



**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:** Information Communication Technology Skill, Professional Competence, Motivation and Job Satisfaction of Librarians in Private University Libraries in South-West, Nigeria

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**AB:** Job satisfaction is the extent to which workers enjoy doing their work. Whenever librarians are dissatisfied with their work, they will look for where their aspirations would be fulfilled. Literature has established that poor satisfaction of workers has been an issue in the field of librarianship. Several studies have reported low job satisfaction in Nigerian libraries. It appears that little or no research has been done using Information Communication Technology (ICT) skill, professional competence and motivation on job satisfaction of librarians in private university libraries in Nigeria especially in South-West, Nigeria. This study therefore examined the influence of ICT skill, professional competence and motivation on job satisfaction of librarians in private university libraries in South-West, Nigeria.

The study employed survey research design. The total population for the study was 243 librarians in the thirty-three private university libraries in South-West, Nigeria. Total enumeration was adopted for the study. Data were collected with a structured and validated questionnaire. Cronbach's alpha reliability coefficients for the constructs ranged from 0.81 to 0.93. A response rate of 61.7% was achieved. Data were analyzed using descriptive and inferential (simple and multiple regression) statistics at 5% level of significance.

Findings showed that ICT skill, professional competences and motivation jointly influenced job satisfaction of the librarians ( $Adj.R^2 = 0.28$ ,  $F(3, 146) = 20.42$ ,  $p < 0.05$ ). ICT skills had no significant influence on job satisfaction of the librarians ( $Adj.R^2 = 0.01$ ,  $F(1, 149) = 2.49$ ,  $p > 0.05$ ). Professional competence had a significant influence on job satisfaction of the librarians ( $Adj.R^2 = 0.03$ ,  $F(1, 149) = 4.82$ ,  $p < 0.05$ ). Motivation significantly influenced job satisfaction of the librarians ( $Adj.R^2 = 0.28$ ,  $F(1, 149) = 59.84$ ,  $p < 0.05$ ). Findings also revealed that, on a scale of 4 points, job satisfaction ( $\bar{x} = 2.68$ ) was high, librarians were proficient in ICT skill ( $\bar{x} = 3.37$ ), possessed high level of professional competence ( $\bar{x} = 3.22$ ) and are highly motivated on the job ( $\bar{x} = 3.10$ ).

The study concluded that ICT skill, professional competence and motivation enhanced job satisfaction of librarians in private university libraries in South-West, Nigeria. The study recommended that management should maintain satisfaction of librarians in South-West, Nigeria. They should also sustain ICT skill by putting in place policies to encourage librarians' use of the skill on the job.

**Keywords:** ICT skill, Job motivation, Job satisfaction, Private university libraries, Professional competence

**Word Count:** 381

*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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