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2022/2023 PhD Thesis Abstract

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RT: Organizational Support, Employee Commitment, Administrative Effectiveness and Librarians' Productivity in Public Polytechnic Libraries in South-West, Nigeria

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AB: Librarians' productivity is crucial in predicting the success of any polytechnic library. Low productivity exists among librarians, this is reflected in poor library service delivery which has culminated to low patronage by users. However, studies have shown low productivity of librarians in Nigeria which has become a source of concern to library management. Librarians' productivity could be enhanced when there is organizational support, employee commitment and administrative effectiveness. Moreover, there is dearth of literature on the joint influence of organizational support, employee commitment and administrative effectiveness on librarians' productivity. This study therefore investigated the influence of organizational support, employee commitment and administrative effectiveness on librarians' productivity in public polytechnic libraries in South-West, Nigeria.

The study adopted survey research design. The population of the study was 214 librarians and library officers in the 20 public polytechnics in South-West, Nigeria. Total enumeration was employed. A structured, validated questionnaire was used to gather data. Cronbach's alpha reliability coefficients for the constructs ranged from 0.78 to 0.82. The response rate was 81%. Data were analyzed using descriptive and inferential (simple and multiple linear regression) statistics.

The findings revealed that organizational support, employee commitment and administrative effectiveness jointly influenced librarians' productivity in public polytechnic libraries in South-West, Nigeria ($Adj.R^2 = 0.22$, $F(3, 172) = 17.24$, $p < 0.05$). The findings also revealed that organizational support significantly influenced librarians' productivity ($Adj.R^2 = 0.17$, $F(4, 168) =$

9.49, $p < 0.05$). Organizational rewards ($\beta = 0.30$, $t(167) = 3.47$, $p < 0.05$) and supervisors' support ($\beta = 0.18$, $t(167) = 2.03$, $p < 0.05$) had significantly influenced librarians' productivity. Employee commitment significantly influenced librarians' productivity in the public polytechnic libraries ($Adj.R^2 = 0.10$, $F(3, 169) = 7.55$, $p < 0.05$). Affective commitment ($\beta = 0.19$, $t(171) = 2.20$, $p < 0.05$) had positive influence in librarians' productivity. The finding further revealed that administrative effectiveness positively and significantly influenced librarians' productivity in public polytechnic libraries in South-West Nigeria ($Adj.R^2 = 0.18$, $F(6, 165) = 7.18$, $p < 0.05$).

The study concluded that organizational support, employee commitment and administrative effectiveness enhanced librarians' productivity in public polytechnic libraries in South-West, Nigeria. The study recommended that to enhance librarians' productivity, library management should ensure regular reports of each unit's service delivery, sustain librarians' commitment, and maintain administrative effectiveness.

Keywords: Administrative effectiveness, Employee commitment, Librarians' productivity, Organizational support, Polytechnic libraries

Word Count: 377

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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