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Library Research Journal Authors Guideline

Library Research Journal is an annual publication of Festus Aghagbo Nwako Library, Nnamdi Azikiwe University, Awka.

Format for Submission

Manuscript submitted for publication must not have been submitted or published elsewhere. Articles should not be more than 14 pages. Manuscripts should be typed on A4 sheet using MS word (Times New Roman, 12 points, double-spaced). The title, author's full name, institutional affiliation, position, phone number and e-mail address should appear on the first page.

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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ACADEMIC WOMEN LIBRARIANS ENTREPRENEURIAL SKILLS ACQUISITION FOR LIFE AFTER RETIREMENT IN TWO SELECTED ACADEMIC LIBRARIES IN ANAMBRA STATE, NIGERIA.

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Abstract

This paper sought to ascertain the involvement of academic women librarians in entrepreneurial skills acquisition for life after retirement in two selected academic libraries in Anambra State, Nigeria. Four research questions guided the study. This study adopted web-based survey research design using google form questionnaire as the instrument for data collection. The total population of this study was 27 academic women librarians from Prof. Festus Aghagbo Nwako Library in Nnamdi Azikiwe University, Awka and Federal Polytechnic Library, Oko all in Anambra State. The population was small and manageable hence the researchers adopted census enumeration technique to study the entire population. Instrument for data collection was web based structured questionnaire designed on four-point rating scale. A total of 27 copies of the questionnaire were distributed and all were returned. Data obtained from the respondents were analyzed using frequency counts, simple percentages, and mean(x) scores. The result of the analysis showed that academic women librarians identified the entrepreneurial skills available and its deployment for life after retirement. Based on the findings, the study recommended among other things that the management of the two institutions should encourage and introduce entrepreneurial skills acquisition to academic women librarians for post-retirement benefits.

Keywords: *Academic Libraries, Women Librarians, Entrepreneurship Skills Acquisitions, Life After Retirement, Anambra State.*

Introduction

An academic library is a library established in institution of higher learning such as the university, Colleges of Education, polytechnic and so on. They are usually established to facilitate the teaching and learning going on in their parent institution. They serve every gender of their academic community, academic women librarians inclusive. Academic women librarians just like their male counterparts are responsible for acquiring, organizing, managing and distributing information resources in the library to meet the needs of library users. According to Firth, (2020), academic women librarians work to make academic information and knowledge resources accessible to students and staff. Part of their duty is

to facilitate the learning and research by teaching information literacy skills to both students and staff of the institution within the classroom and virtual learning environment. Rendering information services to information seekers could be pursued even after retirement from active service in the workplace.

Retirement refers to the time of life when one chooses to permanently leave the workforce behind (Kagan, 2019). Individuals perceive retirement differently. While some view it positively and await it with joy, others have negative perception about retirement as it is associated with boredom, economic suffering, ill health and death. People in this category fear a sense of loss, loneliness and

loss of status. Retirement is a necessary end which every worker should anticipate, whether in the public sector or in the private sector (Onoyas, 2013). Akinboye (2014), stated that retirement is a process in which an individual disengages from routine work performance and this could be voluntary, mandatory or compulsory. For Denga (2010) retirement is the longest vacation and it is a pleasurable experience. Amune, Aidenojie, and Obinyan (2015) defined retirement as a situation where an individual is formally or officially stopped from active work role and that it is often perceived, as the realization of a life goal. It is a mark of honor and appreciation from one's employer. Hence, academic women librarians are often rewarded with gratuity and other retirement benefits that accrue from the workplace.

The benefit of retirement in life has been a subject of debate to both the employer and employees. Academic women librarians who have who prepare for retirement tend to be more adaptable to change (Shultz and Wang, 2011). Prospective retirees must be equipped and prepared with the mindset that will they will remain productive and innovative even after retirement. This new mindset of post retirement relevance makes prospective retirees to plan for business opportunities. Hence academic women 'librarians will need to acquire entrepreneurial skills for life after retirement. The training involved does not merely focus on existing financial management aspects, but also on developing self-potential, and running one's own business (Riswanto, Komar, Hufad, Suryadi and Sutangsa, 2019).

According to Efe-Imafidon, Ade-Adeniji, Umukoro and Ajitemisan, (2017), entrepreneurial skills acquisition can be defined as not just about acquiring skills but acquiring knowledge and driving towards enterprise in skills that enhance personal livelihood through enduring business startups, enhancing employment opportunities, and promoting economic development and growth. Entrepreneurial skills acquisition is a strong force in pushing self-employability. This has become among other things part of some institutions' policy thrust by their management. Byrne (2009) reveal that entrepreneurial skills acquisition possessed by librarians in managing and accessing information and knowledge are vital to social and economic development. Acquiring entrepreneurial

skills is a thorough self-development for academic women librarians to improve for life after retirement, as payment of pension by the government is becoming increasingly difficult.

Entrepreneurial Skills Available for Acquisition by Academic Women Librarians for Life after Retirement.

Training academic women librarians just like training the girl child is a huge investment because variety of entrepreneurial skills acquisition opportunities that foster creativity, innovation, and original thinking in the creation of information related products and services exist for librarians. The opportunities include:

Information Brokerage: Academic women librarians can invest and make money from information brokerage by repackaging of information for customers for a fee. Edewor and Omosor (2012) posits that an information broker is an individual who gather information for others as a professional business. He/she sort out information available on a mass scale and deliver it on a personalized basis. Information brokers do this by accessing information databases to selectively provide information on specific subject of interest to a specific person(s). Information broker rely on a variety of information sources (commercial, government and non-government) to help them perform their function. Academic women librarians can utilize variety of information sources (print and non-print) to provide information brokerage services. This business requires little or no capital to start. Users will find this service useful especially researchers thus, will be willing to pay for it (Usuka, Ekere, Oviri and Ajibo, 2019).

Database Producers/Distributors: Synott (2002), asserts that a wide variety of database producers creating commercially available online databases which can be accessed for information exist. They may be publishers, researchers, consultants, government agencies or others who do work in the area covered by the database they produce. Database distributors provide the computers, software and communicators needed for remote users to gain access to the databases. Database producers/distributors can either be offline and online, depending on the producer/distributors.

Book Dealership or Trading, and Book Publishing: Academic women librarians can venture into book dealership or trading as well as entrepreneurial skills acquisition after retirement. This can be trading online or offline to customers or own a bookshop. By so doing, one can become a publisher, an editor, a reference book critic, and children's books reviewer. Elonye and Uzugbu (2013) opines that to be in the publishing business, you will have to source for authors and manuscripts. But with storage devices, you do not go out again sourcing for manuscript and typescripts. You can receive manuscripts by electronic mail. More so, one can venture into journal publishing.

Freelancing: Academic women librarians can venture into this, by engaging in independent research, conduct of enquiries leading to opinion polls which can be used by newspapers and general information seekers (Nwosu 2015). Freelance is a person who works as a writer, designer, performer, or the like selling work or services by the hour, day, job among others, rather than working on a regular salary basis for one employer.

Binding of materials: This is an opportunity women librarians can venture into, as it is a booming business. Women librarians can bind projects, newspapers, theses for students and other literature resource emanating from the academic institution. They can bind for other agencies as well.

Printing: Printing is a very lucrative venture academic women librarians can invest their financial resources and energy in. Printing has become diversified. Librarians can start with printing library bulletins, library newsletters, library posters, signage and many more. Librarians can also undertake printing journals for research groups, books written by lecturers and students, handbooks and manuals (Usuka, Ekere, Ovir, and Ajibo, 2019).

Consultancy Activities: Nwosu (2015) stated that writing proposals that could be acceptable to institutions requiring library consultancy services especially those who want to start library services outside that do not know how. This could also be in the area of locating, processing and the

dissemination of information in various physical formats.

Statement of the Problem

Retirement is a process in which an individual disengages from routine work performance and this could be voluntary, mandatory or compulsory. Retirement is a necessary end which every worker should anticipate, whether in the public sector or in the private sector. While some view it positively and await it with joy, others have negative perception about retirement as it is associated with boredom, economic suffering, ill health and death. People in this category fear a sense of loss, loneliness and loss of status. Irrespective of the gender, some employees dread life after retirement probably because of loss of income, relevance and boredom that accompany retirement. The delay in the payment of pension to the retirees by the pension fund administrator has resulted in hardship, frustration, and early death of retirees in Nigeria. Entrepreneurship is therefore a viable option for those who want to continue working after retirement. This condition as it affects academic female librarians in academic libraries in Anambra State needs to be ascertained through empirical research, hence this study.

Research Questions

This study was designed to provide answers to the following questions:

1. What entrepreneurial skills acquisition are available to academic women librarian for life after retirement in academic libraries in Anambra State, Nigeria?
2. To what extent are academic women librarians engagement in entrepreneurial skills acquisition for life after retirement in academic libraries in Anambra State, Nigeria?
3. What benefits are derivable from entrepreneurial skills acquisition by academic women librarians for life after retirement in these libraries?
4. What challenges hinder academic women librarians from engaging in entrepreneurial skills acquisition for life after retirement in academic libraries in Anambra State, Nigeria

Literature Review

Retirement is the best time to pursue one's passion after the sacrifices made during active years of working. Since everything that has a beginning

must have an end, academic women librarian or retirees must have had ample time to think through and conclude on what businesses to venture into for posterity sake (Mobola, 2019). Amune, Adienojie, and Obinyan (2015) noted that retirement is a major stage in adult development and it essentially marks the split from middle years to old age. He further noted that at 65 years of age, our mental and physical exuberance dwindle; it however becomes pertinent to relieve the person of some strenuous and excruciating duties that may weigh him/her down and consequently threaten his/her health. This, therefore results to the retirement age of 65 in developed and economically buoyant countries.

Usually retirement age for civil servants in Nigeria is 60 years of age and thirty-five years of services while employees of tertiary institutions retire at 65 years of age and judges as well as professors retire at the age of 70 years. Since retirement is inevitable, academic women librarians will try to find opportunities to run their own businesses to remain productive and generate income and not solely rely on pension funds. As entrepreneurs they will see and assess business opportunities, and pooling resources ((Riswanto, et al 2019). Spear (2006) noted that they need to take appropriate action, taking advantage as well as having the nature, character and willingness to realize innovative ideas into the new business creatively in order to achieve success and revenue. According to Klein (2007), starting up a business after retirement relates more on the person lifestyle and personality type. Personality traits such as need for achievement, focus of control and self-efficacy are variables that significantly related to entrepreneurial intention. Jamil, Nasah, and Hassan (2014) posits that retirees work after their retirement because they need the money and some of them worked because of enjoyment benefit. According to Purcell (2001), nowadays many workers choose to continue working after they retired for lifetime job. Retirement is no longer the end of working but more to a career and lifestyle transition. Apouey and Clark (2007) discover that retirement is associated with failing health. If people do not get active and just sit at home do nothing, their health will deteriorate faster

especially older people which decrease their brain function and inclined to get Alzheimer. Another reason why people choose to work is because they want to reduce 50% of family support and make their own income by working rather than staying out of work (McKee, 2006). Attitudes of retirement are changing and academic women librarians are beginning to view the positive and negative meaning in their life, as to have more self-efficacy and entrepreneurial attitudes. Adjekophori, (2014) and Fapohunda, (2013) observed that due to the inadequacy in the entrepreneurship information attainment by employees who are close to retirement, 90% of Nigerian retirees depend exclusively on pension fund administrators for daily living and economic survival. The delay in payment of pension to the retirees by the pension administration has resulted in hardship, frustration, and early death of retirees in Nigeria. Therefore, entrepreneurship is a viable option for those who want to continue working post- retirement.

Methodology

This study adopted web-based survey research design using google form questionnaire as the instrument for data collection which falls within the empirical research methodology. The total population of this study was 27 academic women librarians from the two selected academic libraries in Anambra State. This is made up to 18 academic women librarians in Prof, Aghagho Nwako Library, Nnamdi Azikiwe University, Awka and nine (9) academic women librarians in Federal Polytechnic Library, Oko. The population was small and manageable hence, the researchers adopted the census enumeration technique to study the entire population. Instrument for data collection was web based structured questionnaire. The questionnaire was designed on a four-point rating scale of SA (4), A (3), D (2), SD (1). A total of 27 copies of the questionnaire were distributed to academic women librarians and all were returned. The data obtained from the respondents were organized and analyzed using frequency counts, simple percentages, and mean(x) scores (using 2.50 cut off) which are presented in tables as follows:

Table 1: Respondents' Demographic information

S/N	Variable	Professional Status	Freq.	Percentage
1.	Professional Status	University Librarian	1	3.7%
		Ag. Polytechnic Librarian	1	3.7%
		Senior Librarian	3	11%
		Librarian I	9	33.3%
		Librarian II	6	22%
		Assistant Librarian	7	26.3%
2.	Name of Institution	F.A.N Library, NAU.	18	66.7%
		Fed. Poly, Oko, Lib.	9	33.3%
3.	Highest Qualification	PhD	2	7%
		MLIS	15	56%
		BLIS	10	37%
4.	Age Range	20 – 29	3	11%
		30 – 39	10	37%
		40 – 49	11	41%
		50 and above	3	11%
5.	Year of Work Experience	1 – 10	13	48.15%
		11 – 20	12	44.44%
		21 – 30	2	7.41%
		30 and above	0	0%

Table 1 presents the data obtained from respondents on demographic information. The result shows that 33.3% of the respondents were Librarian I. Academic women librarians in both institutions were master's degree holders. From the

analysis, 56% are mostly within the age of 40 – 49 years with 1 -10 and 11 – 20 years as the highest recorded years of experience from the data collected.

Table 2: Entrepreneurial skills available to academic women librarians.

S/N	Entrepreneurial skills available	Mean(x)	Decision
1.	Information brokerage and free-lancing	2.93	Positive
2.	Booking publishing, Editor, and Trading	3.19	Positive
3.	Supply of library equipment, furniture and consultancy librarian	3.22	Positive
4.	Book binding, printer, computer & internet services	3.48	Positive
5.	Database producers/distributor	3.33	Positive

Table 2 addressing Research Question 1 shows that entrepreneurial skills available to academic female librarians for life after retirement. All were positively rated with a mean score of 2.93 and above. Book binding, printer, computer &

Internet services received the highest mean rating of 3.48.

S/N	Other entrepreneurial skills that can be acquired by academic women librarians Includes.	Freq.
1.	Research Analysis	1
2.	Indexing and Abstracting	3
3.	ICT and Digital marketing skill	3
4.	Reprography, document delivery and archival management.	1
5.	Online instructor	1
6.	Book jobber	1
7.	Information consultancy and mentorship.	1
8.	By providing bibliographical services	2
9.	Literature search	1
10	Blog service	2
11.	Development of software packages for library operation	1
	Total	17 (63%)

The above presentation shows that 63% of the respondents suggested the following were entrepreneurial skills that can be acquired by women academic librarians for life after retirement. They include: Research Analysis skills, Indexing and Abstracting, ICT and Digital marketing skill, Reprography, Document, Delivery

and archival management, Online instructor, Book jobber, Information consultancy and mentorship, Providing bibliographical services, Literature search, Blog service and Development of software packages for library operation.

Table 3: Academic women librarians' engagement in entrepreneurial skills acquisition.

S/N	Engagement in entrepreneurial skills acquisition	Mean(x)	Decision
1.	Improves knowledge and skills	3.30	Positive
2.	Leads to self-development	3.56	Positive
3.	Stick with challenges	2.56	Positive
4.	Interpersonal and personal competencies	3.37	Positive
5.	Take a different path	3.15	Positive

Table 3 presents the result of the engagement of academic women librarians in entrepreneurial skills for life after retirement. They were all positively rated with mean scores of 2.56 and above.

Research Question 3: Engagement of Entrepreneurial Skills Acquisition

S/N	Have you ever been engaged in any entrepreneurial skills acquisition?	Yes	No
1.	Respondents	18 (66.7%)	9 (33.3%)

The above presentation shows that 66.7% of the respondents agreed they were engaged in entrepreneurial skills acquisition. While 33.3% of the remaining respondents were not involved in any entrepreneurial skills acquisition as at the time of the collection of this data.

Table 4: Benefits derived from entrepreneurial skills acquisition

S/N	Benefits derivable from entrepreneurial skills acquisition	Mean(x)	Decision
1.	Hight Productivity	3.37	Positive
2.	Increase cash reserve	3.44	Positive
3.	Growth in self-confidence	3.48	Positive
4.	Promotes better standard of living	3.41	Positive
5.	Contributes to worlds' progress	3.48	Positive
6.	Solving of problem of boredom	3.22	Positive

The analysis in Table 4 shows benefits derived from entrepreneurial skills acquisition for academic women librarians after retirement. All the items were positively rated with a mean score of 3.22 and above.

S/N	Other benefits derived from entrepreneurial skills acquisition	Freq.
1.	Promotes self-satisfaction and actualization	3
2.	Competency and independency	1
3.	Keeping mind and soul busy	1
4.	Improve self-efficiency.	1
5.	Promotes knowledge acquisition.	1
6.	Promotes job opportunities.	1
7.	Makes one to remain relevant	2
8.	Promotes financial independence	3
9.	Promotes mental health balance	1
	Total	14 (52%)

Data analysis in this table shows that 52% of the respondents suggested the following as other benefits derivable from acquisition of entrepreneurial skills by academic women librarians. They include: self-satisfaction and actualization, competency and independency,

keeping mind and soul busy, improves self-efficiency, promotion of knowledge acquisition and job opportunities. It also it makes one to remain relevant, promotes financial independence and mental health balance.

Table 5: Challenges hindering the acquisition of entrepreneurial skills

S/N	Challenges that hinder entrepreneurial skills acquisition	Mean(x)	Decision
1.	Poor orientation	3.52	Positive
2.	Poor management of finance and planning	3.15	Positive
3.	Lack of knowledge of specific skills business ideas	3.33	Positive
4.	Non – payment/irregular payment of pension	3.26	Positive
5.	Fear of competition/failure	2.81	Positive
6.	Lack of inspiration	3.33	Positive

Analysis in Table 5 shows the following as challenges that hinder the acquisition of entrepreneurial skills by academic women. These are: poor orientation, poor management of finance and planning, lack of specific skills and business ideas, non – payment or irregular payment of

pension, fear of competition and failure, lack of inspiration and energy. They all received positive mean scores of 2.81 and above. The highest rating was received by poor orientation with a mean score of 3.52.

Table 6: Other challenges hindering acquisition engagement by academic women librarians

S/N	Other challenges:	Freq.
1.	Self- centeredness	1
2.	Lack of time to engage in entrepreneurial skills acquisition.	1
3.	Procrastination.	1
4.	Fear of sustainability.	1
5.	Health challenges	3
6.	Time and motivation	2
7.	Family issues.	1
8.	Lack of startup capital.	1
9.	Lack of technological and infrastructural facilities.	1
10.	Not being critical in thinking.	1
11.	Laziness.	1
12.	Lack of interest.	1
	Total	15 (56%)

The analysis in Table 6 shows that 56% of the respondents identified the following as other challenges hindering academic women librarians from engaging in entrepreneurial skills acquisition for life after retirement. They include: self-centeredness, lack of time to engage in entrepreneurial skills acquisition, procrastination, fear of sustainability, health challenge, time and motivation, family issues, environmental problems, lack of startup capital, lack of technological and infrastructural facilities, not being critical in thinking, laziness and lack of interest.

Conclusion

From the analysis, the study conclude that entrepreneurial skills are available for academic women librarians but they need to make positive move towards improving their entrepreneurial skills acquisition for life after retirement. Regular Payment of pension is becoming increasingly difficult for the government of today to cope with. The findings highlighted the need for academic women librarians to plan for their retirement early in their career because of unforeseen circumstances, such as sudden or unexpected

rationalization, ailments setting in as a result of old age, among others to avoid spending their post-retirement years in abject poverty and regret. Entrepreneurial skills acquisition is an innovative cash relief for life after retirement that will make academic women librarians still remain vibrant after retirement.

Recommendations

1. The management of the two selected institutions studied should encourage and introduce entrepreneurial skills acquisition to academic women librarians as post-retirement benefit.
2. During their service years, academic woman librarians should plan and organize themselves, by making monthly contributions to the cooperative societies in their institutions and avoid reckless spending.
3. They should attend seminars and workshops on entrepreneurship skills acquisition to enable them develop business acumen after retirement.
4. Entrepreneurial skills acquisition for life after retirement should be included in the LIS curriculum.

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