job satisfaction and self-efficacy as determinants of job performance of library personnel in selected university libraries in South West Nigeria and found that the levels of job performance and self-efficacy of library personnel in universities in Southwest Nigeria was high.

Findings revealed that the level of job performance of librarians in Southern Nigeria was high. This finding is in line with the findings of Nwokike and Unegbu (2019). They evaluated librarians job performance in South-East universities and the result revealed that librarian's job performance in the sampled universities was high. This is also in support with the findings of Fajonyomi (2021) who viewed job performance as an output of a staff on the job, measurable in terms of quality and quantity of job done. Job performance is the degree of work activities carried out by the staff towards the attainment of organizational goals. Study by Kutu (2020) also corroborated this finding as he asserted that job performance can be measured through punctuality, work quality, performance, personal characteristics, work environment, behaviour as well as job outcomes, and training effectiveness.

The study further revealed that self-efficacy has a significant positive influence on job performance, which means that librarians who have high levels of self-efficacy tend to perform better on the job. This finding is in consonance with the findings on the study carried out by Ogwuche (2020) on self-efficacy and job satisfaction on work performance amongst librarians in Benue State university library. The study found that self-efficacy significantly influences work performance among librarians in Benue State. Also, similarly to the study is the findings by Verbeke, Falk, Brown and Meier (2019), they reported in their study on rural librarians' self-efficacy in facilitating and developing adult science programs and found that most librarians displayed high levels of self-efficacy regarding their job performance. It was also reported that self-efficacy influences librarian's job performance.

CONCLUSION

It is evident from the findings of the study that there is a significant influence of self-efficacy on librarians job performance in public universities in Southern Nigeria. Librarians job performance is essential as personnel in the library

in all services rendered to users. The services rendered are expected to meet users need and the goals of the library. However, the librarians performance is likely to be inadequate or inefficient if they lack self-efficacy. Self-efficacy is a catalyst that enhances the capability of librarians with absolute belief in their job performance in order to attain certain goals.

RECOMMENDATIONS

The following recommendations were made based on the findings of this study:

1. Librarians should endeavoured to improve more on their level of self-efficacy by learning new things and innovations in the library so as to prepare them for future challenges in the field of library practice. This will also increase their capacity level and make them a knowledge worker with unique skills and abilities to perform.
2. University management should promote a culture of self-efficacy by providing librarians with opportunities to take on challenging tasks, recognise their achievements, and provide them with constructive feedback. This will help to boost librarians' confidence and improve their job performance.
3. Since the findings revealed that the level of job performance of librarians in public universities in Southern Nigeria was high, hence this should be sustained by the library management or administrators to sustain the job performance of the library personnel.

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