

DATA MANAGEMENT AND JOB PERFORMANCE OF LIBRARIANS IN PUBLIC UNIVERSITIES IN RIVERS STATE

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ABSTRACT

The study examined data management and job performance of librarians in public universities in Rivers State, the study was guided by two research questions and two hypotheses, a Correlational research design was used for the study. A sample of 20 respondents were chosen, which consisted of 10 librarians each from Rivers State University and Ignatius Ajuru University of Education. An instrument captioned: Data Management and Job Performance Questionnaire (DMJPQ) was self designed and used for data collection. The Response options was the four point Likert rating of Strongly Agree, Agree Disagree and Strongly Disagree, the instrument was validated by experts from the Department while the reliability coefficient index of 0.816 was obtained using test-retest method, data collected from research questions were analyzed using mean and standard deviation while the hypotheses were tested at 0.05 using Product Moment Correlation Coefficient. The study findings showed that capacity development programs and digital literacy enhances job performance of librarians through skill acquisition. The study recommends that staff of library department should be encouraged to attend regular capacity development programs.

INTRODUCTION

Effective data management is crucial for enhancing the job performance of librarians in public universities, including those in Rivers State, Nigeria. It involves the systematic organization, storage, and retrieval of information, enabling library personnel to efficiently meet the information needs of their users. In today's digital age, data management encompasses not only traditional cataloging and classification but also the adept use of Information and Communication Technology (ICT) tools.

The Integration of ICT into library operations has significantly transformed information handling, making resources more accessible and closing the information gap between developed and developing nations. Libraries that effectively adopt ICT can streamline various tasks such as acquisition, processing, reference, circulation, and bibliographic services. This integration not only enhances service delivery but also improves the job performance of librarians. As noted by George et al. (2022), a library's ability to deliver services successfully depends on how well its staff can use ICT to carry out their jobs.

Digital literacy, a component of data management, is essential for modern librarians. It encompasses skills such as sending emails, browsing the internet, and utilizing social networking platforms. A study by George et al. (2022) highlighted a significant relationship between digital literacy skills and the job performance of librarians in Rivers State university libraries. The findings suggest that acquiring digital literacy skills can positively influence job performance and increase patronage of users in the library.

Furthermore, the work environment and staff development initiatives play pivotal roles in enhancing job performance. A conducive work environment, coupled with continuous professional development opportunities, can lead to higher job satisfaction and efficiency among library personnel. Eyo and Nwalo (2021) found significant relationships among work environment, staff development, personal variables, and job performance of library personnel

in public universities in South-South Nigeria. Their study concluded that a conducive work environment and effective staff development practices are crucial for improving job performance.

In summary, effective data management, bolstered by digital literacy and a supportive work environment, is integral to the job performance of librarians in public universities in Rivers State. Investments in ICT infrastructure, continuous training, and conducive work conditions are essential strategies for enhancing library services and meeting the evolving information needs of users.

Statement of the Problem

In today's digital era, effective data management is crucial for enhancing job performance across various sectors, including academic libraries. Public university libraries in Rivers State serve as the backbone of research, teaching, and learning, relying heavily on accurate and well-organized data for smooth operations. However, many librarians members struggle with data management challenges such as improper data storage, inefficient retrieval systems, outdated technology, and a lack of digital literacy. These issues can lead to delays in service delivery, loss of important records, and overall reduced productivity.

Furthermore, the increasing volume of digital and print resources requires librarians to adopt modern data management techniques to handle cataloging, user requests, and research support efficiently. In many cases, inadequate training and limited access to technological tools hinder staff performance, affecting the quality of services provided to students and faculty.

If these challenges persist, they could negatively impact the overall effectiveness of public university libraries in Rivers State. Therefore, this study seeks to examine how data management practices influence the job performance of librarians, identify existing gaps, and propose solutions to improve efficiency in library operations.

Purposes of the Study

Specifically, the purpose of this study was to:

1. To examine how staff development strategies influence data management and job performance of librarians in public universities in Rivers State.
2. To find out the effect of digital literacy on the ability of librarians to manage data effectively and perform their duties efficiently?

Research Questions

The following research questions guided the study:

1. How do capacity development programs impact the efficiency of data management and job performance of librarians?
2. What is the effect of digital literacy on the ability of librarians to manage data effectively and perform their duties efficiently?

In the context of data management and job performance among librarians in public universities in Rivers State, Nigeria, the concept of "humanware" emphasizes the critical role of human resources—their skills, knowledge, and competencies—in effectively managing data and enhancing job performance. This perspective aligns with the Human Capital Theory, which posits that investments in employee development lead to improved organizational outcomes.

Hypotheses

The following null hypotheses guided the study:

1. H_0 : There is no significant relationship between staff development strategies and job performance of librarians in public universities in Rivers State.
2. H_0 : Digital literacy does not significantly influence data management effectiveness among librarians in public universities in Rivers State.

Conceptual Review

Information and Communication Technology (ICT) Training

ICT training is essential for equipping library professionals with the skills necessary for effective data management. A study by Wiche *et al.*, 2022, at Rivers State University and the University of Port Harcourt revealed that ICT training significantly enhances job performance among library professionals. The study highlighted that training in areas like computer/internet use, Online Public Access Catalog (OPAC), Integrated Library Management Systems (ILMS), emails, smartphones, databases, and networking sites positively impacts job performance. However, the study also noted that ICT training programs are infrequent, often occurring once every two years, which is insufficient for maintaining high job performance levels. The authors recommend regular capacity-building initiatives, at least twice a year, and encourage library professionals to attend ICT seminars, workshops, and conferences to stay updated with evolving technologies.

Staff Development Strategies

Effective staff development strategies, including job rotation and online courses, play a significant role in enhancing job performance. Ordua, Bende, and Etebu (2024) investigated the relationship between human resource upskilling strategies and information managers' job performance in Rivers State-owned universities. The study found that job rotation and online courses positively influence job performance aspects such as information dissemination and workflow efficiency. The authors suggest that universities should adopt job rotation practices and encourage participation in online courses to broaden staff experience and skills, thereby improving job performance.

Work Environment and Personal Variables

The work environment and personal variables, such as educational qualifications, job positions, work experience, and job tenure, significantly influence job performance. Eyo and Nwalo (2021) examined these factors among library personnel in public universities in South-South Nigeria, including Rivers State. The study found that a conducive work environment and continuous staff development positively impact job performance. Additionally, personal variables like higher educational qualifications and extensive work experience contribute to better job performance. The authors recommend that library management consider these factors to improve and sustain job performance levels among library personnel.

Capacity Development Programs

Capacity development programs, such as on-the-job training, in-service training, off-the-job training, and mentoring, are essential for enhancing job performance. Echem (2022) investigated the relationship between these programs and librarians' job performance in state university libraries in South-South Nigeria. The study found positive relationships between these capacity development programs and job performance, suggesting that such programs are effective in improving librarians' skills and performance. The author recommends that management encourage internal rotation of librarians, provide proper orientation, delegate

responsibilities effectively, and strengthen mentor-mentee relationships to develop successful successors.

Digital Literacy

Digital literacy is crucial for effective data management and job performance. George, Okwu, and Ogunbodede (2022) examined digital literacy skills and job performance of librarians in state-owned universities in Rivers State. The study found a significant relationship between digital literacy skills and job performance, indicating that librarians with higher digital literacy are more effective in their roles. The authors recommend that librarians be encouraged to acquire digital literacy skills through incentives and support from management, as this can positively influence their job performance and increase library patronage.

Theoretical Review

Theoretical Framework: Human Capital Theory

Human Capital Theory, introduced by economists such as Becker (1993), suggests that individuals' knowledge, skills, and abilities are forms of capital that can be invested in through education and training to yield returns in the form of enhanced productivity and performance. In the realm of library services, this theory implies that developing the competencies of librarians—particularly in data management—can lead to more efficient operations and better service delivery.

Relevance to Data Management and Job Performance

Applying Human Capital Theory to librarians in public universities in Rivers State underscores the importance of continuous professional development in data management. Investments in training programs that enhance digital literacy and data handling capabilities are crucial for adapting to the evolving demands of the information landscape.

For instance, a study by Eyina and Orlu (2021) highlighted that staff training in information and communication technology (ICT), coaching, in-service training, and staff induction significantly enhance job performance in Rivers State universities. The researchers recommended that university leadership strengthen these training programs to improve employee development and effectiveness.

Similarly, Ordua et al. (2024) investigated the relationship between human resource upskilling strategies and information managers' job performance in Rivers State-owned universities. The study revealed that upskilling strategies, such as job rotation and online courses, have a significant positive relationship with job performance in terms of information dissemination and smooth workflow. The authors concluded that advanced skills gained through such strategies enable information managers to provide valuable insights for informed decision-making.

Integrating the humanware perspective through the lens of Human Capital Theory highlights the necessity of investing in the development of librarians's competencies. Such investments are essential for effective data management and enhanced job performance in public universities in Rivers State. By prioritizing continuous professional development and upskilling strategies, these institutions can ensure that their librarians are well-equipped to meet the challenges of the digital age.

Empirical Review

A study by George et al. (2022) examined the relationship between digital literacy skills and job performance among librarians in state-owned universities in Rivers State. The study found a significant positive correlation, indicating that librarians with higher digital literacy skills tend

to perform better in their roles. The authors recommended that management should encourage librarians to acquire these skills to enhance job performance and increase library patronage.

Eyo and Nwalo (2021) investigated how work environment, staff development, and personal variables predict job performance of library personnel in public universities in the South-South region of Nigeria. Their findings revealed that a conducive work environment and robust staff development practices significantly contribute to improved job performance. They concluded that enhancing these factors is crucial for achieving library goals and objectives.

A case study focusing on Rivers State University and the University of Port Harcourt highlighted the importance of ICT training for library professionals. The study emphasized that the ability to effectively use ICT tools is essential for successful service delivery in libraries, as it facilitates easier access, retrieval, and utilization of information resources.

Research by Nna-Emmanuel (2024) explored the relationship between the use of internet facilities and job performance of office managers in public universities in Rivers State. The study found that the utilization of internet facilities significantly enhances job performance, suggesting that integrating such technologies into daily operations can improve efficiency. These studies collectively underscore the importance of digital literacy, ICT training, a supportive work environment, and access to modern technological facilities in enhancing the job performance of librarians in public universities within Rivers State and the surrounding regions.

METHODOLOGY

Research design: the design used for the study is a correlational research design.

Population of study: The study population is comprised of 20 Librarians of two Public University in Rivers State, namely: Rivers University 10 Librarians and Ignatius Ajuru University of Education 10 Librarians.

Sample sampling technique: the sample consisted of all the Librarians in the two universities which is 20 Respondents.

Instrument for data collection: The instrument used for data collection was self designed questionnaire captioned: Data Management and Job Performance Questionnaire (DMJPQ) the instrument was divided into two sections the first section dealt with demographic variables while the second section addressed the Questionnaire items, the response options are strongly agree, agree, disagree and strongly disagree, respectively

Validity of the instrument: The validity of the instrument was carried out by experts from the department, who ensured that the instrument measures what it suppose to measure

Reliability of the instrument: A test retest method was used determine the reliability coefficient, however 0.816 was obtained showing that the instrument was highly reliable for the study.

Method of data analysis: The research questions were analyzed using mean and standard deviation while the hypothesis was tested using Product Moment Correlation Coefficient at 0.05 level of significance.

RESULTS

Research question one: How does capacity development programs impact on the job performance of librarians of public Universities in Rivers State

Table1: Mean and Standard deviation scores on the impact of capacity development programs on job performance

S/N	ITEMS	SUM	\bar{X}	80	Remark
1	Capacity programs helps to improve Librarians skills and performance on the job	59	2.809	1.674	Agreed
2	A robust staff development programs contributes to high productivity among staff	61	2.904	1.704	Agreed
3	As staff undergoes development programs it motivates and it enhances their efficiency.	64	3.047	1.746	Agreed
4	Staff development programs motivates and enhances efficiency of staff	64	3.047	1.746	Agreed

Analysis of data in table 1 revealed that, items 1-4 had all the mean scores above the criterion mean of 2.5 meaning that capacity development programs impacts on the job performance of librarians, by improving their skill, contributing to high productivity, and motivation of staff
 Research question two: what is the effect of digital literacy on the job performance of librarians in public Universities in Rivers State?

Table 2: Mean and standard deviation scores on the effect on digital literacy on job performance of librarians

S/N	ITEMS	SUM	\bar{X}	80	REMARK
5	Librarians with digital skills perform better in their duties	60	3.000	1.732	
6	Librarians with high digital skill are more effective in their roles	60	2.857	1.593	
7	Digital literacy skills facilitates access, retrieval and utilization of information	57	2.714	1.574	
8	Prompt utilization of internet facilities enhances job performance	61	2.904	1.704	

Table 2 showed that items 5-8 had all the mean, scores above the criterion mean of 2.5 indicating that digital literacy effect job performance, by facilitating access , retrieval and utilization and prompt utilization of internet facilities.

Hypothesis

There is no significant relationship between capacity development programs and job performance of Librarians in Public University In Rivers State.

Table 3 test of relationship between capacity development programs and job development programs and job performance

Variables	N	\bar{X}	SD	r	P	Remark
Capacity Development Programs	10	2.951	1.715			Sig
				0.849	0.059	
Job performance	10	2.832	1.672			

Table 4 data analysis revealed that r calculated value of 0.849 ($r=0.849$, $p < 0.05$) is greater than the critical value of 0.059 hence, the null hypothesis was rejected, meaning there is a significant relationship between capacity development programs and job performance of librarian in Public Universities in Rivers State.

H₀₂ There is no significant relationship between digital literacy and job performance of librarian in Public Universities in Rivers State.

Table 4: test of relationship between digital literacy and job performance

Variables	N	\bar{X}	SD	r	P	REMARK
Digital literacy	10	2.892	1.689			
				0.696	0.037	Sig
Job performance	10	2.832	1.672			

Analysis on table 4 showed that the r calculated value of 0.696 ($r=0.696$ $p < 0.05$) is greater than the critical value of 0.037 hence the null hypothesis was rejected, meaning there is a significant relationship between digital literacy and job performance among librarians in Public Universities In Rivers State.

Discussion of results

Research question one and hypothesis one revealed that there is a significant relationship between capacity development programs and job performance of librarians in Public University in Rivers State, meaning that capacity development programs enhances the productivity of librarians through skill acquisition. This finding is in line with Echem (2022) who posited that capacity development programs are effective in improving librarian skills and performance. The findings in research question two and hypothesis two showed that a significant relationship exists between digital literacy and job performance of librarians in Public Universities in Rivers State. This indicates that librarians have access to internet facilities to enhance their proficiency in the performance of their roles this is in line with Oluwatosin (2021) who stated that librarians perform better when exposed to internet facilities.

CONCLUSION

In the global community access to various types of Information Communication Technology (ICT) facilities enhances the performance of staff. This study which centers on data management and job performance of librarians in Public Universities in Rivers State can be concluded Thus: Capacity development programs and digital literacy significantly relate with job performance, hence they improve skill acquisition, enhance productivity and innovations

RECOMMENDATIONS

Based on the findings it was recommended as follows:

1. Librarians should be encouraged to undergo regular capacity building program to enhance their job performance.
2. Public Universities in Rivers State should establish Information Communication Technology (ICT) centers to enhance periodic training of staff.
3. Every librarian should be encouraged to be literate in the internet usage.

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