

INFLUENCE OF COLLECTION MANAGEMENT PRACTICES AND WORK SETTING ON PRODUCTIVITY OF ACADEMIC LIBRARIANS IN SOUTHWEST, NIGERIA

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Abstract

Several studies have found that various factors influence the productivity of academic librarians. However, over time, observations have revealed that academic librarians in Southwest, Nigeria, particularly in Lagos and Ogun State, have not been attaining their desired levels of production in their individual libraries. The impact of collection management techniques and work setting on the productivity of academic librarians in Southwest, Nigeria was explored in this study. A descriptive survey research design was adopted for the study. The population was 191 librarians from 20 universities in Southwest, Nigeria. A structured questionnaire was used for data collection. Descriptive statistics aided in analysing data collected for research questions while inferential statistics (simple linear as well as multiple regression) were used to test the hypotheses. The result showed that collection management practices significantly influenced job

performance (productivity) of the librarians in Southwest, Nigeria ($r = 0.387$, $N = 128$, $P < .05$). The study also revealed a significant effect of work setting on productivity in Lagos and Ogun States ($r = 0.187$, $N = 128$, $P < .05$). Academic librarians' productivity in Southwest, Nigeria is influenced by the interaction of collection management practices and work setting ($r = .809$, $Adj\ r = .803$, $N = 128$, $P = < .05$, $F_{13.649} = 129.020$). It was also discovered that collection management practices and workplace setting had significant impact on academic librarians' productivity. For academic librarians in Southwest, Nigeria the combined influence of the two notions is a critical component in determining productivity. As a result, it was recommended that library and university administrations should prioritize provision of enough resources to librarians as facilitators of collection management methods.

Keywords: Academic Librarians, Collection Management Practices, Work Setting, Productivity

Introduction

The importance of libraries as academic institutions cannot be overstated because they serve the institutions' curriculum and research aims and objectives. Academic libraries are so referred because they are found in academic institutions. By critically selecting, acquiring, processing, maintaining, and disseminating appropriate information resources, these libraries serve vital roles in the institution's research, teaching, and learning requirements, as well as community service.

In support of the foregoing, Unegbu, Babalola, and Basahuwa (2020) asserted that the library is the academic heartbeat of any academic and research institutions because of the critical roles it plays in the university's success. Through systematic selection, acquisition, processing and organization, preservation, and dissemination of information resources within and beyond their environments, the academic library plays an essential supporting role in the institution's research, teaching, and learning objectives, including community service (Unegbu, Babalola, and Basahuwa, 2020).

Ufuoma and Omekwu (2020) emphasised the value of an academic library by stating that academic libraries provide learning, reading, and advanced research services to academic institutions' populations. Academic libraries, according to Ufuoma & Omekwu (2020), are renowned for two key responsibilities: assisting and supporting the institution's curriculum and research.

The administration of intellectual information resources that have been selected, acquired, processed and organized, conserved and made available by libraries for the use of her many clientele is referred to as collection management techniques. The impact of information technology and communication devices on the utilisation of libraries' gathered resources is also included in this approach. Collection development and collection management are sometimes used interchangeably, however there is a distinction to be made. Collection development is concerned with the selection and acquisition of a library's collection for the goals of expansion, growth, and progress, whereas collection management is concerned with the administration, organization, and supervision of a library's resource provision, usage, and storage (Arinawati, 2011). Collection development comprises the design of a library's collection to meet the aims of its parent institution, whereas Kiran (2010) described collection management as the organization, maintenance, and dissemination of a library's collection for the library's clients.

Employees' levels of motivation, inventive behaviour, absenteeism, engagement with co-workers, and job retention are all affected by how well they are linked with an organization. According to Mwendwa, McAuliffe, Uduma, Masanja, and Mollel (2017), employee productivity is a hot topic these days, and it is influenced by the workplace in a variety of ways. Depending on the physical conditions in the workplace, it might have a beneficial or bad impact.

In underdeveloped countries, most workplace environments are insecure and hazardous. Unfortunately, most employers perceive a comfortable work environment to be an unnecessary additional cost, and hence do not consider maintaining a healthy and safe work environment (Thobaben & Woodward, 1996). Therefore, poor work environments have an impact on librarians' collection management techniques, which lowers employee performance and productivity. Therefore, this study investigated how collection management procedures and aspects of the working environment affected librarians' job performance in university libraries in Lagos and Ogun State, Nigeria.

Objectives of the study

The overarching objective of this study is to determine the influence of collection management techniques and work environment on academic librarians' productivity in Southwest Nigeria, with a focus on Lagos and Ogun States, while the specific goals are to:

1. Determine whether academic libraries in Southwest, Nigeria have a conducive work environment.
2. Explore how academic librarians in Southwest, Nigeria face productivity issues.
3. Investigate the impact of collection management strategies and work environment on academic librarian productivity in Southwest, Nigeria.

Research questions

The study is designed to answer the following questions:

1. How conducive is the work setting of academic librarians in Southwest, Nigeria?
2. What are the challenges to productivity of academic librarians in Southwest, Nigeria?
3. What influence does collection management practices and work setting have on academic librarians' productivity in Southwest, Nigeria?

Hypothesis

The following hypothesis is tested at a 0.05 significant level:

H1: Academic librarians' productivity in Southwest Nigeria will not be significantly influenced by collection management procedures and work environment.

Literature review

In the study of basic economics, it is understood that factors of production are categorised into four; that is, land, labour, capital and entrepreneurship. However, every organisation or institution (library inclusive) operates with four (4) basic resources. These resources is comprised of human, financial, material, and information resources. According to Ivancevich (2014), human resources are the most important factor in an organisation; and regardless of the type of organisation, every organisation manages their workforce using appropriate policies and

practices. Organisations can be more effective if they manage their human resources in such a way that they deliver the right number of people with the appropriate behaviour's, the necessary competencies, and the right levels of motivation to the organization (Schuler, 2015). A good company can successfully use the expertise and qualifications of its employees (Baia and Ventura, 2021). Individual talents alone would not enable them to operate at a high level of efficiency unless there is an incentive structure in place that promotes their internal incentives and therefore motivates them to work very hard (Chandrawaty and Widodo, 2020).

Reitz (2012) and Sawai (2017) referred to academic librarians as professionally trained individuals responsible for the care of a library and its contents, including the selection, processing, and organization of materials and the delivery of information, instruction, and loan services to meet the needs of its users. In the online environment, the role of the librarian is to manage and mediate to access the information that may exist only in electronic form”.

Academic librarians are the human resource component of academic libraries who have obtained the required qualifications, garnered desirable expertise and experiences in the art and science of selecting, acquiring, processing and organising, preserving and making available information materials for the consultation, and offer other specialised services to the different categories of academic libraries’ clientele; and at the same time assist students in developing their information literacy skills (Aharony, Julien, and Nadel-Kritz, 2020). Okiki (2013), in reference to Okebukola (2002), asserted that academics are lecturers ranging from the graduate assistant cadre to the professorial cadre in the context of Nigerian universities’ systems.

According to Johnson (2009), collection management techniques can be traced back to a lack of finances for libraries in the 1970s, when budget allocation for libraries was reduced, making it harder for libraries to operate as they normally do. During this time, there was a surge in publication, and libraries were forced to acquire these materials for their patrons. To prevent libraries from collapsing, collection management concepts were implemented. Most academic libraries function under the following sections to facilitate easy monitoring of library activities: Acquisition, Cataloguing, Circulation, Electronic Support, Technical Support (including bindery

and photocopying sections), Periodicals, and Physically Challenged. These sections are expected to do their tasks in order to keep the libraries operational. However, if appropriate money is made available, these libraries can efficiently undertake library activities (Alemna, 2012).

Selection and procurement of library items, processing, organisation, conservation and preservation, storage, weeding, and encouraging the use of library materials are all part of collection management (Kumar, 2012). The primary goal of collection management is to make library patrons' information resources usable and physically accessible. Little (2011) emphasized the need of doing a resource assessment so that the library's resources are relevant in meeting the information demands of varied library users. Collection management is a broad term that encompasses a variety of tasks related to the library's collection, including scheduling, conservation, preservation, appraisal, and distribution (Khan and Bhatti, 2012).

Work setting has to do with the conditions which exist in a company for workers to do their work. A positive organisational setting drives and sustains employee satisfaction and high performance. Therefore, evaluating employees' perception of the environment in which they develop their activities is a very common practice in contemporary organisations. This kind of evaluation *per se* allows an organisation to diagnose and adopt measures that could, possibly, result in greater overall employee satisfaction (Ahmad, Jasimuddin, & Kee, 2018).

Regardless of the circumstances or situation at work, all managers want maximum production from their people. It is considered that the factors that determine an individual's productivity vary by career and profession. Academic librarians are expected to carry out their responsibilities in accordance with certain specific standards as trained professionals, which includes collection management practices such as acquisition, processing of information resources, cataloguing, classification, shelving, weeding, and other special services. A well-structured establishment upholds and sustains the welfare of her employees (academic librarians). Dynamic workforce in such establishments attain ultimate production level and preserves organisational values (Kiyatkin and Baum, 2012). Chandrasekar (2011) opined that those personnel working in doubtful and insalubrious work setting have conceited work-related disease due to the negative effects of the setting on their productivity thus affecting the overall output of the organisation.

After assessing the work setting and applying corrective measures to company problems, an increase in productivity, a lower rate of absenteeism, reduced functional rotation and greater client satisfaction can be expected, among other aspects that may impact the result (Limm, H., Guendel, Heinmueller, Marten-Mittag, Nater, & Siegrist, 2011).

Organisations are formed with the intention of achieving specific objectives, and staff productivity is critical to achieving these objectives. Unegbu, Babalola, and Basahuwa (2020) define productivity as the deliberate act of achieving established goals and objectives. Productivity is defined by Alijanzadeh and Limooni (2020) as the result of an activity carried out for the purpose of a job or as the result of the activity. Productivity, according to Okoye, Mbagwu, Moneke, and Abanum (2018), is the result of activities and behaviours that create and support the social environment for the improvement of in-role productivity. The availability of relevant facilities, such as current printed materials, printers, internet/email, multimedia projectors, CD-ROMs, and air conditioners and/or fans, has been noted to improve library staff productivity (Ajegbomogun and Diyaolu, 2018).

Chukwunonso, Ayele, and Itodo (2020) sees productivity as a multidimensional concept that incorporates excellence, number and size, appropriateness, effectiveness and efficiency, the need for direction, and relational influence. According to Ikonne and Fajonyomi (2019), in the case of libraries and librarians, productivity is defined as the result of the discharge of statutory duties based on library personnel field of specialization that is focused on the achievement of a library's objectives, while also emphasizing that librarians' productivity has become significant indicators in defining libraries' productivity. As a result of the preceding, it is possible to conclude that librarian productivity has become a source of competitive advantage in order to increase a library's efficacy and efficiency, resulting in a library's productivity. As a result, the productivity of an organization is dependent on the productivity of its personnel.

According to Somvir (2012), library visitors have complained about a deterioration in prompt service provided by some academic librarians who appear tactless and have difficulty dealing with job-related issues. Work-related behaviours of employees are predicted by expectations of job performance, according to Davidescu, Apostu, Paul, and Casuneanu (2020), with the identification that library management appraise work-related behaviours of employees

in the library to guarantee these behaviours are well controlled. These work-related behaviours translate into real job performances required to accomplish the library's aims and objectives.

Reduced efficiency in library services, deterioration in prompt services, resource mismanagement, and low turnout of research production are all indicators of librarians' low productivity, according to Nwosu, Ugwuegbu, and Okeke (2013). If allowed to continue, this situation will have a negative impact on the overall effectiveness of academic libraries and the academic culture of Nigerian academic institutions. At this time, it's unclear whether librarians in Southwest Nigeria have discovered a reasonable way to improve their work-related attitudes to increase productivity. This uncertainty inspired the current study, which used Campbell, Gasser, and Oswald's eight-factor model of job performance to examine the impact of collection management techniques and work environment on the productivity of academic librarians in Southwest Nigeria (1996). While there are many successful cases and examples of 'best practice' in the collection management literature, effective collection management practices in Nigerian academic libraries fall short of expectations, which has no doubt harmed academic libraries and academic librarian productivity in Southwest Nigeria.

Research and previous studies (Babalola and Nwalo, 2013; Amusa, Iyoro, and Olabisi, 2013; Akor, 2014; Somvir, 2012) have established the existence of low productivity of academic librarians in the studied area as manifested in a decline in prompt services, reduced efficiency in library services, resource mismanagement, and low turnout of research outputs. According to Alegbeleye, Unegbu, Babalola, and Gbemi-Ogunleye (2020), the reason for the perceived shortfall in academic librarians' productivity could be linked to poor collection management practices and work situation factors.

The value of human resources, especially academic librarians, in providing efficient library services has been well-established by the literature reviewed, and literature believes that employee productivity is influenced by factors such as the availability of library facilities such as internet service, printers, and projectors. Work setting and collection management practices were also cited in the literature as being essential to academic librarians' productivity. As a result, when the work setting is inadequate, academic librarians' collection management practices are compromised, resulting in low productivity of academic librarians. It has been suggested that

insufficient collection management practices and unfavourable work settings have caused a discernible drop in the quality of library services which necessitates focused investigation and changes. Therefore, this study looked into the influence of collection management practices and work setting characteristics on academic librarians' productivity in Southwest, Nigeria.

Methodology

The study adopted the descriptive survey research design, using 191 librarians sampled (using total enumeration sampling technique) from 20 universities in Southwest, Nigeria as respondents (specifically, Lagos and Ogun States). Data was collected using a structured questionnaire entitled "Collection Management Practice, Work Setting, and Productivity of Academic Librarians in Academic Libraries in Southwest, Nigeria (CMPWSPALSN)". Instrument validation was ensured as it was given to colleagues and experts who read through to correct and determine its appropriateness while Cronbach's alpha reliability test was used, with values ranging from 0.70 to 0.86. The study instrument had a 67 percent return rate (128). Descriptive statistics (frequency counts, tables, percentages, standard deviations, and averages) were used to aid in the analysis of the data obtained for the research topics, while inferential statistics (Simple Linear Regression and Multiple Regression) were employed to test the hypotheses. It is important to mention that the states of Lagos and Ogun were chosen to represent the Southwest since the two states has more academic libraries than other Southwest states in Nigeria.

Findings and Analysis:

Table 1 shows the demographic factors of the respondents, which were coded and analysed, with frequency distribution and percentages displayed in tabular form.

Table 1: Demographic Data of the Academic Librarians

Characteristics	Categories	Frequency	Percentage %
University	University of Lagos (UNILAG)	20	15.6
	Babcock University (BABCOCK)	11	8.0
	Lagos State University (LASU)	10	7.8
	Federal University of Agriculture, Abeokuta (FUNAAB)	10	7.8
	Olabisi Onabanjo University (OOU)	10	7.8
	Mountain Top University (MOUNTAIN TOP)	6	4.4
	Tai Solarin University of Education (TASUED)	6	4.4
	Crescent University (CRESCENT)	6	4.4
	Christopher University (CHRISTOPHER)	6	6.6
	Bells University (BELLS)	5	3.7
	South Western University (SOUTHWEST)	5	3.7
	Pan African University (PAN AFRICAN)	5	3.7%
	Augustine University (AUGUSTINE)	5	3.7%
	Covenant University (COVENANT)	4	2.9%
	Trinity University (TRINITY)	4	2.9%
	McPherson University (MCPHERSON)	4	2.9%
	Chrisland University (CHRISLAND)	4	2.9%
	Crawford University (CRAWFORD)	3	2.2%
	Hallmark University (HALLMARK)	2	1.5%
	Caleb University (CALEB)	2	1.5%
Total		128	100%
Unit	Technical	20	15.6%
	Automation/IT	16	12.5%
	Readers	16	12.5%
	Circulation	14	10.9%
	Serial	14	10.9%
	Acquisition	12	9.4%
	Catalogue/Classification	12	7.8%
	Reference	12	9.4%
	Archive	4	3.1%
	Gifts and Exchange	4	3.1%
Total		128	100%

Gender	Female	96	75%
	Male	32	16%
Total		128	100%
Age	36-45years	56	43.8%
	46 years and above	52	40.6%
	26-35years	16	12.5%
	Below 26 years	4	3.1%
Total		128	100%
Marital Status	Married	112	87.5%
	Single	10	7.8%
	Widow	6	4.7%
Total		128	100%
Highest Qualification	MSc/MLIS	72	56.3%
	PhD	42	32.8%
	HND/BSc.	12	9.4%
	OND/NCE	2	1.6%
Total		128	100%
Years in Service	11-20years	58	45.3
	1-10years	48	37.5%
	21-30years	16	12.5%
	31-40years	4	3.1%
Total		126	98.4%

Source: Field Survey (2021)

Table 1 reveals that the University of Lagos (UNILAG) has the most respondents with twenty (20 = 15.6 percent), followed by Babcock with eleven (11 = 8%), and Hallmark and Caleb University with two (2 = 1.5 percent) responses each. This indicates that UNILAG and Babcock Universities have more academic librarians in the area under investigation. It also means that academic librarians at Hallmark and Caleb Universities are few. In comparison to private universities, it can also be noted that government-funded universities have more librarians. The technical units had the biggest number of respondents (15.6 percent), followed by automation and readers with 12.5 percent and 12.5 percent, respectively.

This suggests that in academic libraries in Lagos and Ogun States, more respondents are concentrated in the technical unit than in any other unit, whereas the number of respondents in

the cataloguing/classification unit is quite low. The gender distribution of librarians shows that there are more female librarians (75%) than male librarians in Lagos and Ogun State (16 percent). Furthermore, the results revealed that a large majority of respondents (43.8 percent) are between the ages of 36 and 45, while the smallest percentage is between the ages of 26 and under.

Another conclusion that can be derived from the findings is that the majority of academic librarians are married, as evidenced by the number of married academic librarians (112 = 87.5%), with the widow's category (4.7%) having the lowest percentage. The distribution of respondents by academic degree reveals that MSc/MLIS academic qualifications are held by more than half of the respondents (56.3 percent), while OND/NCE holders are held by the fewest (4.3%). (1.6 percent). Finally, the findings revealed that 45.3 percent of respondents have worked in academic libraries for 11 to 20 years.

Research Question One: How conducive is the work setting of academic librarians in Southwest, Nigeria?

Table 2: The conduciveness of the work setting

S/N	The conduciveness of Work Setting of Academic Libraries	High	Moderate	Low	Very Low	Mean	Std. Dev.
1	Space in my office setting is conducive	72(56.3%)	42(32.8%)	12(9.4%)	2(1.6%)	3.43	0.73
2.	The level of electricity in your library is high	62(48.4%)	56(43.8%)	6(4.7%)	2(1.6%)	3.41	0.66
3.	The level of workability of the computers in your library good	56(43.8%)	62(48.4%)	8(6.3%)	2(1.6%)	3.34	0.67
4.	The conduciveness of the tables in your office is adequate	50(39.1%)	66(51.6%)	10(7.8%)	2(1.6%)	3.28	0.68
5.	The level of psychological work setting in your office satisfactory	48(37.5%)	64(50%)	14(10.9%)	2(1.6%)	3.23	0.71
6.	Availability of resources in my	26(20.3%)	52(40.6%)	40(31.3%)	10(7.8%)	2.73	0.88

institution is adequate	Average mean	3.24
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Source: Field Survey (2021)

With an average mean of (x=3.24), the respondents experience a favourable work environment that supports their everyday activities, according to the results. The reason for this is that while the level of lighting in most academic libraries is quite high (x=3.41), the degree of workability of the computers in academic librarians' offices is modest (x=3.34). Many respondents, on the other hand, believed that their workplaces are roomy (x=3.43), while resource availability is moderate (x=2.73). The respondents' office tables are moderately conducive (x=3.38), and the level of psychological work atmosphere is moderate (x=3.23). It can be deduced from this, that academic librarians in Southwest, Nigeria enjoy their work.

Research Question Two: What are the challenges to productivity of academic librarians in Southwest, Nigeria?

Table 3: The challenges faced by academic librarians in Southwest, Nigeria.

S/N	The Challenges to Productivity of Academic Librarians	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean	Std. Dev.
1.	Collection management policy are not strictly followed	32(25%)	48(37.5%)	38(29.7%)	10(7.8%)	2.79	0.91
2.	Poor development staff and training	24(18.8%)	48(37.5%)	40(31.3%)	16(12.5%)	2.62	0.93
3.	Low instruction and research development among staff	22(17.2%)	46(35.9%)	50(39.1%)	10(7.8%)	2.62	0.86
4.	Low administration level and cooperation	22(17.2%)	48(37.5%)	44(34.4%)	14(10.9%)	2.61	0.90
5.	The work setting is not conducive for	18(14.1%)	44(34.4%)	42(32.8%)	24(18.8%)	2.43	0.96

	excellent Productivity							
6.	Poor access and service provision	8(6.3%)	46(35.9%)	54(42.2%)	20(15.6%)	2.32	0.82	
7.	Inconsistence and irregular promotion exercise	8(6.3%)	46(35.9%)	50(39.1%)	24(18.8%)	2.29	0.85	
Average mean						2.53		

Source: Field Survey (2021)

The above result depicts the difficulties that academic librarians in Southwest, Nigeria encounter. Since the average mean recorded is ($x=2.53$), the findings revealed that most academic librarians do not believe they are faced with much difficulties. Academic librarians in Southwest Nigeria, on the other hand, noted that collection management policies are not strictly followed ($x=2.79$), that staff development and training are lacking ($x=2.62$), that staff instruction and research development are lacking ($x=2.62$), and that administration and cooperation are lacking ($x=2.61$). The work environment is not conducive to high production ($x=2.43$), there is limited access and service provision ($x=2.32$), and promotion is inconsistent and irregular ($x=2.29$).

H1: Academic librarians' productivity in Southwest, Nigeria will not be influenced by collection management procedures and work environment.

Table 4: Multiple regression analysis of the influence of collection management practices and work setting on productivity of Academic Librarians in Southwest, Nigeria

R	R square	Adjusted R square	Standard error of estimate
.899	.809	.803	.325

Analysis of Variance (ANOVA)

Source of Variations	Sum of squares	Df	Mean square	F	Significant Value	Remark
Regression	27.297	4	13.649	129.020	.000	*
Residual	6.453	124	.106			

Total	33.750	128
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- a. Predictors: (Constant), Collection Management Practice, Work Setting
b. Dependent Variable: Productivity
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Source: Field Survey (2021)

Table 4 shows that the combination of collection management practices and work environment has a significant impact on academic librarian productivity in Southwest, Nigeria. The corrected R² is 803, while the result is R² = 809. This means that the linear regression is responsible for 80.9 percent of the variation in the data. Also, the null hypothesis in the F = 129.020 is that the model explains zero variance (sig. =.000) in the dependent variable, implying that the F test is highly significant, implying that the result explains a significant level of influence of collection management practices and work setting on academic librarian productivity in Southwest, Nigeria. As a result, the premise that collection management practices and the work environment have no impact on academic librarian productivity has been disproved. As a result, collection management practices and the work environment in Southwest, Nigeria have a combined effect on academic librarian productivity.

Discussion of Findings

This study has discovered that academic librarians in Southwest, Nigeria work in a reasonable work environment that only provides limited support for their daily activities; however, the level of brightness, as well as having a spacious environment, were found to be high, while other factors were moderate. According to Sumardjono and Adiatama (2019), the physical work environment is tied to colour, lighting, cleanliness, and space design, whereas the non-physical work environment is linked to employee welfare, working atmosphere, and interpersonal connections. Ajegbomogun & Diyaolu (2018) discovered that the availability of relevant amenities, such as current printed papers, printers, internet/email, multimedia projectors, CD-ROMs, and air conditioners/fans, is linked to a happy work environment.

According to the findings, academic librarians in Southwest, Nigeria encounter a variety of challenges at work, including a hostile work climate, collection management regulations, insufficient staff development, low instruction and research development, and a lack of administration and cooperation. Adebayo, Segun-Adeniran, Fagbohun, and Osayande (2018)

cited limited resources, rigid working hours, and unfriendly policies as difficulties faced by academic librarians. Academic librarians, according to Mousazadeh, Yektatalab, Momennasab, and Parvizy (2019), confront challenges such as a lack of facilities, appropriate equipment, and management competence and skill.

The research hypothesis which stated that collection management methods and work setting will not jointly influence the productivity of academic librarians in Southwest, Nigeria was tested to determine the joint influence of collection management practices and work setting. Several studies (Alegbeleye et al., 2020; Anasi 2020; and Narasuci et al., 2018) looked at the influence of the independent variables on academic librarian productivity and found that the effect was the same. These studies focused on the single effect of the variables on productivity, but this present work was able to determine the combined influence of these variables on academic librarians productivity.

Conclusion and recommendations

This study investigated the impact of collection management practices and work environment on academic librarians' productivity in Southwest Nigeria. The purpose of this study was to find out how conducive the work environment of academic librarians in Southwest, Nigeria is, to discover the challenges of academic librarians in their job performance, and to investigate the combined influence of collection management practices and work setting on the productivity of academic librarians in Southwest, Nigeria.

Conclusion

Since the core of the responsibilities of academic librarians is the provision of information materials for members of the community they serve, academic librarians' productivity in Southwest Nigeria is a crucial predictor of how well academic libraries in the surveyed area help and support the goals and objectives of their various parent institutions. The findings suggest that collection management practices and work setting are important aspects to consider when discussing academic librarians' productivity, as both have been shown to have considerable impact on academic librarians' productivity. It is sufficient to declare at this point that the two influential elements must be improved upon in order to ensure high productivity of

academic librarians, which in turn reflects the productivity and influence of academic libraries at academic institutions in Southwest, Nigeria.

Recommendations

The following recommendations are made in response to the findings of this study:

1. The universities should supply much-needed supplies to librarians in order to improve their working environment.
2. University administrators should evaluate librarians' job performance on a regular basis.
3. In order to encourage good delivery from librarians, the universities' libraries should adopt all of the constituents of collection management practices as they pertain to the current technological era.

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