

Self-Esteem and Perceived Levels of Motivation as Correlates Of Professional and Para- Professional Librarians' Task Performance in Universities of South-East, Nigeria

¹Rev'd Obiora Cyril Nwosu (PhD) - CIn, ²Florence Uloaku Ugwoegbu (PhD)
³Ifeka E. Okeke (PhD)

¹(Associate Professor) Department of Library and Information Science
Nnamdi Azikiwe University, Awka, Anambra, Nigeria

²Madonna University, Okija, Anambra State, Nigeria.

³Department of Library and Information Science Nnamdi Azikiwe University,
Awka, Anambra, Nigeria

ABSTRACT: *The study is on self-esteem and perceived levels of motivation as correlates of professional and Para-professional librarians' task performance in Universities of South-East, Nigeria. It is a correlational survey. 280 and 219 professional and Para-professional librarians respectively were used for the study. The data were analysed using mean scores and t-test statistics at 0.05 levels of significances. The study, established, that there is a relationship between self-esteem, motivation and task performance of professional and Para-professional librarians in University libraries in Nigeria. The findings show that professional librarians have high self-esteem as compared to the Para-professionals' low self-esteem. This notwithstanding, there is no appreciable relationship or correlation existing between their self-esteem, levels of motivation and task performance.*

Keywords: Self-esteem, Motivation, Task performance, Professional and Para-professional librarians, Universities.

I. BACKGROUND TO THE STUDY

The Nigeria National Policy on Education (2004) states that the Library is the heart of education enterprises, Ifidon (1999) opines that a library functions as serving readers with various levels of expertise. It supports the activities of the parent institution in ensuring effective collection, processing, organization and utilization of bibliographic and electronic information resources necessary for academic work, Robert (2003) states that an academic Librarian performs any one or more of the following functions in a library- public or users service, reference, technical services, bibliographic and electronic resources collection development. Despite the intentions for which libraries are established, he observes that most libraries run short of the afore mentioned functions. Ugwoegbu (2007) observes visible laxity and lack of interest on library job among librarians in academic libraries.

In any library, there are usually the professionals and the Para-professionals. The Para-professionals are those with National Diploma (ND), National Certificate in Education (NCE), Higher National Diploma (HND) and post-graduate Diploma, while professionals are those with Bachelors, Masters, and Doctorate degrees in Library and Information Science. The Para-professionals are not registerable as professional librarians by the Librarians Registration Council of Nigeria (LRCN). Library profession is skill packed and requires those who have acquired and mastered the required skills. For the purpose of this study those with first degree are classified among the Para-professionals. Only those with Masters and Doctorate degree in Library and Information science are accepted as professional librarians in this study.

In the Nigerian Society, even in the academic communities, Nwosu (2004) reports that both male and female Para-professionals and even professional librarians have always been looked down upon. He anchors the looking down on the librarians on the assertion of Tai Solarin that Nigerians are not reading people but talking people. Librarianship is service oriented and it goes with a lot of expertise and carriage. Librarians must display class through their job performance. In this Internet, World Wide Web and Information and Communication Technology (ICT) era, library's task and service have been revolutionaliscd. Librarians are now more relevant than ever before in information netting, processing and dissemination. In Nigeria, medical doctors, lawyers and bankers have very high self-esteem and they perform their respective professional jobs with uncompromising

zeal. This is directly the opposite of the image of librarians in Nigeria. This bothers on the issue of self-esteem and motivation of librarians in relation to their task performance. Funk and Wagnalls (2003) define self-esteem as when one has a good opinion of oneself. Self-esteem is the way people think about themselves and how worth-while, they feel. Nwofor and Nweke (2000) assert that when a person's self-esteem is high he tends to be motivated and performs his job or task better. Task refers to specific piece of labour/work to be done as a duty required by an authority or duty. Performance, according to Funk and Wagnalls (2003) is the act of performing, execution, completion, action, achievement. The goal of motivation is to improve the satisfaction and proficiency of those who work (Adeyemo. 2002: Akubundu. 2008) Low self-esteem and lack of motivation affect performance. For librarians to perform their tasks effectively and efficiently they need to be properly motivated and they should market their profession and services.

II. THE PROBLEM

The University library is the nerve centre of academic activities in a University. Ineffective task performance, by librarians would result to in-appropriate use of information resources, increase in cost and would reduce the effectiveness with which an organization achieves its objectives. Despite the intentions for which libraries are established, Robert (2003) asserts that most librarians perform their function below expectation. To worsen the situation, Nigerians society has a low image for the librarians. Librarians have not been able to market their profession and services effectively in the society. To add salt to the injury, librarians task performance has not be... encouraging.

Academic librarians need knowledgeable, skilled, qualified, effective and highly motivated librarians with very high self-esteem to work and to help users to explore and exploit library resources effectively and maximally.

Librarians' poor task performance, if allowed to continue may affect academic culture of Nigerian Universities and Nigeria at large. The problem of this study, therefore is to find out how self-esteem and perceived levels of motivation relate to the professional and Para-professional librarians task performance in Universities, South-East, Nigeria.

III. METHOD

This study is a correlational survey. A correlational study seeks to establish what relationship exists between two or more variables. This study sought to determine the relationship existing between librarians' self-esteem, motivation and their task performances in the Universities, South-East. Nigeria. Related literatures were reviewed.

The target respondents are 280 professional and 219 Para-professional librarians in all the eight Universities in the South-East, Nigeria. The entire population of 499 was used for the study.

Questionnaire was used for data collection. The questionnaire items were structured on a four point Likert type rating scale of Strongly Agree, Agree, Disagree and Strongly Disagree. The questionnaire was validated (content and face validation). The Crombach alpha analysis was used to determine the internal consistency of the sections of the instrument. The correlation coefficient for the entire instrument was 0.85. Thus the instrument was reliable and suitable for the study. The data were analysed using mean scores, and t-test.

IV. HYPOTHESES

The following hypotheses three guided the study:

- 1) There is no significant difference in the mean scores of professional and Para- professional librarians on their self-esteem.
- 2) There is no significant difference in the mean scores of professional and Para-professional librarians on their motivation,
- 3) There is no significant difference in the mean scores of professional and Para-professional librarians on their task performance.

V. RESULTS, FINDINGS AND DISCUSSION

To test the hypotheses, the collected data were analysed using t-test.

**Table 1: t-test on the mean scores of professional and Para-professional librarians
On their self-esteem**

Source of variation	N	X	Sd	Df	Cal.t	Crit.t
Professional 280		36.03	6.59			
				497	2.93	1.96
Para-professional		37.55	4.48			S

Table 1 shows that at 0.05 level of significance and 497 degree of freedom, the calculated U2.93 is greater than the critical t 1.96. There is, therefore, significant difference in the mean scores of professional and Para-professional librarians on their self-esteem.

Table 2: t-test on the mean scores of professional and Para-professional librarians, on their motivation.

Source of Variation	N	X	sd	Df	Cal.t	Crit.t	p≥0.05
Professional	280	52.10	7.91	497	0.17	1.96	NS
Para-professional	219	51.98	7.45				

Table 2 shows that at 0.05 level of significant and 497 degree of freedom the calculated 0.17 is less than the critical 1.96. Thus, there is no significant difference in the mean scores of professional and Para-professional librarians on their motivation.

Table 3: t-tct on the mean scores of professional and Para-professional librarians on their task performance

Source of Variation	N	X	sd	Df	Cal.t	Crit.t	p≥0.05
Professional	280	31.17	6.02	497	0.65	1.96	NS
Para-professional	219	31.36	6.43				

Table 3 shows that at 0.05 level of significance and 497 df the calculated t 0.65 is less than the critical t 1.96. Therefore, there is no significant difference in the mean scores of professional and Para-professional librarians on their task performance.

This study has established that there is a relationship between self-esteem, motivation and task performance of professional and Para-professional librarians in University libraries in Nigeria. The findings show that the professional librarians have higher self-esteem as compared to the low esteem of the Para-professionals. In all, both categories have good opinions about themselves and therefore have some good levels of attachment to their task performance. This points to the fact that although so many of the professional and professional librarians have moderate self-esteem, they differ in their levels due to their statuses. Surprisingly, professional and Para-professional librarians do not differ significantly in their levels of motivation in their work places. They do not also differ significantly in their levels of task performance. The present findings are in line with the earlier observation of Omavuaye (2003) which asserts that workers have high self-esteem when their good expectations are met.

Although the Para-professional librarians have a lower self-esteem compared to the professional librarians, they do the bulk of work in the University libraries under study. It was found out that there is no relationship existing between their self-esteem and their task performance. This tends to disagree with Nwofor and Nweke (2000) aseertion That when a person's self-esteem is higher, he tends to be motivated and performs better at job. The present finding has shown that there is very low positive relationship existing between levels of motivation of professional and Para-professional librarians in the University libraries and their task performance. This point Jo, the fact that although the librarians are not well motivated, their interest and innate

self-esteem propel majority of them to still perform well in their tasks. This is in agreement Alavi and Askaripur (2003) claim that there is a relationship between self-esteem and job satisfaction.

VI. CONCLUSION

No previous studies have established any relationship between professional and Para-professional librarians' self-esteem, levels of motivation and their task performance. The present study has so established the relationship. Although there is a significant difference between the mean, score of the professional and Para-professional librarians' self-esteem, there is no appreciable relationship existing between their self-esteem and their task performance. Although the librarians in the University libraries of the Universities, South-East, Nigeria, are poorly motivated with their developed interest on the profession, they perform moderately their basic tasks in their work places.

This study, therefore, concludes that there is a relationship existing between the professional and Para-professional librarians' self-esteem, levels of motivation and their task performance. There seems to be a positive interaction between intrinsic motivation, self-esteem and task performance of librarians in the University Libraries in Universities, South-East, Nigeria.

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