



THE EFFECT OF NEGATIVE PERCEPTION OF LIBRARIANSHIP ON THE JOB PERFORMANCE OF GRADUATES` IN UMARU MUSA YAR`ADUA UNIVERSITY LIBRARY IN KATSINA STATE, NIGERIA

USMAN HARUNA RAWAYAU

Department of Library and Information Science,

College of Liberal Studies

Hassan Usman KatsinaPolytechnic.P.M.B 2052, Katsina State, Nigeria

Email: uhrawayau@gmail.com

Mobile: +2348032330133

ABSTRACT

This study focuses on the effect of negative perception of Librarianships on the job performance of graduates` in Umaru Musa Yar`adua University Katsina State, Nigeria. The purpose of this study was to find out why librarianship graduates posed negative perception towards library profession in Musa Yar`adua University Katsina, Nigeria. Three specific objectives were used to guide the study. Objective one was to identify the causes of negative perception of librarianship, secondly to determine the effects of negative perception on graduates performance of librarianship and thirdly to explore possible ways of overcoming negative perception of librarianship in Musa Yar`adua University Katsina, Katsina State. After reviewing related literature, the research uses descriptive survey research design to gather information from a total population of 55 professionals` librarians in the selected institution. Purposive sampling was adopted which enable the researcher to select appropriate respondents/participants for the study. Within the sampling frame, random sampling was used to select a sample of 60 respondents. Five points Likert type scale questionnaire was personally distributed to the participants and collected within two (2) weeks. Before administered to the respondents the instrument was pre-tested using test and retest method and chronbach alpha coefficient. A mixed method (triangulation) was used to corroborate quantitative and open ended responses. The results of the projects were presented in frequency, percentages and mean score. The study concluded that lack of motivation, awareness, guidance and counseling of the career in library as the causes of negative perception of the librarianship. It was iterated that lack of positive perception results in poor job performances of graduates. However, good motivation,

communication, vocational guidance and counseling would provide solution to negative perception of librarianship. The research recommends that proper management of motivation and vocational guidance and counseling should be encouraged in library profession to improve job performance in library career.

KEY WORDS; Librarianship, Negative perceptions, Job performance, University Libraries.

1. Introduction

Despite the popularity of library and information science programs in most of the academic institutions in Nigeria, experience has shown with graduate transition to employment that little evidence exists regarding the effectiveness of library librarians as interventions that can enhance the transition from librarianship graduate to professional practitioner. This is a crucial time for people entering the library profession and to understand librarianship profession and what constitutes best practice for librarianship transition to the workforce.

i. Background of the study

Librarianship is a profession that provides variety of employment opportunities. There are a number of career prospects in Library and Information Science including corporate sectors and the qualified professionals are employed in various libraries and information centers of national and international repute in various government, public and private organizations [1]. Librarians can find opportunities for employment both as teachers and as Librarians. Yet students tend to run away from the profession and graduates of Library and Information Sciences also face difficulties in their transitions to employment [1]. Students choose careers or are forced into careers without experience of what will be the future in terms of employability and prospects. As a result, the emerging graduates sometimes become desperate and disappointed in their transitions to employment. The undergraduate career choice and perception are expected to evolve over time and should include whether perception of the labour market at the time of graduation matches experiences in the labour market after graduation and how graduates face manage their employment and careers in the first year after graduation [2].

In Nigeria, many youths go into unsuitable careers due to ignorance, inexperience, peer pressure, advice from friends, parents and teachers or as a result of the prestige attached to certain jobs without adequate vocational guidance and career counseling [3]. Consequently, many of them are unsuited for their careers as they usually find themselves in jobs where they could not satisfy their value needs. When this occurs, such graduates constitute nuisance to themselves and their employers. They are usually unable to contribute meaningfully to the society and ultimately become liability to the nation.

A study conducted by [4] on factors affecting the career choice of undergraduates in Nigerian Library and Information Science Schools. The study discovered that library and information science is still largely unrecognized as a profession among prospective undergraduate students in Nigeria. This is so, especially when compared with such other high profile courses as Accountancy, Medicine and Law. However, the low popularity of the course among the youths is due more to ignorance on the essence, utility and career prospects of the course than on the inherent nature of librarianship.

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The relationship between negative perception and performance in academic library may result in to the study of graduate perception into the likely effects of working in an academic library. Whether positive that lead to job performance or negative effects, that may results to unsatisfactory performance. The connection between workplace perception; attitudes and performance outcomes may continues to be a prevalent research topic [5] and this can be rooted from organizational and psychological theory [5]. The purpose of the current study is to examine the effect of negative perception of librarianship on the performance of graduates.

ii. Statement of the Problem

Librarians are considered as an important profession by educators and other stakeholders in education to the attainment of educational goals in any institution of high learning, yet potential undergraduates may have developed negative perceptions about the profession, thereby studying it as an alternative choice. This may have resulted to difficulties in job hunting by prospective librarians after graduation as observed by [3]. Researches on perceptions of librarianship have been conducted but most of the researches dwell on career choice. Very limited studies have been conducted focusing on the effects of negative perception as they relate to job performance in academic library.

Numerous researches examining issues relating to the career choice of vocational courses have been conducted, particularly by teenagers, with focus essentially on aspects like factors influencing teenagers' motivation to take technological training, factors and influences on high school students' career choices in a particular discipline, factors influencing students' choice of

science and engineering, pre-entry expectation of hospitality student and job satisfaction as factors affecting the choice of academic major [5]. [1], [6]. Therefore, the study is concerned with the influence of negative perception of Librarianship on Graduates' work performance in Umaru Musa Yar'adua University of Katsina State, Nigeria. This will help determine the attitude, performance and job satisfaction of Librarianship graduates' to their work place.

iii. Research questions

The proposal research is design to respond to the following questions:

- 1) What are the causes of negative perception of librarianship?
- 2) What is the level of negative perception on job performance of librarianship?
- 3) How could negative perception of librarianship be overcome?

iv. Research Objectives

This study was guided by the following specific objectives:

- To identify the causes of negative perception of librarianship
- To test the level of negative perception on the performance of graduates
- To explore possible ways of overcoming negative perception of librarianship.

2. Conceptual Framework

The conceptual framework in Fig. 1 below describes the relationship between independent and dependent variables. The independent variable (graduates perceptions) is strongly believed to have great influence on librarianship job performance or poor performance. The perceptions of the librarianship may results in motivating or de-motivating librarianship graduates toward job performance. Positive or negative perceptions which may influence performance, hence the job performance is the **dependent variable**, depending on the Graduates' Perceptions the **independent variables**.

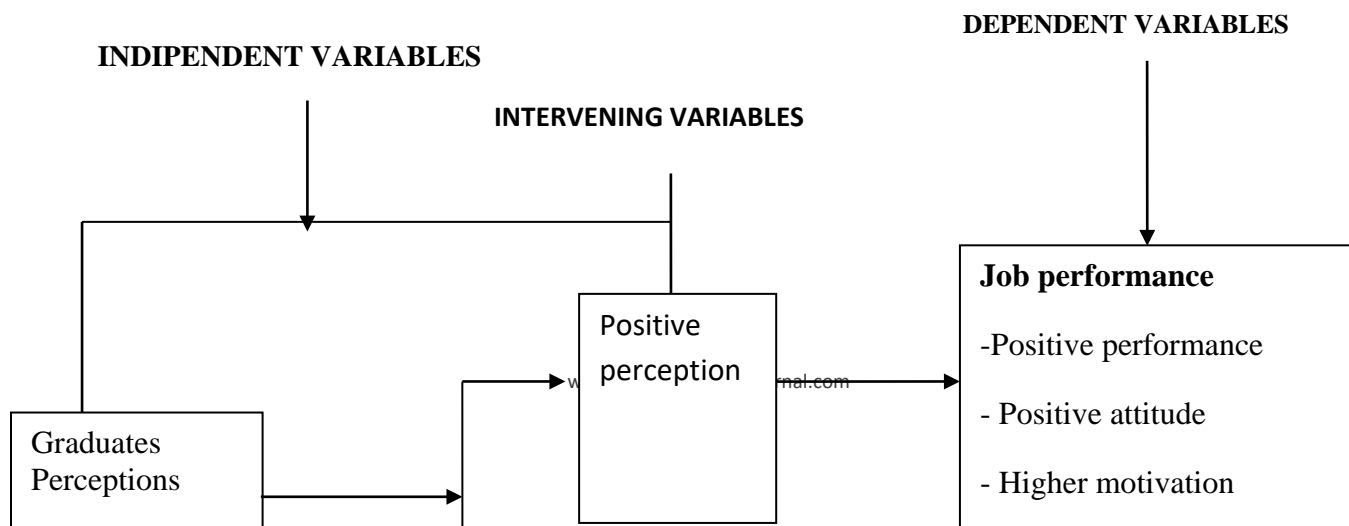


Fig. 1 conceptual framework

3. Methodology

This study adopted a descriptive survey research design. Descriptive research design is a method of conducting a study in such a way that maximum control is exercised over factors that could interfere with the validity of the research results [7]. The targeted population for the study is Umaru Musa Yar'adua University Katsina state, Nigeria. It comprises professionals' librarians. The study adopted the use of purposive sampling to enable the researcher select appropriate respondents/participants of the study who would respond positively to the target needs of the study. In this regard the researcher uses random sampling techniques to select 40% of the total population as the respondents/participants. According [8] when the population is not large 40% can be selected to represent the whole. This approach is proved to be affective in selecting the respondents/participants [9]. Therefore the total population of the study is 55 of which 22 respondents/participants were randomly selected as 40% of the entire population which is the sample size of the study. Data were collected using semi structured questionnaire. The content validity was checked for the instruments of this study to determine the extent to which the instruments are appropriate to achieve the purpose of this study. To avoid the vague questions and bias to the internal validity, accurate instrument and data collection procedures was achieved by holding a training session for all research assistants who eventually involved in the actual data collection exercise. To ensure external validity of this study, the variables in this study was specifically been defined both conceptually and operationally. As [10] recommends, the instruments for this proposed study be considered reliable if the calculated correlation coefficient will be 0.75 or above. The internal consistency of the instrument was checked using Cronbach Alpha coefficient.

The data collected were analyzed using both quantitative and qualitative methods. For Quantitative methods, descriptive statistics was used to analyze quantitative data, specifically, Statistical Package for Social Science (SPSS) were used to generate frequencies, percentages and mean scores. For open ended questions, thematic analysis approach was used to analyze the responses. The study finally uses triangulation to corroborate the quantitative and open-ended responses.

Location of the study

This study was conducted in the Katsina State, Nigeria. The State was constitutionally established in 1987. The state has a population of about 5 millions homogeneous community. The study use library staff professionals of this institution. The justification for the choice of Katsina as location for the study is based on the fact that previous studies focused on the southern part of Nigeria. Researches on librarianship graduates` in the northern part of Nigeria where not adequately explored, particularly Katsina state where most of people have negative perception on librarianship.

4 Results and Discussions

This section of the study discusses the respondents' overall perception of library as a career and item sub-dimensions such as graduates self appraisal of their performances and performance appraisal of librarianship graduates. The results are presented in descriptive statistic, mean score for the analyses of the overall perception of the respondents.

The first section of the graduates' perception questionnaire was composed of ten statements regarding general perceptions of librarianship graduates. Figure 2 indicates the results from all the 55 participants. Generally about 80 percent of the participants were agree or strongly agree (Mean score ranges from 4.15 to 1.55) that they pose positive perception of the industry.

i. Objective one

To identify the causes of negative perception of librarianship

Causes of negative perception of librarianship

The purpose of objective one was to examine the graduates' perception with view of identifying the causes of negative perception of librarianship. Figure 2 presents descriptive statistics of graduates'

perception of librarianship. Career perception in the library profession sub-dimension gathered in this study indicates that it is difficult to argue that the majority of graduates are committed to a career in the industry. This finding indicates that librarianship perceived positively toward the profession even though data indicates that librarianship was not there first choice at college. This finding support the previous research who observed that students posed negative perception of librarianship thereby running away from the career as majority of graduates of librarianship were not found having librarianship as the first choice [1], [3]. Despite graduates' satisfactions of expectations of librarianships, questions have been raised concerning their perception and satisfactions of their performances in the industry this enables the research to determine their effectiveness and performances.

The gap between the expectation and perceived experience will results to negative perception of the service and the consequences is poor job performance. These questions are expected to respond to objective two. Job Performance is an employee ability to carry out certain duty under his job description and job schedule. Courses of negative perception is as a result of career aspirations, expectation, lack of guidance and counseling, poor recognition by management, poor reward for a good job done, poor opportunities for training and career advancement as well as a poor compensation package would affect an employee's motivation which affects employee job performance.

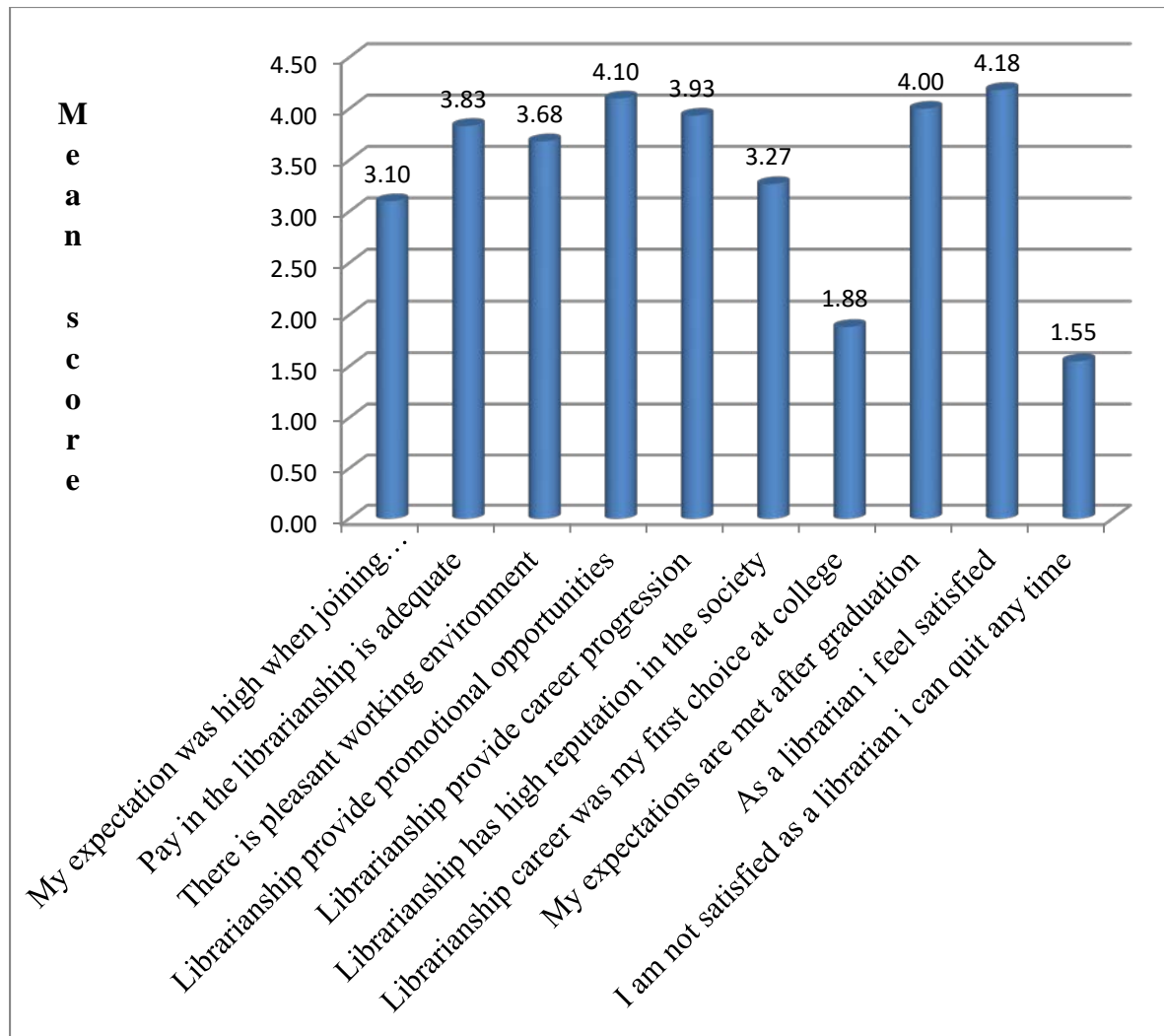


Figure 2 Graduate perception of library profession

ii. Objective two

To test the level of negative perception on the performance of graduates

The effects of negative perception of librarianship on the performance of graduates

The purpose of objective two was to determine the effect of negative perception on graduates' performance. Figure 4.2 presents descriptive statistics of graduates' perceptions of their performance in the workplace. Participants were all agree they do not know most of the library procedures and ethics when they first stated working due to initial negative perceptions of the library career.

This results revealed that, due to the fact that student did not choose librarianship as career from the beginning they develop negative perception thereby losing confidence on the profession. Their expectations were affected by the negative perception. But on entering into the profession they begin to perceive the career positively and become interested as a result of the nature of the industry.

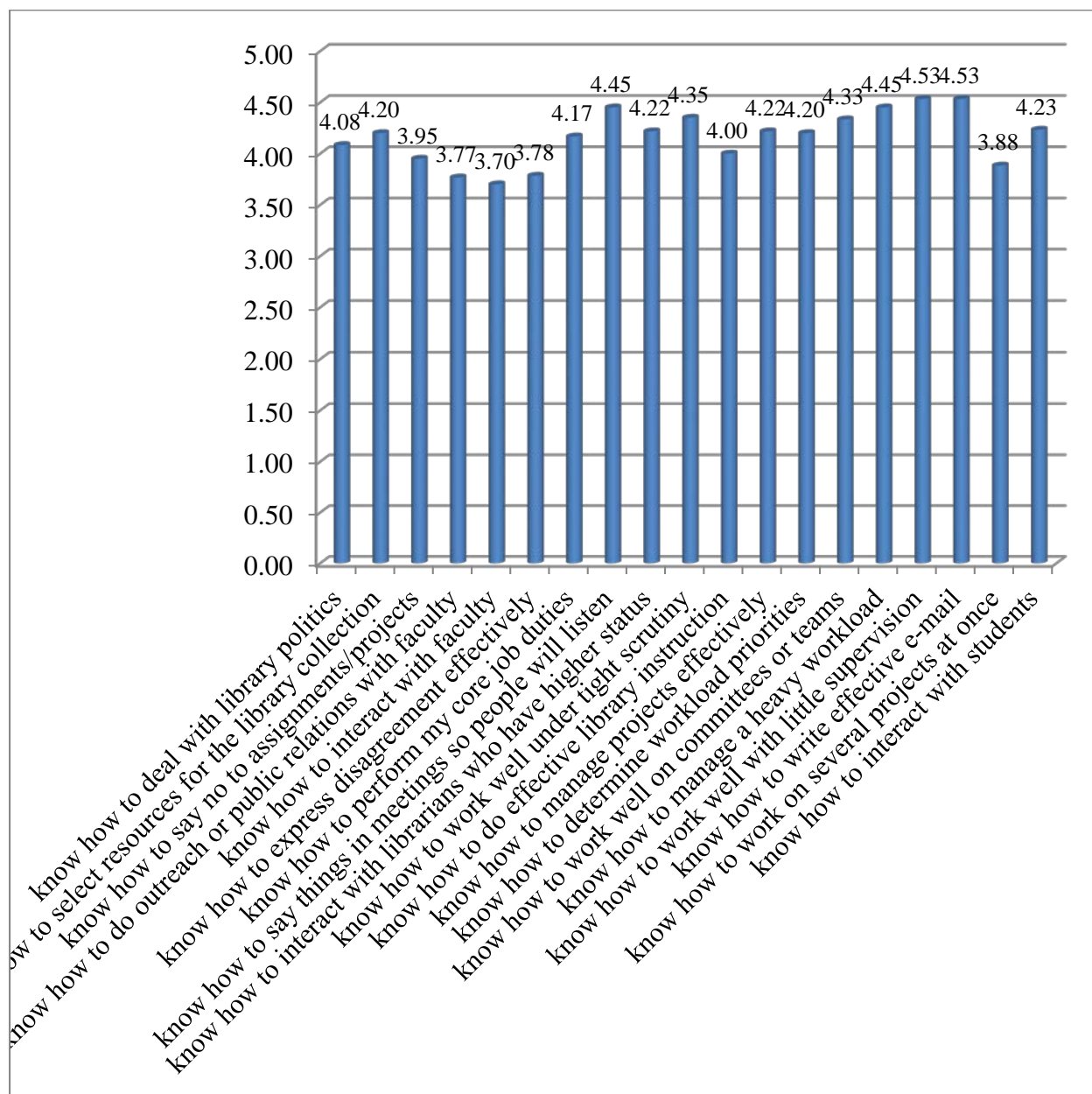


Figure 3 Effects of negative perception on performance of librarianship graduates

Library profession confronting serious pressure to demonstrate quality and efficiency in academic libraries, as [4] stated, providing professional library services by professional employee is critical, while career in the industry is affected by negative perceptions.

In addition Figure 4 presents descriptive statistics of Performance appraisals of the librarianship graduates and perception.

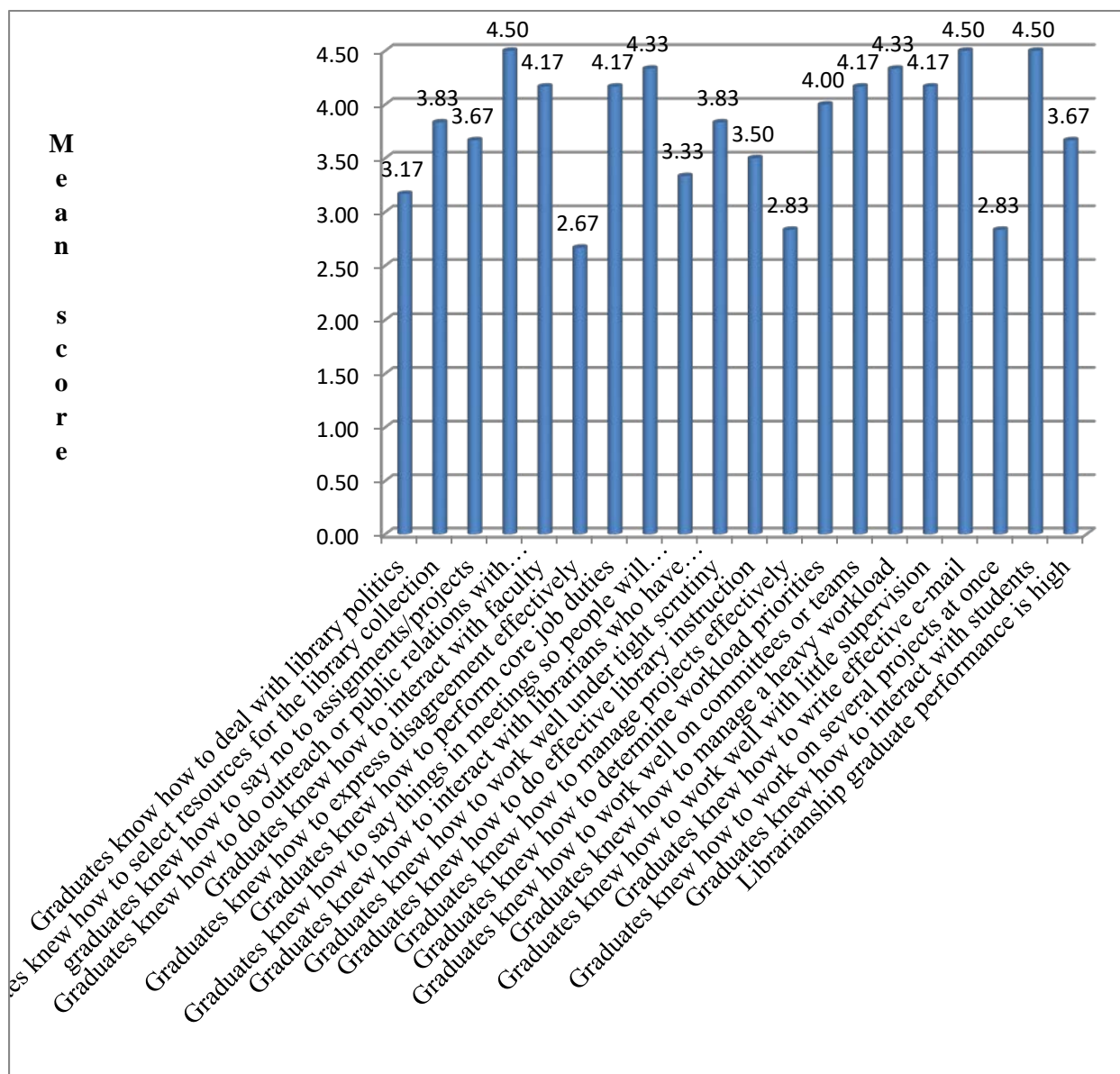


Figure 4 Performance appraisals of the librarianship graduates and perception by the librarians and head of departments

Finding from this study contradicted the previous studies this study identified high level of employees' job satisfaction as a result of good pay, work condition, working environment and work pressure. The study finds out that, graduates' developed negative perception of librarianship right before joining the career. In another word lack of proper vocational guidance is responsible for negative perceptions of librarianship services such as convenient customer access, reference assistance, library instruction, and extensive collections, students will often act on their perceptions to abandon the services quickly, even if the services' essence is there. If these essential services are not provided, the students will gradually perceive this underlying reality and abandon the library this may be the beginning of the negative perception

Finding of this project was similar to that of [11] who found that many students do not decide on librarianship from the onset of their life career. Choice of the profession either tends to be because of influence, experience, or as the only alternative left, [12] cited in [11] reported Schroeder, a Spanish librarian who once said: "I never wanted to be a librarian when I grew up, it never occurred to me", [13] who found in Chicago that students consider library as "Books and boring" and In Malaysia, librarianship was regarded as not a 'popular' career option [14]. However, the findings contradicted the studies that found library graduates' posed negative perception based on job related factors including salary, promotions and employment [15].

iii. Objective three

To explore possible ways of overcoming negative perception of librarianship

Overcoming negative perception of librarianship

As the study sought to explore more issues, at the end of the graduate questionnaire, individuals were asked open ended question. This open ended question was used to explore common themes as to how negative perception would be overcome in the library profession. The most common item that would cause current librarianship graduates to develop negative perception was job satisfaction. As majority of

open ended responses dwell on job related motivational factors such as work condition, poor pay employee welfare. Example responses included: “poor salary would cause negative perception,” “poor work condition would cause negative perception,” “lack of confidence from staff would cause negative perception.” “Poor communication cause negative perception,” “lack of good guidance and counseling cause negative perception.” A theme that occurred across the all questions in the questionnaire and open ended question was related to job satisfaction. However, previous research argued that when employees are not being compensated at the levels they expect it could lead to negative perception [4], [16]. In addition, found library students, who perceived pay being low, were less likely to enter the industry [6] [17] found hospitality students do not expect to have a high starting salary, but do expect high earnings over the course of their career. Perhaps, hospitality graduates enter the industry knowing they will not start at a high salary, but do not remain in the industry long enough.

5 Conclusion

This research focused on the effects of negative perception of librarianship on graduates’ performance in Umaru Musa Yar’adua University library in Katsina State. The objective of the study was to examine the impact of the chosen variables, positive perception (positive attitude, positive motivation and positive performance) as they relate to job performance.

This study found a positive perception among graduates of librarianship in the study area, also negative attitudes of graduates towards job performance from the starting points, as all of the participants faced difficulties of job performances when first introduced in the job within the library scope, the study iterated that lacks of good motivations from the part of the industry are the main causes of negative perception of librarianship by the graduates. The implication of the study is that it also found lack of awareness on the importance and relevance’s of career in library as a result of poor guidance and counseling. The finding of this research indicates satisfactory job performances of the graduated as rated by their department heads. Moreover, the courses of negative perception is as a result of career aspirations, expectation, lack of guidance and counseling, poor recognition by management, poor

reward for a good job done, poor opportunities for training and career advancement as well as a poor compensation package would affect an employee's motivation which affects employee job performance.

Finally, the study explore such factors as monetary and non monetary motivational factors, in addition to creating awareness through proper guidance and counseling as important and solution to negative perception of librarianship by the graduates'.

6 RECOMMENDATIONS

- i. Based on the research findings the study draw recommendations guide librarians in ensuring students continue to enjoy positive perception librarianship.
- ii. The study recommend that leaders in the industry should try to fill the gap between the students expectations and important offerings in the industry because any gap in between will leave the students with negative perceptions.
- iii. Studies are encouraged to consider the impact of students' academic choices on their career development and to assist students as they navigate the transition from student to professional.
- iv. The study also recommends that the institutions should provide career choice assistance and advises to the students that will guide them throughout their pre- entry stage this will remove the negative perceptions developed because of misinterpretations and misunderstanding. [18] viewed that, providing career assistance will be a new endeavour for some faculty members and a more familiar effort to others, but based on the current study, faculty advisors clearly have an important role to play in the career development of their students.

- v. Educators in Family and Consumer Studies are encouraged to consider the impact of students' academic choices on their career development and to assist students as they navigate the transition from student to professional.
- vi. As earlier stated this project provides bases for another studies. It is recommended that another research be conducted to examine the effects of negative perceptions of librarianship to cover those graduate in other libraries other than academic libraries.

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