



# INFLUENCE OF WORK ENVIRONMENT ON WORK OUTPUT OF CATALOGUERS IN UNIVERSITY LIBRARIES IN SOUTH-WEST NIGERIA

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## Abstract

**Purpose:** This study investigated the influence of work environment on work output of cataloguers in university libraries in South-West Nigeria.

**Design/Methodology/Approach:** The study adopted survey research design. The population of the study consisted of one hundred and sixty five (165) cataloguers in South-West Nigerian university libraries. Total enumeration technique was used for the study. A self-structured and validated questionnaire was used for data collection. Cronach's Alpha reliability coefficient for the variables ranged from 0.73 to 0.98. The response rate was 95%. Data were analyzed using descriptive and inferential, simple regression statistical analysis.

**Finding:** The findings revealed that the work environment of cataloguers in university libraries in South-West Nigeria is partially conducive, also there was no significant influence between work environment and work output of cataloguers in university libraries in South-West Nigeria ( $R^2=0.008$ ,  $\beta= -.092$ ,  $P=>0.05$ ). There were also challenges facing cataloguers such as no time for research and development, Internet fluctuation, limited cataloguers, inexperienced cataloguers working in cataloguing section, issue of mentorship on cataloguing and classification, limited sponsorship opportunities to attend training and workshop, Power outage, among others.

**Implication:** The university and library management should collaborate and find solutions to the challenges facing the cataloguers as they discharge their duties, which include power outage, internet fluctuation, issue of mentorship on cataloguing and classification, limited and inexperience cataloguers working in cataloguing section.

**Originality/Value:** The library management in university libraries in South-West Nigeria should try to ensure that ICT tools that can enhance the work output of cataloguers, opportunities for training and workshop for cataloguers, mentoring group and conducive work environment are provided.

**Paper type:** Empirical Research

**Keywords:** Cataloguers, Information and Communication Technology Skills, University Library, Work Environment, Work Output

## Introduction

The essence of acquiring information materials in libraries is for their patrons to be able to access, retrieve and use them to meet their information needs. To achieve this aim, the information materials in the library are to be organized in such a way that they can be easily accessed and retrieved by the users. The acquired information materials in libraries are organized for the purpose of identification and easy retrieval. The organization of knowledge in the library covers cataloguing, classification, indexing, abstracting services and compilation

of bibliographies. This organization of library materials is done by the cataloguers. Cataloguers are professional librarians who are skilled and specialized in the organization of information materials. For instance when the acquisition librarians acquire materials in the library - they process them by stamping and accessioning before sending them to the cataloguing and classification section where these materials will be organized and arranged in such a way that retrieval will be easy.

Cataloguers arrange materials and group them according to their subject, classes, division and sub-division. They also write out all the

descriptive information that best describe each material, which will serve as a tool for the retrieval of the materials. After which they assign class number to each material with the use of classification scheme. Cataloguing and classification can be done manually or electronically. Electronic cataloguing involves the use of computer and internet facility to access Library of Congress Online Catalogue, World Cat, Web Dewey, Cataloguer's Desktop and Union Catalogue, in order to access and retrieve the subject and class number of the material being catalogued. Whereas manual cataloguing or original cataloguing involves cataloguers flipping through the pages and volumes of the Library of Congress Subject Heading, and the Schedule or the Sears list of Subject Heading, in order to determine the subject of the materials and their class number. Manual cataloguing can be difficult, boring, tedious, and time consuming, thereby affect the work output.

Work output of cataloguers in university libraries is the key that aids the prompt retrieval of information materials in the library. Work output of cataloguers has to do with their total productivity that is, the total number of library materials catalogued within a given period. According to Hakala (2008), work output is measured by the quality, quantity and time spent. Work output is also measured in the areas of accuracy, quantity and timeliness. In addition, work output is the rate at which an individual or a worker, company or country produces goods or services and the amount produced, compared with how much time and money needed to produce them. Work output is usually referred to as productivity. The measure of job productivity in service organization like library cataloguers can be challenging in the sense that it is not only about the quantity, but about the quality and time spent. When we talk about quantity, we refer to number of materials cataloguers can catalogue within a specific period. In quality aspect, we consider the accuracy of the material catalogued and classified, how often do users come to use the library materials because they will have prompt access to retrieval or how often do library workers identify wrongly

classified materials and send them back to the technical services to be reworked? Then the timeliness refers to how long does it take the cataloguers to accomplish their work, do they meet up with the allocated time or do they delay the library services.

Therefore the cataloguers' job productivity is also measured from the quantity, efficiency and accuracy of the library materials they catalogued within a period of time. For instance, when a library acquires information materials, cataloguers are expected to catalogue and classify them accordingly, making sure that the class number assigned to each material is appropriate to it. In addition, if the class number they assigned to the materials is able to hasten the retrieval process, then their work output is efficient. Aina (2015) stated that the cataloguers have no breathing space for any other research work in order to complete their brain tasking, time consuming and meticulous job, as they work, they still face the challenges of increasing acquisition, obsolete tools and high demand for daily statistics. He further suggests that the work environment of cataloguers should promote satisfaction through the infrastructure and standardization of the workplace.

Work environment means the environment in which people work. It includes the physical setting, job characteristics and other organizational features such as culture, history of the organization and relationship. However, work environment is categorized into two main categories thus physical component and behavioural component which is also called psychosocial component. Physical component of work environment comprises of comfort level of the work place or workspace, lighting, temperature, ventilation, conveniences, office equipment and office design. The behavioural or psychosocial work environment component includes level of interaction and distraction in terms of interpersonal relationship among workers, superiors and subordinates, and noise level. According to Tripathi (2014) each of the indicators of work environment has impact on employee's overall performance and productivity. Alegbeleye, Unegbu, and Gbemi-Ogunleye (2020) researched on work

environment and employee performance in universities libraries in Southern Nigeria. The study established a positive significant relationship between work environment and the performance of the university employees.

However, the most important resource for organization is the human resources who are the employees that make sufficient contribution to an organization; in this case attention should be paid to the work environment because employees will strive to perform when they feel that their immediate environment state corresponds with their obligations. Work environment has been conceptualized by many scholars in different ways, but this study will be considering the physical work environment and psychosocial work environment. The psychosocial aspect of work environment includes all the indicators of social work environment and psychological work environment that have been discussed before. Physical work environment has to do with things like office equipment, office layout, temperature, ventilation, lighting, space, heat, electricity and furniture. These can affect cataloguers' work output, for example, too much heat can make a cataloguer uncomfortable by reducing the quantity of the work output, also the social relationship of workers in cataloguing unit is capable of making librarians feel that cataloguing and classification is easy or difficult. Cataloguing and classification can be very difficult in a work place environment that is not illuminated, little or no ventilation and no good equipment.

### **Statement of the Problem**

Over the years, cataloguers have been working tirelessly to meet up with the large volumes of libraries' acquisitions through manual cataloguing and classification. Hence manual cataloguing and classification have been perceived by cataloguers to be difficult, boring, brain tasking and time consuming. Some of these cataloguers work in an environment that is not conducive, where there is no or enough ventilation and power outage. It has also been noted in literature that most of the librarians in this generation seem to have no interest in cataloguing and classification, thereby leaving the cataloguing work to the few experienced

cataloguers. Literature further reveals that these cataloguers may not be reaching maximum work output in terms of quality, quantity and the time spent in getting the job done, as observed by many librarians that often times during shelf-reading many inaccurate classified books are withdrawn from the shelves to be reclassified. This occurrence may be as a result of work pressure especially during the university programme accreditation, when many materials are acquired at the same time and required to be ready within the shortest period. When library materials are not classified properly, it affects the services of the library. However, if cataloguing and classification can be done in a well conducive ventilated and illuminated environment that can enhance cataloguers thinking, it may influence quantity, accuracy and timeliness of the work output of a cataloguer. It is in the light of this, that the present study investigated the influence of work environment on work output of cataloguers in university libraries in South-West, Nigeria.

### **Research Questions**

The following research questions guided the study:

1. What is the level of work output of cataloguers in university libraries in South-West, Nigeria?
2. How conducive is the work environment of cataloguers in university libraries in South-West, Nigeria?
3. There is not significant influence of work environment on work output of cataloguers in University libraries in South-West, Nigeria?
4. What are the challenges facing the cataloguers in their cataloguing work in university libraries in South-West, Nigeria?

### **Hypothesis**

Ho<sub>1</sub> Work environment will not significantly influence work output of cataloguers in university libraries in South-West Nigeria.

### **Literature Review**

Work output is a concept which has not been widely written on, somehow it can be regarded

as performance, but it is not performance. Performance is rather the attitude, behaviour and process through which output can be achieved. Work output is a synonym of productivity, productivity in a general sense is the ratio between a measure of output and a measure of input. According to Sauermaun (2016), the productivity of workers could thus be measured as an output, for example, sales or units produced relative to an input number of hours worked or the cost of labour. Generally, working condition and workload of an employee tend to limit his / her work output. Thus when workload is high and working condition is not good, the employee's productivity will be decreased (Ali, Abdiqiz & Abdiqani, 2013). According to Anyafulu and Okiki (2017), job productivity of cataloguers can be calculated by the number of items catalogued properly within a given period. They also said that if a cataloguer catalogued 10 – 15 items manually in a day, it is said to be highly productive. Hanaysha (2016) agreed with Markos and Sridevi (2010) that work engagement which has to do with vigour, dedication and absorption play an important role in driving employee's productivity. Work productivity of cataloguers refers to the quantity and quality of the library materials catalogued by the cataloguers within a specific time. Nwannebuife,(2017) citing Mayo and Rodriguez (2012) opinion that co-worker support is vital in aiding workers' productivity in a work place. For example, an employee who has a decent relationship with his/her fellow workers, are usually happy and productive. Though the job may be difficult, they will interact with each other and share knowledge.

Duru and Shimawua (2017) attest that if employees are provided with good office environment that are well ventilated, properly arranged, illuminated, noiseless, it will go a long way to enhancing their morale and performance, because good physical working environment inspires workers to spend more time in their various offices, thereby increasing their work output which will lead to the organizational growth. On the contrary, when the environment is not conducive employees always absent from work or frequent lateness; in such situation their productivity will be low.

Therefore work environment is very important for work productivity. Madukoma, Bamidele, and Unegbu (2016) posited that a cataloguer needs a suitable working environment as failure to provide this will consequently result to lower output.

According to Babalola (2012), work environmental factor like social interaction, power supply, physical facilities, lighting and level of motivation affect the workers welfare, but if the employers pay attention to all these details and control them. They will likely to retain the best workers, save cost and increase the productivity of their workers.

Work environment involves all the factors within the work place of an employee which can contribute to the greater or lesser work output of the employee. Agbozo, Owusu, Hoedoafia and Atakorah (2017) confirm that the importance of work environment on job satisfaction cannot be underestimated because some feel good with their job schedules and accomplish better and some gladly look forward to the next day's activities at work. Whereas others feel clouded with the mere thought of the work ahead and the next day's activities. Work environment is one of the most important factors in keeping an employee satisfied in today's contemporary world.

According to Obakpola (2015), any organization that is mission oriented cannot do without good interpersonal relationship. Working together as a team enhances the productivity of the entire group. Interpersonal relationship at the workplace has a considerable advantage on the psychological well-being of the employees. Good relationship cannot exist without communication. For instance in cataloguing unit, the workers must have good communication skills in order to exhibit good interpersonal relationship. Good interpersonal relationship is necessary for the quality of work output of cataloguers because the cataloguer that determines the class number of the library materials is different from the technical staff that does the descriptive cataloguing; also the staff that does the descriptive cataloguing is different from the clerk who types the spine label. In some cases the clerk who types the

spine label, is also different from the person who uploads the data to the Library Management System (LMS) for the users to access it through Online Public Access Catalogue (OPAC). It is good interpersonal relationship that makes these possible.

Amusa, Iyoro, and Olabisi suggest that work environment of the librarians should be improved in order to make them more favourable. Specifically, physical facilities should be improved upon in terms of provision of more space, more equipment to work with, and aesthetics. Librarians should be given opportunity to participate in the management or appointed into membership of committees. Communication within the libraries should be open in order to allow the librarians to make their views known without fear of victimization. Motivation and staff development programmes should be improved, and the library management should look into the issue of salary inadequacy. Naharuddin and Sadegi (2013) state that supervisors are the key persons that bind relationship with employees in order to be working together. For instance in monitoring, supervisors should use the informal monitoring to create mutual understanding of the job that will enhance the work output. In addition, physical work place environment like lighting, ventilation and office space, affect employees' job performance. For instance when there is no ventilation in the office where an employee works, it will affect the health of the employee, and when one is sick the work output will be low. Amusa, Iyoro and Olabisi (2013) also found that favourable work environment in terms of physical facilities, open communication and personal emolument correlate with high productivity of library personnel. More so, there is a wide range of factors that can impact the productivity of employees at the work place, these factors include lighting, Ventilation, temperature, workstation and communication.

According to Ikonne (2015) Adequate ventilation at work place environment is necessary to remove indoor-generated pollutants from indoor air as they can have negative impact on employees' well-being. Poor indoor air quality in one's work environment can cause communicable respiratory illnesses, sick building syndrome symptom and other

related allergies like asthma may affect the health of individuals thereby decreasing the quantity of work output. Agbozo, Owusu, Hoedoafia and Atakorah (2017) attest that physical, psychological, and social work environment affect employees' productivity as employees need support from supervisor, assistance from colleagues, open communication and good social relationship. Agbozo et al recommend that management of banking sector in Ghana should improve the work environment of the employees in order to boost productivity. Jain and Kaur (2014) attest that ventilation, temperature, noise, Amenities, fatigue, Monotony, attitude and behaviour of supervisor and colleagues jointly affect employees' job satisfaction. For instance, in cataloguing and classification unit if there is no cordial relationship among the staff and one makes mistake. In this case, no one will be ready to correct the person and that mistake may affect their work output. Ukangwa (2018) also find out that physical work environment significantly influenced job satisfaction of librarians in university libraries in South-East and South-West Nigeria. The environment where people work, especially in Nigeria is unsafe and unhealthy. Often times we have poorly designed workstations, unsuitable furniture, lack of ventilation, inappropriate lighting, excessive noise, insufficient safety measures in fire emergencies and lack of protective equipment

Fajonomi, (2019) conducted a study on motivational factors, work environment and job performance of librarians in federal university libraries in North-East Nigeria. Descriptive and inferential research design was adopted for the study. The population of the study was 275 librarians from six federal universities in North-East Nigeria. A validated structural questionnaire was distributed, filled, retrieved and analysed, using descriptive and inferential, multiple regression analysis statistics. The regression analysis shows that work environment has no significant influence on job performance of librarians in Federal university libraries in North-East Nigeria. Mwathi and Muthee (2017) observed that several problems exist in cataloguing and classification of library resources, such as the use of outdated

cataloguing and classification tools, inadequate knowledge of cataloguing and classification rules, poor interpretation and application of these rules, backlogs, and lack of stationery, shortage of professional staff, manual systems, and many more.

**Methodology**

A survey research design was adopted for the study and the population of the study was 165 cataloguers from the 44 university libraries in South-West Nigeria. Total enumeration was used to include all the study population. Questionnaire was the instrument used for data collection. One hundred and sixty five (165) copies structured questionnaire titled the influence of work environment on work output of cataloguers in university libraries in South-West Nigeria were distributed to the cataloguers in the study location. The questionnaire was validated and the reliability test was conducted and analysed using the Cronbach’s alpha reliability technique. The result of the reliability test for the two

constructs were as follows: Work output of the cataloguers (0.731) and Work environment of cataloguers (0.773). The values were above the benchmark of 0.70 which means that the instrument was valid and reliable for the study. One hundred and sixty five (165) copies of the structured questionnaire were distributed, filled, and one hundred and fifty six (156) copies 95% were retrieved and analysed using descriptive and inferential statistics, percentage, mean and standard deviation were used to analysed the research question (Decision rule: if mean is 1-1.4 = very low level, 1.5-2.49= low, 2.5-3.49= high, 3.5-4=very high) while regression analysis with the use of SPSS version 21 were used to analysed the hypotheses.

**Results**

Table 1 presented the demographic characteristics of the respondents. These include gender, age, marital status, educational qualification and work experience.

**Table 1: Demographic Characteristics of the Respondents**

| Characteristics                          | Classification     | Frequency (N=156) | Percentage (%) |
|--|--------------------|-------------------|----------------|
| <b>Gender</b>                            | Male               | 46                | 29.5           |
|  | Female             | 110               | 70.5           |
| <b>Age</b>                               | Less than 30 years | 2                 | 1.3            |
|  | 31-40 years        | 47                | 30.1           |
|  | 41-50 years        | 81                | 51.9           |
|  | 51-60 years        | 26                | 16.7           |
| <b>Marital status</b>                    | Single             | 12                | 7.7            |
|  | Married            | 144               | 92.3           |
| <b>Highest educational qualification</b> | BLIS               | 24                | 15.4           |
|  | MLIS               | 100               | 64.1           |
|  | PhD                | 31                | 19.9           |
|  | Others             | 1                 | .6             |
| <b>Years of work experience</b>          | Less than 5 years  | 8                 | 5.1            |
|  | 5-10 years         | 58                | 37.2           |
|  | 11-16 years        | 62                | 39.7           |
|  | 17-22 years        | 23                | 14.7           |
|  | 23-28 years        | 2                 | 1.3            |
|  | 29 years and above | 3                 | 1.9            |

Table 1 shows that 110 (70.5%) of the respondents were female. This shows that majority of cataloguers in university libraries in South-West Nigeria are females. The age of the majority of the respondents 81 (51.9%) ranged from 41 to 50 years. This implies that the

participants are at their middle age; also the majority of the cataloguers 100 (64.1%) have MLIS. This indicates that the work force is well educated. The majority of the respondents 39.7% have more than ten years work experience.

**Table 2: Level of Work Output of Cataloguers in South-West Nigeria**

| Statement  | SA (%)       | A (%)         | D (%)        | SD (%)       | $\bar{x}$   | SD*          |
|--|--------------|---------------|--------------|--------------|-------------|--------------|
| <b>Quantity of work output</b>   |              |               |              |              | <b>3.23</b> |              |
| With the use of electronic cataloguing one can catalogue more than Fifteen (15) books a day.                     | 94<br>(60.3) | 60<br>(38.5)  | 2<br>(1.3)   | 0<br>(0.0)   | 3.59        | 0.519        |
| Number of books to catalogue per day depends on the technicality of the material.                                | 40<br>(25.6) | 113<br>(72.4) | 1<br>(0.6)   | 2<br>(1.3)   | 3.22        | 0.515        |
| The quantity of materials catalogued within a day is manageable.   | 30<br>(19.2) | 123<br>(78.8) | 3<br>(1.9)   | 0<br>(0.0)   | 3.17        | 0.427        |
| I can catalogue up to seven (7) books in a day with manual cataloguing   | 45<br>(28.8) | 81<br>(51.9)  | 30<br>(19.2) | 0<br>(0.0)   | 3.10        | 0.689        |
| The library management is satisfied with the quantity of the books catalogued in a day                           | 30<br>(19.2) | 112<br>(71.8) | 14<br>(9.0)  | 0<br>(0.0)   | 3.10        | 0.523        |
| <b>Accuracy of work output</b>   |              |               |              |              | <b>2.80</b> |              |
| Library users do not have difficulties in locating the materials they need because they are well classified.     | 32<br>(20.5) | 121<br>(77.6) | 3<br>(1.9)   | 0<br>(0.0)   | 3.19        | 0.437        |
| With the use of computer in cataloguing, we can be assured of quality job.                                       | 40<br>(25.6) | 105<br>(67.3) | 10<br>(6.4)  | 1<br>(0.6)   | 3.18        | 0.562        |
| After cataloguing, the supervisor ensures the accuracy of the work before the materials are sent to the Shelves. | 22<br>(14.1) | 117<br>(75)   | 15<br>(9.6)  | 2<br>(1.3)   | 3.02        | 0.538        |
| It is rare to see a wrongly classified book on the shelf.  | 9<br>(5.8)   | 43<br>(27.6)  | 94<br>(60.3) | 10<br>(6.4)  | 2.33        | 0.683        |
| It is difficult to see wrongly classified books on the shelves.  | 12<br>(7.7)  | 36<br>(23.1)  | 98<br>(62.8) | 10<br>(6.4)  | 2.32        | 0.709        |
| <b>Timelines</b>   |              |               |              |              | <b>2.61</b> |              |
| Manual cataloguing delays the number of books catalogued in a day.   | 32<br>(20.5) | 96<br>(61.5)  | 22<br>(14.1) | 6<br>(3.8)   | 2.99        | 0.709        |
| I always take my time to do the cataloguing, not minding how long it takes me.                                   | 23<br>(14.7) | 95<br>(60.9)  | 31<br>(19.9) | 7<br>(4.5)   | 2.86        | 0.713        |
| During accreditation when many books are acquired at the same time, we hardly meet up with the allocated time.   | 21<br>(13.5) | 86<br>(55.1)  | 35<br>(22.4) | 14<br>(9)    | 2.73        | 0.806        |
| We delay users from using the books because we take our time to do the cataloguing.                              | 7<br>(4.5)   | 44<br>(28.2)  | 97<br>(62.2) | 8<br>(5.1)   | 2.32        | 0.642        |
| Information materials are kept for a long time in cataloguing unit before work can be completed on them.         | 6<br>(3.8)   | 36<br>(23.1)  | 91<br>(58.3) | 23<br>(14.7) | 2.16        | 0.714        |
| <b>Overall Mean</b>  |              |               |              |              | <b>2.88</b> | <b>0.612</b> |

**Key:** SA – Strongly Agree, A – Agree, D – Disagree, SD – Strongly Disagree,  $\bar{x}$  - Mean, SD\* Standard Deviation

**Decision rule:** if mean is 1-1.4 = very low level, 1.5-2.49= low, 2.5-3.49= high, 3.5-4=very high.

Table 2 reviews the respondents view on the work output of cataloguers. The overall mean reveals that the level of cataloguers' work output is high (mean 2.88, SD .612). This implies that cataloguers are being effective in their respective institutions and are meeting up with the required work output. Though there is still room for improvement. The result also reveals that the quantity of work output is high (mean 3.23) as the respondents indicated that more than 15 books can be catalogued in a day with the use of electronic cataloguing (mean 3.59).

Furthermore, the respondents also rated accuracy of work output high (mean 2.80) as the agreed on the average that Library users do not have difficulties in locating the materials they need because they are well classified (mean 3.19), though some still agreed that wrongly classified books can sometimes be seen on the shelves (mean 2.33). Timeliness of work output was also rated high (mean 2.61), though many respondents agreed that manual cataloguing delays the number of books catalogued in a day (mean 2.99).

**Table 3: Conduciveness of Work Environment of Cataloguers in South-West Nigeria**

| Statement   | SA (%)       | A (%)        | D (%)         | SD (%)       | $\bar{x}$   | SD*         |
|---|--------------|--------------|---------------|--------------|-------------|-------------|
| <b>Physical Work Environment</b>  |              |              |               |              | <b>2.26</b> |             |
| The internet connection in the cataloguing section is not stable.                             | 32<br>(20.5) | 76<br>(48.9) | 36<br>(23.1)  | 12<br>(7.7)  | 2.82        | .846        |
| There is no steady power supply in cataloguing section of the library.                        | 16<br>(10.3) | 49<br>(31.4) | 76<br>(48.7)  | 15<br>(9.6)  | 2.42        | .804        |
| The cataloguing section is not well illuminated.  | 5<br>(3.2)   | 41<br>(26.3) | 100<br>(64.1) | 10<br>(6.4)  | 2.26        | .623        |
| The cataloguing section is not well ventilated.   | 8<br>(5.1)   | 37<br>(23.7) | 98<br>(62.8)  | 13<br>(8.3)  | 2.26        | .680        |
| There is no adequate computer system for cataloguers to work with                             | 5<br>(3.2)   | 38<br>(24.4) | 101<br>(64.7) | 12<br>(7.7)  | 2.23        | .631        |
| The tables and chairs are not comfortable when cataloguing.                                   | 6<br>(3.8)   | 27<br>(17.3) | 109<br>(69.9) | 14<br>(9.0)  | 2.16        | .627        |
| Cataloguing and classification section has no air conditioner.                                | 4<br>(2.6)   | 32<br>(20.5) | 97<br>(62.2)  | 23<br>(14.7) | 2.11        | .668        |
| The cataloguing and classification space is too small for the proper performance of the job.  | 4<br>(2.6)   | 16<br>(10.3) | 120<br>(76.9) | 16<br>(10.3) | 2.05        | .554        |
| Cataloguing section is always noisy.  | 2<br>(1.3)   | 16<br>(10.3) | 117<br>(75)   | 21<br>(13.5) | 1.99        | .539        |
| <b>Psychosocial Work Environment of Cataloguers</b>   |              |              |               |              | <b>2.21</b> |             |
| Cataloguers are always confronted with fatigue.   | 9<br>(5.8)   | 62<br>(39.7) | 74<br>(47.4)  | 11<br>(7.1)  | 2.44        | .712        |
| Cataloguers always isolate themselves.  | 19<br>(12.2) | 40<br>(25.6) | 84<br>(53.8)  | 13<br>(8.3)  | 2.42        | .811        |
| There is no job orientation for the new cataloguers.  | 6<br>(3.8)   | 68<br>(43.6) | 65<br>(41.7)  | 17<br>(10.9) | 2.40        | .734        |
| Cataloguers sometimes feel bored when cataloguing and classifying books.                      | 5<br>(3.2)   | 50<br>(32.1) | 89<br>(57.1)  | 12<br>(7.7)  | 2.31        | .659        |
| The style of mentorship in cataloguing section is very poor.                                  | 2<br>(1.3)   | 57<br>(36.5) | 81<br>(51.9)  | 16<br>(10.3) | 2.29        | .662        |
| The supervisor in cataloguing section is not supportive.                                      | 2<br>(1.3)   | 58<br>(37.2) | 80<br>(51.3)  | 16<br>(10.3) | 2.29        | .664        |
| Cataloguers do not communicate much with others.  | 8<br>(5.1)   | 36<br>(23.1) | 93<br>(59.6)  | 19<br>(12.2) | 2.21        | .719        |
| The supervisor in cataloguing and classification section does not encourage the subordinates. | 1<br>(.6)    | 45<br>(28.8) | 91<br>(58.3)  | 19<br>(12.2) | 2.18        | .637        |
| The cooperation of the workers in cataloguing and classification unit is not encouraging.     | 2<br>(1.3)   | 17<br>(10.9) | 117<br>(75)   | 20<br>(12.8) | 2.01        | .539        |
| The staff in cataloguing section are hostile.   | 1<br>(0.6)   | 15<br>(9.6)  | 118<br>(75.6) | 22<br>(14.1) | 1.97        | .513        |
| The relationship among the cataloguers is not cordial.  | 2<br>(1.3)   | 12<br>(7.7)  | 122<br>(78.2) | 20<br>(12.8) | 1.97        | .507        |
| <b>Overall Mean</b>   |              |              |               |              | <b>2.23</b> | <b>.656</b> |

**Key:** SA – Strongly Agree, A – Agree, D – Disagree, SD – Strongly Disagree,  $\bar{x}$  - Mean, SD\* Standard Deviation

**Decision rule:** if mean is 1-1.4 = very low level, 1.5-2.49= low, 2.5-3.49= high, 3.5-4=very high.

Table 3 reviews the respondents view on the conduciveness of the work environment of cataloguers in university libraries in South-west Nigeria. The overall mean reveals that the work environment is partially conducive (mean 2.23, SD .656). Though some respondents agreed that the physical work environment was conducive

(mean 2.26) but many respondents agreed that internet connection in the cataloguing section is not stable (mean 2.82) the average respondents indicated that there is steady power supply in cataloguing section of the library (mean 2.42) and disagreed that the cataloguing section is not well illuminated (mean 2.26) and not well



ventilated (mean 2.26). The respondents also rated the psychosocial work environment of cataloguers as conducive (mean 2.21) as they indicated that cataloguers are not always confronted with fatigue (mean 2.44) and do not always isolate themselves (mean 2.42). They also indicted that the relationship among cataloguers are cordial, also many of the

respondents disagreed that the supervisor in cataloguing section is not supportive (mean 2.29), Though 28% of the respondents still agreed that the supervisors in cataloguing section are not supportive. Therefore the work environment of cataloguers in university libraries in South-West Nigeria is partially conducive.

**Table 4: Challenges of Cataloguers in South-West Nigeria**

| Challenges   | Yes (%)    | No (%)    |
|--|------------|-----------|
| Cataloguers have no time for research and development.             | 137 (88.6) | 49 (31.4) |
| Internet fluctuation.  | 136 (87.2) | 20 (12.8) |
| Limited cataloguers.   | 131 (84.0) | 25 (16.0) |
| Inexperience cataloguers working in cataloguing section.           | 119 (76.3) | 37 (23.7) |
| The issue of mentorship on cataloguing and classification.         | 115 (73.7) | 41 (26.3) |
| Limited sponsorship opportunities to attend training and workshop. | 105 (67.3) | 51 (32.7) |
| Inadequate power supply in the library.                            | 103 (66.0) | 53 (34.0) |
| Little or no knowledge of the use of ICT.                          | 91 (58.3)  | 65 (41.7) |
| Lack of ICT equipment.   | 89 (57.1)  | 67 (42.9) |
| Use of outdated tools for cataloguing.                             | 82 (52.6)  | 74 (47.4) |

The result in Table 4 displays the challenges cataloguers face in discharging their duties. The respondents agreed that cataloguers have no time for research and development, internet fluctuation, limited cataloguers and inexperienced cataloguers working in cataloguing section, posed a big challenge; issue of mentorship in cataloguing and classification, limited sponsorship opportunities to attend training and workshop, inadequate power

supply in the library and little or no ICT skills were some of the challenges experienced. They also agreed that lack of ICT facilities and use of outdated tools for cataloguing posed a big challenge. Though some of the respondents disagreed on these view but they are at minority which means that cataloguers face a lot of challenges in the discharge of their duties in university libraries in South-West Nigeria.

**Hypotheses Testing**

**Table 5 Regression analysis on influence of work environment on work output of cataloguers**

|  | Unstandardized Coefficients |                | Standardized Coefficients | T                   | Sig. |
|--|-----------------------------|----------------|---------------------------|---------------------|------|
|  | B                           | Std. Error     | Beta                      |                     |      |
| (Constant)                                     | 45.204                      | 1.703          |                           | 26.546              | .000 |
| Work Environment                               | -.043                       | .037           | -.092                     | -1.148              | .253 |
| Dependent variable: Work Output of cataloguers |                             |                |                           |                     |      |
| R=.092   |                             | R Square= .008 |                           | Adj. R Square= .002 |      |

The regression analysis result in Table 5 reveals that there is no significant influence of work

environment on work output ( $\beta$  .092, R Square .008, P .253>.05) since P is .253 which shows

the significant level of work environment on work output is  $>.05$ . Therefore, the null hypothesis which state that work environment will not significantly influence work output of cataloguers in university libraries in South-West Nigeria, is accepted. This implies that work environment has no influence on the work output of cataloguers in the study area.

### **Discussion of Findings**

.The findings of research question one which aimed to find out the level of work output of cataloguers in university libraries in South-West, Nigeria. The findings revealed that the level of cataloguers' work output in terms of quantity is high, as the respondents indicated that more than 15 books can be catalogued in a day with the use of electronic cataloguing. This is in accordance to the assertion of Anyafulu and Okiki (2017) that if a cataloguer catalogued 10 – 15 items manually in a day, he/she is said to be highly productive. In this case, cataloguing was not done manually hence; the work output of cataloguers in terms of quantity is not very high. The respondents also rated accuracy of work output high as they agreed on the average that library users do not have difficulties in locating the materials they need because they are well classified. However, some still indicate that some wrongly classified books can sometimes be seen on the shelves. On the aspect of timeliness, the work output of cataloguers was also rated high, though many respondents agreed that manual cataloguing delays the number of books catalogued in a daysome also indicated that during accreditation when many books are acquired at the same time, they hardly meet up with the allocated time. This means that work output in terms of timeliness is low.

Findings of the research question two attempted to find out how conducive is the work environment of cataloguers, in university libraries in South-West Nigeria. The result showed that the physical work environment of cataloguers is partially conducive which is in accordance with the assertion of Fajonyomi, (2019) who find out that work environment of librarian in North-East Nigeria is favourable. Though some of the respondents agreed that the internet connection in the cataloguing

section is not stable but on the average they indicated that there is steady power supply in the cataloguing section of the library and disagreed that the cataloguing section is not well illuminated and not well ventilated. Therefore, the physical wok environment is partially conducive. On the aspect of psychosocial wok environment, the respondents also rated the psychosocial work environment of cataloguers as conducive as they indicated that cataloguers are not always confronted with fatigue and they do not always isolate themselves. They also indicted that the relationship among cataloguers are cordial, also many of the respondents disagreed that the supervisor in cataloguing section is not supportive, which means that the supervisor is trying. Therefore there is still room for improvement since 28% of the respondents agreed that the supervisor in cataloguing section is not supportive. Therefore the overall mean reveals that the work environment is partially conducive. These findings corroborate with the study of Amus, Iyoro and Olabisi (2013) and Akintayo (2018) whose findings revealed that the work environment of the registry workers in South-West Nigeria were somewhat favourable.

Findings of research question three on challenges faced by cataloguers while cataloguing. The result from the findings displays the challenges cataloguers face in discharging their duties, ranges from cataloguers have no time for research and development, which is in agreement with the assertion of Aina (2015) who states that cataloguers have no breathing space for any other research work, in other to complete their brain tasking and time consuming work. Internet fluctuation, limited cataloguers and inexperienced cataloguers working in cataloguing section were also part of the challenges they face. Issue of mentorship on cataloguing and classification, limited sponsorship opportunities to attend training and workshop, Power outage and little or no knowledge of the use of Information and Communication tools, were some of the challenges the cataloguers experienced. They also agreed that lack of ICT facilities and use of outdated tools for cataloguing and classification

were also part of the challenges cataloguers faced in discharging their duties in university libraries in South-West Nigeria. These findings are in accordance with the findings of Mwathi and Muthee (2017) who outlined some of problems that exist in cataloguing and classification of library materials. These were lack of cataloguing and classification tools, inadequate knowledge of cataloguing and classification rule and poor interpretation and application of these rules, backlogs, and lack of stationery and shortage of professional staff; Idiegbeyan-Ose, Ifijeh and Adebayo (2016) who identify some of the challenges facing cataloguers in their work which include minimal bandwidth, technology infrastructure, lack of ICT training and funding. Though some of the respondents disagreed on these view but they are at minority. This implies that cataloguers in university libraries in South-West Nigeria, face a lot of challenges while cataloguing.

The result of the regression analysis for hypothesis reveals that there is no significant influence of work environment on work output of cataloguers. This findings contradict the findings of Chandrasekar (2011), Babalola (2012), Amusa, Iyoro and Olabisi (2013), Ikonne & Yacob (2014), Nanzushi (2015) and Akintayo (2018) who found that favourable work environment in terms of physical facilities, open communication and personal emolument correlate with high productivity of library personnel.

The major findings from the analysis revealed as follows:

1. Work output of cataloguers in university libraries in South-West Nigeria was high (mean=2.61)
2. The work environment of the cataloguers in the study area is partially conducive.
3. The study indicated many challenges that cataloguers faced, ranging from cataloguers have no time for research and development, internet fluctuation, limited cataloguers and inexperienced cataloguers working in cataloguing section were also part of the challenges they face. Issue of mentorship on

cataloguing and classification, limited sponsorship opportunities to attend training and workshop, power outage and little or no knowledge of the use of Information and Communication Technology tools were some of the challenges the cataloguers experienced. They also agreed that lack of ICT facilities and use of outdated tools for cataloguing and classification were their challenges.

4. There was no significant influence of work environment on work output of cataloguers in university libraries in South-West Nigeria.

### Conclusion

This study concluded that the importance of the work output of cataloguers in university libraries can hardly be overemphasized, in the sense that the smooth services of the libraries depends on the quality of the cataloguers work output. The prompt access and retrieval of information materials by the university library's patrons depend on the accuracy and timely work output of cataloguers. The paper reviewed that work output of the cataloguers in university libraries in South-West Nigeria was high and their work environment was partially conducive but it had no influence on their work output. Despite of the high level of the work output of cataloguers in university libraries in South-West Nigeria, there were challenges facing the cataloguers in their cataloguing work in university libraries in South-West Nigeria. These challenges include: cataloguers have no time for research and development, internet fluctuation, limited cataloguers, inexperienced cataloguers working in cataloguing section, issue of mentorship on cataloguing and classification, limited sponsorship opportunities to attend training and workshop, power outage, little or no knowledge of the use of Information and Communication Technology tools, lack of ICT facilities and use of outdated tools for cataloguing and classification.

### Recommendations

Based on the findings of this study, the following recommendations were made to the

University management and also the Library management in South-West Nigeria:

1. Provision of ICT tools that can enhance the work output of cataloguers should be provided by the university library management in South-West Nigeria.
2. Opportunities for training and workshop for cataloguers should be made available by the university library management in South-West Nigeria, in order to encourage more librarians to be trained on the area of cataloguing and classification to give more hands to the cataloguers in order to reduce their work load.
3. The university library management in South-West, Nigeria should organize a mentoring group that will be examining all the catalogued materials before they can be taking to the shelves.
4. Work environment was revealed to be partially conducive, both physical and psychosocial work environment. Therefore, effort should be made by the university library management in South-West Nigeria to ensure steady power supply, internet facilities in the library and mentorship in cataloguing in order to maintain conducive work environment.
5. The university management and the library management should collaborate and find solution to the challenges facing the cataloguers as they discharge their duties, which include power outage, internet fluctuation, issue of mentorship on cataloguing and classification, limited cataloguers and inexperience cataloguers working in cataloguing section.

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