

Full Length Research

Effect of Job Security and Job Performance of Library Staff in the Public University Libraries in the North-Central Zone of Nigeria

Bridget Demekaa PhD¹, Juliet Nnennaya Okereke (CLN)² and Isiwu Blessing Ngozi³

¹University Library Mkar, Mkar. Corresponding author's E-mail: bridgetdemekaa@gmail.com

²Abia State University Library. E-mail: julietokereke97@gmail.com

³University Library, Michael Okpara University of Agriculture, Umudike, Abia State.
E-mail: isiwublessing148@gmail.com

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This study was carried out to determine the relationship between the effect of Job Security and Job Performance of Library Staff in public university libraries in the North-Central Zone of Nigeria. The study was guided by one objective, one research question and one hypothesis. A survey research design was employed for the study. The population for the study was 983 and a simple random sampling technique was used to draw a sample of 284 respondents from 13 public university libraries in the North central Zone of Nigeria. A self constructed questionnaire titled effect of Job Security and Job Performance of Library Staff Questionnaire (EJSJPLSQ) was used as an instrument for data collection. The instrument was validated by three experts and pretested for reliability using Pearson Product Moment Correlation (PPMC) with a correlation co-efficient of 0.87 which showed that the instrument was reliable. A total of 284 questionnaire were distributed and 263 was retrieved. Data collected for the study was analyzed using descriptive and inferential statistics. Percentages and mean values were used to answer the research question while the Pearson Product Moment Correlation (PPMC) was used to test hypothesis at 0.05 level of significance. The findings of the study showed that Job Security has a positive relationship with job performance of library staff in public university libraries in the North-Central Zone of Nigeria. Based on the findings of the study, it was concluded that Job Security has a significant relationship with job performance positively correlated. Therefore, the study recommends among others that the job of the library staff should be well secured so as to boost their morale for the efficiency and effectiveness of their job.

Keywords: Job security, Job performance, Library staff, University libraries, North central

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Background to the study

Job security has become indispensable in organization preference list, particularly due to economic reasons. It has become one of the most crucial and important factors among the staff preference list as well as the organization (Schappel, 2012). Globally, about 75% of staff preferred to keep their jobs compared to other factors in their preference list (Towers, 2010). This indicates that job security is as important as staff salaries and healthcare. Presently, the most

important desire of every staff is to keep their jobs as long as they wish. Job security has become the most determinant and key element influencing staff decision on whether to join an organization or not. The most crucial challenge facing the organization is not just to employ and retain workers but to ensure that staff is assured of their jobs as long as they wish.

Statement of the Problem

Job security of staff is a key resource for high productivity in any library setting especially university libraries as staff is not well motivated to put in their best in terms of service delivery to patrons. The multiplication effect is that when staff is dissatisfied and the job not secured, they will either resign from the organization or constitute nuisance to the organization. This will encourage inefficiency and low productivity or commitment in achieving goals and objectives of the organization. A research conducted by Ademobi and Akintomide (2015) confirms that a dissatisfied staff will constitute nuisance to the organization and this in turn will result to low performance. Preliminary observation and investigation carried out by the researchers in some university libraries such as Federal University Libraries show that the library staff is performing their duties below expectations. The performance of these library staff may be connected with their poor job security and other stress in their place of work. This is shown by the library staff attitude to work, where library staff goes to work late, reduced quantity of work output, increased friction which may be as a result of low job security.

Research such as that of (Ojobo, Ogbale & Tofi, 2020) has shown that literature relating to this study in the North Central Zone of Nigeria has been scanty, no similar study has been carried out in this area and this has created a gap that this study intends to fill.

Objective of the Study

The general objective of the study is to determine the relationship between the effect of job security and job performance of library staff in the Public University Libraries in the North Central Zone of Nigeria. The specific objective of the study is to:

- i. Determine the relationship between the effect of job security and job performance of library staff in the public university libraries in the North Central Zone of Nigeria.

Research Question

The following research question guided the study:

- i. What is the relationship between the effect of job security and job performance of Library Staff in public University Libraries in the North Central Zone of Nigeria?

Hypotheses

The research seeks to test the following null hypotheses of 0.05 level of significance in an attempt to provide answers to the above questions:

- i. There is no significant relationship between the effect of job security and job performance of Library Staff in public University Libraries in the North Central Zone of Nigeria

Literature Review

Job security is an important variable that directly affects staff organizational satisfaction and the level of his commitment. If a staff is sure that he will not be kicked out of the organization any time sooner then he will definitely work harder. He will try to reciprocate by giving more input to the organization and it will also increase the level of his satisfaction. The staff wants financial security from the organization and if an organization fails to provide this then it can

lose its human resources. Job security is a factor that increases organizational satisfaction among staff as a result of which organizational productivity increases (Valleta. 2013).

When you provide job security and ensure organizational justice, the staff automatically starts to show a positive attitude and this positive attitude is very crucial to the organization, especially if it involves dealing with the patrons in terms of providing services to them.

Job security is the assurance in a staff's continuity due to the general economic conditions in the country (James, 2012). According to Madeline Miles (2022), it is concern with the possibility or probability of an individual keeping his staff job. It deals with the chances of staff keeping their jobs in order not to be unemployed. Jobs which are not backed by indefinite contract or cannot be guaranteed for reasonable period are deemed to lack job security. It is also seen as the staff free from the fear of being dismissed from his or her present job or job loss. Some professions or employment activities have greater job security than others. Job security is staff assurance or confidence that they will keep their current job for a longer period of time as they wish (businessdictionary.com). It is from the organization that their staff will remain with them for a reasonable period of time without being wrongly dismissed. When you provide job security and ensure organizational justice, the staff automatically starts to show a positive attitude and the positive attitude is very crucial to the organization, especially if it involves dealing with the patrons in terms of providing services to them (Imran, Majeed & Ayub, 2015).

Quite a number of factors such as employment contract, collective bargaining agreement, labor legislation and personal factors such as education, work experience, job functional area, work industry and work location etc play an important role in determining the role of an individual's service and impact in their personal job security. In other extreme, essential or necessary skills and past experience required by the staff and subject to the current economic condition and business environment could also guarantee individual's job security (Watson, 2010). Generally certain types of jobs has been perceived to have high job security, for instance government jobs, educational jobs, health care jobs and law enforcement jobs are deemed to be very secure while on the other hand, jobs in the private sector are widely perceived to suffer lower job security which may also be according to industry, location, occupation and other factors (Schappel, 2012).

However, the authors noted that people's job security eventually depends on whether they are employable or not and its business have a need for their skills or not. Although, employment laws can offer some relief against unemployment risk, they only have marginal contribution to the job security of individuals. The fact remains that individuals need to have the right skills set to have good job security. In the USA, it was reported that national job security depends greatly on the economic and business conditions due to the capitalist system that encourages and promotes entrepreneurship development and minimal government intervention in businesses. Even though job security in the USA tends to vary as a result of some economic factors; it is believed that if the economy is good, firms will experience a sales boom and therefore leads to the creation of more jobs and consequently increases national job security (Agba, Ogaboh, Mbotto & Agba, 2013).

Job security has a significant effect on the overall performance of the staff as well as on the organization's performance (James, 2012). He noted that organizational performance of the workers with low job security cause people to lose faith in their future which consequently affects performance. The author affirms that the more the staff enjoys a high job security the more likely he is effectively to perform his task which is reflected on the overall performance of the organization, for example, in an organization tasks are normally broken down into jobs which are assigned to each staff. Each of the work performed by the staff is assessed through individual performance. This individual performance is part of the overall organizational performance. Therefore it seems their performance is linked to organization performance, their contributions too will be less and ineffective if they feel low job security in the organization.

METHODOLOGY

This study adopted the survey research design. The population of the study is 983 and a simple random sampling technique was to draw a sample of 284 library staff from the 13 public university libraries in the North Central Zone of Nigeria. The instrument for data collection is the questionnaire. The instrument was validated and pretested for reliability using the pearson product moment correlation with a correlation coefficient of 0.87 which showed that the instrument is reliable. A total of 284 questionnaire was distributed and 263 was retrieved. Data collected for the study was analyzed using descriptive and inferential statistics, percentages and frequencies for the bio-data, mean values were used to answer the research questions while the pearson product moment correlation was used to test hypotheses at 0.05 level of significance.

Findings and Discussion

Table 1: Mean value analysis of the relationship between the effect of job security and job performance of library staff in the university libraries in the North Central Zone of Nigeria

S/N	Statement	SA	A	D	SD	Total	Mean (\bar{x})	Decision
1	Job security gives me the assurance of job continuity and motivates my job performance.	159	91	7	4	263	3.52	S
2	Job security makes me to be free from fear of being dismissed from my job and enhances my job performance.	199	50	7	5	263	3.66	S
3	Job security has a significant effect on my overall performance as I do not dissipate energy looking for other jobs.	154	90	16	3	263	3.50	S
4	The more I enjoy job security, the better is my job performance.	155	92	8	6	263	3.49	S
5	My contribution will be less and ineffective if I feel low job security in the organization.	162	72	22	5	263	3.47	S
6	Job security makes me feel that I am protected against layoffs, economic downfalls and therefore enhance my performance.	164	60	34	3	263	3.45	S
Significant mean value = 3.51								

Table 1 reveals the significant mean value of 3.51 which accepts that there is a significant relationship on the effect of job security with the job performance of library staff that job security makes the staff to be free from fear of being dismissed from the job ($x=3.66$) which is ranked the highest on the table with a significant relationship with the job performance. Job security gives the staff assurance of job continuity ($x=3.52$). The library staff does not dissipate energy looking for other jobs ($x=3.50$), The more they enjoy job security the better their job performance ($x=3.49$), when the staff feel low job security, their contribution becomes less and ineffective ($x=3.47$) and job security makes the staff to feel that they are protected against layoffs, economic downfalls ($x=3.45$). These six items are seen to be less positive because their mean value were less than the significant mean value of 3.51.

Ho1: There is no significant relationship between the effect of job security and job performance of library staff in public university libraries in the North Central Zone of Nigeria.

This hypothesis was tested using the Pearson Product Moment Correlation statistic. The result of the analysis is presented in Table 1.

Table1: Pearson Product Moment Correlation (PPMC) analysis showing the relationship between the effect of job security and job performance of library staff in public university libraries in the North Central Zone of Nigeria.

Variable	N	Df	r(Cal.)	r(Crit.)	ρ	Remark
Job Security	263	261	.14	.11	.01	Significant
Job Performance						

The result of the Pearson Correlation analysis indicates that there is a significant positive relationship between job security and job performance of library staff in public university libraries in the North Central Zone of Nigeria ($r(df\ 261) = .14, p < .05$). The result means that the calculated value of $r(r=.14)$ is greater than the table value ($r=.11$) at the same degree of freedom ($df=261$) at the 0.05 level of significance. Based on this result, the null hypothesis was rejected and the alternative accepted. Thus, there is a significant (positive) relationship between job security and job performance of library staff in public university libraries in the North Central Zone of Nigeria. The result implies that as the level of job security of the library staff increases, there is a corresponding increase in job performance of library staff of the universities investigated.

Discussion of Findings

Job security and job performance of library staff

The table on job security and job performance of library staff indicates a significant relationship between the two variables which was buttressed by the result of hypothesis which showed significant relationship where $r(df\ 261)=.14, p < .05$. The results mean that the calculated value $r(r=.14)$ is greater than the table value ($r=.11$) at the same degree of freedom ($df=261$) at the 0.05 level of significance. The findings of the study are in consonance with the findings of Valleta (2013) who observed that the staff wants financial security from the organization and if an organization fails to provide this then it can lose its human resource. Job security is a factor that increases organizational satisfaction among staff as a result of which organizational productivity increases. The result is in line with Imran, Majeed and Ayub (2015) who agreed that when you provide job security and ensure organizational justice, the staff automatically starts to show a positive attitude and this positive attitude is very crucial to organization, especially if it involves dealing with the patrons in terms of providing services to them. The study agrees with James (2012) that job security is the assurance in a staff's continuity due to the general economic condition in the country. It has a significant effect on the overall performance of the staff as well as the organization's performance. The author noted that organizational performance of the workers with low job security cause people to lose faith in their future which consequently affects performance. The study is also in line with Demekaa (2023) which shows that the more the staff enjoys a high job security the more likely he performs his task effectively which is reflected on the overall performance of the organization. Therefore, it seems their performance is linked to organization performance, their contributions too will be less and ineffective if they feel low job security in the organization.

CONCLUSION

Based on the findings of the study, it was concluded that there was a positive significant relationship between the effect of job security and job performance of library staff in public university libraries in the North Central Zone of Nigeria.

RECOMMENDATION

Based on the findings of the study, the following recommendation is made.

1. The job security of library staff should be improved for better job performance by improving their working conditions, giving them a sense of belonging and involvement in the activities of the library. And also to ensure that the staff are satisfied with their jobs to enable them to contribute to creating a pleasant atmosphere within the library for improving staff and organizational productivity.

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