



BABCOCK
UNIVERSITY

ILISHAN-REMO, OGUN STATE, NIGERIA

COLLEGE OF POSTGRADUATE STUDIES

2022/2023 PhD Thesis Abstract

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RT: Gender Influence, Leadership Style, Mentoring and Librarians' Innovation in University Libraries in South-West, Nigeria

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AB: Innovation is a strategy that allows organizations, including libraries, to survive in an environment characterized with change. Despite its significant role in making libraries relevant in the current dynamic environment, studies have established low level innovation in university libraries. This is reflected in unmet user demands for new types of services. Various factors such as gender, leadership and mentoring play decisive roles in enhancing organizational creativity and innovation. However, few studies have examined these variables in relation to innovation among librarians in academic libraries in South-West, Nigeria. Therefore, this study investigated the influence of gender, leadership style and mentoring on librarians' innovation in academic libraries in South-West, Nigeria.

The study employed survey research design. The population comprised 391 academic librarians from public and private university libraries in South-West, Nigeria. The sample size of 196 was determined using Krejcie and Morgan sample size determination Table. Fifty-two universities were purposively selected based on availability of physical academic libraries. Then, simple random sampling was used to determine the participants. A structured and validated questionnaire was used for data collection. Cronbach's alpha reliability coefficients for the constructs ranged from 0.79 to 0.84. A return rate of 97.4% was achieved. Descriptive and inferential (simple and multiple regression) statistics were used to analyse the data at 5% level of significance.

Findings showed that gender, leadership style and mentoring have significant combined influence on librarians' innovation in academic libraries in South-West, Nigeria ($Adj.R^2 = 0.620$, $F(3, 187) = 104.50$, $p < 0.05$). The result revealed that gender ($Adj.R^2 = 0.37$, $F(1, 189) = 113.20$, $p < 0.05$), leadership style ($Adj.R^2 = 0.53$, $F(1, 189) = 215.26$, $p < 0.05$) and mentoring ($Adj.R^2 = 0.44$, $F(1, 189) = 151.27$, $p < 0.05$) had significant influence on librarians' innovation. Among the barriers to innovation in academic libraries in South-West, Nigeria were limited resources and investment (77.5%) and lack of structured policies (71.7%), as indicated by the respondents.

The study concluded that gender influence, leadership style and mentoring enhanced librarians' innovation in South-West, Nigeria. Therefore, the study recommended that university management should make available enough funds and technological infrastructure to enhance library management in the introduction and sustenance of innovation programs/services. Similarly, library management should create policies on innovation for improved library services.

Keywords: Academic libraries, Gender influence, Leadership style, Librarians' innovation, Mentoring of librarians

Word Count: 373

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*

Suggested Citation: Adeeko, K., Madukoma, C., and Unegbu, V.E. 2023. Gender Influence, Leadership Style, Mentoring and Librarians' Innovation in University Libraries in South-West, Nigeria. PhD Thesis Abstract, College of Postgraduate Studies, Babcock University. [https://doi.org/10.61867/pcub.1\(5\).142](https://doi.org/10.61867/pcub.1(5).142)