



**BABCOCK**  
**UNIVERSITY**

ILISHAN-REMO, OGUN STATE, NIGERIA

# COLLEGE OF POSTGRADUATE STUDIES

## 2022/2023 PhD Thesis Abstract

### Department of Information Resources Management

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**RT:** Knowledge Sharing Practices, Career Development and Job Satisfaction of Library Personnel in Colleges of Education in South-West, Nigeria

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**AB:** Job satisfaction is critical to achievement of organizational goals and objectives. Employees with high level of job satisfaction tend to show high level of commitment and productivity. However, studies have reported low level of job satisfaction among academic librarians. Various factors could be adduced to this situation among which are lack of career development programme and the level of knowledge sharing among library personnel. While studies have linked knowledge sharing practices and career development to job satisfaction in various contexts, very few have examined the influence of these variables on job satisfaction of librarians in colleges of education. This study therefore examined the influence of knowledge sharing practices and career development on job satisfaction of library personnel of colleges of education libraries in South-West, Nigeria.

The study adopted survey research design. The population of the study comprised 262 library personnel in colleges of education in South-West, Nigeria. Total enumeration was used. A structured validated questionnaire was used to collect data from the respondents. Cronbach's alpha reliability coefficients for the variable ranged from 0.80 to 0.91. A response rate of 100% was achieved. Data were analyzed using descriptive and inferential (simple and multiple linear regression) statistics at 5% level of significance.

The results showed that knowledge sharing practices and career development jointly influenced job satisfaction of library personnel in South-West, Nigeria ( $Adj.R^2 = 0.13$ ,  $F(2, 262) = 0.19$ ,  $p < 0.05$ ). Findings revealed a significant influence of knowledge

sharing practices on job satisfaction of library personnel in the colleges of education ( $Adj.R^2 = 0.11$ ,  $F(2, 261) = 0.33$ ,  $p < 0.05$ ). Career development equally significantly influenced job satisfaction of library personnel in the colleges of education in South-West, Nigeria ( $Adj.R^2 = 0.01$ ,  $F(2, 261) = 2.06$ ,  $p < 0.05$ ).

The study concluded that knowledge sharing practices and career development contributed to job satisfaction of library personnel in colleges of education in South-West, Nigeria. The study recommended that library management should sustain knowledge sharing among library personnel through regular job rotation and career development programme for the library personnel in colleges of education in South-West, Nigeria.

**Keywords:** Career development, Colleges of education, Job satisfaction, Knowledge sharing practices, Library personnel

**Word Count:** 344

**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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