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Submissions should include an informative abstract of not more than 200 words. Four to six keywords should be included. Tables and graphs should be included in the body of the work (where necessary). The APA 6th Edition (Publication Manual of the American Psychological Association) referencing format should be used throughout the manuscript. All submissions will be peer reviewed.

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Library Research Journal is an institution based journal from Festus Aghagbo Nwako Library of Nnamdi Azikiwe University, Awka. It is an online peer reviewed Google Scholar journal, published in the month of September. This edition is a compilation of research reports from various institutions of higher learning in Nigeria. The research reports cover a wide array of issues in Library and Information Science. This volume addresses topical issues in librarianship such as NgRen, Competency Appraisal of law cataloguers as well as law students' profile as a correlate of library use. Emerging concepts in librarianship such as MOOC's, parenting styles and readership were part of the compilation. Research reports from Festus Aghagbo Nwako Library focused on library practices in the Circulation Department, Information Literacy, Zik Research Centre and reprographic services in the library.

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SELF-EFFICACY AND MOTIVATION AS CORRELATE OF JOB PERFORMANCE AMONG LIBRARIANS IN UNIVERISTY LIBRARIES IN SOUTH SOUTH NIGERIA

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Abstract

Job performance is a significant factor that affects the viability of an organization, particularly the university library. Employees of an organization will make more progress in their job performance if they possess high level of self-efficacy and motivation. The main objective of this study was to determine self-efficacy and motivation as correlate of job performance among librarians in university libraries in South South Nigeria. Three research questions and two hypotheses were formulated to guide the study. The study adopted correlation research design. Population of the study comprised 170 librarians in federal and state university libraries in South South Nigeria. The entire population was studied due to the relatively small size of the population. Questionnaire was the instrument for data collection. Inferential statistics was used to analyze the data collected. Findings of the study show that librarians possessed high level of self-efficacy. The findings also revealed that positive relationship existed between librarians' self-efficacy and their job performance. The findings further revealed that positive relationship existed between librarians' self-efficacy, motivation and their job performance. The relationship was also significant. The study recommend that librarians should be sponsored to participate in capacity building workshops to enhance their professional development.

Keywords: *Librarians, University Libraries, Self-efficacy, Motivation, Job performance, South South Nigeria*

Introduction

The word job performance, convey diverse meaning to different people. Hence the concept is defined in different ways by scholars. Inayatulla & Jehangier (2014) defined job performance as something a single person does in an organization to accomplish aims and objectives of the organization. Job performance is a significant factor that affects the viability of an organization, particularly university library. Poor job performance will on the other hand lead to the collapse of an organization as it is associated with lower productivity, profitability and impairment of overall organizational effectiveness (Jayaweera, 2015)

Both in the public and private sector, there is a general belief that employees will make more progress in their job performance if they possess high level of self-efficacy and motivation. The idea is that, individuals with high level of self-efficacy are more productive than those with low self-efficacy (Bandura & Schunk, 2004). Self-efficacy is a belief that one is capable of performing in a certain manner to attain goals, and it is a motivating factor that propels or dissuades the individual to engage in any task (Bandura, 2001). According to Dullard (2014), self-efficacy has two types; the general self-efficacy (GSE) and specific self-efficacy (SSE) which determine the degree of staff

job performance in organizations. Thus, general self-efficacy is not limited to a specific task. General self-efficacy assesses a broad and stable sense of personal competence to deal effectively with a variety of stressful situations. It is an individual's perception of the ability to perform in different situations. On the other hand, specific self-efficacy examines an individual's perception of the ability to perform the actions specific to a situation (Dullard, 2014). Specific self-efficacy can be in the form of computer use self-efficacy, library use self-efficacy, driving self-efficacy, etc.

Considering the importance of self-efficacy among librarians in the library setting, it is believed that self-efficacy might play an important role in librarians' ability to perform difficult task. This assertion was empirically proven in two studies conducted by Lucas & Copper, 2016; Mensah & Lebbaeus, 2013. Both studies found that librarians with high self-efficacy are likely to be more motivated to handle difficult tasks in the library.

Statement of the Problem

Research has shown that there is a declining trend in library usage all over the globe. This global phenomenon has been observed to include university and college libraries (Peris & Japhet, 2016). This decline in usage may be attributed to staff poor job performance due to their level of self-efficacy and lack of motivation. Thus, poor job performance results from low self-efficacy and motivation. Poor job performance in any university library affects the user population. It may result to lack of interest in using the library and as well the services and products of the library. Needless to acquire information resources in both print and electronic media to meet the curricula needs of a university when the professional manpower who will use those resources to serve library users do not have the motivation and self-efficacy to provide the needed result. It is not only a wasted effort but also an abuse of public fund. This study thus sought to ascertain through empirical evidence whether self-efficacy and motivation are correlate of job performance of librarians in university libraries in South South Nigeria.

Objective of the Study

The main objective of this study was to find out the relationship between librarians' self-efficacy, motivation and their job performance in university

libraries in South South Nigeria. The study was designed specifically to ascertain:

1. The librarians' level of self-efficacy in university libraries in South South Nigeria.
2. The relationship between librarians' self-efficacy level and job performance in university libraries in South South Nigeria.
3. The relationship between librarians' self-efficacy, motivation and job performance in university libraries in South South Nigeria.

Research Questions

The following research questions were designed to guide the study:

1. What is the librarians' level of self-efficacy in university libraries in South South Nigeria?
2. What is the relationship between librarians' self-efficacy and job performance in university libraries in South South Nigeria?
3. What is the relationship between librarians' self-efficacy, motivation and job performance in university libraries in South South Nigeria?

Hypotheses

The following null hypotheses were formulated to guide the study:

1. Ho₁: There is no significant relationship between librarians' self-efficacy and job performance in university libraries in South South Nigeria.
2. Ho₂: There is no significant relationship between librarians' self-efficacy, motivation and job performance in university libraries in South South Nigeria.

Literature Review-

Bandura's self-efficacy theory and other related literatures were reviewed to support the subject of this study.

Bandura's Self-efficacy Theory (1977)

The theoretical framework employed in this study was Bandura's (1977) Self-Efficacy Theory. Self-Efficacy Theory was first proposed by Albert Bandura in 1977. The theory proposed that "behaviour changes occur because a person's sense of personal competence or efficacy is altered. The theory also proposed that the belief that one is capable of performing certain behaviour or behaviours mediates psychological and behavioral change. All psychological changes brought about through various and diverse techniques occur

through change in individuals' self-efficacy" (Bandura, 2001). According to this theory, a person must believe he is capable of achieving the desired behavioural changes in order to be successful. This is the person's self-efficacy expectancy. In addition to self-efficacy expectancy, the theory proposed that in an individual's outcome expectancy, his/her belief is that a certain behavior will lead to a specific outcome. Self-efficacy theory has proven to be useful in predicting behaviour in diverse areas, such as in phobic disorders, career development, cognitive achievement, depression, athletic performance, motivation, and global politics" (Bandura, 2001) Self-efficacy also aids individuals in succeeding at tasks. Although knowledge and skills are also required, those requirements are not necessary to guarantee success. Two people may have similar educational backgrounds and skills, but one may not succeed at a similar task because of difference in self-efficacy level. The theory proposed "that individuals with high self-efficacy take on more challenging task and succeed in the task". According to the theory, individuals with low self-efficacy avoid challenging task/job. The theory also proposed that "there exist some relationship and interaction between some variables such as self-efficacy, motivation, outcome expectation and job performance" (Bandura, 2002).

The present study is concerned with ascertaining the relationship between librarians' self-efficacy, motivation and their job performance. In using self-efficacy theory therefore, this study proposed a hypothesis that librarians' self-efficacy and motivation have relationship with their job performance in South-South Nigeria.

Methodology

This study sought to investigate the relationship between librarians' self-efficacy and their job performance in South South Nigeria. The study adopted correlation research design. Population of the study comprised 170 librarians in twelve universities in South South Nigeria. The universities include Akwa-Ibom State University of Science and Technology, (5), Ambrose Ali

university, Ekpoma, Edo State (12), Cross Rivers State University of Technology, Ekpo-Abasi (11), Delta State University, Abraka, Delta State (19), Federal University of Otueke, Bayelsa State (7), Federal University of Petroleum Resources, Delta State (9), Niger Delta University, Wilberforce Island, Bayelsa State (22), Rivers State University of Science and Technology, Nkpoli Rivers State (10), University of Benin, Benin City, Edo State (22), University of Calabar, Cross Rivers State (15), University of Port-Harcourt, Rivers State (18) and University of Uyo, Akwa-Ibom State (20) university libraries in South South Nigeria. The entire population of 170 librarians drawn from the twelve university libraries were studied due to the relatively small size of the population. Instrument for data collection was questionnaire. It was structured on a four-point rating scale. A total of 170 questionnaires were administered to the respondents. Out of the 170 questionnaires administered, 158 (93%) were returned, and found usable for the study. Frequency counts, standard deviation and mean scores were used to analyze data on research question one while Pearson Moment Correlation Coefficient was used to analyze research questions two and three. The null hypotheses were tested with t-test at 0.05 level of significance.

Result

RQ1: What is the librarians' level of self-efficacy in university libraries in South South Nigeria? The analysis and data were presented in tables below:

Table 1: Librarians' self-efficacy levels

S/N	Items	VH (4)	H (3)	L (2)	VL (1)	Total	Mean	SD
1	I have the belief that: I can generate novel ideas to increase my performance	60 (240)	95 (285)	3 (6)	0 (0)	158 (531)	3.36	0.520
2	I am confident in my ability to solve problem creatively.	64 (256)	92 (276)	2 (4)	0 (0)	158 (533)	3.39	0.515
3	I am confident in my ability to implement new task	63 (252)	95 (285)	0 (0)	0 (0)	158 (537)	3.40	0.491
4	I am able to achieve most of the goals that I set for myself.	57 (228)	100 (300)	1 (1)	0 (0)	158 (530)	3.35	0.493
5	I can remain calm when I am facing difficulties because of my coping abilities.	52 (208)	103 (309)	3 (6)	0 (0)	158 (523)	3.31	0.504
6	I can successfully overcome difficult challenges at work.	64 (256)	91 (273)	3 (6)	0 (0)	158 (535)	3.39	0.526
7	I make plan and make them work	62 (248)	92 (276)	4 (8)	0 (0)	158 (532)	3.37	0.534
	Total Mean	60 (240)	96 (288)	2 (4)	0 (0)	158 (532)	3.37	0.512

Cut-off mean = 2.50; N = 158, Mean score = 3.37, Standard Deviation= 0.512 Mean = total score/N (The figures in bracket are the multiplied total responses and value of HV, H, VL and L respectively).

items were positively rated with mean scores of 3.36, 3.39, 3.40, 3.35, 3.31, 3.39 and 3.37., far greater than the cut-off mean score of 2.50.. This simply indicates that there is high positive level of self-efficacy among the librarians in the university libraries studied.

Table 1 revealed the librarians' self-efficacy level. The data analysis in the table shows that all the

RQ2: What is the relationship between librarians' self-efficacy and job performance in University libraries in South Nigeria?

Table 2: Pearson's correlation between librarians' self-efficacy and job performance

N	Correlation Coefficient (r)	Remark
153	.879	Very High Positive Relationship

N= No of cases (153), R= Correlation coefficient
The data presented in Table 2 shows the nature of relationship that exist between librarians' self-efficacy and their job performance in university libraries in South South Nigeria. The analysis reveals a very high positive relationship between librarians' self-efficacy and their job performance

in university libraries in South-South Nigeria ($r=.879, n=153$).

RQ3: What is the relationship between librarians' self-efficacy, motivation and job performance in University libraries in South South Nigeria?

Table 3: Pearson's correlation between librarians' self-efficacy, motivation and job performance in university libraries in South South Nigeria

Model	R	R Squared	Adjusted R ²	Std. Error
1	.736 ^a	.541	.535	5.74669

R=regression, (.736), RS= R squared (.541), AR² Adjust R² (.535)

The analysis in Table 3 shows a multiple regression computed to predict job performance of librarians from their self-efficacy and motivation. The analysis revealed that the variables (self-efficacy and motivation) statistically predicted job performance of librarians in university libraries in South South Nigeria.

Hypothesis Testing

Ho₁: There is no significant relationship between librarians' self-efficacy and job performance in university libraries in South-South Nigeria.

Table 4: t-test analysis on relationship between librarians' self-efficacy and job performance in university libraries in South-South Nigeria

Correlation Coefficient (r)	N	df	α	t-calculated	t-critical	Decision
.879	153	151	.05	22.62	1.960	Significant

Table 4 shows the t-test analysis on the relationship between librarians' self-efficacy and their job performance in the university libraries studied. The result shows that the t-calculated value (22.62) is greater than the t-critical value (1.960) at .05 alpha level (22.62 > 1.960). Thus, the null hypothesis of no relationship between librarians' self-efficacy and job performance in university libraries in South-South Nigeria was rejected. This shows that there is a significant relationship between librarians' self-efficacy and their job performance in university libraries in South-South Nigeria. In other words, librarians job performance was

positively affected by their high level of self-efficacy.

Ho₂: There is no significant relationship between librarians' self-efficacy, motivation and job performance in university libraries in South-South Nigeria.

Table 5: t-test analysis on relationship between librarians' self-efficacy, motivation and job performance in university libraries in South-South Nigeria

Model	Sum of Squares	df	Mean Square	F	Sig.
1. Regression	5838.351	2	2919.175	8.394	.000 ^b
Residual	4953.662	150	33.024		
Total	10792.013	152			

Table 5 clearly shows a multiple regression computed to predict job performance of librarians from their self-efficacy and motivation. The analysis revealed that the variables (self-efficacy and motivation) statistically predicted job performance of librarians in university libraries in South Nigeria (F (2,150) = 8.394 with a p-value of 0.000). Thus, self-efficacy and motivation added positively to their job performance. Therefore, there is a positive significant relationship between librarians' self-efficacy, motivation and their job performance in university libraries in South-South Nigeria. This means that the librarians' high self-efficacy and motivation might have contributed positively to their job performance in the university libraries studied.

Discussion of Findings

The level librarians' self-efficacy in university libraries in South South Nigeria

The study revealed that the librarians' self-efficacy level is high. This means that the librarians investigated were likely to be motivated to handle difficult tasks in the library even when they encounter challenges in the process of performing such task. Based on the finding, it could be concluded that, librarians with high self-efficacy are likely to perform better than those with low self-efficacy in spite of challenges. However, this revealed high level of self-efficacy might be as a result of personal interest the librarians have towards the librarianship profession. This finding agrees with the findings of Gurpreet, 2004; Gualao,

2014; Senen 2018) on the impact of self-efficacy and motivation on employee job performance.

The relationship between librarians' self-efficacy and job performance in university libraries in South South Nigeria

The result in table 2 shows that the relationship between job related self-efficacy and job performance is highly rated and positive. The very high positive relationship might be attributed to the high level of self-efficacy among librarians in the university libraries studied. The findings of this study corroborate previous studies which revealed that self-efficacy and intrinsic motivation have a significant effect on job performance (Jacob & Jacob, 2013; Cetin & Askun, 2018).

The relationship between librarians' self-efficacy, motivation and job performance in university libraries in South South Nigeria

The result in Tables 3, 4 and 5 revealed high and positive relationship between librarians' self-efficacy, motivation and job performance in university libraries in South South Nigeria. The high and positive relationship could be attributed to the positive relationship between librarians' self-efficacy and their job performance in the university libraries studied. The findings also showed significant relationship between librarians' self-efficacy, motivation and their job performance in the libraries studied. These findings are in agreement some studies which revealed positive correlation between self-efficacy and performance, self-efficacy and intrinsic motivation, self-efficacy and extrinsic motivation, intrinsic motivation and performance and extrinsic motivation and performance (Gurpreet, 2004; Mohammed & Shahabuddin, 2007).

Conclusion

The result of the analysis in the university libraries studied, showed that the librarians possessed high level of self-efficacy that impacted on their job performance. The study also revealed that there is

high positive relationship existing between self-efficacy and job performance of librarians in university libraries in South South Nigeria.

Thus there is also high positive relationship in the librarians' self-efficacy, motivation and job performance. These findings are related to the theory that proposed that there exist some relationship and interaction between some variables such as self-efficacy, motivation, outcome expectation and job performance. The findings empirically revealed that the high job performance indicated in the study was as a result of the librarians' high level of self-efficacy and motivation.

Recommendations

Based on the results and implications of the study, the following recommendations were made:

1. University management, particularly the university librarians should sustain the present librarians' self-efficacy by creating the enabling environment such as opportunity to participate in workshops, seminars, conferences and other activities that are tailored towards acquisition of skills to increase self-efficacy. They should sponsor librarians to participate in capacity building workshops for professional development.
2. Stakeholders in academic libraries should see staff motivation as mandatory responsibility that must be accomplished. Therefore, incentives such as good welfare packages, regular salary increment and promotion, and so on should be made available to librarians and other supporting staff of the library.
3. The various stakeholders such as the Nigerian Library Association (NLA), Librarians' Registration Council of Nigeria (LRCN) and National Universities Commission (NUC) should provide policies and guidelines to regulate the provision of the basic needs of librarians in Nigeria.

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