

A Comparative Study of Job Satisfaction between Cataloguers in Federal and Private University Libraries in Nigeria

Emmanuel E. Baro

*Federal University Otuoke Library,
Bayelsa State, Nigeria
baroee@fuotuoke.edu.ng*

Felicia Doubra Seimode

*College of Education Library,
Warri, Delta State, Nigeria
engbeke@yahoo.com*

and

Vera Z. Godfrey

*Niger Delta University Library,
Amassoma, Bayelsa State, Nigeria
asherlem57@yahoo.com*

Abstract

The study aimed at comparing job satisfaction among cataloguers in federal and private university libraries in Nigeria and to identify what cataloguers are satisfied and dissatisfied with. The instrument used for data collection was the questionnaire. Data was collected from cataloguers in federal and private university libraries in Nigeria using on-line method. In total, 67 cataloguers from 32 university libraries in Nigeria responded to the questionnaire which was used for the analysis. Overall, cataloguers in federal university libraries were more satisfied with their job than their private university counterparts. This is as a result of differences that exist between cataloguers in federal and private university libraries in the following dimensions: roles and responsibilities, work culture, performance evaluation, rewards/salaries/benefits, professional development, opportunities, and future concerns. Findings will

inform library management, especially private university libraries, to improve working conditions of the cataloguers by way of providing necessary facilities, good remuneration, providing benefits, incentives, allowances to keep the cataloguers motivated and satisfied with their job.

Keywords: Job Satisfaction, Cataloguing, Academic Libraries

Introduction

There is the general notion that satisfaction at work influences many aspects of work such as efficiency, productivity, absenteeism, turnover rates, and intention to quit (Horenstein, 1993). Job satisfaction is simply how people feel about their jobs and different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs (Spector, 1997). There are various components that are considered to be vital to job satisfaction. These variables are important because they all influence the way a person feels about his/her job. These components include the following: pay, promotion, benefits, supervisor, co-workers, work conditions, safety, productivity, and the work itself. Each of these factors affect an individual's job satisfaction differently. A librarian who cannot get adequate remuneration will be faced with the problem of maintaining his or her family. This problem puts the librarian far from being satisfied. Job satisfaction is not necessarily in place where there is absence of motivation. Job satisfaction of the librarian who has an important place in the information society will affect the quality of the service he renders. Straws and Sayles (1980) affirmed that job satisfaction has always been treated in connection with motivation because of the similarities between them. A properly motivated staff will get satisfaction in his job in the

same way a librarian will be committed to his career when properly motivated.

This study considered job satisfaction among cataloguers. Danskin (2007) provides a broad definition of cataloguing by incorporating different kinds of activities as description of resource sufficient for the purpose of identification from other similar resources. It deals with the control of access points, subject analysis of resources, assignment of subject indexing terms and, most importantly, assignment of classification numbers, labelling and production of cards for the cataloguees. Cataloguers are responsible for all these cataloguing processes.

It is important to identify those aspects of a catalogueer's work that provide greatest satisfaction or dissatisfaction. When areas of dissatisfaction are improved, the catalogueer can carry out other activities such as research and publishing by virtue of his or her status as academic staff. Cataloguing and classification are difficult tasks; hence, a catalogueer needs a suitable working environment irrespective of type of university, be it public or private. If the cataloguers' needs are not being met, this may lead to low productivity. For these reasons, this study was aimed at investigating job satisfaction among cataloguers in public and private university libraries in Nigeria.

Job Satisfaction among Librarians in Nigeria

Baro, Fynman and Zoukemefa (2013) studied job satisfaction among cataloguing librarians in university libraries in Nigeria. The findings revealed that cataloguers in university libraries in Nigeria are dissatisfied with dimensions such as roles and responsibilities, workplace culture, rewards (salaries/benefits), and professional development. On the other hand, they are satisfied with administration and supervision, performance evaluation, and opportunities.

Tella, Ayeni and Popoola (2007) studied work motivation, job satisfaction, and organisational commitment of library personnel in academic and research libraries in Oyo State, Nigeria. The findings of that study revealed that a correlation exists between perceived motivation, job satisfaction, and commitment. They added that differences exist in the job satisfaction of library personnel in academic and research libraries and that no relationship exists

in the organizational commitment of library personnel based on their years of experience. The study by Adio and Popoola (2010) on job satisfaction and career commitment of librarians in federal university libraries in Nigeria revealed that the librarians working in the federal university libraries in Nigeria were committed to their career and had job satisfaction.

Salaam, Alawiye, Okunlaya (2013) observed various causes of stress among librarians in Nigeria which included low pay, increased workloads, workplace, bureaucratic inertia and increased job competition. According to Salaam, Alawiye, Okunlaya (2013:144) "a stressed up and dissatisfied staff cannot render efficient and effective services to patrons." Reporting on the overall job satisfaction of cataloguers in university libraries in Nigeria, Baro, Fynman, and Zuokemefa (2013) found that more than half of the cataloguers who responded indicated that they were very satisfied, and almost half indicated they were somewhat satisfied. Ifidon (2006) reported that state university libraries were more cash strapped than their federal counterparts. Lack of motivation and proper funding to provide library information resources has affected the performance of librarians in rendering quality services to users of the library. This has greatly affected their attitude and commitment to work (Adio and Popoola, 2010).

Akinyemi and Ifijeh (2013) studied leadership style and job commitment of library personnel in private university libraries in South-West Nigeria. The study concluded that respondents were generally satisfied and contented with their overall job as library personnel in private universities in the South-West Nigeria. Tella, Ayeni and Popoola (2007) stated that one way of enhancing job satisfaction was to employ effective motivation, which makes workers more committed to their jobs. They stressed that money was not the only motivator as there were other incentives which could serve as motivators. Other factors identified in some other studies causing stress among librarians included job security, depleting information resources, poor funding, shortage of staff, dealing with people of different backgrounds, perceptions of lack of respect/recognition for librarians, technological stress, changing library environment, user demands, work overload, poor job incentives or rewards, poor interpersonal relations, and physical facilities (Ajala, 2011; Meade, 2013).

Atinmo (2011) advised that given the dynamics of the 21st century information landscape, there was the need for cataloguers to be retrained or to update their skills/knowledge so that they could perform at their best and could function appropriately; cataloguers must go beyond the ordinary training and be retrained to help eradicate digital illiteracy. She advised that cataloguers should become knowledgeable in the use of new and emerging technologies. Nanadozie (2010) conducted a study to establish levels and causes of stress among librarians in federal and state universities of the South-Eastern Nigeria. The researcher found that librarianship, like other professions, predisposes its practitioners to certain occupational stressors and these stressful experiences were caused by poor remuneration, unexciting job routines, and inadequacy of the basic work tools of librarianship. Tella, Ayeni and Popoola (2007) recommended that library management should meet the demands of their personnel to strengthen their motivation, satisfaction, and commitment to minimise turnover. Similarly, Salaam, Alawiye and Okunlaya (2013) recommended that library staff should be highly motivated and encouraged so that a good degree of cooperation could be enjoyed from them.

Methodology

In Nigeria, there are three categories of universities: the first category are those established by the federal government and funded by the federal government; the second category are those established and funded by the various state governments; the third are those established and funded by private individuals or missions. As a result of this development, the number of universities in Nigeria has increased tremendously. As at March 2014, there were 128 universities in Nigeria approved by the National Universities Commission (NUC) (NUC, 2014). Of this number, 50 are owned by private individuals or missions, 38 are state-owned, while 40 are owned by the federal government.

The population for the study consists of all professionally qualified cataloguers working in the

90 (40 federal and 50 private) university libraries in Nigeria. A questionnaire was e-mailed to 128 cataloguers in 61 university libraries in Nigeria which started in January 2014, with a requested return date of March 2014. E-mail addresses for cataloguers were collected from the "Practicing Librarians in Nigeria" list published by the National Library of Nigeria. A follow-up e-mail was sent to those who had not responded. In total, 67 cataloguers from 32 university libraries in Nigeria responded to the questionnaire giving a response rate of 52.3%. Every geographic region was represented, including the Federal Capital Territory, Abuja.

Thirty-two questions were formulated to address issues raised by earlier job satisfaction surveys and the authors' experiences. The first four questions concerned demographic information, while the remaining 28 questions addressed eight broad areas of job satisfaction. They were: roles and responsibilities, workplace culture, administration and supervision, performance evaluation, rewards (salary/benefits), professional development, opportunities, and future concerns. Respondents were asked to rate their responses on a Likert scale of disagree (D), strongly disagree (SD), agree (A), and strongly agree (SA). The statements were written in a positive form. For the last item, respondents were required to indicate the extent of their overall job satisfaction, choosing from "very," "somewhat," and "little." Responses were analysed using a simple percentage, frequency counts; the data is presented using tables and histogram.

Results and Discussions

A description of the demographic characteristics of the respondents revealed slightly more males than females in the federal university libraries, while the respondents from private university libraries had more of females than males. Over half of the respondents in both federal and private university libraries had a master's degree in library and information science. Almost half of the respondents in both university libraries had worked between 5 and 10 years in the position of cataloguer (table 1).

Table 1: Demographic information of respondents

Gender	Federal	Private
Male	22	10
Female	17	18
Total	39	28
Qualifications		
BLS	9	7
MLS	28	21
PhD	2	-
Total	39	28
Years of experience		
Less than 5 years	9	10
5-10	13	16
11-15	3	1
16-20	10	1
20 and above	4	-
Total	39	28

Roles and Responsibilities

Results showed that more cataloguers were in federal university libraries than private university libraries to perform the job (see table 2). This indicates that federal universities employ cataloguers that are sufficient to perform the work, while the private universities lack cataloguers to perform the work. For this reason, many private university libraries cataloguing duties are performed generally by all librarians. That is, combining the work duties of cataloguers with other librarians such as reference librarian, serial librarian, etc.

Table 2: Responses from Federal and Private University Libraries on roles and Responsibilities

Roles and responsibilities	Status of Uni.	D	SD	A	SA
Q5. There are sufficient numbers of cataloguers to perform the work to be done.	Federal	6 (21.4%)	3 (10.7%)	11 (39.3%)	8 (28.6%)
	Private	14 (35.9%)	15(38.5%)	6 (15.4%)	4 (10.2%)
Q6. Work responsibilities are clearly differentiated between para-professional and cataloguer librarians.	Federal	8 (28.6%)	-	13 (46.4%)	7 (25)
	Private	4 (10.2%)	7 (17.9%)	16 (41.1%)	12(30.8%)

Workplace Culture

Differences exist between cataloguers in federal and in private university libraries concerning work related stress. From the results, cataloguers in federal university libraries have little work- related stress than their private university counterparts (see table 3). Work-related stress can be caused by so many factors. Not providing the necessary facilities (such as internet connectivity) that concern the work to be done, lack of air conditioning and fans in the cataloguing room, too much workload as a result of

insufficient cataloguers can cause stress to cataloguers in the private university libraries. The physical work environment may also contribute to job satisfaction. The results from the federal and private university libraries show that the cataloguers in the federal universities were satisfied with their physical work environment when compared to their private university counterparts. This may be as a result of direct funding from federal government to fund the federal universities in Nigeria. Also, the Tertiary Education Trust Fund (TETFund) in Nigeria

(an agency under the ministry of education) also supports infrastructural and human development in public universities in Nigeria. On the other hand, private universities are denied of such funding opportunities from federal and TETFund. This no doubt results to the low infrastructural development in private universities, because they are established and funded by individuals or missions. Working in the cataloguing department is not always easy. Cataloguing and classification can be difficult and need a suitable working environment..

Employees are concerned with their work environment for personal comfort while doing the

job. Employees prefer physical surroundings that are not dangerous or uncomfortable. Additionally, most employees prefer working in clean and modern facilities, such as well furnished offices, modern computers with stable internet connectivity, air conditioners, etc. Employees will be happy if he or she is provided with the necessary equipment for performing his or her duties effectively. The general belief is that happy workers are productive workers. When employees are dissatisfied with the jobs, they try to find excuses of staying away from their jobs. It can take place in two forms, especially absenteeism and voluntary turnover.

Table 3: Responses from Federal University Libraries on Workplace Culture

Workplace culture	Status of Uni.	D	SD	A	SA
Q7. I have little work-related stress.	Federal	16 (41.1%)	6(15.4%)	13(33.3%)	4(10.2%)
	Private	14 (50%)	4 (14.3%)	4 (14.3%)	6(21.4%)
Q8. I am able to balance my work, family and personal life.	Federal	15(38.5%)	15(38.5%)	6(15.4%)	3(7.6%)
	Private	14 (50%)	8 (28.6%)	2 (7.1%)	4 (14.3%)
Q9. I have good relationship with coworkers.	Federal	7 (17.9%)	2 (5.1%)	18(46.2%)	12(30.8%)
	Private	4 (14.3%)	2 (7.1%)	8 (28.6%)	14 (50%)
Q10. The physical environment is healthy.	Federal	9(23.1%)	4 (10.2%)	16(41.1%)	10(25.6%)
	Private	15 (53.6%)	7 (25%)	3 (10.7%)	3 (10.7%)

Administration and Supervision

Results from the present study show that cataloguers in both federal and private university libraries were satisfied with the leadership style in the cataloguing department. The cataloguers were still satisfied for being consulted about issues directly related to their work, and for their work being

valued by individuals outside the department (see table 4). Satisfaction tends to be higher among those who believe that their immediate supervisors are competent and treat them with respect and have their best interests at heart. Job satisfaction is enhanced when employees believe that the lines of communication with their supervisors are open.

Table 4: Responses from Public and Private University Libraries on Administration and Supervision

Administration and supervision	Status of Uni.	D	SD	A	SA
Q11: The leadership in cataloguing is effective.	Federal	2 (5.1%)	7 (17.9%)	18 (46.2%)	12 (30.8%)
	Private	3 (10.7%)	-	18(64.3%)	7 (25%)
Q12: Being consulted about issues directly related to my work.	Federal	7 (17.9%)	6 (15.4%)	21 (53.9%)	5 (12.8%)
	Private	8 (28.6%)	3 (10.7%)	10 (35.7%)	7 (25%)
Q13: My work is valued by individuals outside the department.	Federal	8 (20.5%)	8 (20.5%)	14 (35.9%)	9 (23.1%)
	Private	7 (25%)	3 (10.7%)	10 (35.7%)	8 (28.6%)

Performance Evaluation

In Nigeria, cataloguers in the universities and their counterparts in other departments are evaluated annually according to their performance and are either recommended for promotion after three years or not recommended for promotion. The outcome of such evaluations can make an employee to be

satisfied or dissatisfied. Results from the present study revealed that almost half of the respondents from private university libraries indicated that they were not satisfied with the annual evaluation process (see table 5). Reasons may explain the low staff motivation in private university libraries, thereby affecting their satisfaction.

Table 5: Responses from public and private university libraries on performance evaluation

Performance evaluation	Status of Uni.	D	SD	A	SA
Q14. I am satisfied with the annual evaluation based on the specific responsibilities of my position.	Federal	6 (15.4%)	5 (12.8%)	20 (51.3%)	8 (20.5%)
	Private	3 (10.7%)	10(35.7%)	8 (28.6%)	7 (25%)

Rewards/Salaries/Benefits

The results show that the cataloguers in federal universities were motivated with good pay and benefits than their private university counterparts in Nigeria (see table 6). Private university owners are there to make money, they show little concern for staff welfare. That is why many librarians in private university libraries are hunting for jobs in public universities. Reflecting on rewards/pay/benefits, one cataloguer from private university library stated, "what we are being paid is not motivating me, it is not enough to meet my needs." This category of

staff has the strong desire to change place of work simply because the pay is not encouraging. For example, the study by Olusegun (2013) on influence of job satisfaction on turnover intentions of library personnel in federal and state universities in South-West Nigeria reveals that library personnel in public universities were motivated although the level of motivation was not very high. The researcher further reported that on staff turnover, library personnel in public universities would quit if they have opportunities for better pay in similar organisations.

Table 6: Rewards/salaries/benefits in federal and private university libraries on

Rewards/salaries/benefits	Status of Uni.	D	SD	A	SA
Q15. The money adequately cover my needs.	Federal	8 (20.6%)	2 (5.1%)	23 (58.9%)	6 (15.4%)
	Private	9 (32.1%)	11 (39.3%)	7 (25%)	1 (3.6%)
Q16. Benefit packages are provided adequately.	Federal	5 (12.8%)	2 (5.1%)	18 (46.2%)	14 (35.9%)
	Private	10 (35.7%)	10 (35.7%)	5 (17.9%)	3 (10.7%)

Professional Development

The results show that training opportunities were provided more to the cataloguers in federal university libraries when compared to cataloguers in private university libraries (see table 7). To this end, one can infer that fund is provided by federal universities which enable cataloguers to attend training workshops and seminars than private universities. In private university libraries, hardly are cataloguers sponsored to attend such training programmes due to lack of funding. One cataloguer from private university library commented, “we are not given

opportunity to attend workshops or seminars that will develop our skills, I have applied to attend cataloguing and classification workshops severally but they will always say no funding is available.” No matter how automated an organisation or a library may be, high productivity depends on the level of motivation and the effectiveness of the workforce. Staff training is an indispensable strategy for motivating workers. The library organisation must have good training programme. This will give the librarian or information professional opportunity for self-improvement and development to meet technological challenges.

Table 7: Professional Development in Federal and Private University Libraries

Professional Development	Status of Uni.	D	SD	A	SA
Q17: The emphasis placed on research and publication is appropriately balanced with my job.	Federal	8 (20.5%)	8 (20.5%)	14 (35.9%)	9 (23.1%)
	Private	10(35.7%)	9 (32.1%)	4 (14.3%)	5 (17.9%)
Q18: When new technologies or new products are adopted that concern my job, sufficient training is provided.	Federal	6 (15.4%)	4 (10.2%)	16 (41.1%)	13 (33.3%)
	Private	13(46.4%)	5 (17.9%)	2 (7.1%)	8 (28.6%)
Q19: My library supports the continuous education/training of catalogue librarian.	Federal	7 (17.9%)	4 (10.2%)	16 (41.1%)	12 (30.8%)
	Private	7 (25%)	8 (28.6%)	3 (10.7%)	10 (35.7%)
Q20: Research grants.	Federal	15(38.5%)	3 (7.6%)	15 (38.5%)	6 (15.4%)
	Private	8 (28.6%)	13(46.4%)	2 (7.1%)	5 (17.9%)
Q21: Allows research on work time.	Federal	4 (10.2%)	6 (15.4%)	13 (33.3%)	16 (41.1%)
	Private	7 (25%)	12 (42.8%)	4 (14.3%)	5 (17.9%)

Lamenting on the situation in Nigeria, Oladapo (2005) is of the view that there are professional librarians in Nigeria whose knowledge of library automation has been rendered obsolete owing to lack of training and retraining in modern library practices. He added that the new roles require cataloguers with ambition and drive with in-depth knowledge of IT applications and development, as well as the more traditional skills of information management.

For cataloguers in developing countries to be prepared for the future, they need to be prepared since the library world is changing worldwide in terms of application of information technologies in the service delivery. It would also be most practical and proactive for cataloguers to be prepared to adjust to these changes by making themselves suitable to handle workflow and activities as they come. James and Irogonachi (2012) assessed the training and retraining needs of Nigerian cataloguers, and found that the cataloguers were depending more on on-the-job training for capacity building. The researchers discovered that there was less dependence on some other means of capacity building like video conferencing, reading web-based resources, electronic discussion list/weblog and mentoring.

Opportunities

The results in table 8 revealed the differences between cataloguers in federal and in private university libraries. It emerged that cataloguers in federal university libraries were satisfied with the promotion or advancement within the library,

opportunity for library committee services and opportunity to learn new skills than their private university counterparts. This finding agrees with Akinyemi and Ifijeh (2013) that most of the respondents indicated a participative style of leadership which allows members to share in decision-making and problem-solving. The respondents acknowledged the fact that a leader is not expected to know everything. Leaders believe that there are knowledgeable and skilful members who can assist and support them in the decision-making process. The finding of the present study also supports the findings of Varghese (2004) that managers' use of a participative management style and the employees' perceptions of participative strategic planning with supervisory communication are positively associated with high levels of job satisfaction. All these factors no doubt affect job satisfaction of librarians in the university libraries. The results revealed that most of the cataloguers in both federal and private university libraries were given opportunities to supervise others. This finding agrees with the first major finding of the study on work values of the library personnel in the federal universities in Nigeria by Francis (2013) that delegating duties to others, being their own bosses, being in-charge of others, making others report progress of their work to them and making people have high regard for them in that order are the first five work values of federal university library personnel in Nigeria. This reveals that university library personnel in Nigeria cherish exercising authority and power over their subordinates than any other work values.

Table 8: Opportunities in Federal and in Private University Libraries

Opportunities	Status of Uni.	D	SD	A	SA
Q22: Opportunity to participate in library planning and decision-making.	Federal	8 (20.5%)	16 (41.1%)	8 (20.5%)	7 (17.9%)
	Private	8 (28.6%)	6 (21.4%)	6 (21.4%)	8 (28.6%)
Q23: Opportunity for promotion or advancement within the library.	Federal	9 (23.1%)	5 (12.8%)	14 (35.9%)	11 (28.2%)
	Private	8 (28.6%)	9 (32.1%)	5 (17.9%)	6 (21.4%)
Q24: Opportunity to supervise others.	Federal	11(28.2%)	6 (15.4%)	13(33.3%)	9 (23.1%)
	Private	9 (32.1%)	3 (10.7%)	8 (28.6%)	8 (28.6%)
Q25: Opportunity to train others.	Federal	9 (23.1%)	6 (15.4%)	13 (33.3%)	11 (28.2%)
	Private	9 (32.1%)	4 (14.3%)	8 (28.6%)	7 (25%)
Q26: Opportunity for library committee service.	Federal	4 (10.2%)	11 (28.2%)	20 (51.4%)	4 (10.2%)
	Private	10(35.7%)	7 (25%)	6 (21.4%)	5 (17.9%)
Q27: Opportunity to learn new skills.	Federal	14(35.9%)	2 (5.1%)	18 (46.2%)	5 (12.8%)
	Private	8 (28.6%)	7 (25%)	6 (21.4%)	7 (25%)

Future Concerns

In regard to future concerns of cataloguers, differences exist between cataloguers in federal and in private university libraries in Nigeria. From the results, the majority of the cataloguers from federal university libraries were of the opinion that they did not plan to look for another job, they were not actively looking for a position in another academic library,

and they are not actively looking for a position in another field (see table 9). This is a clear indication that the cataloguers in the federal university libraries in Nigeria were satisfied with their jobs. On the other hand, the responses from the cataloguers in the private university libraries show that they were not satisfied with their jobs.

Table 9: Future Concerns in Federal and in Private University Libraries

Future concerns	Status of Uni.	D	SD	A	SA
Q28. I do not plan to look for another job.	Federal	5 (12.8%)	6 (15.4%)	21 (53.9%)	7 (17.9%)
	Private	12 (42.8%)	8 (28.6%)	3 (10.7%)	5 (17.9%)
Q29. I would like to work in a different position in my current academic library.	Federal	8 (20.5%)	16(41.1%)	7 (17.9%)	8 (20.5%)
	Private	5 (17.9%)	4 (14.3%)	13 (46.4%)	6 (21.4%)
Q30. I am actively looking for a position in another field.	Federal	8 (20.5%)	25(64.2%)	2 (5.1%)	4 (10.2%)
	Private	5 (17.9%)	6 (21.4%)	10 (35.7%)	7 (25%)
Q31. I am actively looking for a position in another academic library.	Federal	6 (15.4%)	22(54.5%)	4 (10.2%)	7 (17.9%)
	Private	6 (21.4%)	2 (7.1%)	15 (53.6%)	5 (17.9%)

Overall Job Satisfaction

Overall job satisfaction is a combination of the persons feeling towards the different facets of their job. When respondents were asked to indicate overall, how satisfied they were with their current jobs as a cataloguers. The general responses are listed in table 10, which show that more than half of the respondents in federal universities were very satisfied with their jobs as compared with the private universities which recorded only 25% response as very satisfied.

The results show that cataloguers in federal university libraries were more satisfied than their private university counterparts (table 10 and figure 1). One cataloguer from private university library wrote, "If I have my way I will quickly change to federal university library, because a lot of allowances are paid to our colleagues in federal university libraries." This finding agrees with the findings of Adio and Popoola (2010) who studied job satisfaction and career commitment of librarians in federal university libraries in Nigeria, and found that these

librarians were committed to their career and had job satisfaction. This implies that employees with higher level of job satisfaction, particularly satisfaction with work itself, are less likely to quit their jobs, absent from work and experience mental or physical health problem. The finding from the present study disagrees with earlier finding by Akinyemi and Ifijeh (2013) that librarians in private university libraries in South-West Nigeria were satisfied with their jobs.

Correlation of gender with overall job satisfaction shows that more males than the females indicated that they were very satisfied with their jobs, while more females than males indicated that they were somewhat satisfied with their jobs (table 11). Further correlation of the years worked with overall job satisfaction revealed that 39.3% of those who had worked between and 10 years indicated that they were very satisfied with their job. Of those who had worked for less than 5 years, 32.1% indicated that they were satisfied with their job (table 12).

Q32. Overall, how satisfied are you in your current job as a cataloguer?

Table 10: Overall Job Satisfaction

Status of uni.	Very		Somewhat		Little		Total
	N	%	N	%	N	%	
Federal	21	53.8	12	30.8	6	15.4	39
Private	7	25	8	28.6	13	46.4	28
Total	28		20		19		67

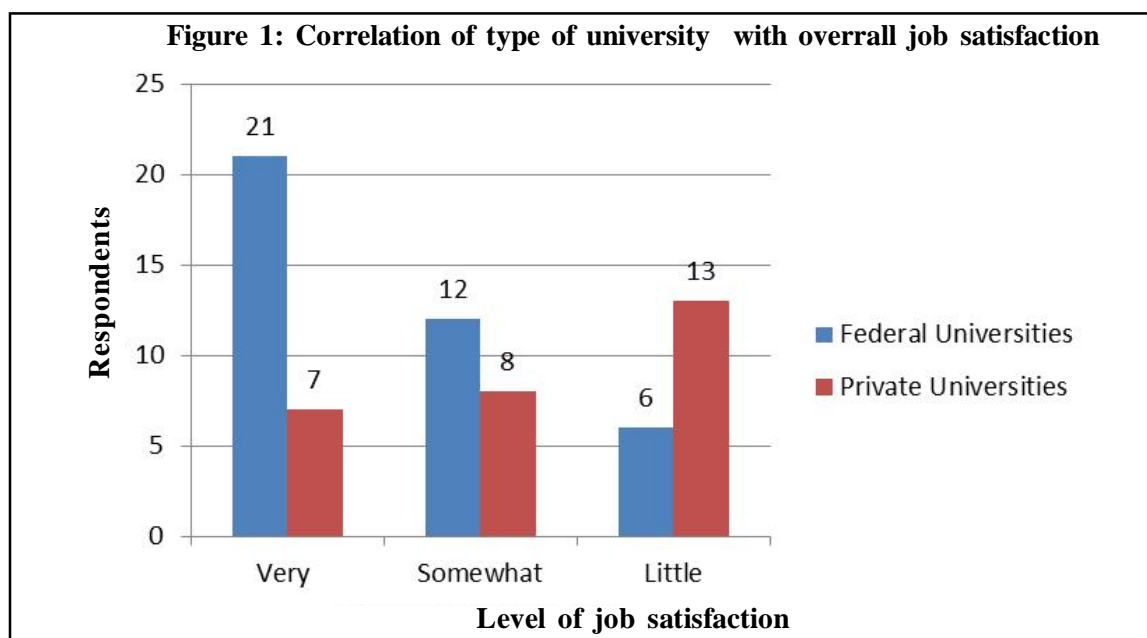


Table 11: Correlation of Type of University with Overall Job Satisfaction

Status of uni.	Very		Somewhat		Little		Total
	N	%	N	%	N	%	
Male	15	53.6	8	40	9	47.4	32
Female	13	46.4	12	60	10	52.6	35
Total	28		20		19		67

Table 12: Correlation of Years of Experience with Overall Job Satisfaction

Years of experience	Very		Somewhat		Little		Total
	N	%	N	%	N	%	
Least than 5 years	9	32.1	8	40	2	10.5	19
5-10 yrs	11	39.3	4	20	14	73.7	29
11-15 yrs	2	7.1	2	10	-	-	4
16-20 yrs	5	17.9	4	20	2	10.5	11
20 and above	1	3.6	2	10	1	5.3	4
Total	28		20		19		67

Conclusion

Overall job satisfaction revealed that cataloguers in federal university libraries were more satisfied than their private university counterparts. Differences exist between cataloguers in federal and in private university libraries in the following dimensions: roles and responsibilities, work culture, performance evaluation, rewards/salaries/benefits, professional development, opportunities, and future concerns. Differences exist between the federal and the private universities concerning the number of cataloguers to perform the job. With regards to work culture, it emerged that the cataloguers in the federal universities were satisfied with their physical work environment when compared to the responses from their private university counterparts.

Recommendations

In order to make cataloguers, especially in private university libraries, more satisfied and committed to their jobs in academic libraries, there is need for strong and effective motivation of cataloguers by

way of rewards. Job satisfaction is important for library management in the sense that, a satisfied workforce translates into higher productivity due to fewer disruptions caused by absenteeism or employee quitting the job. Therefore, governments and library management, most especially private universities in Nigeria, should concentrate on improving the conditions for library personnel. One crucial area is training to cope with the integration of information technology into library practices. It is recommended that management should improve the skills, knowledge and competencies among cataloguers by giving them the opportunity to attend workshops/seminars to enable them remain relevant in the digital age. The study recommends that management should improve working conditions of the cataloguers in private university libraries by way of providing necessary facilities, good remuneration by providing benefits, incentives, allowances to keep the cataloguers motivated and satisfied with their job.

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Emmanuel E. Baro is Senior Librarian at the Federal University Otuoke Library, Bayelsa State, Nigeria. He holds a master's degree in Library and Information Science, Delta State University, Abraka, Nigeria.



Doubra Felicia Seimode is a senior librarian in the College of Education Warri, Delta State, Nigeria. She is a masters degree student of the Department of Library and Information Science, Delta State University, Abraka.



Vera Godfrey is Assistant Librarian, University Library, Niger Delta University, Amassoma, Bayelsa State, Nigeria.

