
Promotion and Job Security as an Indices of Working Conditions and Job Performance Of Librarians In Federal University Libraries In South-East Geo-Political Zone, Nigeria

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ABSTRACT

This study examined the Promotions and Job Security as an Indices of Working Conditions/Job Performance of Librarians in Federal University Libraries in South-East Geo-Political Zone, Nigeria. Two objectives and two research questions were stated to guide the study. Two hypotheses were also formulated and tested in this study. Correlational design was adopted for the study and the population of the study was 98 which comprised of all librarians working in the five federal universities in South-East, Nigeria. The entire population involving census enumeration was used as the sample. The instrument for data collection was the researchers structured modified 4-point Likert rating scale titled "Promotions, And Job Security as an Indices of Working Conditions/Job Performance of Librarians In Federal University Libraries in South-East Geo-Political Zone, Nigeria." The instrument was validated by five experts, three of which were in Library and Information Science, while two were in Measurement and Evaluation. The reliability of the instrument was determined using Cronbach Alpha reliability testing technique and the reliability index was 0.74. The data collected for the study were analysed using Pearson Product Moment Correlation (PPMC) statistical technique. The correlational values and hypotheses were tested for significance statistically using Spearman Rank Correlation analysis at 0.05 level of significance. The findings of the study revealed that there is a significant coefficient relationship between staff promotion, staff job security, and job performance of librarians respectively in Federal University Libraries in South-East Geo-Political Zone, Nigeria. It is recommended that promotions of librarians who are due should not be delayed, postponed or denied for any reason. Staff job security should always be guaranteed by the management.

Keyword: Working Conditions/Job Performance, Librarians.

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1. INTRODUCTION

Working conditions refer to the conditions in the place of employment of the employee. Arum and Mirza (2008) define working conditions as voluntary effort of the employer to establish within the employee beyond that which is required by law, the custom of the industry and designing terms of service and working conditions of worker; educational, social, religious and cultural life of the employee should be considered. Similarly, in the library, working conditions are those rules that contribute to librarians degree of commitment. However, the future of any organization depends more on its staff than on any other factor and the usefulness of any service institution like the library is measured by the services rendered to the users (Neerpath, Leach and Hoskins, 2006).

Staff promotions is a term which conveys a change in status and calls for a greater responsibility and usually involves greater pay and better conditions of service and therefore, a higher status or rank (Mamoria and Ganker, 2011). According to Scott and Clothier (1977), promotion is the transfer of an employee to a job which pays more or one that carries some preferred status. Pillai and Bagavathi (2010) describe it as changing a worker to a higher post with more responsibilities and higher salary.

Staff job security according to Akinyele (2010), means the need to provide a safe work environment for employees who has had a long history in human resource management. In the context of this research, job security means measures taken to ensure security of job, being saved from arbitrary molestation on the job such as threats, danger or attack, creating a conducive and enabling working condition for employees, and ensuring a comfortable future after retirement.

1.1 Statement of the Problem

Academic libraries like other organizations set out working conditions for their employees particularly librarians. It is also believed that these working conditions enable workers to perform maximally or otherwise in their places of employment which leads to increased productivity. Furthermore, the adoption and the methods of enforcing certain working conditions sometimes yield contrary results as it can have the possibility of endangering negative behavior at work, which might lead to low job performance and productivity in the work place. It is obvious that the roles of librarians in the provisions of library services cannot be relegated to the background. However, despite the important roles of librarians in academic libraries, some of them still exhibit poor attitude towards their work and those they serve. These non-challant attitudes and behaviours towards their functions and services could be as a result of working conditions under which they operate. It is observed that in most cases, the working conditions do not favour librarians working in academic libraries and this tend to affect their productivity. This study therefore aims at investigating promotion and staff job security as an indices of working conditions on the job performance of librarians in libraries of federal universities' in South-East, Nigeria.

1.2 Scope of the Study

This study examined promotions and job security as an indices of working conditions on job performance of librarians in libraries of Federal Universities in South East, Nigeria. The study is limited to five federal university libraries in South-East Nigeria namely; Alex Ekwueme University Library, Ndufu-Alike, Ebonyi State; Federal University of Technology Owerri, Library, Imo State; Michael Okpara University of Agriculture Umudike, Library, Abia State; Nnamdi Azikiwe University Library, Awka, Anambra State; University of Nigeria, Nsukka Library, Enugu State. The study also investigated promotion and job security as an indices of working conditions on job performance of librarians in Federal Universities Libraries in South East Geo-political Zone, Nigeria.

2. LITERATURE REVIEW

Working conditions refer to the working environment and all existing circumstances affecting labour in the workplace, including job hours, physical aspects, legal right and responsibilities. World Health Organization (WHO) as quoted by Awofeso (2010) defines working conditions as the combination of compensation, non-financial incentives and workplace safety/security. Rouseau (1995) mentions the extrinsic factors as reward, training, work tool, job analysis and design as part of working conditions.

Job performance means the activities of the employee in an organization which aimed at achieving the overall goals and objectives of the organization. Job performance according to Robbins and Coulter (2013) can be defined as end result of an activity. It is a sum total of a worker's execution of assigned tasks which consists of behaviour and efforts those employees engages in which can be observed and which are geared towards the achievement of organizational goals (Baher and Ziabari, 2014).

Job security is an essential issue in an organization, oftentimes it determines the employee's performance and is said to be one's expectation about continuity in a job situation. Job security refers to the feeling of security or kind of emotion in which individual needs and desires are met (Araabi and Kamali 2000). Job security is a driving force that influences performance and job behaviour in most organizations, how secure an employee is may consciously and unconsciously influence the way the employee works in the organization.

Appraisal/Promotion and Job Performance from time to time the job performed by staff of organization are appraised to see if they are carrying out their duties as expected. Mathis and Jackson (2000) saw performance appraisal as the process of evaluating how well employees perform in their jobs when compared to set standard, and then communicating that information to those employees.

3. METHODOLOGY

Co-relational research design was adopted for the study. The population of the study was 98 which was made up of librarians in federal university libraries in South-East, Nigeria namely; Imo, Enugu, Anambra, Abia, Ebonyi States. The whole population was used because it was accessible to the researcher. A 4-point Likert rating scale was used for data collection. A total number of 98 copies of rating scale were distributed to the librarians and all were duly completed and returned to the researcher. Data collected for the study were analyzed using Pearson Product Moment Correlation (PPMC) statistical method. This provided both the descriptive and inferential data for answering the research questions. Spearman Rank Correlation Analysis was used to test the hypotheses at 0.05 level of significance.

4. FINDINGS AND DISCUSSION

Degree of Relationship between staff job security and job performance of librarians in libraries of federal universities in South-East, Nigeria

The result of the finding indicated that there is a significant relationship existing between staff job security and job performance of librarians in libraries of federal universities in South-East, Nigeria.

Degree of relationship between staff appraisal/promotion and job performance of librarians in libraries of federal universities in South-East geo-political zone of Nigeria

The result of the finding showed that there is a significant coefficient relationship existing between staff appraisal/promotion and job performance of librarians in libraries of federal universities in South-East geo-political zone of Nigeria.

5. CONCLUSION/RECOMMENDATIONS

Based on the findings of this study, the following recommendations are proffered;

- Staff promotion should not be delayed or postponed for any reason. Promotion of staff should be a regular exercise in the libraries studied because it will always enhance job performance of librarians. At times, accelerated promotion should be introduced and given to best performing staff to boost their morale as well as motivate those who did not benefit to increase their efforts in their job performances so as to attract the attention of management and possible recommendation for accelerated in the establishment.
- Finally, staff job security should be maintained effectively. Librarians working in these libraries studied should be given full assurance that none of them will be sacked so long the staff adheres to the rules and regulations guiding workers conduct in the library. The librarians should be meant to understand that even economic recession cannot lead to downsizing of the staff. This assurance will make the librarians to perform efficiently.

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