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2022/2023 PhD Thesis Abstract

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RT: Information Communication Skills, teamwork, employee Motivation and Research Output of Librarians in Public Universities in South –West, Nigeria

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AB: Research output is an important condition for the recognition, promotion and career advancement of librarians. Librarians, like their counterparts, are required to publish their research findings in terms of quality and quantity. However, studies have established low level of research output of librarians making it a subject of concern to the library management. Information communication technology skills, teamwork and employee motivation have been established to increase research output of librarians without considering teamwork. Therefore, the study investigated the influence of information communication technology skills, teamwork and employee motivation on research output of librarians in public universities in South-West, Nigeria.

The study adopted survey research design. The population comprised 220 librarians in public universities in South-West, Nigeria. Total enumeration was used for the study. A structured, validated questionnaire was used for data collection. The Cronbach's alpha reliability coefficients for the constructs ranged from 0.77 to 0.95. The study achieved a response rate of 92.3%. Data were collected and analysed using descriptive and inferential (simple and multiple linear regression) statistics, at 5% level of significance.

The results revealed that ICT skills, teamwork and employee motivation jointly influenced librarians' research output in public universities in South-West, Nigeria ($Adj.R^2 = 0.16$, $F(3, 199) = 13.75$, $p < 0.05$). ICT skills had a positive and significant influence on research output ($Adj.R^2 = 0.09$, $F(1, 201) = 22.33$, $p < 0.05$). Teamwork significantly influenced research output of librarians in public universities ($Adj.R^2 = 0.11$, $F(1, 201) = 25.05$, $p < 0.05$).

Employee motivation had significant influence on research output of librarians in the public universities ($Adj.R^2 = 0.09$, $F(1, 201) = 21.95$, $p < 0.05$). ICT indicators: computing skills ($\beta = 0.17$, $p > 0.05$), database management skills ($\beta = 0.099$, $p > 0.05$) and research tools skills ($\beta = 0.15$, $p > 0.05$) had no significant influences on research output. Teamwork indicators: team contributions ($\beta = 0.24$, $p < 0.05$) had a positive and significant influence on research output. Team interactions ($\beta = 0.12$, $p > 0.05$) and team achievement ($\beta = 0.01$, $p > 0.05$) had no significant influences on research output. Employee motivation: intrinsic motivation ($\beta = 0.04$, $p < 0.05$) and extrinsic motivation ($\beta = 0.32$, $p < 0.05$) had positive and significant influence on research output.

The study concluded that combining ICT skills, teamwork, and employee motivation enhanced research output of librarians in public universities in South-West, Nigeria. The study recommended that management of federal and state universities in conjunction with the management of the university libraries should endeavour to sustain high level of ICT skills, and teamwork to improve librarians' research output in public universities in South-West, Nigeria.

Keywords: Employee motivation, ICT skills, Librarians research output, Public universities, Teamwork in research

Word Count: 440

Abbreviations: *RFN: Researcher's Full Name, RD: Researcher's Department, RS: Researcher's School, RE: Researcher's Email, RAE: Researcher's Alternate Email, RP: Researcher's Phone Contact, RT: Registered Title, MS: Main Supervisor, ME: Main Supervisor's E-mail Address, SP: Main Supervisor's Phone Contact, CS: Co-Supervisor, CE: Co-Supervisor's E-mail Address, CP: Co-Supervisor's Phone Contact, AB: Abstract*

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